



*California Common Core Curricula for Child Welfare Supervisors*

## **SUPERVISOR CORE: MANAGING FOR RESULTS**

*Trainee's Guide*

Version 1.1 | July 2009



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**TAB 1**

**Title Page**

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*California Common Core Curricula for Child Welfare Supervisors*

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**TAB 2**

**Acknowledgments**

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# Acknowledgments

California's Common Core Curricula for Supervisors is the result of the invaluable work and guidance of a great many people throughout the child welfare system in California and across the country. It would be impossible to list all of the individuals who contributed, but some groups of people will be acknowledged here.

The Statewide Training and Education Committee (STEC) provided overall guidance for the development of the curricula. Convened by the California Social Work Education Center (CalSWEC) and the California Department of Social Services (CDSS), STEC has a wide membership that includes Regional Training Academy (RTA) representatives, county representatives, university-based Title IV-E Project Coordinators, the Inter-University Consortium in Los Angeles (IUC), and other key stakeholders.

A subcommittee of STEC, the Content Development Oversight Group (CDOG), provided oversight and approval for the research, writing, and revising performed by curriculum developers. Additional review and guidance for the curricula was provided by a Content Advisory Team (CAT) composed of representatives from California's regional training entities, universities, and county development programs. As with many large curriculum projects in public child welfare, significant portions of the Supervisor Core were adapted from existing curricula.

Along the way, many other people provided their insight and hard work, attending pilots of the trainings, reviewing sections of curricula, or providing other assistance.

California's child welfare system greatly benefits from this collaborative endeavor, which helps our workforce meet the needs of the state's children and families.

The curriculum is developed with public funds and is intended for public use. For information on use and citation of the curriculum, please refer to:

[http://calswec.berkeley.edu/CalSWEC/CCCCA\\_Citation\\_Guidelines.doc](http://calswec.berkeley.edu/CalSWEC/CCCCA_Citation_Guidelines.doc)



**FOR MORE INFORMATION** on California's Core Curricula, as well as the latest version of this curriculum, please visit the California Social Work Education Center (CalSWEC) website: <http://calswec.berkeley.edu>

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**TAB 3**

**Competencies and Learning Objectives**

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# **SUPERVISOR CORE: MANAGING FOR RESULTS**

**- TRAINER'S AND TRAINEE'S GUIDES -**

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## **CORE COMPETENCY AND LEARNING OBJECTIVES**

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### **COMPETENCY**

The trainee will understand and be able to incorporate outcome-based management into his or her role as child welfare supervisor.

### **LEARNING OBJECTIVES**

#### **Knowledge**

- K1.** The trainee will be able to recognize key concepts and terminology for outcome measurements (e.g., median, point in time, entry cohort, measures, rolling year).
- K2.** The trainee will be familiar with the outcome measures on the quarterly, county-specific reports created as part of the C-CFSR process (i.e., the difference between the federal and state-enhanced measures).
- K3.** The trainee will be able to explain how to navigate the Child Welfare Dynamic Report System website of the UC Berkeley Center for Social Services Research (<http://cssr.berkeley.edu/cwscmsreports/>), and understand that all data on the C-CFSR quarterly, county-specific reports (as well as much more detailed information) can be located there.
- K4.** The trainee will be able to explain the interrelated nature of the outcome measures for safety, permanency and well-being that are tracked on the quarterly county-specific outcome reports.
- K5.** The trainee will be able to identify different methods and limits of interpreting data, and how to apply these methods and limits to the supervisory role.

**Skills**

- S1.** The trainee will be able to demonstrate the ability to ask policy and practice questions related to trends identified in the C-CFSR outcome measures.
  
- S2.** The trainee will be able to develop a plan to improve the delivery of child welfare services in his or her agency through monitoring outcomes with the C-CFSR process.

**Values**

- V1.** The trainee will value the need to supervise and monitor in ways to achieve ASFA outcomes.
  
- V2.** The trainee will value ongoing recognition of trends identified in the outcome measures that enhance culturally sensitive and responsive practice by helping target services appropriately to ethnic, age, and gender groups.
  
- V3.** The trainee will value incorporating various practice issues into supervision:
  - A. Outcomes vs. process
  - B. Fairness and equity
  - C. Incorporating data

**TAB 4**

**Daily Agenda**

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# **SUPERVISOR CORE: MANAGING FOR RESULTS**

**- TRAINER'S AND TRAINEE'S GUIDES -**

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## **AGENDA**

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### **Part 1**

- I. Welcome, Introductions, and Session Agenda
- II. Review Learning Objectives
- III. Background and Concepts for Outcomes in Child Welfare
  - Data-Informed Practice, What Do I Care?
    - CFSR
    - AB 636
  - Key Concepts to Understand Child Welfare Outcomes
    - Longitudinal Data Analysis (entry cohorts versus point in time, etc.)
    - Fun Exercise with Medians and Means
    - The Cycle of Experiences/Inter-related Nature of Outcomes

### **Break**

### **Part 2**

- IV. Using Outcome Data in Child Welfare Practice
  - The AB 636 Quarterly County Data Report
    - What Is It and What's on It
    - Federal versus State Enhanced Outcome Measures
    - What the *j \* / ● !* Is a "Rolling Year" ?
- V. Taking Your First Steps Toward Data Analysis
  - Introduction to the Child Welfare Dynamic Report System website, UC Berkeley Center for Social Services Research (CSSR)

### **Part 3**

VI. Outcome-Based Management—a Hands-On Exercise

VII. Report Back and Wrap-Up

**TAB 5**

**Training Content**

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# SUPERVISOR CORE: MANAGING FOR RESULTS

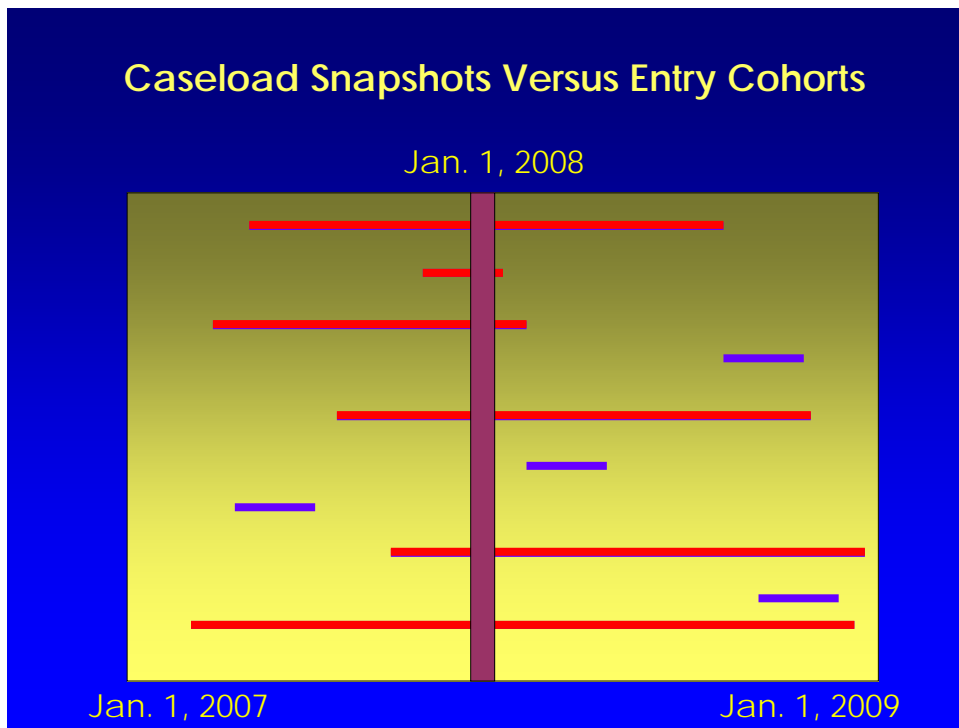
- Trainee's Guide -

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## TRAINEE CONTENT

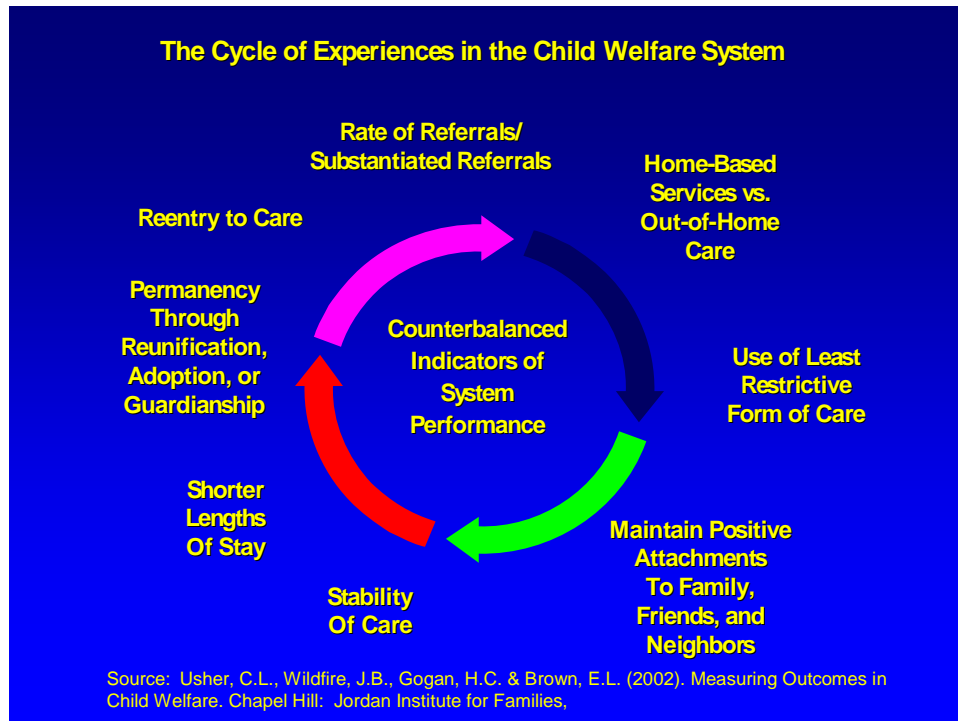
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### *Handout #1*



**Notes:**

*Handout #2*



**Notes:**

*Handout #3*

*Condensed*

# California Child Welfare Services Outcome & Accountability County Data Report (Child Welfare Supervised Caseload)

## Child welfare services participation rates

### Number of children < 18 in population

Population projections from California Department of Finance (based on the 2000 U.S. Census).

