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| Polk County Decategorization- FY20 Progress Report  **Participating County: Polk**  **Submitted by Teresa K.D. Burke**  **Polk County Decategorization Coordinator (**[**tburke@dhs.state.ia.us**](mailto:tburke@dhs.state.ia.us)**, 515.725.2725)**  **October, 2020** |
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| **Key Activities and Progress**   1. Teresa Burke, Polk County Decat Coordinator, completed the following trainings and served on the following Committees:    1. Polk County HIPAA Trainings    2. Contract trainings: Scheduled training cancelled due to Covid 19    3. Conferences: Conferences scheduled were cancelled due to Covid 19    4. Committee Work for Decat Coordinator:       1. Central Iowa ACEs Steering Committee and Executive Committee       2. Juvenile Re-entry Task Force, planning and activities addressing issues, gaps and barriers related to youth re-entering the community after group care, as well as transitioning to adulthood       3. DHS Child Welfare Partners Committee       4. Make It OK Kick-off and Ambassador Training 2. Cassie (Thomas) Kilgore continued as the Polk Decat Administrative Assistant until September, 2019, and was replaced by Veronica Russell that same month. Veronica completed the following trainings:    1. Polk County HIPAA Trainings 3. Jordan Kauffman continued as the Project and CPPC Coordinator until she resigned in August, 2019, and Cassie Kilgore was promoted by the Polk Decat Board to replace her. Cassie completed the following trainings/certifications and conferences:    1. Polk County HIPAA Trainings    2. BSCS CONT 101 – Contracting Basics    3. BSCS CONT 120 – Contract Creator (C2)    4. BSCS CONT 130 – Scope of Work Basics    5. BSCS CONT 140 – Contract Terms & Conditions    6. JCS 101 and 102    7. Make It OK Ambassador Training    8. BSC Learning Session    9. CPPC Statewide Conference on Substance Abuse    10. Race: The Power of an Illusion training 4. Diamond Denney continued as the Restorative Justice & Cultural Equity Coordinator. Diamond completed the following trainings and conferences:    1. Polk County HIPAA Trainings    2. Race: The Power of an Illusion training    3. BSC Learning session 5. Polk Decat operated with the following structure:    1. The Decat Executive Committee served as the Governance Board, making all decisions on contract funding.    2. The Decat Steering Committee has been morphed to also serve as our Community Partnership Shared Decision Making Team, which makes sense to not have decision-making and community collaboration overlap. This body provided transparency to the Governance Board decisions, provided guidance on funding, assistance with RFP scoring, feedback on administration, and community representation on the Decat Executive Committee (see meeting information in the next section);    3. The CPPC Neighborhood & Community Networking and the Providers’ Advisory meetings had a lot of overlap in goals, so the Decat team decided to make them into one meeting, the new Decat & CPPC Connection And Resource Exchange (CARE) meeting. It is an opportunity for community providers and members to network, learn about and discuss local resources, initiatives, barriers, needs, etc. 6. The Juvenile Court Services (JCS) Community and Strategic Planning (CASP) Collaborative continued into early FY20, and then has been tabled due to the untimely death of Judge Colin Witt, one of the leaders of this Collaborative, and a change in leadership in the 5th Judicial District. The Collaborative mission is “To examine and improve the juvenile justice system to reduce disproportionality for children of color” and consists of stakeholders involved in Juvenile Justice Institutions, agencies and organizations. Diamond facilitates the organization of these meetings. The Collaboration has concentrated its focus on Intake and Detention, more specifically warrants, where the most disproportionate contact occurs. Also, the Collaborative reviewed data on low-risk offenders and the need for a more robust pre-arrest diversion approach. Although the CASP Collaborative has not met after the first meeting in FY20, the planning work on an enhanced pre-arrest diversion initiative was on-going between JCS, DMPD and Decat. 7. Monthly GAX continued to be reviewed and monitored by the Decat Coordinator as contractors still needed reminding of back-up materials required to document expenditures reported. Every submission was reviewed for accuracy and applicability to the contract/grant requirements and budgets. Because of Covid 19, we are receiving more GAX submissions electronically where before they were all submitted as paper copies. Working from home also presented challenges to payment and GAX review and processing. Processes had to be reviewed, tried out and changed in order to facilitate turnaround times. 8. The Polk Decat Providers’ Advisory, now CARE meeting, focused on a variety of areas relevant to our community service providers and interested community members and bringing in resources to provide information on programming and services. This monthly meeting has been taking place for over 10 years and continues to be well attended. Typically, this meeting is held at River Place the third Wednesday of each month. Because of Covid 19 restrictions, it is currently being held virtually. 9. JCS and DHS combined efforts on a variety of levels through Polk Decat in FY20. Besides the RJCE Coordination Services and contract, they combined resources for a Student Supportive Services contract as well as a Behavioral Health Coordination contract with Des Moines Public Schools (DMPS) in an effort to address higher risk students, especially students of color, with the eventual exchange of aggregate information on youth/families who have system involvement and collaboration on supportive services to those youth and families. 10. The RJCE Coordinator, Diamond Denney, continued to manage and facilitate the African American Case Consultation Teams for both DHS and JCS. She also manages the DMACC Student Mentoring project as well as all equity projects under the Decat purview.   **Key Activities, Outcomes and Expenditures**  **Restorative Justice & Cultural Equity Coordination, including Minority Youth & Family Initiatives**   1. The African American Case Consultation Team (AACCT), which originated based on feedback from DHS Courageous Conversations, continued into FY20 and was supported by MYFI funds. Several of the DHS AACRT members have volunteered their services since inception, approximately 4 ½ years ago. Diamond Denney has done an excellent job ensuring that AACCT voices are heard within DHS and JCS regarding approaches to working with African American clients. 2. Another effort under Polk MYFI was the continuation of the Student Mentoring program, aimed at providing community supports for students of Social Work attending Des Moines Area Community College (DMACC) in order to achieve their Associates Degree in Social Work and to assist them through their Bachelors of Social Work Degree. 3. Details on activities supported are listed below. |

**Restorative Justice & Cultural Equity Coordination Special Projects, including Minority Youth & Family Initiatives (submitted by Diamond Denney)**

