

WI DCF Child Welfare Transformation Initiative and Family First Implementation



November 20, 2020



Wisconsin Department of Children and Families

Wisconsin's Future Framework for Child Welfare

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





How is Wisconsin moving towards this new Framework?



Wisconsin Department of Children and Families

Child Welfare Strategic Plan and Transformation Initiative

Vision: All Wisconsin children are safe and loved members of thriving families and communities

Shared Child Welfare System Purpose: Strengthen all Wisconsin families to support their children because children belong with their families

Strategic Priorities



We build local prevention services to support families in their home

Safely transform the child welfare and youth justice system to **dramatically increase** the proportion of children supported in their homes and communities

Nurture and develop a **continuum of prevention and family preservation services** to support families and, where necessary, prevent a child's removal to keep families together



We keep children in family-like settings whenever possible

Identify, recruit and support relative and like-kin caregivers, in support of children and youth who cannot be safely maintained in their home

Elevate and support the role of individuals with lived experiences to **inform** system changes



We improve our group care system

Engage with providers across the state to elevate the quality of group care through trauma-informed, child-centric, and treatment-oriented approaches

Utilize **short-term** group care stays for children with complex needs to get kids back to family-like settings

Support group care providers in meeting the needs of children and youth with complex needs closer to home



We support our workforce with solutions and improvements

Invest in improvements in training, technology, and practices and processes to maximize time with families

Design a caseworker training model based on the needs of the workforce and the system

Enhance infrastructure to support youth justice initiatives and increase cross-system collaboration

Statement of Diversity, Equity and Inclusion

We include diverse perspectives through engaging a wide range of voices in shaping our child welfare transformation; and strive for fairness and justice in our child welfare system thru addressing racism, inequities and barriers to inclusion.]



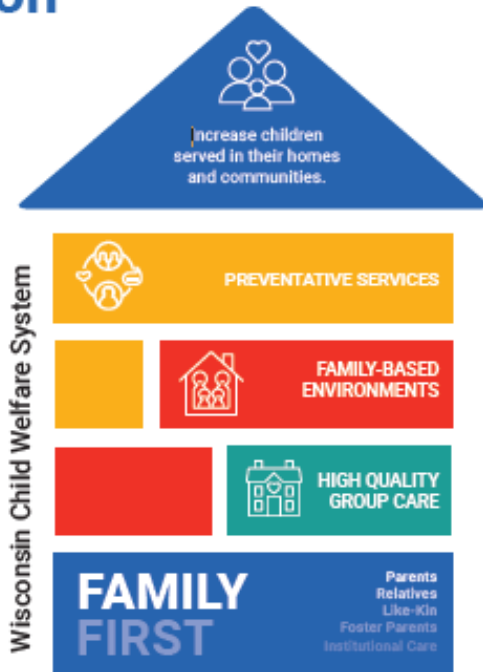
Wisconsin Child Welfare System Transformation

The Family First Prevention Services Act (Family First), signed into law in February 2018, provides an opportunity for positive change and supports ongoing efforts to transform Wisconsin's child welfare system by keeping children and teens safely with their own family and to avoid the often traumatizing experience of unnecessary placement into the foster care system. Its name reflects the elements of the legislation: a **family first** for children and teens with **preventive services** to keep kids safe and growing up in their family.



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

Kids involved with the child welfare system should grow up in safe, stable and secure families that support their long-term well-being. Research makes clear that growing up in a family is essential for all kids, especially those who have experienced abuse or neglect.



- Investing in preventative services** | States will be able to access federal funding for certain service costs, such as trauma-informed mental health services, substance use treatment and in-home parenting skills training, that help families whose children are at risk of being removed from their parents to build safe, loving and supportive homes where their children can grow and thrive.
- Building family-based environments** | When a child cannot safely remain in their home, every effort will be made to place a child with a relative or like-kin caregiver. When that is not possible, the next preference is to place children with foster families.
- High quality group care** | Use of group care settings will be limited to short-term placements of children with complex behavioral health and medical needs. Wisconsin is leveraging the opportunity provided by FFPSA to transform group care into a trauma-sensitive and child-centric system with high-quality, community based placement settings.