Year	Number
------	--------

### Number and rate of children with referrals

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/RefRates.aspx](http://cssr.berkeley.edu/ucb_childwelfare/RefRates.aspx)

Year	Number	Rate
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### Number and rate of children with substantiated referrals

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/RefRates.aspx](http://cssr.berkeley.edu/ucb_childwelfare/RefRates.aspx)

Year	Number	Rate
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### Number and rate of first entries

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/EntryRates.aspx](http://cssr.berkeley.edu/ucb_childwelfare/EntryRates.aspx)

Year	Number	Rate
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### Number and rate of children in care

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/InCareRates.aspx](http://cssr.berkeley.edu/ucb_childwelfare/InCareRates.aspx)

Date	Number	Rate
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## Safety Outcomes

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/S1M1.aspx](http://cssr.berkeley.edu/ucb_childwelfare/S1M1.aspx)

<b>S1.1</b> No recurrence of maltreatment
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URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/S2M1.aspx](http://cssr.berkeley.edu/ucb_childwelfare/S2M1.aspx)

<b>S2.1</b> No maltreatment in foster care
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## **Permanency Outcomes**

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C1M1.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C1M1.aspx)

**C1.1** Reunification within 12 months (exit cohort)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C1M2.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C1M2.aspx)

**C1.2.** Median time to reunification (exit cohort)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C1M3.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C1M3.aspx)

**C1.3.** Reunification within 12 months (entry cohort)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C1M4.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C1M4.aspx)

**C1.4.** Reentry following reunification (exit cohort)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C2M1.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C2M1.aspx)

**C2.1** Adoption within 24 months (exit cohort)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C2M2.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C2M2.aspx)

**C2.2** Median time to adoption (exit cohort)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C2M3.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C2M3.aspx)

**C2.3** Adoption within 12 months (17 months in care)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C2M4.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C2M4.aspx)

**C2.4** Legally free within 6 months (17 months in care)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C2M5.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C2M5.aspx)

**C2.5** Adoption within 12 months (legally free)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C3M1.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C3M1.aspx)

**C3.1** Exits to permanency (24 months in care)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C3M2.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C3M2.aspx)

**C3.2** Exits to permanency (legally free at exit)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C3M3.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C3M3.aspx)

**C3.3** In care 3 years or longer (emancipation or age 18 in care)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C4M1.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C4M1.aspx)

**C4.1** Placement stability (8 days to 12 months in care)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C4M2.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C4M2.aspx)

**C4.2** Placement stability (at least 12 months in care but less than 24 months)

URL: [http://cssr.berkeley.edu/ucb\\_childwelfare/C4M3.aspx](http://cssr.berkeley.edu/ucb_childwelfare/C4M3.aspx)

**C4.3** Placement stability (at least 24 months in care)

## Child Well-being Outcomes

### **Siblings Placed Together in Foster Care (4A)**

URL: <http://cssr.berkeley.edu/cwscmsreports/pointintime/fostercare/childwel/siblings.asp>

4A. Percent of children in foster care that are placed with ALL siblings
4A. Percent of children in foster care that are placed with SOME or ALL siblings

### **Foster Care Placement in Least Restrictive Settings (4B)**

URL: (entry cohort) <http://cssr.berkeley.edu/CWSCMSreports/cohorts/firstentries/>

URL: (point in time)

<http://cssr.berkeley.edu/CWSCMSreports/pointintime/fostercare/childwel/ageanddet.asp>

	<b>Initial Placement</b>	<b>Primary Placement</b>	<b>Point in Time (PIT) Placement</b>
4B. Relative	%	%	%
4B. Foster Home	%	%	%
4B. FFA	%	%	%
4B. Group/Shelter	%	%	%
4B. Other	%	%	%

### **\*\*Rate of ICWA Placement Preferences (4E)**

**4E (1)** URL: <http://cssr.berkeley.edu/CWSCMSreports/Ccfsr.asp#4E>

4E. Relative Home	%
4E. Non-Relative Indian Family	%
4E. Non-Relative Non-Indian Family	%

**4E (2)** URL: <http://cssr.berkeley.edu/CWSCMSreports/Ccfsr.asp#4E>

\*\*Measure 4E(2) percent of ICWA eligible placement types. For county information only.

4E. Relative Home	%
4E. Non-Relative Indian Family	%
4E. Non-Relative Non-Indian Family	%

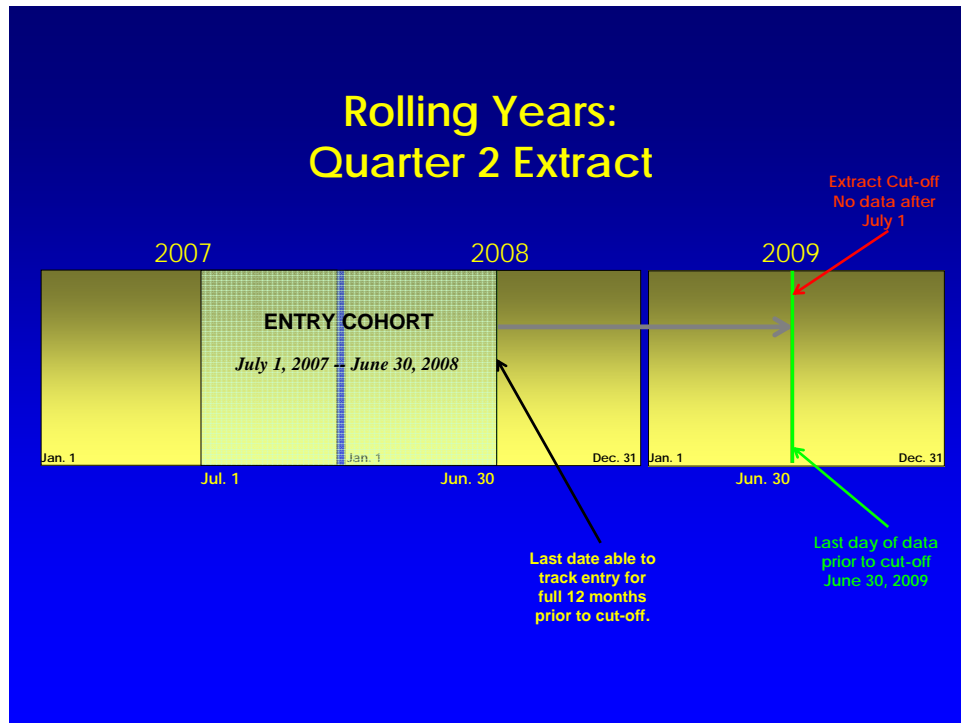
### **Children Transitioning to Self-Sufficient Adulthood (8A)**

URL: <http://www.dss.cahwnet.gov/research/PG333.htm>

#### **Number of Children Transitioning to Self-Sufficient Adulthood with:**

8A. High School Diploma	n
8A. Enrolled in College/Higher Education	n
8A. Received ILP Services	n
8A. Completed Vocational Training	n
8A. Employed or other means of support	n

## Handout #4



There are 4 Rolling Year Time Periods (corresponding with the 4 quarterly data extracts from CWS/CMS):

- Q1: April 1-March 31 (extract cut-off: April 1st)
- Q2: July 1-June 30 (extract cut-off: July 1st)
- Q3: October 1-September 30 (extract cut-off: October 1st)
- Q4: January 1-December 31 (extract cut-off: January 1st)

### Pop Quiz on Rolling Years:

Question 1: In the 2009 Q3 data extract (i.e., last day of data: September 30, 2009), what is the most recent time period used to measure first entries to care?

Answer:

Question 2: In the 2009 Q3 data extract, what is the most recent time period used to measure the percent of children reunified within 12 months?

Answer:

Question 3: In the 2009 Q3 data extract, what is the most recent time period used to measure the percent of children adopted within 24 months?

Answer:

# Outcome-Based Management— A Hands-On Exercise

*In the following pages, there are selected graphs of actual child welfare data. The trainer will break participants into groups of 5-7 people. Each group will work together on interpreting the outcome data in handouts #7-16. After 45 minutes, the seminar will reconvene, and groups will report back what they discovered.*

## Things to keep in mind as you examine outcome data<sup>1</sup>:

- Begin your analysis by determining which outcomes (and which subgroups) are “high priority” and “high performance” areas within your county.
- Examine trends in the outcomes over time (e.g., has the number and rate of entries changed over the past several years? Has the proportion of children reunified within 12 months changed?).
- Also remember that sometimes data may not answer “why” in relation to practice questions. For example, in the first round of the CSFR California failed to meet the required standards in the PIP regarding placement stability, among other outcomes. The data was able to show there weren’t improved outcomes in those areas, however it did not tell the story of “why” that was so. Additional data is needed to help focus the questions and discussion to drill-down to the “why”. In the case of the first round CSFR, the data outcomes have generated new questions.
- Analyze age and especially ethnic disparities.
- Look at differences between placement types (particularly kinship versus non-kinship care).
- Examine the differences in exits to permanency.
- Comment on the difference between the national goal and the data for Measure C3.3: In Care 3 Years of Longer.
- Note the measures for Permanency Composite 4: Placement Stability.
- Note the trend towards improvement for the percentage of all siblings placed together.
- Consider the relationships between outcome measures. Recalling the "cycle of experiences" discussion and handout, a change in one performance measure may have a relationship with other outcomes. For example, diverting children from out of

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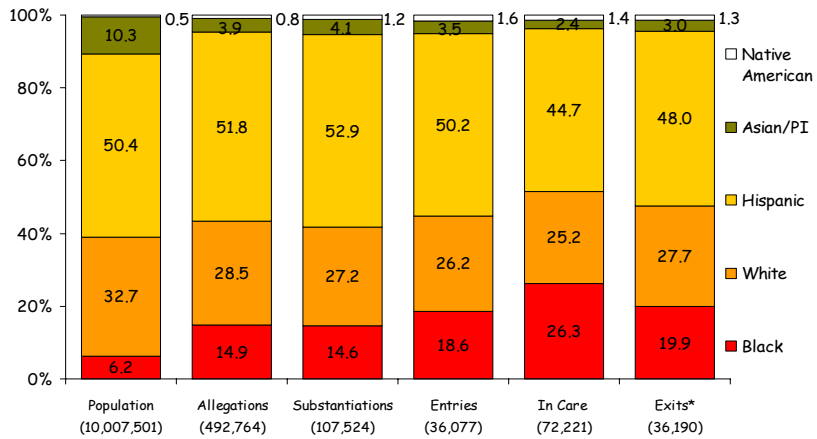
<sup>1</sup> Some of these points adapted from: Hurley, D. (2004). Completing the county self-assessment, Module 3: Analyzing child welfare outcome indicators. California Social Work Education Center: Berkeley, California.

home care would decrease entry rates—but the children who still require placement may be more troubled, and less likely to be reunified, affecting reunification rates.