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| **Agency** | **Program Name** | **Program Descriptions and Outcomes** |
| **Polk County Decategorization** | **Minority Youth and Family Initiative (MYFI)** | The Minority Youth and Family Initiative (MYFI) program is geared toward addressing disproportionality of African Americans in the Child Welfare System. The strategic plan of MYFI is to engage minority youth and family through education and outreach efforts. According to this particular strategic plan, the focus is centered on community education and outreach.  **Education Rationale:** Educating service providers on the specific needs of African American children and families will foster greater understanding and engagement of American Americans ultimately leading to better outcomes.  **Outreach Rationale:**  Connecting MYFI programs and priorities to those groups most at-risk for system involvement requires a variety of public engagement strategies. Educating service providers on the specific needs of African American children and families will foster greater understanding and engagement of American Americans ultimately leading to better outcomes.  The current focus goals of MYFI are:  **Goal 1.** Community Education: To increase knowledge of and access to programs and priorities that address disproportionality through targeted outreach efforts.  **Goal 2**. Create and maintain partnerships and practices as an inclusive community to better identify and address the strengths and needs of African American Youth and Families.  There have been community events, collaborations with agencies in Polk County, trainings, presentations and program implementation that have all contributed to the goals and outcomes of MYFI. See Appendix A.1 for the list of the aforementioned.  **Appendix A.1**   * MYFI Student Incentive Program * DHS African American Case Consultation Team (AACCT) * JCS African American Case Consultation Team (AACCT) * Cultural Equity Alliance Statewide Committee (CEASC) * Polk Equity Team (formally known as Polk BSC) * DHS Worker of Color Support (WOC) Group * Community and Strategic Planning (CASP) Initiative * Polk DMC Sub-committee * Strong African American Families (SAAF) * Young Men of Color Conference – Hip Hope Inc. * Linda and Richard Harrell Foster Care Scholarship * A Gathering of Sisters Conference – The LINKS, Inc. * Intercultural Development Inventory (IDI) Assessment |
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| **Polk County Decategorization** | **MYFI Student Incentive Program** | The MYFI Student Incentive Program is a program that started in the Fall of 2016 and originated from the Minority Youth and Family Initiative. The MYFI Student Incentive Program involves collaboration between the Department of Human Services (DHS), Des Moines Area Community College (DMACC), the University of Iowa and Polk County Decategorization. This program developed in response from conducting Courageous Conversations in the black community. The outcome revealed that DHS staff was not reflective of the clients they served, culturally or linguistically. Therefore this collaboration focuses on students of color that are enrolled in the Des Moines Area Community College, Human Services program.  The Student Incentive Program was created to motivate students to get involved in academic and community activities that will create a successful school pathway and to help students earn additional funds to help with immediate financial burdens. Funds are earned through an incentive point system. For each incentive activity the student completes, they earn points and at the end of each semester, the points are converted into dollars. Currently, each point equals $3 and students are able to earn up to 465 points a semester, equaling a total of $1,251.  Not only do students get the benefit of earning financial incentives, but they are linked to another peer, for peer-to-peer mentoring. During every support group, the students have an opportunity to link with their peers. The support group meeting usually involves a training or informational component.  The incentive activities are items essential for the success of college students. Many of these activities are basic requirements that students should be practicing to successfully graduate college. Some of these incentive activities include:   * Attend support group meetings * Meet with academic advisor, TRIO or transferring school * Observe an African American Case Consultation Team * Meet with financial aid advisor * Maintain 2.60 GPA * Miss two or less classes, per class a semester * Complete a graduation plan * Apply for scholarships * Interview one professional in the field by the end of the semester * Meet with peer face to face   However, earning points are dependent upon the students. Luckily most students want to earn money at the end of the semester, so they are more motivated to complete incentive activities. The minimum that is expected of students is that they meet with their respective mentors on a regular basis. The mentorship component is the cornerstone of this program as the guidance and assistance with educational planning are keys to helping students develop good habits and be successful.  At the end of the semester, students are able to decide how they want to receive their funds. Students receive funds on various gift cards of their choice i.e. (Walmart, HyVee, and Kum & Go gas cards) Students can also choose to receive payments toward their school tuition, rent, utilities, auto loans and auto repairs.  Although the goal of the MYFI Student Incentive program is for students to go on to obtain a higher education to hopefully work at DHS someday, not all participating students choose that pathway. However, many of them end up working in other Human Service jobs, which is critical to creating more equitable and culturally appropriate work staff in our community.  Due to COVID19, we plan to go virtual in FY21.  **Outcomes:**   * In the Fall of 2019, 12 students participated with $6,510 incentives paid out collectively to those students * In the Spring of 2020, 11 students participated with $8,485 incentives paid out collectively to those students. * 2 students graduated and are going to attend Grandview’s Social Work program. One student got their full tuition paid for by Grandview * Food costs and supplies spent: $1,121.59 * **MYFI Student Incentive expenditures for FY20 were: $16, 116.59** |
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| **Iowa Department of Human Services/Juvenile Court Services** | **African American Case Review Team (AACCT) for DHS and JCS** | The DHS African American Case Consultation Team (AACCT), is a team comprised of African American professionals with expertise in various areas related to children and family services, such as mental health, substance abuse, education, child protection, etc., who consult with social workers on the effectiveness of the strategies in place and provide recommendations as needed to aide in safety, permanency and stability of system involved children in a culturally responsive and respectful manner. Social workers and their supervisors bring specific cases (that only consist of African American families) to a team for additional guidance and support for a case.  Using expertise gained from the development of the AACCT for DHS, an AACCT team for JCS has been initiated. This project utilizes a team of African American professionals from the community that will look at current interventions and strategies recommended to African American families involved in the juvenile court system. The focus of the team is similar to that of the DHS AACCT, although more related to the safe resolution of community protective issues. The ultimate goal is to find alternative solutions to help African American youth from being pulled deeper into the juvenile court system and help with the reduction of disproportionality in Polk County. This team consists of members of the Polk County community that have an expertise in the following areas: substance abuse, mental health, law enforcement, domestic violence, physical/sexual abuse, education, language, legal, fatherhood initiatives, and faith-based services.  **Outcomes:**   * DHS AACT: 16 cases were consulted in FY20 * The DHS AACCT received the Governor’s Volunteer Award. * The DHS AACCT also came up with a list of recommendations for the Family First implementation and the DHS administrators wanted to collaborate with the team. * JCS AACCT: 8 cases were consulted in FY20 * **AACCT expenditures for FY20 were $1,674.84** |
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| **Iowa Department of Human Services and other partners** | Cultural Equity Alliance Steering Committee (CEASC) | As a member of this committee, we have collaborated with various partners in efforts to help with the reduction of disproportionality in Polk County. The primary purpose of the committee is to develop recommendations for implementing systemic changes focused on reducing minority and ethnic disproportionality and disparity in the child welfare system. This statewide collaborative includes the following representatives: IDHS (leadership and field staff), providers, courts, Parent Partners, foster care alumni, immigrant and refugee services, domestic violence agencies, juvenile justice, race and ethnic diversity advocates and other child welfare partners.  One of the early tasks for this committee was to develop a set of guiding principles for the agency’s work with children, youth and families. Upon CEASC recommendations, the Iowa Department of Human Services has officially adopted fifteen Guiding Principles for Cultural Equity (GPCE) as a framework for moving the work forward. The GPCE are based on the Office of Minority Health standards for cultural and linguistic competence. The current task of this committee is to plan the annual BSC Learning Session and to create subcommittee’s geared at addressing the 15 guiding principles for the state.  **Outcomes:**   * This committee created 15 guiding principles DHS adopted * This committee split into 4 different sub-groups to address the 15 guiding principles * The RJCE Coordinator is on Team A and the focus is on making the DHS training curriculum more equitable. We reviewed the DHS SWS020 training curriculum and created recommendations for the DHS training committee * The annual BSC Learning Session was a success and many of the participants wanted to replicate Polk County’s DHS AACCT team. |
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| **Iowa Department of Human Services** | **Polk Equity Team** | The mission of the Polk Equity team is: “All Polk County African American/Black children and youth who experience out-of-home placement maintain or establish a sense of belonging to family and community and achieve permanency through reunification, guardianship and adoption by relatives.”  **Outcomes:**   * Trained all DSM-5 supervisors and leadership on Culture Vision * Get all the DHS Supervisors and leadership to take the IDI assessment * Created a PDSA on having all the DSM-5 supervisors have their workers ask the race of the families they served * Polk Decat ordered Black Lives Matter (BLM) badge reels, educational books teaching individual and systematic racism, children’s books highlighting kids of color and black hair care products for Youth Homes * Polk Decat purchased: $5,288.84 worth of items * Polk Decat paid for a black therapist, at Lutheran Services of Iowa pursuing their licensure for social work, licensing exam * Expense: $123.00 |