DCF Transformation Planning and Family First Efforts

- Formed three strategic teams that are developing detailed timelines and Workplans to meet goals and requirements over the next 2-3 years
- Identifying and Pursuing Required Legislative and Rule Changes, e.g., QRTP Rule
- Impact of COVID
- Examining Relevant Data and Fiscal Trends
- Developing Funding Models to determine IV-E impacts and leverage funding and resources to advance transformation
- Website for Sharing Updates - <https://dcf.wisconsin.gov/family-first>
- Investing in communication resources to provide timely updates on progress
- Developing a Robust Stakeholder Engagement Plan



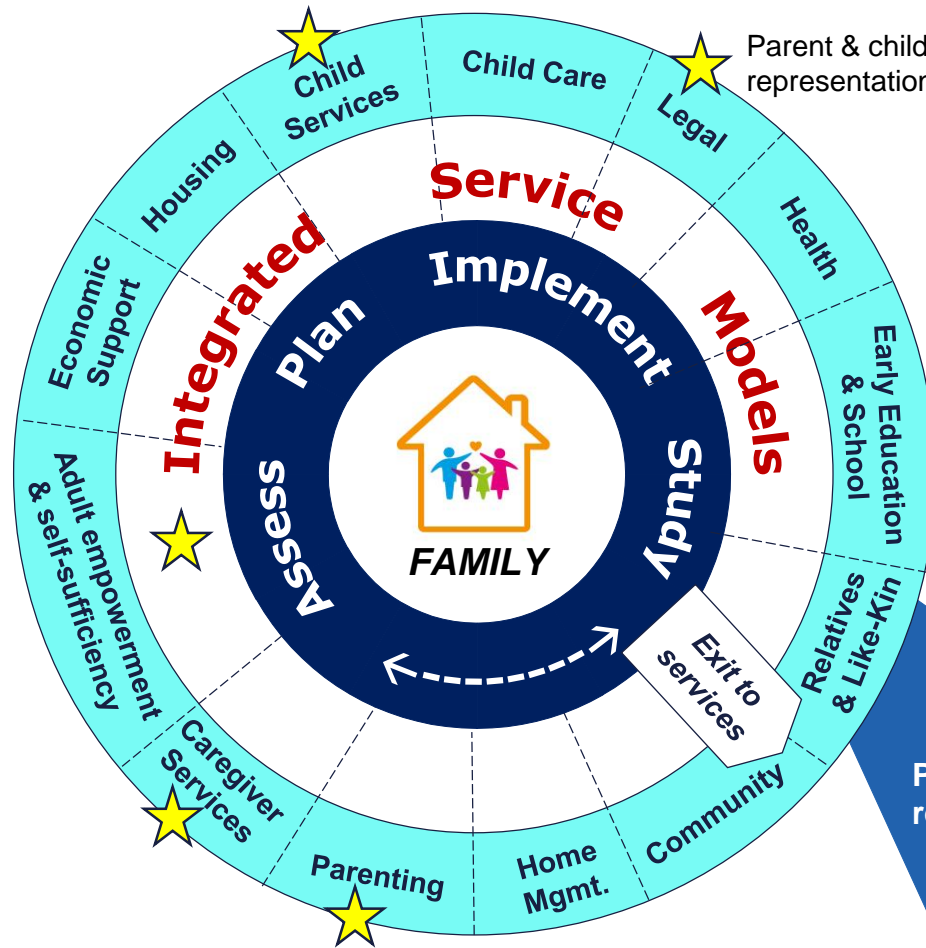
Home-Like Continuum

Strategic objectives:

- Safely transform the child welfare and youth justice system to **dramatically** increase the proportion of children supported in their homes and communities.
- **Identify, recruit and support** relative and like-kin caregivers, in support of children and youth who cannot be safely maintained in their home.
- **Elevate** and support the role of individuals with lived experiences to **inform** system changes.



In-Home Service Model



★ = potential Evidence Based Practices (EBP)



Higher Level of Care

Strategic Objectives:

In addition to the FFPSA requirements

- Establish a sustainable, trauma-informed, child-centric system to achieve better outcomes for kids with complex needs in Congregate Care Settings
- Reduce the use of congregate care placements for children by shifting to short-term interventions only when they cannot be provided through in-home settings
- Reduce the number of children placed in out-of-state congregate care settings by improving the ability of Wisconsin's providers to meet the needs of our children in-state
- Support the needs of complex and vulnerable children and youth, by dedicating additional resources to serving this historically underserved population
- Engage with providers to develop a high quality standard of care across all congregate care providers



Higher Level of Care Initial QRTP Go Live

*Denote a process that has dependencies which may change;
 *Denotes a workstream that is assigned outside HLOC, but dependent within QRTPs.
Bold: Represents Critical Milestones
 Maroon : to be discussed