- Identify factors that may be influencing performance. Some examples are:
  - Management information system issues (e.g., data cleanup, data entry or interpretation issues that may have influenced performance measures)
  - Staff and provider training needs
  - Case review system
  - Service array and agency collaborations
  - Recruitment, licensing and retention of foster and adoptive parents
  - Quality assurance system
- Identify any county policies, regulations, or practices that may contribute to your performance on a given indicator.
- Identify linkages between performance outcomes and practice processes.
- Think of other outcome information that you may want to have in order to get a more complete picture of performance (e.g., no re-entry data is given in the handouts, but this information would be helpful to know with respect to children reunifying from care).
- Conclude analysis by determining areas of strength and those in need of improvement.

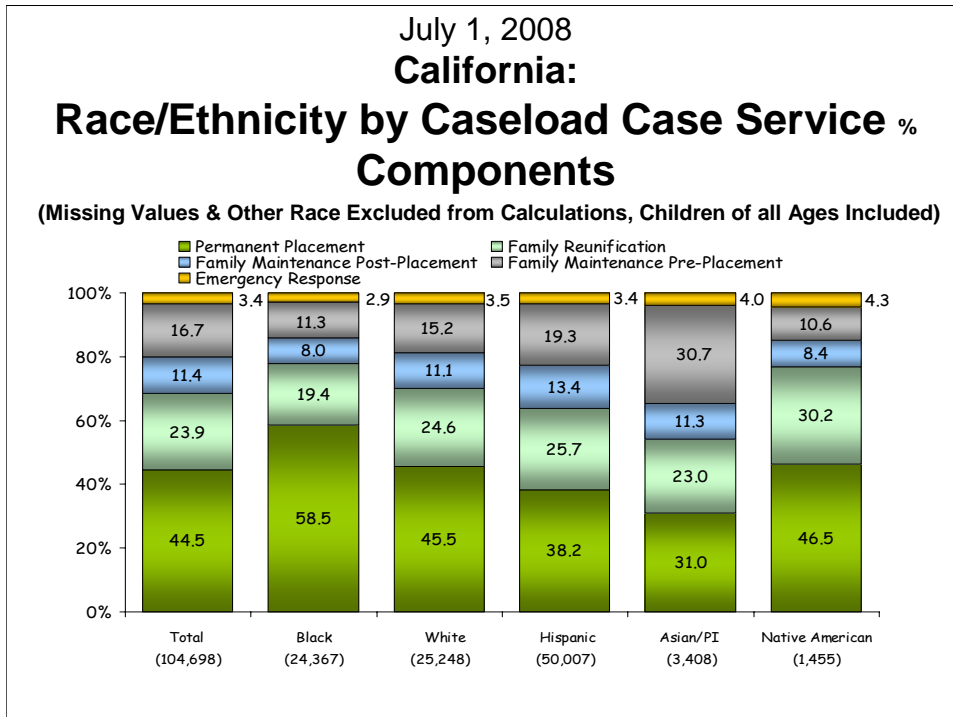
**Handout #6**

**California:  
Ethnicity and the Path through the Child Welfare System 2007**  
(Missing Values & Other Race Excluded from % Calculations, ,18 years of Age)



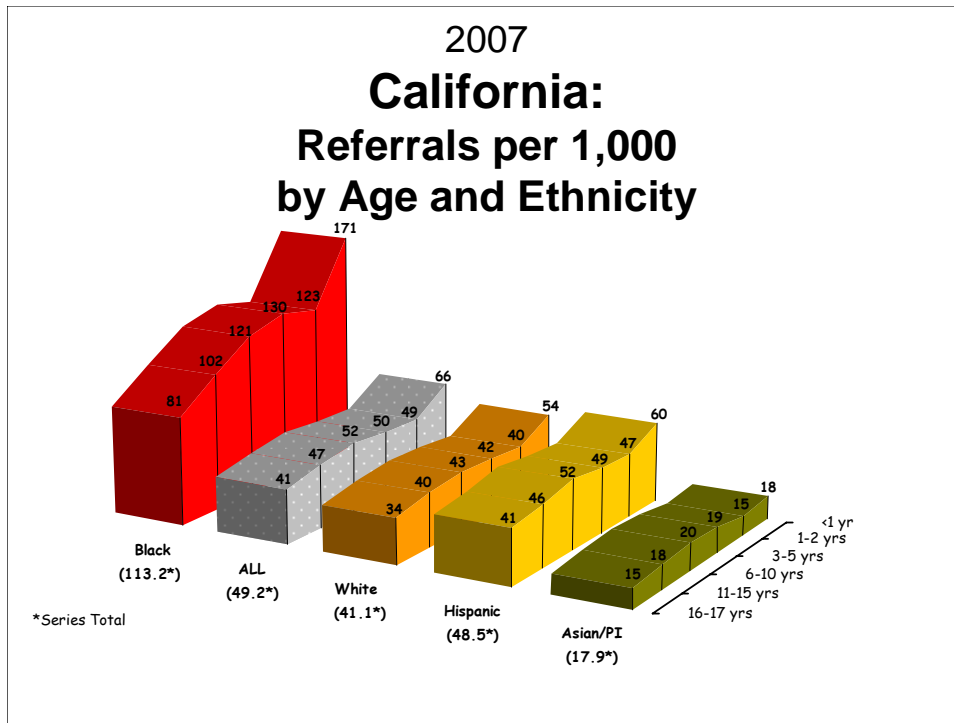
Source: Center for Social Services Research, UC Berkeley  
[http://cssr.berkeley.edu/ucb\\_childwelfare](http://cssr.berkeley.edu/ucb_childwelfare)