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| **Iowa Department of Human Services** | **Worker of Color (WOC) Support Group** | A support group for Workers of Color (WOC) was created to help with the retention of workers at DHS. This group met monthly at Freedom Blend coffee, for an hour and a half, to address work concerns and have discussions on how to work through conflict.  Although this WOC group is new, this support group is aimed at strengthening skills for advancement into leadership at DHS. Diversifying DHS leadership is a huge goal of this group.  **Outcomes:**  Polk Decat paid for this group to use the conference room at Freedom Blend Coffee.   * Cost of conference room for one year: $180 |
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| **Polk County Juvenile Court Services** | **Community and Strategic Planning (CASP) Initiative** | The Community and Strategic Planning (CASP) initiative is aimed to address disproportionalities in the Juvenile Justice System.  **Outcomes:**  In FY20, the CASP team formed into one, collective group and worked together to analyze current pre-arrest diversion programs offered in Des Moines, West Des Moines and Ankeny.  The large group has met once during fiscal year 20. Since there has been a change in JCS leadership, the large CASP group plans on reconvening in FY21. However, JCS has been working closely with the Des Moines Police Department (DMPD) to create additional services the DMPD can utilize for their pre-arrest second chance program. |
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| **Polk County Juvenile Court Services** | **DMC Sub-committee** | Polk Juvenile Court Services (JCS) Disproportionate Minority Contact (DMC) sub-committee is aimed at looking at the local DMC data and creating initiatives to reduce disparities that exist within the Juvenile Justice System.  Polk DMC sub-committee’s focus in FY20 was pre-arrest diversion. The committee could make the most impact targeting the low-risk, first time offenses for black children.  **Outcomes:**   * Collaborated with the Des Moines Police Dept. to explore expansion of the pre-arrest diversion (Second Chance) to possibly include implementation of: * Caution and Warning Program * Civil Citation Program * Collaborated with Des Moines Police Dept. to enhance and/or develop criteria for pre arrest diversion * Identified youth referred to JCS who meet eligibility for pre arrest diversion (Second Chance) and refer to the program |
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| **Evelyn K. Davis Center For Working Families** | **Building Strong African American Families (SAAF)** | The SAAF program is a program geared toward building strong African American families. This program has been found to be a great way to improve communication, reduce risky behaviors and strengthen racial pride for African American families. The mission of SAAF is to advance the well-being of African American families by strengthening family relations, parenting processes and youth competencies. Refer to the Contracts section, DCAT5-17-040, Supportive Services for African American Youth & Families for outcome details and expenditures.  **Outcomes:**   * For fiscal year 2020, 4 families (totaling 15 people) were served through this program. Due to the Covid-19 pandemic and the previous SAAF coordinator stepping down, recruitment and programming was difficult. |
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| **Hip-Hope Inc.** | **Young Men of Color Conference** | Hip-Hope's 4th Annual “A Greater Des Moines Conference for Young Men of Color” was the best so far. The theme of this year’s conference was “WIN WIN WIN”. The day was packed with events and activities that were facilitated by 36 organizations, businesses and corporations  **Outcomes**   * On October 26, 2019 at Drake University Olmsted Center over 250 Young Men registered for the Conference however almost 200 Middle and High School Young Men of Color actually attended. * 50+ mentors, educators, social workers, corporate professionals, dignitaries and 50+ volunteers convened to seek and share solutions enthusiastically attended. * From 9 am to 4 pm they addressed academic, social and financial crises that hinder Young Men of Color from meeting basic standards of learning, living and achieving. |
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| **Linda and Richard Harrell Foster Care Scholarship** | **2019 Foster Care Scholarship Banquet** | The Richard & Linda Harrell Foster Care Scholarship Fund held its 3nd year scholarship banquet to support higher education for Iowa African-American high school graduates that have been involved in foster care. They continue to seek the support of individuals, companies and organizations that have an affinity for providing educational opportunities for these disadvantaged young Iowans.  Richard & Linda Harrell were foster parents of high-risk African American teenage girls for over 20 yrs. They have parented greater than 30 foster daughters. The need for this fund became evident as the Harrell’s faced numerous challenges in identifying sufficient resources for their foster daughters aspiring to higher education. The complexity of issues seemed insurmountable. The death of Richard in 2015 sparked a desire in the heart of Brittany (Overstreet) Beard, a former foster child of Richard & Linda, to leave a legacy of encouraging and supporting African American high school graduates of foster care to attend college and universities in hopes of providing a better livelihood for themselves and becoming a more productive member of our society.  Data continues to reveal that Iowa has a relatively higher rate of children and youth needing placement in foster care, with African Americans being disproportionately impacted. The very circumstances of these students are an additional hurdle they must overcome in pursuing continued education. Yet, without continued education their future as productive, independent citizens is greatly diminished.  **Outcome**:   * Polk Decat supported the scholarship event with $2,500 and received 2 tables at the 2019 Linda and Richard Harrell Scholarship banquet. * They raised over $20,000 and awarded 3 scholarships to 3 different youth. * Each youth read a powerful narrative regarding their trials and tribulations being systematically involved in DHS. |
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| **The LINKS Foundation, INC** | **A Gathering of Sisters Conference** | Event Description   * Renowned author, domestic violence survivor, and criminal justice reform activist, Kemba Smith Pradia was hired to speak to members of the Des Moines community. The purpose of her visit was to share her personal survival story, and educate, enlighten, and inform the audience about criminal justice reform.   This event included the following activities.   * A discussion about criminal justice reform with the following panel of experts: Kemba Smith Pradia, Judge Romonda Belcher (Iowa Judicial Branch), and Lt. Lillie Miller (Des Moines Police Department), moderated by Angela Williams Jackson (Civil Rights Commission). * A presentation from Kemba Smith Pradia (as described above) followed by an opportunity to purchase a signed copy of her book. * A recognition of unknown SHEroes in our community who have worked tirelessly in the areas of services to youth, health and human services, international trends (e.g. immigration reform/support), national trends (e.g. social action), and the arts. Four of the five honorees attended the event and received a personalized award for their contributions. * A resource fair including eight different agencies in the health and human services, social work, women’s advocacy, and child welfare. * A networking hour to allow attendees to connect and discuss the events of the day.   **Outcomes:**  Polk Decat granted The Links Foundation, Inc. $4,900.00 to assist with their conference.  Attendance:   * 95 - more were registered but did not attend due to the onset of COVID-19. A large majority (90%) of the attendees were African-American as they were their intended audience.) * Continuing Education Credit: 2 attendees received 2 hours each of CE.   Fundraising:   * Their organization successfully raised funds through event ticket purchases for our national funding organization, The Links Foundation, Inc. The funds will be used toward programming that our local chapter will provide to Des Moines community youth (e.g. NSBE Jr. program) once they are able to resume in-person gatherings.   Summary of Evaluation Responses:   * They distributed surveys to all attendees, and received 26 back. * The event received an overall score of 5 for the areas of (1) meeting expectations, (2) presenters, and (3) information and material. * Responses about how the information shared at the conference can be utilized focused on enlightening others, using the information in their work, and getting involved in the community. * The primary “take-away” for attendees was their own enlightenment about the need for criminal justice reform and especially for young women of color. |
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| **Iowa Department of Human Services (DHS)** | **Intercultural Development Inventory (IDI) Assessments** | The Intercultural Development Inventory® (IDI®) assesses intercultural competence—the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities (Hammer, M.R., 2009).  Polk Decat paid for the RJCE coordinator and a JCS supervisor to get trained on how to administer the IDI assessment, with the goal of having JCS and DHS leadership take the assessment to measure organizational cultural competency.  **Outcomes:**   * Polk Decat paid for 200 assessments for DHS and JCS, spending: $4,200 * 44 participants took the IDI assessment * DSM-5 supervisors, leadership and the Polk Decat team took the assessment * The RJCE coordinator and the Chief of JCS conducted a group presentation to explain the IDI results to DHS leadership and supervisors * Group orientations landed on: * Adaption: 6.8% * Acceptance: 11.4% * Minimization: 70.5% * Polarization: 11.4% * Denial: 0% * The RJCE coordinator conducted 35 IDI, individual debrief sessions with the DSM-5 leadership and supervisors * These individual sessions are follow-up sessions for the RJCE coordinator to go over individual IDI results and provide guidance for how to progress up the continuum |
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| **Polk County Juvenile Court Services** | **IDI Assessment** | **Outcomes:**   * 20 participants took the IDI assessment * DSM-5 leadership and JCS Implicit Bias Committee took the assessment * Group orientations landed on: * Adaption: 5% * Acceptance: 10% * Minimization: 70% * Polarization: 10% * Denial: 0% * The RJCE coordinator and the Chief of JCS conducted a group presentation to explain the IDI results to the Implicit Bias sub-committee * The RJCE coordinator conducted 15 IDI, individual debrief sessions with the JCS Implicit Bias sub-committee * These individual sessions are follow-up sessions for the RJCE coordinator to go over individual IDI results and provide guidance for how to progress up the continuum |
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| **Des Moines Area Community College (DMACC)** | **IDI Assessment** | **Outcomes:**   * Polk Decat paid for DMACC to receive 100 assessments, spending: $1,200 * 48 participants took the IDI assessment * DMACC Urban, Ankeny and Newton Discrimination Oppression and Diversity courses took the assessment * Students took the assessment at the beginning of the semester and again at the end of the semester * Group orientations landed on: * Adaption: 2.1% * Acceptance: 2.1% * Minimization: 45.8% * Polarization: 35.4% * Denial: 14.6% |
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**FY20 Special Projects under DCAT5-18-002, Decat & CPPC Coordination (submitted by Cassie Kilgore & Teresa Burke)**