Scope	Q4 – 2020	Q1 – 2021	Q2 – 2021	Q3 – 2021	Q4 – 2021
QRTP Designation <ul style="list-style-type: none"> Criteria, Policy & Standards for QRTP Designation Trauma Informed Model & Training Criteria for Aftercare Model & Training 24/7 Nursing Requirement QRTP Rates 	<ul style="list-style-type: none"> Align on Aftercare Approach Nursing RFB Align on TITM Approach QRTP Policy Outline & Draft 1 <i>Submit Add'l statutes*</i> 	<ul style="list-style-type: none"> Finalize QRTP Policies and criteria QRTP Policy Review Nursing RFB Issued Tng & Impl Planning QRTP Bills to Legis. <i>QRTP Rate Recos*</i> <p><i>Timeline dependent on Statute passage: At high risk due to delays</i></p>	<ul style="list-style-type: none"> QRTP Policy Issued* Practice Standards Nursing Provider Chosen Conduct Training QRTP Bills approval* Admin Rule Draft 1 QRTP Rate Decisions* <p>5/1/2021: Policies issued</p>	<ul style="list-style-type: none"> Execute Implementatn. And Training plans Approve & Publish Emergency Adm Rule* Nursing Contract Support Certif. process 	<p>10/1/2021: FFPSA Live in Wisconsin</p> <ul style="list-style-type: none"> First QRTPs Designated <div style="border: 1px solid black; padding: 5px;"> <ul style="list-style-type: none"> Support Initial Go-Live 2022 QRTP Rates Established </div>
QRTP IV-E Claiming <ul style="list-style-type: none"> Assessment Waiver CANS Training Procedure for Placement Court/DSP Placement Review Process Extended Placement Process Perm Plan Changes Treatment plan changes eWiSACWIS Changes IV-E Claiming Procedures 	<ul style="list-style-type: none"> eWI Design Rnd 1 Submit Ind. Assessment Waiver Submit Ext. Placement Summary to SO Develop Perm Plan Template Treatment Plan Reco <i>Court process draft*</i> Align on LON/LOC mapping / algorithm 	<ul style="list-style-type: none"> Develop Impl and training plans eWI Design Rnd 2 Refine court process Finalize Perm Plan & Treatment plan changes Develop Practice Stds changes LON/LOC changes as agreed to 	<ul style="list-style-type: none"> eWI Finalize design Finalize IA & Court review processes Develop Implementation & Training Plans IV-E Claiming procedures Finalize Practice Stds 	<ul style="list-style-type: none"> Test / Support eWI changes Communication and Change management Execute Impl & Training plans 	<p>10/1/2021: FFPSA Live in Wisconsin</p> <ul style="list-style-type: none"> eWiSACWIS Changes go live ^ Process Initial Claims Troubleshoot processes 2022 Rates include QRTPs ^
Improve Quality <ul style="list-style-type: none"> Systemic Changes to improve quality Underserved Youth Plan 	<ul style="list-style-type: none"> Award RFP OnBoard Consultant Key findings for Underserved youth 	<p>Incorporate CQI principles into TITM</p>	<p>Planning based on recommendations</p>	<p>Implement Quality initiatives: Initial Rollout and Beyond</p>	



Infrastructure and Workforce Support

Strategic Objectives:

- Identify and improve strategies and technologies that will increase the time a caseworker has to work with children, youth, and families.
- Evaluate our workforce system and design a caseworker training model that incorporates evidence-based and promising case management practices that keep families together.
- Improve and develop the Youth Justice infrastructure to support alignment between child welfare system and juvenile system values about what is best for youth and families.



Stakeholder Engagement Overview

Communication Plan

Inform:

Regularly receive updates via web site and other existing channels

Inform

Stakeholder Input/Feedback

Involve

Involve: Provide opportunities for input, feedback on options and key decisions in small group or individual contexts, such as quarterly forums

Collaborate

Collaborate: Designees from key stakeholder groups including people with lived experience that are directly or indirectly engaged with the team in defining approaches and solutions

Change Management Plan

Wisconsin Child Welfare Transformation Change Management Strategy



- **County/Agency Leadership Support**
- **DCF Leadership Support**
- **Provider/Agency Support**
- **Tribal Support**
- Support stakeholder leadership in the child welfare transformation through various mechanisms:
 - Leadership coaching/mentoring
 - Strategy support
 - Training
 - Community change support
 - Organizational change support
- **Community Stakeholder Engagement Model**
 - Support counties in engaging key community partners to support, understand and buy-in to the change (law enforcement, schools, county board, legal system, mandated reporters and service providers)
 - Support DSP overall strategy to make shift to serving more families in-home
- **Workforce/Supervisor Engagement Model**
 - Approach would include learning from counties that have made some of the strategic shifts and counties that have not embraced the strategic shift
 - Approach would incorporate a multi-modal approach using engagement strategies that utilize learning maps, video and facilitated discussions with staff.



Questions???



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