**Handout #7**

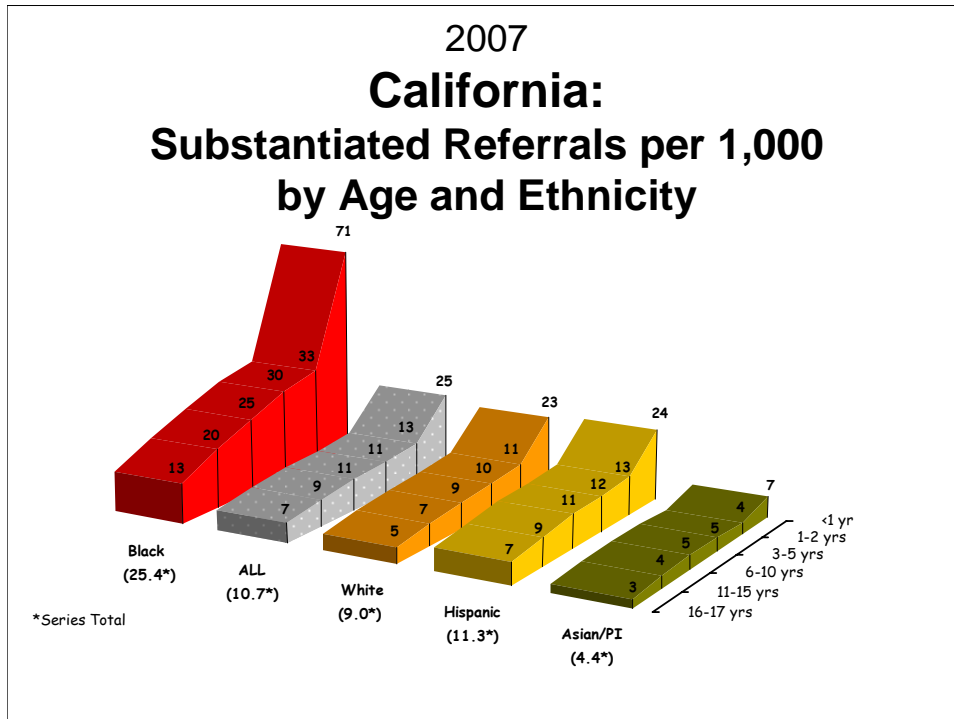


**Notes:**

Handout #8

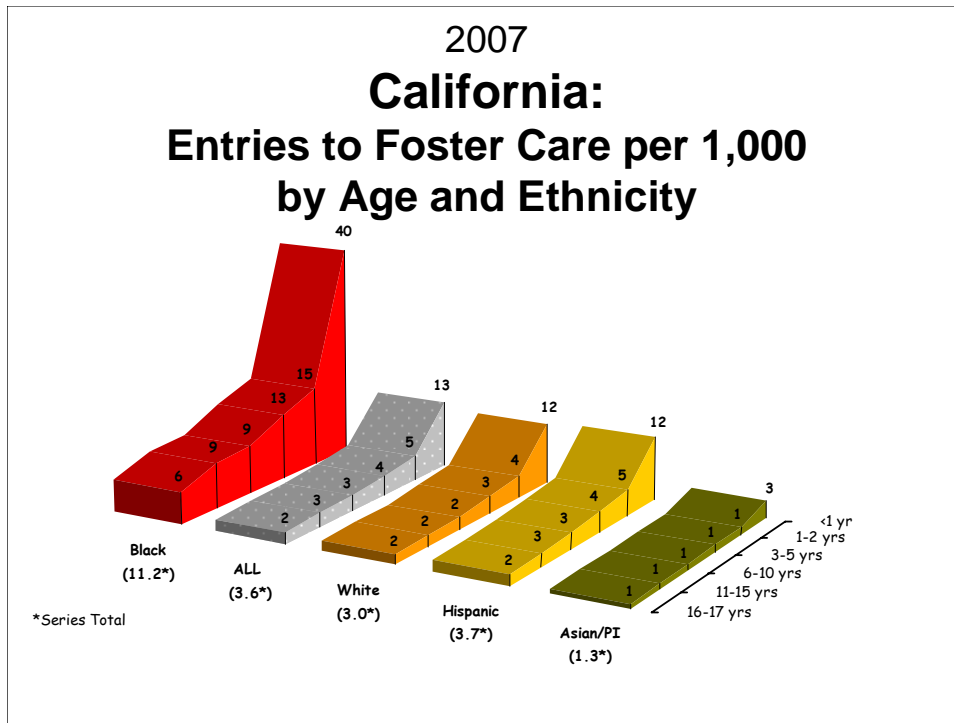


Handout #9

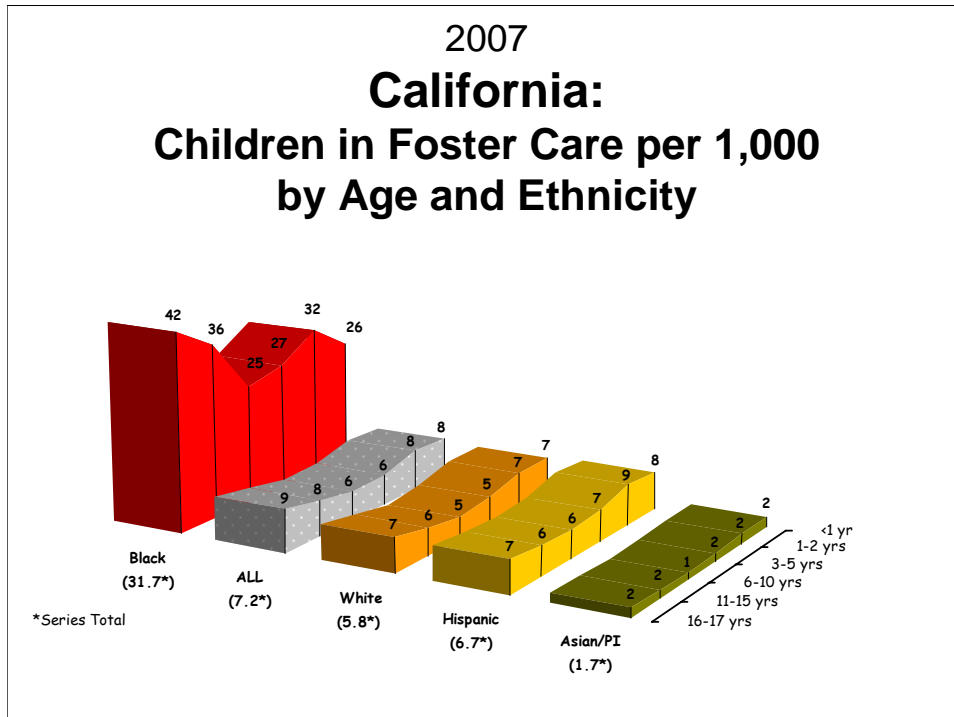


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Handout #10

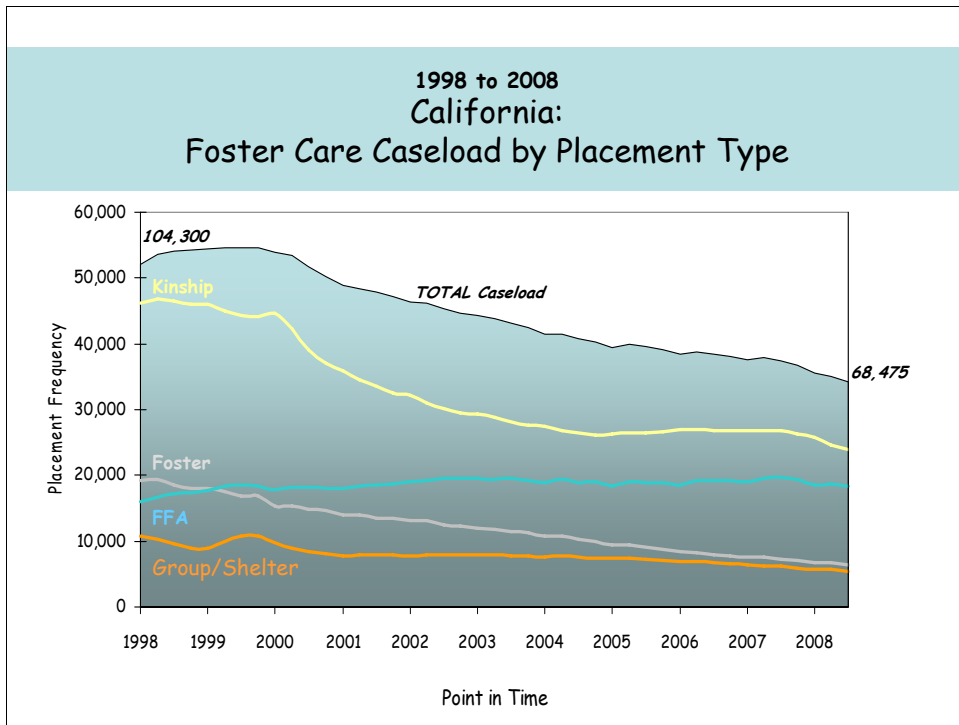


Handout #11

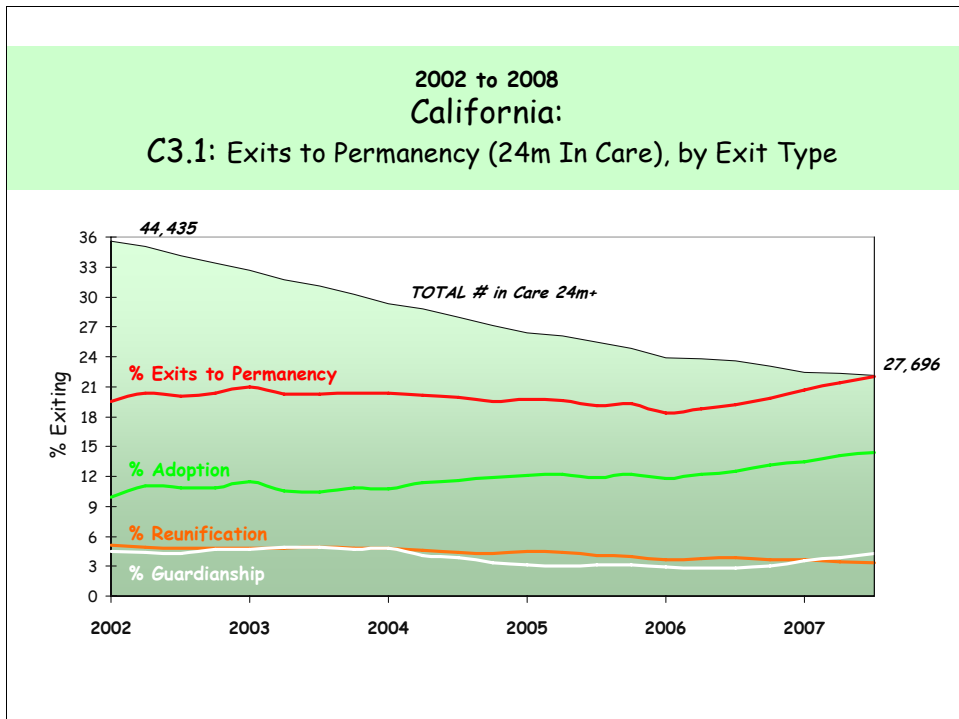


Notes:

**Handout #12**

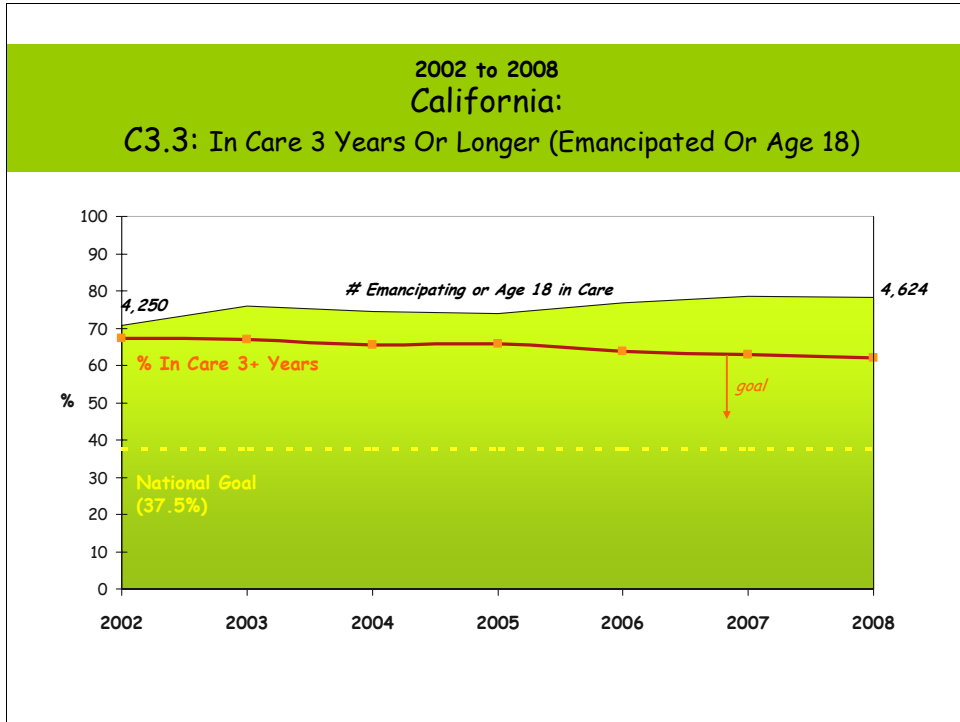


**Handout #13**

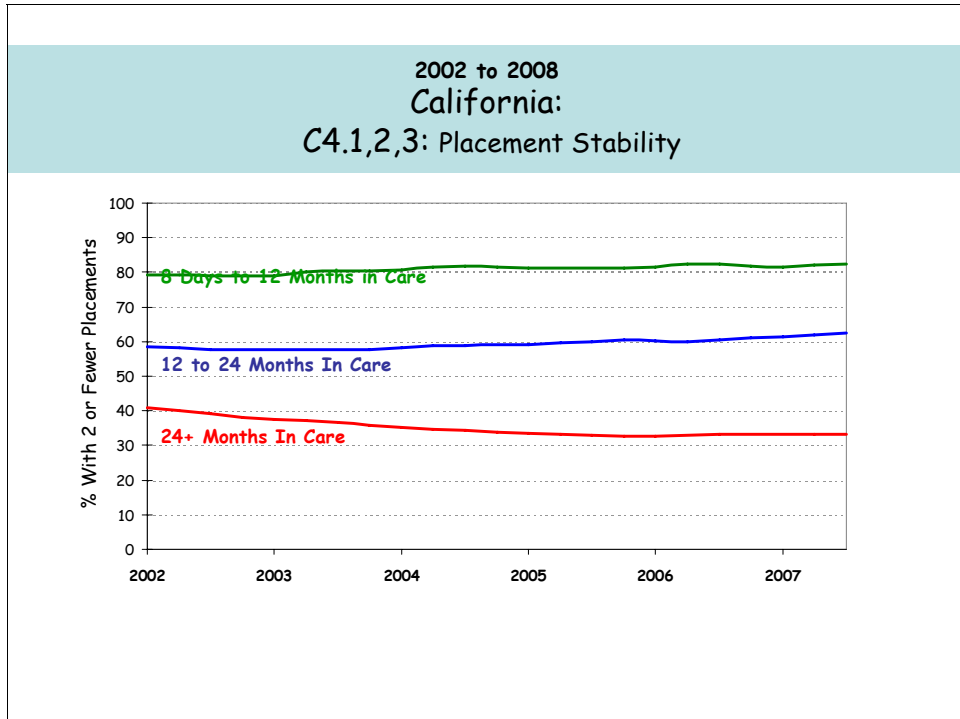


**Notes:**

**Handout #14**

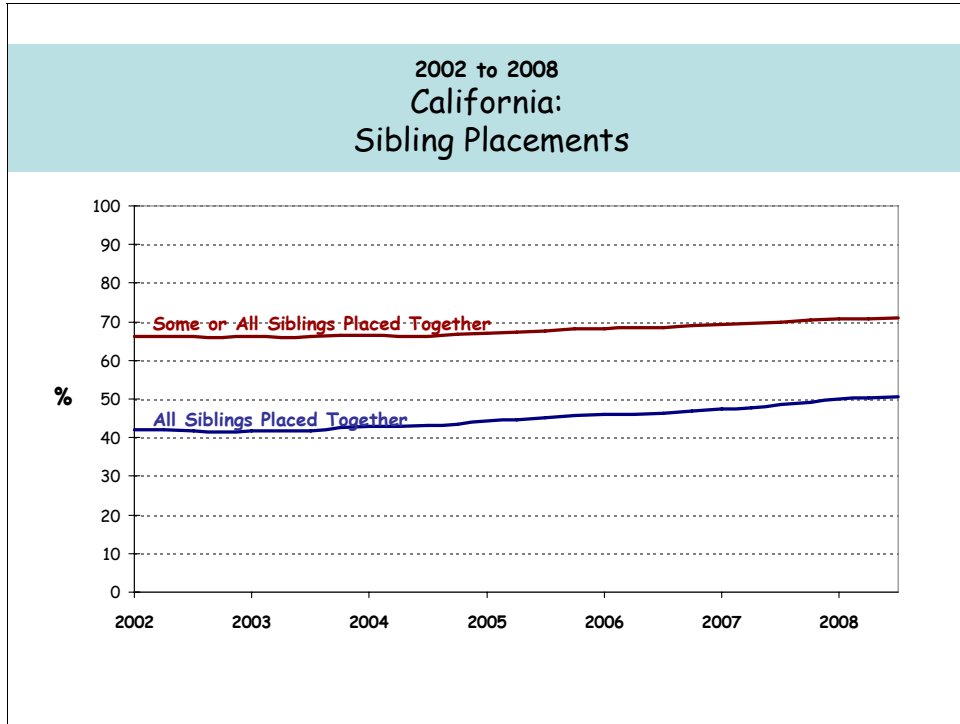


**Handout #15**



**Notes:**

**Handout #16**



**Notes:**

## Some Useful Web Addresses

- Child Welfare Dynamic Report System, CSSR, UC Berkeley—Index page for all CWS/CMS reports is: <http://cssr.berkeley.edu/CWSCMSreports/>
- California CWS Outcomes Quarterly Report—The most recent available AB 636 quarterly report for each county can be found at the following website: <http://www.childsworld.ca.gov/PG1358.htm>
- Underlying detailed data for California CWS Outcomes Quarterly Report—All the information on the AB 636 quarterly report (including more detailed data breakouts) are posted on the UC Berkeley and CDSS websites: <http://cssr.berkeley.edu/CWSCMSreports/Ccfsr.asp>  
<http://www.dss.cahwnet.gov/research/>
- All Available Outcomes by Specified County—provides all reports available on the UC Berkeley website pertaining to a county that a user specifies. Click on your county from a map of California, or select your county from a drop-down menu. This is the quickest way to retrieve all available data for your specific county: <http://cssr.berkeley.edu/CWSCMSreports/countyform.asp>
- Data Highlights—are one-page documents about statewide trends and developments in child welfare as interpreted from CWS/CMS data. A useful exercise would be to substitute your own county data for the statewide data. An index of available highlights is available at: <http://cssr.berkeley.edu/CWSCMSreports/Highlights/>
- Mailing List Link—for email updates from the UC Berkeley site. You will be notified of changes, updates, and additions to the site. To sign up for email updates go to: <http://cssr.berkeley.edu/CWSCMSreports/mailinfo.asp>

## **Homework Assignment**

*The following series of steps is meant to review some of the key points covered in the seminar, and to reinforce the notion that supervisors can take what they have learned back to the office and begin applying it immediately.*

1. Visit the Child Welfare Dynamic Report System website for detailed data underlying your county's outcomes report.  
[http://cssr.berkeley.edu/ucb\\_childwelfare/](http://cssr.berkeley.edu/ucb_childwelfare/)
2. Download and print the latest copy of your county's outcomes report.  
[http://cssr.berkeley.edu/ucb\\_childwelfare/Ccfsr.aspx](http://cssr.berkeley.edu/ucb_childwelfare/Ccfsr.aspx)
3. Begin to examine trends reviewing your county's CWS outcomes report. (Specifically use the composite viewer to determine how your county compares to national standards/goals.)
4. Use your county specific reports (Business Objects, Safe Measures) to compare your data to the information gathered and reported to the Child Welfare Dynamic Report System at UC Berkeley. Do they match? Drill down to find any discrepancies or practice issues that may be causing differences in reported information. (Remember: There is a two-month data pull lag. That is, data entered in the month of April 2008 will not be extracted from CWS/CMS until after June 2008.)
5. Review the trends of the enhanced California measures 'timely social worker response' or 'timely social worker visits.' Has your county improved its performance in these areas over the last three years? What types of programs or policies do you feel contribute to the improvement? If there is a decline in performance, what type of programs or policies do you feel would help address the performance in this outcome?
6. Look for relationships between outcome measures (e.g., first entries & recurrence of maltreatment, reunification & reentry, etc.)  
*(Refer to notes and thinking process used for Handout #'s 6-16.)*
7. Begin to "tell the story" and regularly monitor agency's performance.  
*(Refer to notes and thinking process used for Handout #'s 6-16.)*
8. Cultivate an office culture where everyone owns the outcomes.
  - a. *Prominently display outcomes throughout the agency.*
  - b. *Regularly update staff on progress towards achieving outcomes.*
  - c. *Celebrate success in improving outcomes--showing workers that what they do is making a positive difference in the lives of children and families.*

**TAB 6**

**Supplemental Handouts**

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# Supervisor Core Training: Managing for Results

Original presentation was created for Version 1.0 by Daniel Webster, Barbara Needell,  
Dorothy Pincus, Aron Shlonsky, & Lynn Fisher.  
Revised for Version 1.1 by Shared Vision Consultants and CalSWAEC to include  
outcome updates and slides available from presentations posted on the CSSR website.