***Additional projects and events supported by Decat & CPPC dollars can be reviewed in the “Community/Neighborhood Networking” section of the attached FY20 CPPC Report, after the “Lessons Learned” section. Total # served through the Decat & CPPC Community Grant Program and other projects in Fiscal Year 2020 exceeds 2,000 community members of Polk County.***

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| # | Organization | Program/Event Name | Dollar Amount | # African-American | # Hispanic | # Asian/ Pacific Islander | # Native American | # Multiracial | # Other: | Total # Served | Noteworthy Outcomes |
| 1 | Youth Law Center | Adoption Saturday | $500 |  |  |  |  |  |  | 200-300 | "We celebrated 30 adoptions for 39 children in Polk County during the 2019 event. We do our best to obtain this data based off the petitions submitted to the clerk’s office. Each year, we have at least a few children who we did not receive demographic info for. Judge Seymour and I have tried in the past to go through the entire legal file to locate any info we can to report. This year we had 3 children who I could not locate information for and consider unreported." |
| 2 | Hindu Cultural and Educational Center | Teej Cultural Event | $500 |  |  |  |  |  |  | 160 | "Teej is an annual women's cultural program. This is performed mainly by the women folks of the community. However, this program intends to engage participants of all ages and gender. The main objective of this program is to empower women in the community and strengthen relationship between diverse community people. Such program helps filling the generation gap by teaching cultural values and its importance. To make the whole story short, it helps to relieve isolated, depressed, traumatized people of all ages by socializing and recreational activities. On top of this, it engages youths in the social and recreational activities by reducing their time otherwise, used in unwanted activities such as drugs, bullying, gangs, etc." |
| 3 | Young Women's Resource Center | Building Connections for Young Women | $1,000 | 2 |  |  |  | 1 |  | 8 | "Connections group is a yearlong, continuous educational program focused on issues such as anger management and impulse control. Connections provides ongoing therapeutic support which focuses on empowering participates to develop organizational core values that include; Equity, Resiliency, Accessibility, Community, and Advocacy. Connections group has also addressed mental health concerns and can report participants have become more involved in taking initiative in their overall well-being. Group participants have demonstrated success in this area by seeking out and completing mental health evaluations, researching medication options, and seeing licensed therapists to support them with more in-depth healing." |
| 4 | Hip Hope, Inc | Young Men of Color Conference | $4,200 | 88 | 12 |  |  | 4 | 32 | 136 | "Hip-Hope's 4th Annual “A Greater Des Moines Conference for Young Men of Color” was the best so far. From 9 am to 4 pm they addressed academic, social and financial crises that hinder Young Men of Color from meeting basic standards of learning, living and achieving. The day was packed with events and activities that were facilitated by 36 organizations. There were seven interactive breakout sessions that were facilitated by 21 Men of Color who were social workers, mental health specialists, community activists, mentors, school administrators, corporate professionals and entrepreneurs. The sessions focused on winning academically, socially and financially. The sessions required collaboration among the facilitators who do not commonly share workspaces but found success in coordinating efforts and strengths to engage, inspire, encourage and inform the 25-30 Young Men per session. We noticed our Young Men at Hip-Hope practicing some of the values that were consistent with the messaging from the keynotes. After lunch Drake’s admissions hosted a session for all attendees. They informed the Young Men about scholarship opportunities, student support groups, classes, events and other benefits that Drake offer. We have spoke with many of our Hip-Hope Kids who are now considering Drake as a viable option to the higher learning who were not considering it prior to the Conference. We concluded the conference with a resounding call to action from Bo James. He gave a heartfelt presentation as his father shared the stage reminiscing of the many times that he was heading into the third round of a three round boxing match losing on the score cards. After ovations succeeding Bo James’ speech Leonard Bell, Gerald Joseph, Matt Gilbert and Gerald James Jr. were presented with plaques engrave with, “Because you show us how to win you give us Hope”. Young Men, family members and Hip-Hope board members participated in the presentation ceremony. By time all were dismissed, Ako and Al Parrish were also honored." |
| 5 | Des Moines Civil & Human Rights Commission | Human Rights Symposium | $1,500 |  |  |  |  |  |  |  | \*\*This event did not take place as planned due to COVID19. It has been rescheduled for October 2020.\*\* |
| 6 | Morris Elementary | Spring Night of Champions | $500 | 45 | 134 | 13 | 0 | 21 | 159 | 372 | "Morris Elementary school held it spring Night of Champions on March 10, 2020. Instead of traditional parent teacher conferences, we have a night where families can not only meet and talk to their child’s teacher, but also tour the building and do different activities. This spring, we also set up a resource fair. We provided water and snack for the families coming into or leaving the building (grant funded) and had several partners provide information. The partners that attended were Iowa Works, Young Women’s Resource Center, IMPACT, South DMACC, DSM Parks and Rec, Catholic Charities, Metro Kids Care, St. Vincent De Paul, YESS, Orchard Place, Iowa Legal Aid and Neighborhood Finance Corp. We also had a staff member who had a resource table with information from agencies not able to attend but who had provided information to distribute. The agencies that were there reported that they had several families stop and visit about services." |
| 7 | Monroe | End of Year Celebration | $500 | 36 | 16 | 24 |  | 6 |  | 89 | "5th Graders who had siblings in the car got to take in the special celebration and say hello to their teachers too. It was a special moment for both the students and the teachers after not seeing each other in person for 10 weeks. The District ELL team decided to hand out kits to emerging level students, so they could continue their work over the summer. There were 41 students on the list from Monroe. The leftover balls and jump ropes were distributed to each family to help keep them active and give them an opportunity to have something safe to do outside while everything was shut down. The soccer balls were a huge hit and brought many smiles." |
| 8 | Roosevelt IJAG program | Memphis Cultural and College Tour | $500 |  |  |  |  |  |  |  | This grant recipient reports that the event/program that was scheduled to be supported by these funds did not take place. The contractor has been notified to return the funds to Decat. |
| 9 | Community Youth Concepts | Youth Volunteer Corps | $500 | **2** | **1** | **2** |  | **1** | **7** | 13 | "During the month of June – by having the regular meetings online we were able to engage high school students more regularly than we have in the past. By delivering supplies and having student “work days” on their own time – we kept more students engaged than in the past. We used texting apps to communicate and share progress in addition to weekly video check-ins. Students provided over 40 service hours. Students working remotely participated in a “Covid-kit” project creating an informational brochure, kid’s activities and homemade masks to be placed in “Little Free Libraries” and “Little Free Food Pantries” within their own communities. Students were interviewed by a local TV station about the project. Students working on the outdoor projects were at Stowe Heights Challenge course and assisted with the onsite construction of a shed to store equipment. Due to the smaller sizes needed – students were able to get more detailed instruction about the process and help with tasks including shingling, applying Tyvek, framing doors, and landscaping." |
| 10 | Hip Hope, Inc. | Summer Virtual Tutoring Program | $750 | **7** | **2** |  |  |  | **5** | 14 | “Hip School of Hope is Hip-Hope's response to CV19'S attack on safe education. March of 2020 we were approached by Kittie Weston Knaur, a retired DMPS principal of alternative schools. Kittie requested that we identify a family that had urgent academic needs. We referred an African American family with two children, a son in 7th grade and a daughter in 10th grade. She proceeded to teach traditional, liberal arts education courses to them via Zoom on a daily basis for 12 weeks. Kittie recognized that the 7th grade Young Man of Color had learning challenges and was not meeting his grade level requirement, particularly with math and reading. She suggested that we try Hip-Hop Literacy to help him memorize his multiplication tables as she worked with him on his reading. By the end of the course he was meeting grade level standards in both subjects. June of 2020 we partnered with Jewels Academy to virtually tutor three Hip-Hope kids who expressed interest in STEM subjects for four weeks. Simultaneously, three elementary aged kids received their tutoring face to face with Bo James using fun and innovative ways incorporating arts and culture such as Hip-Hop Literacy and Product Based, Social and Emotional Learning. In all approaches we identified the academic challenges that each student had and addressed them through perspective curricula.” |
| 11 | ISU Extension & Outreach | Splash Into Reading | $1,500 |  |  |  |  |  |  |  | "Since we were unable to provide the programs this spring, we do not have specific number or demographic information at this time. The programs that we intended to provide included partnerships with organizations in the community serving immigrant and refugee families. Since the curriculum is available in Spanish and English, we had planned to provide the program at two locations in Spanish. The funds from this grant were utilized to purchase program supplies and materials for future programming. This financial support will significantly reduce barriers to implementation of future programs to ensure that we are able to successfully reach families in Polk County." |
| 12 | Please Pass The Love | Covid-19 Mental Health Relief Programming | $1,500 |  |  |  |  |  |  |  | “We know that not only are these videos able to help bilingual youth but they have also been a help for the interns who made them. This gave them experience and the ability to share their story and knowledge to other young people. We know that we will only see more young people utilizing these videos and resources as we move along in the school year.  Unfortunately, we were not able to collect demographic data on the audience for these recorded webinars. We know that over 30 people have viewed them so far on our website and those numbers will only increase. Because these were recorded videos, anyone can go on the website and view them. “ |
| 13 | Investing In My Future | High School Senior Recognition | $1,500 | 11 | 1 |  |  |  |  | 12 | "Students who received their college readiness packs were grateful and showed appreciation for everything that they learned throughout the events and tours hosted by Investing In My Future, Inc. Many participants were active participants since their freshman year of High School and all who attended indicated that they will be moving forward with their secondary education goals. Of the seniors that attended, six were awarded scholarships offered by Investing In My Future, Inc. and will be used to further achieve their education goals." |
| 14 | ArtForce Iowa | Christine Her | $1,500 | 12 | 6 | 24 | 1 | 15 |  | 58 | “Total Unknown Demographic: 1252 (Viewership)  As our community grew through our online presence with these ArtFul Connections Workshops, more folks have reached out to share their art with us along with sharing how they felt less stressed and anxious. We made it a priority to engage once or twice a week on different breathing and coping techniques to assist with the uncertainty and worry of COVID-19. Through our ArtFul Connections, we have grown over 1,000+ new followers.” |
| 15 | Joshua Christian Academy | Kim Richards | $380 | 80 | 22 | 2 | 0 | 24 | 18 | 146 | “Joshua Christian Academy built a hen house/ chicken coop on the school grounds on the northeast side of the school building. During STEM (Science, Technology, Engineering, and Math) classes students were able to learn about the life cycle of the chicken and all about chicken embryology. Due to this project, students and families are able to continuously be involved in the Chicken Coop and Egg Laying Project as much as they’d like to. They can also obtain free eggs for themselves and their families, as much as they’d like to. Families living in the JCA neighborhood are also JCA School and Community Garden.” |

**Polk ACEs, Trauma and Resiliency Building Community Activities**

The efforts and collaborations were expanded in FY20 related to ACEs, trauma and resiliency building activities. We believe that public/private partnerships are the lynchpin to building and maintaining systems and community change. Below are the activities related to these efforts.

**ACEs Coalition and Mid Iowa Health Foundation**: The Polk Decat Coordinator continued to serve on the ACEs (Adverse Childhood Experiences) 360 Coalition Steering Committee and Executive Committee. The ACEs 360 organization became a 501(c)3 agency in FY20 and the Executive Committee became the Board. Therefore, the Decat Coordinator resigned from the Executive Committee in order to avoid any conflicts of interest regarding funding. The Director of ACEs 360 continued to serve as the technical advisor and conduit for grants from Mid Iowa Health Foundation for the Trauma Informed Supervision and Trauma Services in Polk Detention projects.

**Trauma Informed Services in Polk County Detention**: Polk Decategorization continued to support these services under contract DCAT5-18-003 (see details in the Contracts section below. Mid Iowa Health Foundation also continued to support Technical Assistance by Chris Foreman, Duke University and the National Child Traumatic Stress Network (NCTSN). Although the TA for the project as a whole has diminished, Chris continues to assist the Contractor, Lutheran Services in Iowa (LSI) with enhancing and documenting their one-on-one and group procedures and services as well as Detention Staff trainings. Chris has been instrumental with development of the metrics and surveys that document outcomes.

**Trauma Informed Supervision**: Although Covid put the commencement of the on-site intensive trainings for Trauma Informed Supervision for DHS and JCS Supervisors, Chris Foreman continues to provide smaller-group assistance and even one-on-one for those who would like her assistance. In addition, Andrea Denklau was introduced as the new person to facilitate the project so the Decat Coordinator could start to move out of that role and allow for more community involvement.

Polk Decat supported the 1 ½ day intensive Trauma Informed Supervision training at ArtForceIowa for DMSA Supervisors in fall of 2019. The aim of the training was to find an outside environment for healing, bonding and TIS skill-building. Chris Foreman came to Des Moines to facilitate the training.

Given that one of the main outcomes of the TIS project is to help Supervisors reframe behavior and model that for their staff, it seemed a good fit to include an equity component to the project as the approach to addressing implicit bias is helping reframe automatic responses to the point where we recognize our biases and can make cognitive changes based on our enlightened understanding. To that end, Diamond Denney was introduced along with Andrea Denklau to ensure that an equity lens would be incorporated into the TIS trainings and approaches.

**ACEs Learning Circles**: Polk Decategorization was able to support the ACEs Learning Circles again in FY20. These are great community and sector-based trainings where attendees can learn more about the impacts of Adverse Childhood Experiences, the effects of trauma on the developing and adult brain, and effective resiliency building (coping) activities and approaches. The Faith-Based trainings that were offered in FY19 garnered so much enthusiasm and interest that another Faith-Based training was offered in FY20, led by Elizabeth Power, Adjunct Instructor, Psychiatry, Georgetown University Medical Center. Participants of this training learned about the psychological impact of trauma and the linkages between trauma and behaviors. Leaders left with five key tools for congregate and congregational functioning.

In addition, Polk Decat supported the ACEs 360 Pandemic Response series that was provided virtually in the spring of 2020. The current pandemic is highlighting the inequities that have long existed in our communities, with people of color disproportionately impacted by the negative outcomes from COVID-19. While a long history of discriminatory policies and systems have created the situation that's unfolding today, we have the opportunity to create a better future by ensuring equitable recovery in our communities. The Pandemic Response webinar series explored the impact of the COVID-19 pandemic on communities of color and other vulnerable populations using a historical and societal lens. Each session offered a systems approach for how to support and advocate for equitable recovery as part of our work to respond to ACEs. This series was led by Ingrid Cockhren, M.Ed, adjunct professor at Tennessee State University and the Tennessee and Midwest Regional Community Facilitator for ACEs Connection.