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## Part 1:

Background and Concepts for Outcomes in Child Welfare:  
*Data Informed Practice -- What do I Care?*

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### The Current Placement System\* (Highly Simplified)

```
graph LR; A[Child In] --> B[A bunch of stuff happens]; B --> C[Child Out]
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\*adapted from Lyle, G. L., & Barker, M.A. (1998) Patterns & Spells: New approaches to conceptualizing children's out of home placement experiences. Chicago: American Evaluation Association Annual Conference

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- The California Child Welfare Outcomes & Accountability System
- Quarterly distribution of county specific outcome indicators data
  - Peer Quality Case Review
  - County Self Assessment
  - County Self Improvement Plan
  - Continuous monitoring of outcomes

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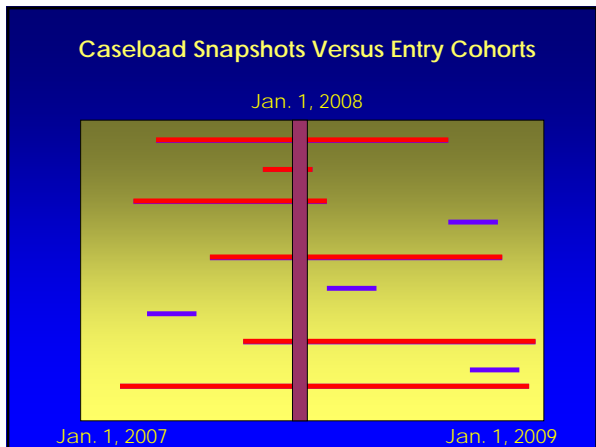
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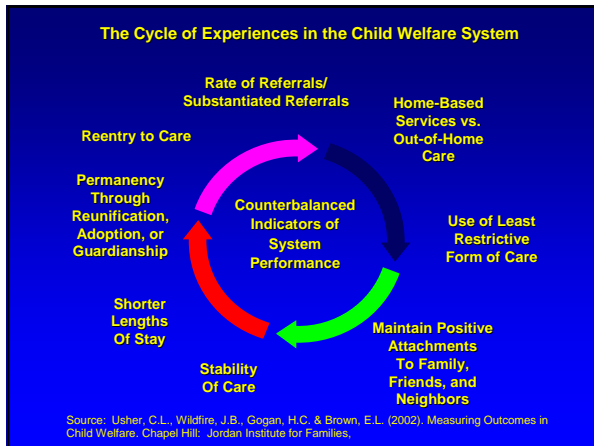
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## Part 2:

*Using Outcome Data in Child Welfare Practice*

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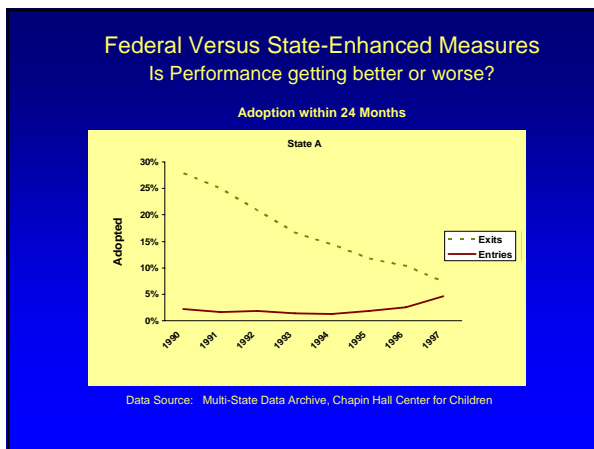
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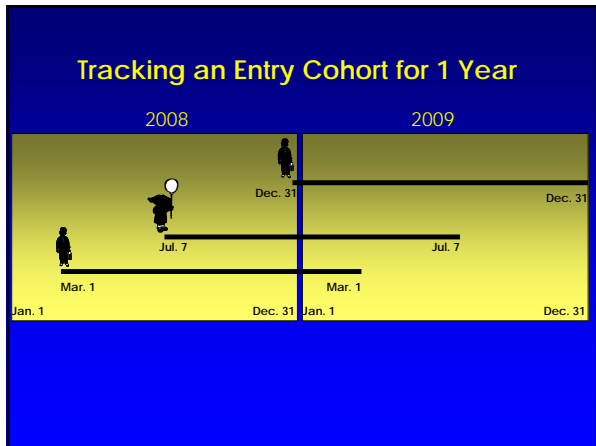
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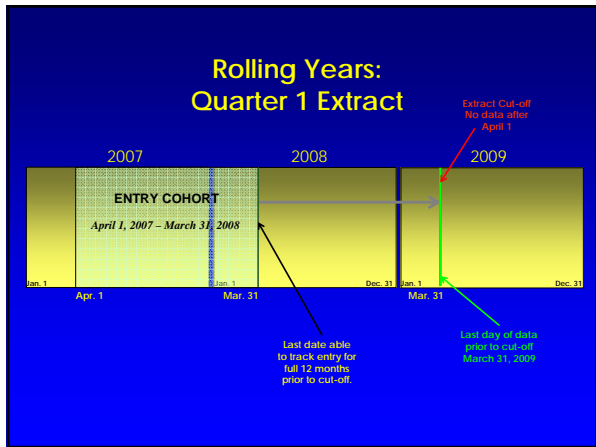
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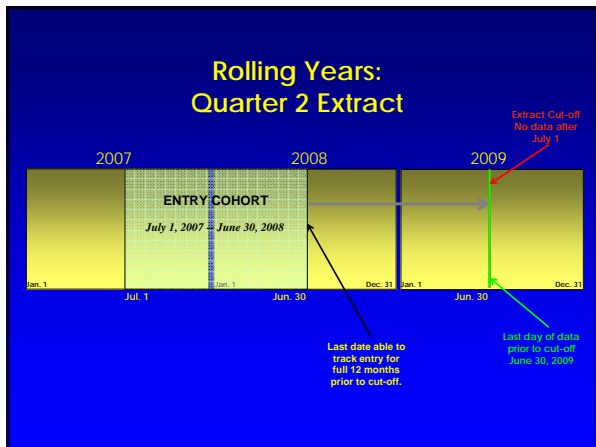
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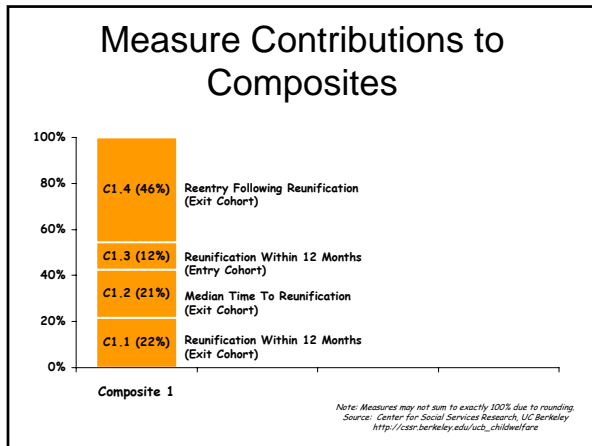
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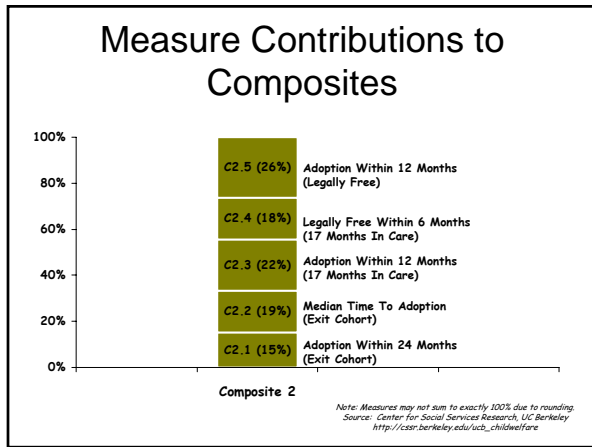
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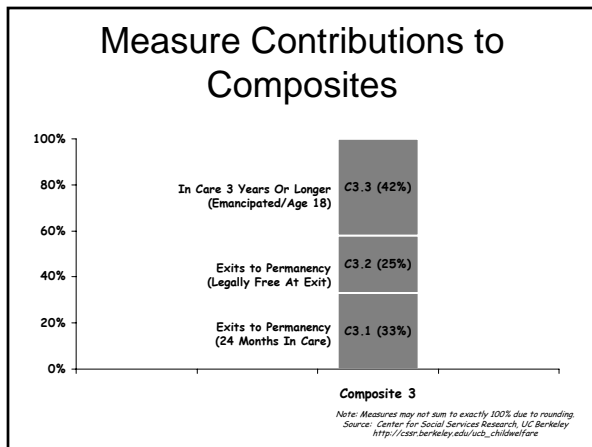
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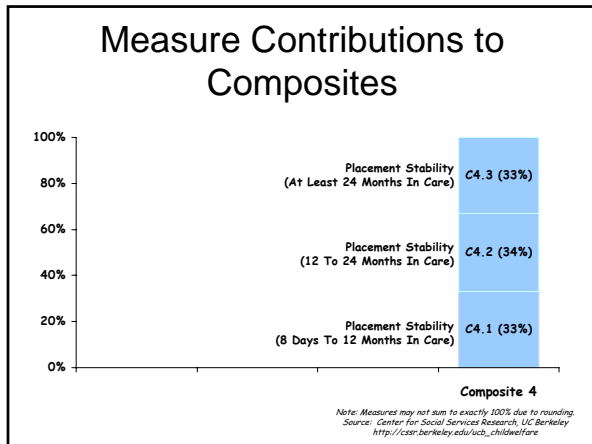
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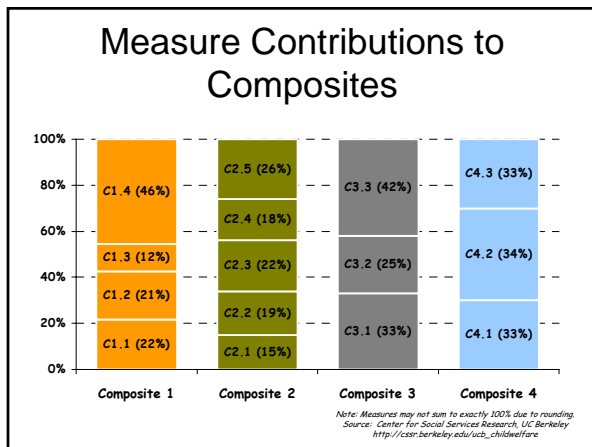
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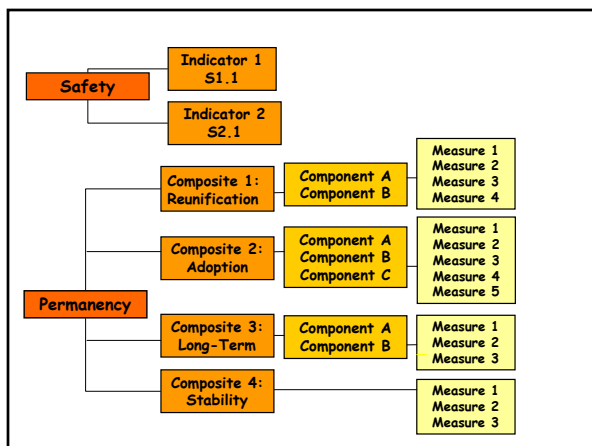
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## Part 3:

### Outcomes Based Management—a Hands-on Exercise

The following slides are provided courtesy of:  
 Center for Social Services Research  
 University of California, Berkeley  
[http://cssr.berkeley.edu/ucb\\_childwelfare](http://cssr.berkeley.edu/ucb_childwelfare)

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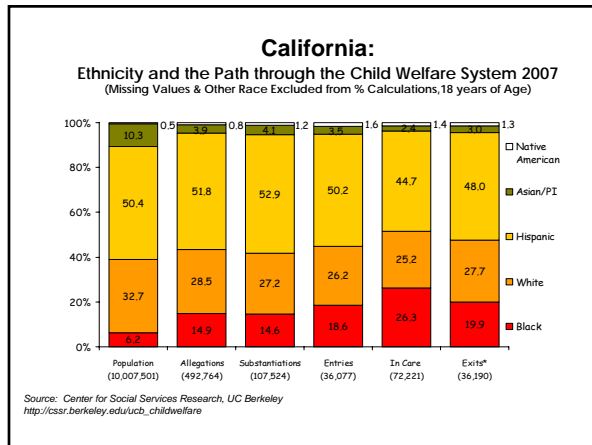
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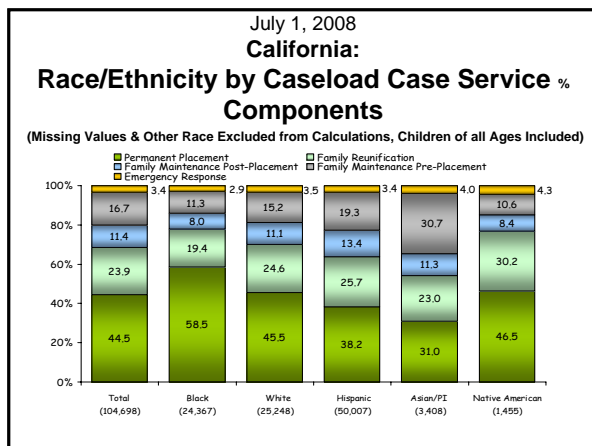
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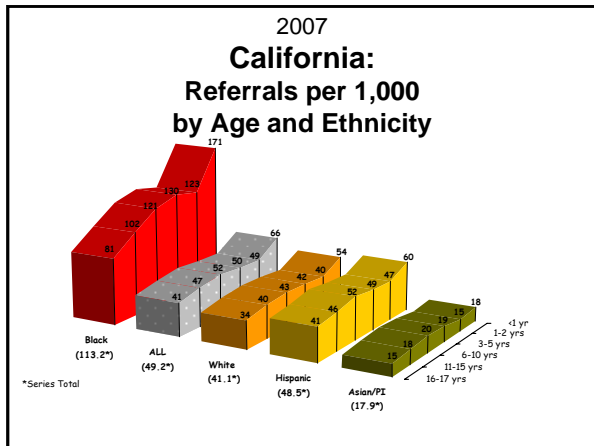
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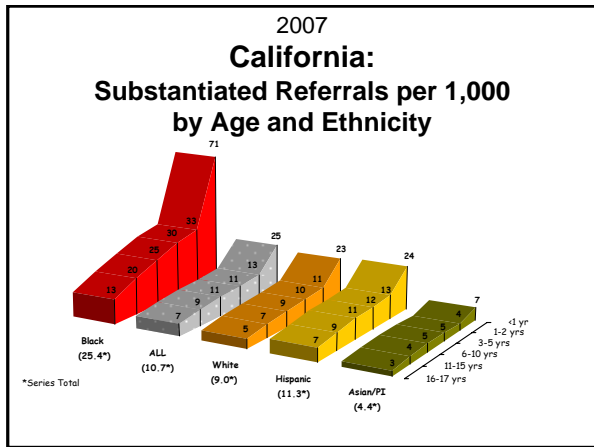
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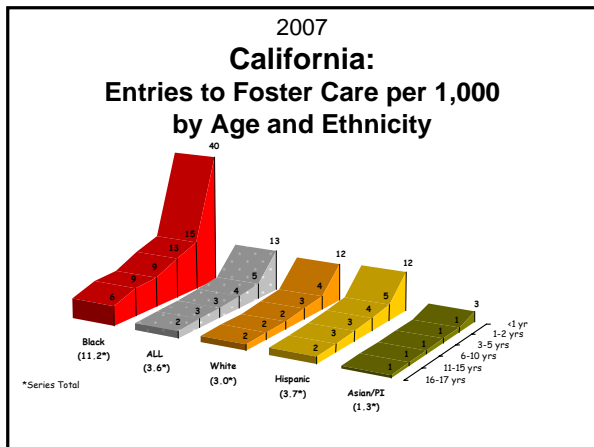
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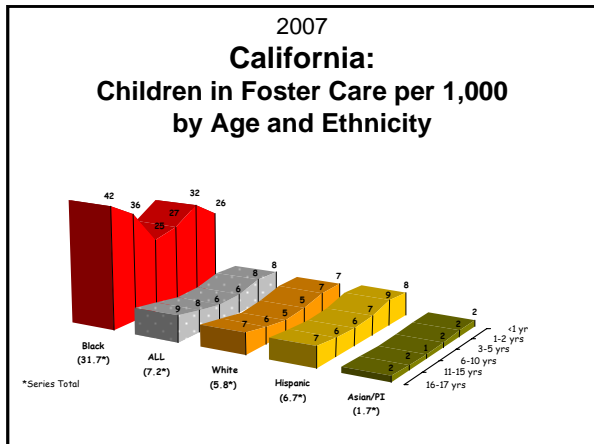
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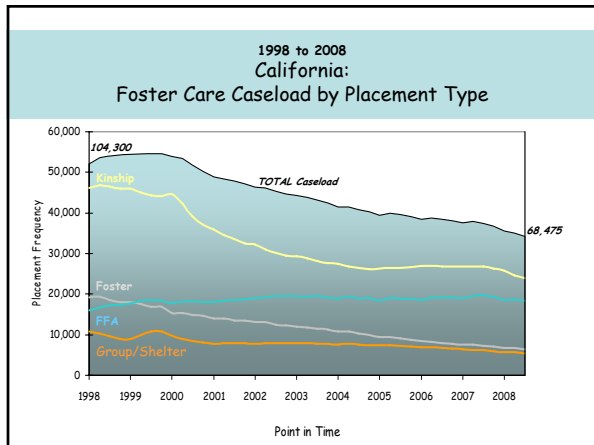
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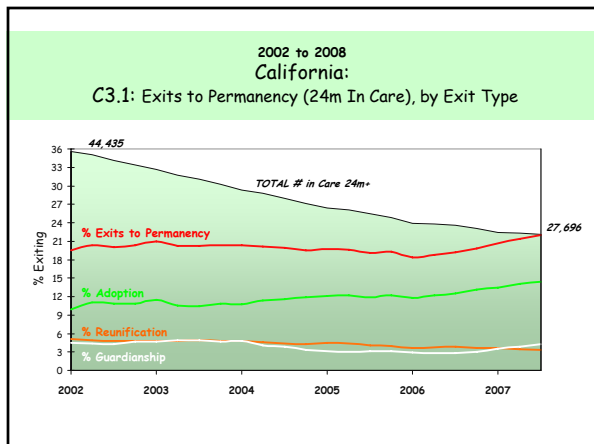
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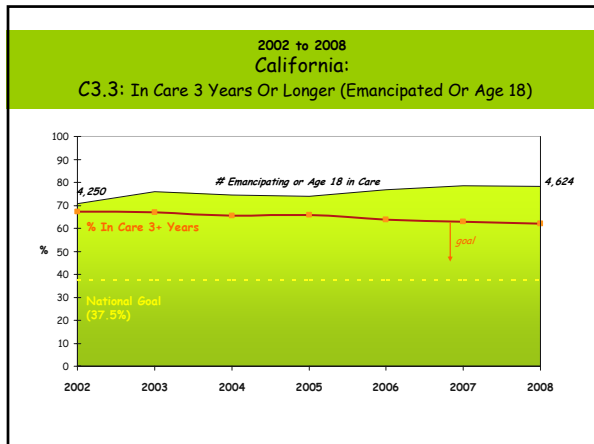
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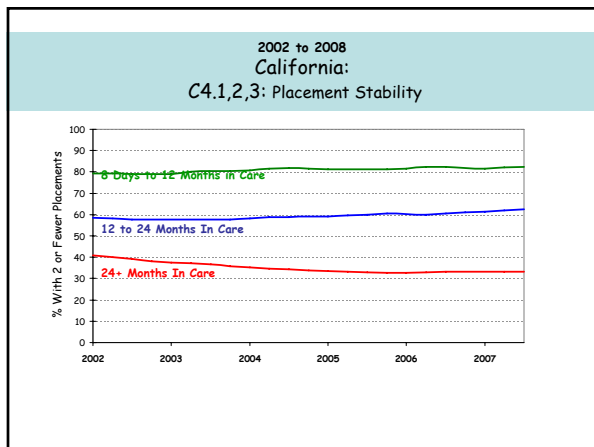
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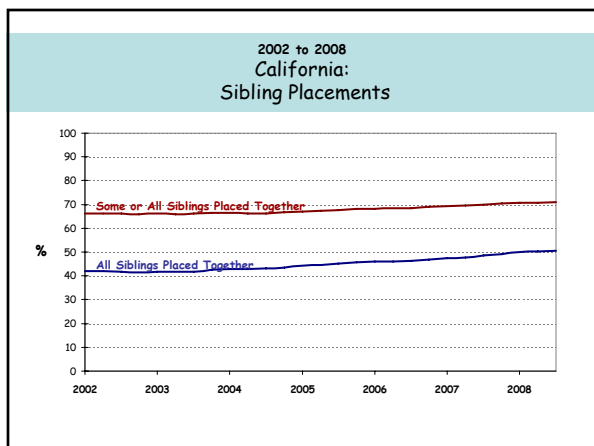
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## Federal Measures Listed with National Standards

Federal Measures	National Standards
<b>Safety Measure 1 –</b>	
<b>S1.1 - No Recurrence Of Maltreatment</b>	<b>94.6</b>
<b>Safety Measure 2 –</b>	
<b>S2.1 - No Maltreatment In Foster Care</b>	<b>99.68</b>
<b>Permanency Composite 1 – Reunification</b>	<b>122.6</b>
<b>Component A:</b> Timeliness of reunification (3 measures)	
<b>C1.1 - Reunification within 12 months (exit cohort)</b>	<b>75.2</b>
<b>C1.2 - Median time to reunification (exit cohort)</b>	<b>5.4</b>
<b>C1.3 - Reunification within 12 months (entry cohort)</b>	<b>48.4</b>
<b>Component B:</b> Permanency of reunification	
<b>C1.4 - Re-entry following reunification (exit cohort)</b>	<b>9.9</b>
<b>Permanency Composite 2 – Adoption</b>	<b>106.4</b>
<b>Component A:</b> Timeliness of adoptions of children discharged from foster care	
<b>C2.1 - Adoption within 24 months (exit cohort)</b>	<b>36.6</b>
<b>C2.2 - Median time to Adoption (exit cohort)</b>	<b>27.3</b>
<b>Component B:</b> Progress toward adoption for children who meet ASFA Time-in-care Requirements	
<b>C2.3 - Adoption within 12 months (17 months in care)</b>	<b>22.7</b>
<b>C2.4 - Legally free within 6 months (17 months in care)</b>	<b>10.9</b>
<b>Component C:</b> Progress toward adoption for children who are legally free for adoption	
<b>C2.5 - Adoption within 12 months (legally free)</b>	<b>53.7</b>

<p><b>Permanency Composite 3 – Long Term Care</b></p> <p><b>Component A:</b> Achieving Permanency for Children in Foster Care for Extended Periods of Time</p> <p><b>C3.1</b> - Exits to Permanency (24 months in care)</p> <p><b>C3.2</b> - Exits to Permanency (legally free at exit)</p>	<p><b>121.7</b></p> <p><b>29.1</b></p> <p><b>98</b></p>
<p><b>Component B:</b> Children Emancipated Who Were in Foster Care for Extended Periods of Time</p> <p><b>C3.3</b> - In care 3 years or longer (emancipated or age 18 in care)</p>	<p><b>37.5</b></p>
<p><b>Permanency Composite 4 – Placement Stability</b></p> <p><b>Component A:</b> Placement Stability</p> <p><b>C4.1</b> - Placement Stability (8 days to 12 months in care)</p> <p><b>C4.2</b> - Placement Stability (at least 12 months in care, but less than 24 months)</p> <p><b>C4.3</b> - Placement Stability (at least 24 months in care)</p>	<p><b>101.5</b></p> <p><b>86</b></p> <p><b>65.4</b></p> <p><b>41.8</b></p>
<p><b>Well-Being<sup>1</sup></b></p> <p>Siblings</p> <ul style="list-style-type: none"> <li>• All siblings placed together</li> <li>• Some or all siblings placed together</li> </ul>	<p>Not Applicable</p>
<p>Least Restrictive Placement</p> <ul style="list-style-type: none"> <li>• First Placement in care least restrictive (Relative Home, Foster Home, FFA, Group/Shelter, Other)</li> </ul> <p>ICWA Eligible/Cultural considerations</p> <ul style="list-style-type: none"> <li>• ICWA Eligible placed with: (Relative, Non-Relative, Non-Indian Family Home, Indian/Non-relative Indian Family, Non-Indian/Non-Relative)</li> <li>• Placement with SCP of same or different ethnicity</li> </ul> <p>Authorized for Psychotropic Medication</p>	

<sup>1</sup> As of June 2009, specific well-being measures including health, dental and education for children in care are under development.

Youth Aging Out/Post Foster Care Outcomes/Chaffee Requirements	
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|---|--|
| <ul style="list-style-type: none"><li>• High School Diploma</li><li>• Enrolled in College/Higher Education</li><li>• Received ILP Services</li><li>• Completed Vocational Training</li><li>• Employed or Other means of support</li></ul> |  |
|---|--|

**FEDERAL OUTCOME DESCRIPTORS**

Number	Measure	Description	Direction	Weight
PR	Referral Rates	Computed by dividing the unduplicated count of children with an abuse or neglect allegation by the child population and multiplying by 1,000. (Age 0 to 17 years.)	-	
PR	Substantiation Rates	Computed by dividing the unduplicated count of children with a substantiated allegation by the child population and multiplying by 1,000. (Age 0 to 17 years.)	-	
PR	Entry Rates	Computed by dividing the unduplicated count of children with entering foster care by the child population and multiplying by 1,000. This rate looks at all entries to foster care. Both children first entering care and reentering care are included. (Age 0 to 17 years.)	-	
PR	In Care Rates	Computed by dividing the Point In Time count of children in child welfare supervised foster care by the child population and then multiplying by 1000. (Age 0 to 17.)	-	
S1.1	No Recurrence of Maltreatment	The percentage of children who were victims of a substantiated or indicated child maltreatment allegation within a specified 6-month period for whom there was no additional substantiated maltreatment allegation during the subsequent 6 months. (Age 0 to 20 years.)	+	