**FY20 Providers’ Advisory/CARE Meeting Dates and Speakers**

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| 7/17/2019 | Iowa Mediation Services: Types of mediations, their services, and trainings that are available. |
| 9/18/2019 | VNS dba EveryStep: Children At Home and Iowa Family Support Network Services |
| 10/16/2019 | LSI: Trauma Informed Services in Polk County Detention |
| 11/20/2019 | Please Pass The Love: Expanded School Based Mental Health Services |
| 1/15/2020 | USCRI: Refugee resettlement and update on the Public Charge legislation |
| 2/19/2020 | Goodwill: Employment services |

**FY20 Polk Decat Quarterly Steering Committee Meetings, Discussion & Determinations**

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| --- | --- |
| July 12, 2019 | Presentation of RJCE Activities, review of the Community Grants form and processes |
| October 11, 2019 | ICAPP review and vote, new Community Grants form based on prior meeting discussion, Trauma Informed Supervision discussion |
| January 10, 2019 | ICAPP results presentation, review of Community Grant applications, discussion of trainings that would be supported |
|  | No spring meeting due to Covid 19 |

**Contracts**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Contract Number** | **Contractor Name** | | **Service provided** | **Funds expended** | |
|  |  |  |  |  |  |
| **DHS Programs** | | | | | |
|  | | | | | |
| **DCAT5-15-007** | **Visiting Nurse Services/EveryStep** | | **Refugee Immigrant Guide** | **$47,806.14** | |
| This contract was created to develop and deliver specialized training for Community Guides to assist Refugee and Immigrant families and youth who are system involved or at risk of becoming system involved to connect with appropriate community resources and to successfully navigate and self-advocate in Child Welfare and Juvenile Court processes. A Refugee Immigrant Guide, or RIG, is a person who is versed in the language and culture of a local refugee or immigrant group, who is trusted within that community, who have a knowledge of community resources, who have a knowledge of Department of Human Services and Juvenile Court Services systems, who can assist at-risk youth and families within their language/culture to access resources to keep them from becoming systems-involved, and who can, along with a RIG Advocate, assist youth and families who are system involved to understand steps to successful case closure. The RIG and Advocate involvement with at-risk or systems involved youth and families will be sporadic in nature and most likely a small portion of his/her work within the community or with his/her employer. The contract covers the training of the RIGs as well as that of their Advocates, when necessary; to assist the RIG with interpreting more complicated concepts to the system-involved families that they are serving. Refugee cases required more time and effort that most other cases due to the language, culture and often the literacy barriers.  This was the final year for this contract and it was re-procured during FY20 for a July 1, 2020 start date.  With DHS being short on funds and JCS being a recipient of the services as well, the contract was supported by FY18 JCS State Carry-over dollars, which were carried over from FY19 from the 5/13/18 Chief Designation, and FY19 JCS State Carry-over dollars from the 5/13/19 Chief Designation. | | | | | |
| **Outcomes:** | Referrals for RIG services increased to 48 in FY20 from 34 in FY19. There were 24 DHS cases served in FY20 and 7 JCS cases and 12 Community Cares cases.  A required performance measure is that the contractor is to hold 4 stakeholders meetings within this fiscal year, which they accomplished in FY20. They continued monthly staffings for DHS cases and monthly separately for JCS cases. The staffings provide the venue for brainstorming cases and providing Social Workers and JCOs with perspective on culturally responsive ways to handle a refugee/immigrant case, and possible resources that are culturally appropriate.  2 Subcontractor agencies assist with the project to ensure that a wide variety of languages and cultural ethnicities are covered: Lutheran Services in Iowa and Child Future International. The contract originally required 3 subcontractor agencies to ensure coverage of the maximum possible number of languages and culture groups, but that became difficult with sub-contractor agencies who wanted to bill large administrative fees.  The Contractor is required to submit updated rosters of all the persons who act as RIGs, which they included with each quarterly report in FY20.  The most common groups (languages) for which RIG services were provided were: Swahili, Burmese (inclusive of all languages and dialects), Kunama, Liberian, Nepalese, Tygrenia, Arabic and Somali. JCS had 34 new referrals, DHS had 18 and Community Cares had 4.  In FY20, BRS staff continued to train on “Desk Aids” for both the RIG as well as the Social Worker/JCO that help define the role of the RIG before, during and after meetings with the clients, and clarify the Social Worker/JCO expectations. | | | | |
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| **DCAT5-17-052** | **Polk County Health Services** | | **Restorative Justice & Cultural Equity Coordination Services\*** | **$128,324.02** | |
| This Contract provides coordination and program management for Restorative Justice Services for Juvenile Court Services clients in Polk County, including but not limited to: community engagement, victim outreach, training/skill-building, mediation, and other reparative justice acts, *as well as* Cultural Equity Coordination Services for DHS and JCS, including but not limited to building alliances with community and systems leaders to address disparate outcomes for people of color, provide oversight of related training development and implementation for JCS, DHS and the community, and coordination across systems to align trainings, data and communications.  This contract was supported by FY20 DHS MYFI funds and FY18 State JCS Carry-over funds carried over from FY19 specific to Restorative Justice and/or Initiatives related to disproportionality of minority contact in Polk County from the 5/4/18 Chief designation, as well as FY19 JCS Carry-over funds from the 5/13/19 Chief designation. | | | | | |
| **Outcomes:** | The RJCE coordinator engages with the following efforts in order to more effectively address issues of disproportionality in the Child Welfare/JCS system(s):   * Minority Youth & Families Initiative (MYFI) Student Incentive program at DMACC * Building Strong African American Families (SAAF) * African American Case Consultation Teams (AACCT) for both DHS and JCS * JCASP (Juvenile Community And Strategic Planning) Teams * Breakthrough Series Collaborative (BSC) Polk Equity team for DHS.   Diamond Denney has been the RJCE Coordinator since the beginning of March, 2018. Diamond continued to do an excellent job connecting with others from agencies, organizations, municipalities and the state who were involved in like efforts in order to find out what they were doing to address equity and to hopefully coordinate our efforts with theirs.  Refer to the above “Restorative Justice and Cultural Equity Coordination Special Projects” for details regarding related activities. | | | | |
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| **DCAT5-17-120** | **Des Moines Independent Community School District** | | **Student Support Services\*** | **$21,124.74** | |
| The purpose of this Contract is to enable the Agency and Juvenile Court Services in Polk County and the Polk Decategorization Governance Board to collaborate with Des Moines Public Schools on the provision of supportive services to youth of color and immigrant/refugee students that encourage youth in academics and academic advancement, community service learning, improving behavior choices, building confidence, and including outreach to parents, in an effort to prevent or mitigate system-involvement.  This contract was supported by FY20 MYFI funds. Although JCS State Carry-over funds were in the contract, they ended up not being used. | | | | | |
| **Outcomes:** | In FY20, DMPS engaged 451 students, of which 252 were new. Of those, 242 self-reported as African American, 8 Hispanic, 0 Asian or Pacific Islander, and 2 “Other” demographic category. Numbers were significantly lower due to cancellation of spring activities related to Covid. Supportive services provided include:   * Thanks to the support of the grant we have assisted parents of our system-involved and at-risk students in understanding the services available to them in meeting their short-term and long-term needs. This quarter we reported 27 of 27 parents reporting increased awareness of services when surveyed. * Attendance/Referral Incentive Program – 73 B2B and S4S students met the 2nd Quarter incentive by having a daily attendance of over 97.5% and 0 level II referrals. * Attendance/Referral/Academic Progress Incentive Program – 27 of our system involved students at the Middle School Alternative Center met the 1st Quarter Incentive towards attending the orientation on community and family services. They met their Behavior and Attendance goals that travel with them as part of their referral to the MAC Building. * The B2B program and S4S program are once again utilizing the Standards in developing students of character. Here is the overall data to date this school year.   + Standard 1 – Learn the Motto and Affirmation – 83%   + Standard 2 – Personal Reflection Essay – 41%   + Standard 3 – Community Leadership/Service Project – 18%   + Standard 4 – Cultural Identity Sessions/Workshops – 84%   + Standard 5 – Business Dress Code – 88%   + Standard 6 – Leadership Sessions/Workshops – 84%   + Standard 7 – Complete Surveys – 62% * Over 100 young men attended the “Young Men of Color Conference in November. This conference provides them with a great opportunity to connect with fellow chapters and attend sessions on growing and developing during their secondary education. * 54 young ladies attended the S4S yearly kick-off event. These ladies worked with professionals from all areas of the workforce who provided hands-on experiences for the girls to learn more about their line of work. * 63 young men attended the first “B2B” Saturday event. These events encourage the continued brotherhood within the program as well as allow the students to have breakout sessions on a multitude of topics that they work through in a broader sense in their weekly meeting. * 64 young ladies attended the Many Shades of Colour event held at the Wellmark Blue Cross Blue Shield building. This annual event works with the ladies on developing leadership skills and empowering them to be their best selves. * 191 young men and ladies attended the I’ll Make Me a World Iowa event. This annual event is an outstanding opportunity for these young people to connect with other students from around the state and engage in sessions that will challenge them to develop leadership skills as a student and member of the community. * B2B and S4S staff worked together to create 451 care packages to distribute to students in the program. These packages will be used to support students and families during these challenging times. * Oakridge Program – 43 students participated in an academic program as a result of COVID-19 that included completing DMPS academic activity packets through May 31st. To complete the packets students had to be committed to the attendance guidelines for both on-campus participation and through the DMPS canvas learning portal. After the school year had concluded students became a part of the summer academic/enrichment program. In addition to working on academics, students also participated in stem activities, community service-learning projects such as distribution of food to their community, making mask for residents, and several other projects. | | | | |
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| **DCAT5-18-002** | **Polk County Health Services** | | **Polk Decat & CPPC Coordination\*** | **$277,681.99** | |
| Provide coordination and fiscal management services for Polk County Decategorization and CPPC staff, which includes the Decat Coordinator, the Decat Assistant and the Project/CPPC Coordinator. The contract was supported by funds from the FY18 Decat Allocation, the FY20 CPPC allocation, and FY18 State JCS funds from the 5/3/18 Chief designation and FY19 State JCS funds from the 5/13/19 Chief designation. | | | | | |
| **Outcomes:** | No Quarterly report is required from this program although all deliverables and measures were met. The Decat Coordinator and the Executive Director and Accountant of PCHS work closely to keep the budget and monthly expenditures in line with program and budgetary guidelines. The PCHS Accountant provides monthly statements to the Coordinator. Cassie Kilgore continued to serve as the Administrative Assistant until November, 2019, working on managing the Wraparound Assistance and Resources. Veronica Russell replaced Cassie in November 2019. Cassie replaced Jordan Kauffman as the Project/CPPC Coordinator to assist in managing the variety and volume of special projects that Polk Decat is involved in as well as the Community Partnerships for Preventing Child Abuse. For a listing of projects & initiatives supported under this contract, please refer to the FY20 Special Projects under DCAT5-18-002 above. | | | | |
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| **DCAT5-18-044** | **Des Moines Independent Community School District** | | **Behavioral Health Intervention & Prevention Coordination Services\*** | **$114,988.65 + $9,024.62 for late FY19 payment** | |
| The purpose of this Contract is to provide coordination services and oversight of the Des Moines Independent Community School District (DMPS) Multi-Tier System of Support for District-Wide behavioral health intervention and prevention initiatives. This collaboration is between DMPS, DHS and JCS in Polk County to identify common students who intersect between the systems, who have exhausted DMPS services to keep them in school, and to provide other wraparound, intensive services to them and their families that are supportive to their needs.  DHS and JCS will alternate years to support this contract. The contract was supported by FY18 JCS State Carry-over dollars, carried over from FY18 from the 5/4/18 Chief Designation and FY19 JCS State Carry-over dollars from the 5/13/19 Chief Designation. | | | | | |
| **Outcomes:** | 2019-20 School year accomplishments:   * Boys Town Intensive In-home services continued (see Boys Town program data below). * Handle with Care continued with DMPD coinciding with the start of the school year. * Trained as trainer for TEEN Youth Mental Health First Aid for Flex Academy pilot. * Began new role of coordination for Crisis Prevention and Intervention trainings for all DMPS staff. * Began new role of coordination for Behavior Strategist Professional Development. * Collaboration established with Juvenile Court Early Services Project to create a referral practices for Boys Town Intensive In-Home program. * Collaboration established with DHS Social Worker 3 (Child Abuse Investigators) to create a referral practice for Boys Town Intensive In-Home program. * Trauma Sensitive Schools practices training for Hanawalt, Perkins and Stowe Elementary schools. * Established first Therapy Dog in DMPS first Therapy Dog program. * Collaboration with Des Moines Police Department with regards to “Handle With Care” program and participated in ride along with DMPD mental health officer in response to crisis at schools * BHIS in schools collaboration with Child Guidance Center * Joined Polk County Children’s Behavioral Health Collaborative * Continued Grief Sensitive Schools Initiative training and grant funding through New York Life Foundation * Social Emotional Learning task force * Began system assessment for improving mental health response when DMPS security is initiated * Supported school based mental health providers, Student Assistance Program and Boys Town Intensive in-home program transition to telehealth during COVID pandemic * Provided multiple community agency trainings on mental health during pandemic * Supported multiple sites for food distribution and internet access for families   Boys Town Intensive In-home Program data:  Sept 2019 8 student names submitted for prequalifying, all qualified, 5 cases open  9-10-19 met with Tracie White and SW3 staff at DHS to discuss referral process  Expanded referral opportunities to include all high schools  Oct 2019 10 names submitted for prequalifying, 6 cases open  Nov 2019 21 names submitted for prequalifying, 5 current cases open  Dec 2019 8 names submitted for prequalifying, 5 current cases open  Jan 2020 21 names submitted for prequalifying. All qualified but 2 who could receive services through a sibling. 2 referrals submitted. 4 current cases open.  Feb 2020 16 names submitted for prequalifying. All qualified but 1 who could qualify for alternative funding source. 18 new referrals submitted. FULL and waiting list started  March 2020 6 names submitted by March 2nd for prequalifying, all qualified by 1 who qualified through a sibling and 1 referral submitted. March 13th last day of school before break. 7 on waiting list.  April to date 7 open cases, 4 actively engaged through alternative service delivery due to COVID-19. 3 considering continuing services due to change in service delivery. 7 on current waitlist.  May/June 4 current cases open, several openings | | | | |
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| **DCAT5-19-001** | **Central Iowa Juvenile Detention Centers** | | **Fiscal Agent Services\*** | **$240,548.45 (funds disbursed + fiscal agent fee)** | |
| The Fiscal Agent contract serves as a vehicle to provide various wraparound services to DHS involved families and children as well as clients of Juvenile Court Services. The most common types of assistance include monthly bus passes, bus tokens, Walmart cards (got food, clothing, baby supplies, beds, bedding, etc.) and cards for gasoline. Also covered by these funds are non-court-ordered Psychological Evaluations and counseling sessions, rental assistance, utility assistance and various other forms of transportation.  The contract was supported by the following funds: FY18 DHS State Carry-over funds carried over from FY19 from the 5/6/19 SAM Designation, FY18 JCS State Carry-over dollars carried over from FY19 from the 5/13/18 Chief Designation, FY19 JCS State Carry-over dollars from the 5/13/19 Chief Designation, FY20 PSSF funds from the 5/7/19 SAM designation, and funds from the FY18 Polk Decat Allocation. | | | | | |
| **Outcomes:** | Juvenile Court Services added funds to this contract again in FY20 to provide concrete supports to their youth and some of the parents who had needs being able to get youth to services and for DHS wraparound supports. Decat reports the Flex Fund aggregated expenditures on a monthly basis to the DHS SAM and SWAs as well as the JCS Supervisors and Chief. Decat Coordination staff manage the allocation and tracking of supports from this contract. Social Workers and JCOs must submit Forms that detail the requested support, approved by their Supervisors, to Polk Decat staff, who review the forms for completeness and that all the required information is provided. Requests for checks must be accompanied with a bill, invoice or receipt. All assistance is recorded in a detailed spreadsheet and the forms are retained to serve as back-up for any inquiries or audits. Assistance is audited monthly to ensure that store cards are used in sequence and so that all cards, bus passes or tokens are accounted for. Requested assistance that is not picked up by the client, SW or JCO for one month or longer is returned to inventory and, in the case of monthly bus passes, returned to DART for credit.  Decat was able to reduce some dependence on Store Cards by more specific ordering and delivery of concrete supports, such as beds (delivered and assembled at the caregiver’s homes), bedding, diapers, formula, car seats, strollers, etc.  Decat staff received anywhere from 5 to 50 requests on any given day so being organized and up-to-date on tracking is imperative. Decat staff are responsible for daily communication with the contractor on checks and charges associated with purchases.  The rate of spending for the first half of FY20 was outpacing the funds available for the year so measures were implemented to reduce expenditures. Beds were by far the most costly items so clients were referred to other sources to obtain beds, such as County General Assistance and local charitable organizations. Decat staff also made extra efforts to steer SWs to other resources. With the advent of Covid 19, requests declined appreciably due to limited contact with clients and stay-in-place restrictions. | | | | |
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| **DCAT5-19-003** | **Iowa Legal Aid** | | **Preventive Law & Guidance** | **$44,498.00** | |
| This contract provides Preventive Law and Guidance Services in Polk County to empower youth aging out of foster care (Transition-aged Youth) and Agency clients (Parents) who are referred by Agency staff with the knowledge, tools, and the confidence to successfully address current issues while also helping them to avoid, or prevent, legal entanglements in the future. The contract was supported by FY18 DHS State Carry-over dollars, which were carried over from FY19 and re-designated for use in FY20, from 5/13/18 SAM designation. | | | | | |
|  | There were 600 clients served under this contract in FY20, either through individual assessments, consultations, representation or small-group presentations, compared to 370 clients served in FY19, 456 clients served in FY18, 223 clients served in FY16 and 595 served in FY17.  100% of youth aging out of the system who participated in legal assessments and responded to the survey demonstrated an increased knowledge of legal issues. The contractor was unable to meet the youth legal assessment goal number again in FY20 because referrals from outside sources just did not materialize, even given their outreach efforts. This will need to be a discussion topic for the Polk Decat Board in FY21 to possibly adjust this deliverable and performance measure.  100% of referrals made by the Agency for preventive or mitigating legal services for families were accepted, which is greater than the 85% performance goal. These referrals make up 80% of the work under this contract.  All referrals by the Agency for Guardianship were accepted. This is a particularly beneficial service to Agency clients as it can result in safe case closure as soon as the guardianship is completed.  The contractor also collaborated in the community to make their legal presentations to families identified as experience language and/or cultural barriers to increase their legal knowledge. Landlord/Tenant Law presentations continued to be the most popular.  Covid impacted this civil assistance covered under this contract because many court cases were continued or, for those cases that could be completed virtually, many poorer people did not have access to the ability to have a virtual presence at court. | | | | |
| **V2019-01-05** | **Central Iowa Juvenile Detention Centers** | | **Volunteer Coordination Services** | **$14,359.21** | |
| Although this is not a Decat contract, Decat funds were included in this DHS Volunteer Coordination Services contract to cover those costs associated with supporting relative or other caregiver placements, finding resources and goods for those placements. With the termination of the former Kinship Supports contract, this filled a part-time niche to assist in continuing to support kinship and fictive kin placements.  This contract was supported with FY18 State DHS Carry-over funds, carried over from FY19 re-designated for FY20, from 5/13/18 SAM designation. | | | | | |