S2.1	No Maltreatment in Foster Care	The percentage of children who were not victims of a substantiated maltreatment report by a foster parent or facility staff while in out-of-home care. (Age 0 to 20 years.)	-	
C1	Reunification Composite	This is a child welfare supervised estimate of the composite score used in the CFSR2.	+	

Number	Measure	Description	Direction	Weight
C1.1	Reunification within 12 Months (exit cohort)	The percentage of children discharged to reunification within 12 months of removal. The denominator is the total number of children who exited foster care to reunification during the specified year; the numerator is the count of exiting children who were reunified in less than 12 months.	+	22%
C1.2	Median Time to Reunification (exit cohort)	The median length of stay (in months) for children discharged to reunification (excludes children in care < 8 days).	-	21%
C1.3	Reunification within 12 Months (entry cohort)	The percentage of children reunified within 12 months of removal for a cohort of children first entering foster care. The entry cohort is comprised of children entering foster care for the first time during a 6-month period. (Age 0 to 17 years.)	+	12%
C1.4	Reentry Following Reunification (exit cohort)	The percentage of children reentering foster care within 12 months of a reunification discharge. T (Age 0 to 17 years.)	-	46%
C2	Adoption Composite	This is a child welfare supervised estimate of the composite score used in the CFSR2.	+	
C2.1	Adoption within 24 Months (exit cohort)	The percentage of children adopted within 24 months of removal. (Age 0 to 17 years.)	+	15%
C2.2	Median Time to Adoption (exit cohort)	The median length of stay (in months) for children discharged to adoption. (Age 0 to 17 years.)	-	19%
C2.3	Adoption within 12 Months (17 Months in Care)	The percentage of children in foster care for 17 continuous months or longer on the first day of the year, who were then adopted within 12 months. (Age 0 to 17 years.)	+	22%

Number	Measure	Description	Direction	Weight
C2.4	Legally Free within 6 Months (17 Months in Care)	The percentage of children who were in foster care for 17 continuous months or longer and not legally free for adoption on the first day of the period, who then became legally free for adoption within the next 6 months. (Age 0 to 17 years.)	+	18%
C2.5	Adoption within 12 Months (Legally Free)	The percentage of children discharged from foster care to adoption within 12 months of becoming legally free. (Age 0 to 17 years.)	+	26%
C3	Long Term Care Composite	This is a child welfare supervised estimate of the composite score used in the CFSR2.	+	
C3.1	Exits to Permanency (24 Months in Care)	The percentage of children discharged to a permanent home by the last day of the year and prior to turning 18, who had been in foster care for 24 months or longer. (Age 0 to 17 years.)	+	33%
C3.2	Exits to Permanency (Legally Free at Exit)	The percentage of legally free children who were discharged to a permanent home prior to turning 18. (Age 0 to 17 years.)	+	25%
C3.3	In Care 3 Years or Longer (Emancipated/Age 18)	The percentage of children in foster care for 3 years or longer who were then either discharged to emancipation or turned 18 while still in foster care. (Age 0 to 18 years.)	-	42%
C4	Placement Stability Composite	This is a child welfare supervised estimate of the composite score used in the CFSR2.	+	

Number	Measure	Description	Direction	Weight
C4.1	Placement Stability (8 Days to 12 Months in Care)	The percentage of children with two or fewer placements who have been in foster care for 8 days or more, but less than 12 months. Time in care is based on the latest date of removal from the home. (Age 0 to 17 years.)	+	33%
C4.2	Placement Stability (12 to 24 Months in Care)	The percentage of children with two or fewer placements who have been in foster care for at least 12 months, but less than 24 months. Time in care is based on the latest date of removal from the home. (Age 0 to 17 years.)	+	34%
C4.3	Placement Stability (at least 24 Months in Care)	The percentage of children with two or fewer placements who have been in foster care for 24 months or more. Time in care is based on the latest date of removal from the home. (Age 0 to 17 years.)	+	33%