| **Outcomes:** |  | | | | |
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| **DCAT5-20-004** | **Polk County Attorney** | | **Criminal Records Checks** | **$12,000.00** | |
| Provide criminal records checks for child welfare cases, especially when children are removed and placed with relative placements. These records checks are requested by Juvenile Court Judges to be included in case plans and the Polk County Attorney's Juvenile Division conducts the criminal records checks. Due to the high volume and need for this information in Polk County, the Department of Human Services utilizes portion of a legal assistant's time to conduct the criminal records check. This contract was supported with FY18 State DHS Carry-over funds, carried over from FY19 re-designated for FY20, from 5/13/18 SAM designation. | | | | | |
| **Outcomes:** | The contractor provided 789 background checks in FY20. This is 91 fewer background checks than were requested in FY19. Most background checks are completed in 24 hours or less, which is less than the 48-hour minimum turnaround timeframe. | | | | |
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| **DCAT5-20-005** | **Polk County Attorney** | | **Diversion & Mediation** | **$15,440.00** | |
| Provides Diversion and Mediation Services for children and families in Polk county who are involved with the Juvenile Court or anticipated to become involved with the Juvenile Court in an effort to solicit more compliance from the family members and avoid court involvement. This contract was supported with FY18 State DHS Carry-over funds, carried over from FY19 re-designated for FY20, from 5/13/18 SAM designation. | | | | | |
| **Outcomes:** | There were 11 Formal Mediations provided through the Contractor for FY20, which was 9 less than were provided in FY19. The contractor also bills for Diversion letters and consultation meetings, where the Social Worker and his/her Supervisor meet with a County Attorney with the parent(s) to discuss what happens if they are not compliant with DHS requests for information or assessments, and for case consultation time with Social Workers and their Supervisors. A representative from the Polk County Attorney’s office is normally present in the Polk Child Welfare location for diversion meetings or other activities twice per week but only charges for diversion work provided. In FY20, 76 families were referred for Diversion services. Numbers were reduced in FY20 from FY19 due to restrictions from the Covid pandemic. | | | | |
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| **JCS programs** | | | | | |
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| **DCAT5-16-001** | **Woodward Youth Corp** | | **Sex Offender Treatment** | **$232,867.33** | |
| The outpatient sexual offender treatment program began in March 2007. Participants receiving services under this contract have either sexually offended or have displayed significant risk factors warranting outpatient treatment. The program provides treatment for individuals that have shown offending behaviors but have not gone through an inpatient treatment setting, and supports individuals that have been discharged from a sexual offending program and require assistance being reintegrated into the community. This programming provides a significant cost savings as opposed to placing sex offender youth in group care.  In FY20, the contract was supported by FY18 State JCS Carry-over funds carried over from FY19, specifically from the 5/4/18 Chief designation, as well as FY19 State JCS Carry-over funds from the 5/13/19 Chief designation. | | | | | |
| **Outcomes** | A total of 99 youth were served under this contract in FY20, of which 52 were new, compared with 43 youth served in FY19, 59 youth served in FY18, 37 youth served in FY17, 41 youth served in FY16, and in the prior contract, 54 youth served in FY15, 56 youth served in FY14 and 43 youth served in FY13. Part of the differences in number of youth served is the addition of the provision of Psycho-Sexual assessments for JCS youth who may not necessarily enter into formal treatment.  100% of all JCS referrals to this program were accepted by the contractor.  100% of the programming was supervised and provided by either a Masters level therapist who has the appropriate ATSA or IBTSA credentials, with provision of evidence-based outpatient education, treatment and supervision by qualified staff. Only one staff reporting to the Masters Level Therapist was not yet credentialed but continued working towards that designation.  100% of youth and their families had first contact within 3 working days of the referral.  19 out of 20 Psycho-social (sexual) assessments were completed and submitted to the JCOs within 30 days of the JCO request.  100% of youth had a new or updated safety plan within 2 weeks of service initiation  All youth were assessed for their risk level and assigned to groups and treated according to their respective risk. All clients received a case plan upon entrance that suited their specific needs within 30 days of program initiation.  Out of all the youth served, 1 youth was re-arrested for sexual activity.  100% of youth had a case staffing a minimum of every two months.  100% of youth had updated treatment plans within 30 days of a change in goals, objectives or service activities  All group and individual treatment sessions and psycho-sexual assessments were provided in a location that was separate from services provided to other clients not receiving services under this contract. Covid restricted the ability to have group sessions for most of the last half of FY20  100% of the time, JCS received monthly reports of youth on Electronic Monitoring. The contractor provided weekly reports to JCS  None of JCS requests for polygraph testing were completed within 30 days of the request due to the availability of the polygraph examiner and the time required to prep the client for the testing.  100% of all pro-social group activities were supervised and monitored for safety and behavioral progress by the Contractor.  100% of exiting youth had a discharge summary provided to the JCO and youth which also includes plans and supports for transitioning to adulthood and ongoing recommendations for safety planning.  100% of youth (goal is 75%) are able to identify a positive, regularly involved and informed adult resource, beyond their immediate family, to support and hold them accountable to positive behavior. | | | | |
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| **DCAT6-10-002** | **Woodward Youth Corp** | | **Reentry & Transition Services** | **$204,325.37** | |
| The re-entry program began on July 6, 2006. The participants in the program have historically been involved in the juvenile justice system and upon discharge from placement, many of them return to their communities without a strong support system in place. The program objective is to keep participants out of the adult system by providing educational, vocational and social skills needed to transition from childhood to adulthood. Included in this contract is the provision of YTDMs for transition-to-adulthood planning became an integral part of the services for JCS youth ages 16 ½ and older.  The contract was supported by FY18 State JCS Carry-over funds carried over from FY19 specifically from the 5/14/18 Chief designation, as well as FY19 State JCS Carry-over funds from the 5/13/19 Chief designation. | | | | | |
| **Outcomes** | The Contractor served 22 Re-entry youth total during FY20, compared with 30 youth in FY19, 23 youth during FY18, 90 youth during FY17, 110 youth for FY16, 131 youth in FY15, 133 youth in FY14 and 103 youth in FY13. Since FY17, YTDM information is now split out from the other Re-entry youth services. There were 75 first time YTDMs in FY20 and 15 follow-up YTDMs, 3 of which were the third YTDM for a youth.  100% of new referrals had phone contact with contractor staff within 10 business days of discharge from placement (goal is 95%) with a majority being contacted within 3 business days of returning home.  100% of youth (goal = 90%) were able to identify a positive adult committed to providing support and guidance.  100% of youth were contacted by Re-entry staff every 30 days, at a minimum.  100% of youth received attempted outreach twice per month after their initial 6 months in the program, with the goal being once every 3 months after the first 6 months. The Re-entry team met weekly to discuss all youth and during that time, staff discuss suggestions for re-engaging youth who have not made contact back in more than 30 days.  Re-entry staff indicated that they did not assist JCS in completion of referrals, associated document fulfillment and meetings held as part of transition placement planning for those youth assigned to either Independent Living or Residential options.  The contractor worked with JCS and the DHS Transition Specialist to ensure 100% of referred youth completed their Casey Life Skills Assessment (CLSA).  Within 6 weeks of the referral, Re-entry worked with 100% of youth to develop a Wraparound Plan on career, education, housing, health and supporting needs and goals.  In all FY20 quarters, the contractor was able to assist at least 95% of youth to obtain certified copies of their birth certificate and social security cards before turning 18.  100% of youth received individualized assistance in obtaining or maintaining medical insurance, enrolling in school, coaching on interview skills and how to present themselves, assistance in moving into safe and secure housing, obtaining car insurance, finding volunteer opportunities, support in navigating the car-buying process, and assistance in transportation to job interviews and looking for employment.  100% of requests by JCOs for information on transition planning guidelines were provided within 5 days of the request (goal = 90%).  100% of requests by JCOs for assistance with transition needs were met within 5 business days (goal=90%), such as providing case planning assistance to JCOs that need help with referrals, transition plans and other case items. The Transition Specialist provided help with writing transition plans for all youth who were scheduled to be approved by the State Transition Review Committee. Assistance was provided with filling out SAL placement paperwork and with referrals to adult services.  The Transition Specialist ensured that requests for assistance with referrals to Independent Living or Residential options were provided within 3 business days, 100% of the time (goal = 90%).  The contractor was unable to schedule 95% of the YTDMs within 30 days of the referral. The Contractor did not reach out to obtain “exceptions” by the JCS Chief even though they were all due to difficulty scheduling YTDMs for placement youth so their parents could attend. Barriers reported include difficulty coordinating JCO and parent schedules, increased youth truancy, and, of course, Covid restrictions.  100% of the YTDM Plan Notes were written and submitted to the youth’s team within 7 calendar days from the YTDM meeting.  Most of Monthly YTDM reports were submitted to the Polk Decat Coordinator by the end of the month following the month of service, but not all were as reported. There were no YTDMs in March, 2020. | | | | |
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| **DCAT5-18-001** | **Orchard Place** | | **Early Services Program** | **$111,699.37** | |
| The Contractor provides Early Services Programming (ESP) to young offenders ages 12 and under that deliver wraparound services addressing issues that led to early system involvement and prevent recidivism. The Contractor provides culturally and linguistically appropriate early intervention and prevention (ESP) case management to early offenders referred by Juvenile Court Services. It was determined that children under the age of 12 have the highest risk to re-offend in the future; however, their age and needs did not commensurate with the criteria for formal adjudication by the Juvenile Justice system or the Iowa DHS. This informal status makes them ineligible for some services that could prevent them from re-offending. The ESP Project was initiated to provide individualized casework services and family services for the more intense cases, incorporating a parent-child group component and creating a connection with area schools to help meet the child’s overall needs. The case management includes the involvement of a school liaison since much of the acting out behavior manifests itself at school.  The contract was supported by FY18 State JCS Carry-over funds from the 5/4/18 Chief designation and FY19 State JCS Carry-over funds from the 5/13/19 Chief Designation for Early Services Program. | | | | | |
| **Outcomes** | 109 youth were served under this contract, with 42 of those being new in FY20. Compare this to 105 youth served in FY19, 123 youth served in FY18, 73 young offenders served in FY17, 61 in FY16, 75 in FY15 and 84 in FY14, under the prior contract.  With the exception of Q1, all youth referred to ESP services by JCS were served. The exception was that one parent was not cooperative, preventing an intake from being completed.  100% of Case Management plans were delivered to the appropriate JCS staff within 30 days of referral.  96% of ESP youth discharged (52/54) completed their Informal Adjustment Agreements (IAA) successfully (goal=90%).  96% of participating youth (105/109) did not commit a delinquent act during service delivery (goal=90%)  Contractor staff attended 100% of bi-weekly service team meetings  82% of ESP youth discharged (68/83) who were experiencing poor grades improved academic performance during their IAA period (goal=80%)  86% of ESP youth discharged (62/72) who were experiencing poor school attendance improved attendance during their IAA (goal=80%)  87.7% of ESP youth discharged (50/57) who were experiencing in-and/or out-of-school suspensions reduced suspensions during their IAA (goal=80%)  100% of monthly case notes and discharge plans (54/54) were provided to the appropriate JCS staff by the 7th of the month following the month of service (goal=95%)  Although it is not a measure, the contractor tracks ESP youth who commit a delinquent act 2 years post service delivery (discharge), as reported to them by JCS. In FY20, 55% of ESP youth (31/56) did not re-offend 2 years post service delivery as compared to 51% in FY19 and 43% in FY18. | | | | |
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| **DCAT5-18-003** | **Lutheran Services in Iowa** | | **Trauma Informed Services for Youth in Polk County Detention** | **$89,413.84** | |
| This service is to provide short-term Trauma-Informed programming to youth in Polk County Detention which could result in shorter stays in Detention placement with release back into the community or other suitable placement, that address youth trauma faster and that are appropriate to the trauma experiences of the youth. Youth behavior that results in detention, and their behavior while in and because of detention placement, is frequently related to traumatic experiences. The services needed to be of short duration, including one-on-one interactions, group interactions and other creative interactive interventions that assist youth in becoming calmer, more focused and strengthen coping abilities related to their trauma experiences that impact their interactions and delinquency.  The contract was supported by FY18 State JCS Carry-over funds from the 5/4/18 Chief designation for Trauma Informed Care and Treatment carried over from FY19, as well as FY19 State JCS Carry-over funds from the 5/13/19 Chief designation for Trauma Informed Care and Treatment. | | | | | |
| **Outcomes** | 333 cases were served under this contract in FY20 of which 225 were new, unduplicated youth.  For 100% of the cases, the Contractor and JCS were cautious to not have youth experience long stays in detention for the sole purpose of continued service delivery, so judges and attorneys were educated on why that would be an inappropriate response for keeping youth in Detention.  96% (320/333) of referred youth received one-on-one Trauma services from the same Contractor staff. (90% goal)  100% (12/12) of the time, Contractor staff notified Detention staff of youth exhibiting suicidal ideations within 2 hours of the initial reveal by the youth.  100% of suspected trafficking were noted by the Contractor and were reported to Detention & JCS staff within 2 hours of the initial reveal by the youth.  Over 86% of youth receiving Trauma services displayed some degree of improved self-regulation at court proceedings, as reported by JCS staff. Youth voluntarily request Contractor staff to attend court to assist in practicing self-regulation and meditative techniques.  Over 85% of discharged youth followed through with recommended services, with some youth actually coming back to Detention to receive mental health services.  100% of youth had recommended treatment plans detailing needs (if any) to be addressed in future services.  Other items worth noting:  Support and Buy-In from Detention Administration & Management: The collaboration between LSI and Detention Center personnel continues to be more active and synergy based.  Coping Skills Document: Trauma therapists developed a “coping skills” document for every youth to have in their room. This provides a visual for youth to remind them of the skills they have been taught and creates a shared language surrounding coping skills. This document outlines how to use six evidence-based coping skills for trauma: Deep Breathing, Progressive Relaxation, Five Senses, Safe Place, Container, and Movement/Yoga. Trauma specialists have gone over this document with detention staff so they are aware of the document and understand how the youth will be using it. Youth will receive this document from their trauma specialist and be able to keep it in their room at detention, if they wish.  FY20 was the first year of this contract that assessment data was reported. The contractor uses two assessments:   * Complex Trauma Exposure Screen Data (CTES) – measures “what happened to me” * Child PTSD Symptom Scale for DSM-5 (CPSS) – measures “how does what happened to me affect me” * Approximately 45% of CPSS assessed youth scored at or over the threshold for a PTSD diagnosis and approximately 8% of assessed youth scored in the “Very Severe” category. * CTES Data for FY20:  |  |  |  | | --- | --- | --- | |  |  |  | | **Trauma Type, n=176** | **Number** | **%** | | Neglect | 41 | 23% | | Emotional Maltreatment | 49 | 28% | | Displacement | 113 | 64% | | Attachment Disruption | 123 | 70% | | Sexual Abuse/Rape | 33 | 19% | | Physical Abuse | 35 | 20% | | Domestic Violence | 56 | 32% | | Community/Interpersonal Violence | 141 | 80% | | Bullying | 54 | 31% | | Terrorism/War/Political Violence | 13 | 7% | | Other | 72 | 41% | | **Multiple Traumas** |  |  | | Endorsed 3 or more traumas | 135 | 77% | | Endorsed 5 or more traumas | 67 | 38% |   \*\*\*In addition to services provided by the Contractor, Mid Iowa Health Foundation continued to provide funding to support Technical Assistance related to the provision of trauma-based interventions with youth in Detention because of the novel nature of this approach to working with delinquent youth and our general inexperience. The TA provides the stakeholders working with these youth (Detention, JCS, Decat and Contractor staff) with a new lens to view delinquent behavior and evidence-based trauma-informed approaches. | | | | |
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| **DCAT5-18-008** | **Orchard Place** | | **Sanctions Learning Services** | **$90,050.29** | |
| The Community Service Program (CSP) was developed to implement programming seven days a week to provide youth with opportunity to understand accountability for illegal behavior and/or non-compliance with probation. Youth learn how their decisions impact themselves and the larger community and develop the reasoning skills to avoid problems in the future. The program provides Juvenile Court Services accountability options at different intervention levels. The CSP also provides additional supervision for youth during high risk hours of the day. There are four different components of the program:   1. Independent Community Service 2. Intermediate Sanctions (Monday-Thursday, Saturday) 3. Probation Violators (Friday-Sunday)   Sanctions (Sunday)   1. Delinquency Impact Group (Wednesday)   The contract was supported by FY18 State JCS Carry-over funds from the 5/4/18 Chief designation for Community Sanctions Program carried over from FY19 as well as FY19 State JCS Carry-over funds from the 5/13/19 Chief designation for Community Sanctions Program. | | | | | |
| **Outcomes** | 237 youth were served in FY20, with 82 of those youth being new to the program. Compare this to 402 youth served in FY19, 568 youth served in FY18 (468 new) and, in the previous contract, 370 youth who attended Sanctions programming in FY17, 474 youth in FY16, 616 youth in FY15, 638 youth in FY14. The reduced numbers for FY20 can be attributed to programming being shut down due to Covid restrictions. Very few youth were served in April and none in May and June.  In addition, PACE clients served a total of 3234 hours of Community Service and classroom hours in FY20 compared to 5546.5 hours in FY19, 7039.5 hours in FY18 and, in the previous contract, 6,407 in FY17, 7848 in FY16, 8767 hours in FY15, 8629.5 hours of community service in FY14, 7357.75 hours in FY13, 4868 hours of Community Service hours for the FY12 contract year and 3318 in FY11.  74.2% (302/407) of participating youth completed their designated sanctions programming or service learning project (goal=85%). Unsuccessful discharges due mostly to attendance and/or behavior issues.  100% of the time, Orchard Place PACE provided an updated monthly list of available community services sites and contact information for those sites.  The discharge summaries were provided to the referring JCO in writing within 5 working days of the completion of a program successfully only during the first quarter of FY20. The contractor full-time staff resigned simultaneously during the 2nd quarter and the rest of the fiscal year was spent hiring and retraining new staff.  100% of the time, the Contractor notified the assigned JCO of attendance or behavior problems within 2 business days of the event (goal=95%).  The contractor provides detailed quarterly reports on time. They report youth attendance as a continued major barrier to success in the CSP program. The Contractor, JCS Leadership and Decat met in late June to address programming attendance issues and to adjust the program schedule to more accurately reflect best youth attendance. | | | | |
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| **DCAT5-18-311** | **DMACC/Evelyn K. Davis Center for Working Families** | | **Youth Employment & Education Engagement** | **$1,350.00** | |
| This contract provides youth involved or at risk of being involved in Juvenile Court Services employment and education skill-building opportunities with on-the-job experience and career exploration activities. The only quarterly report will encompass May-June 2020.  The contract was supported by FY19 State JCS Carry-over funds from the 5/13/19 Chief designation for Supportive Services for Youth Employment and Education Skill Building. | | | | | |
| **Outcomes** | 1. 64.7% (11/17) of youth referred by JCS will be accepted into the employment and education engagement programming (goal=80%). 2. 87% of youth who start the programming will complete the programming (goal=70%) 3. 89% of participating youth will report an increase in employment skills and knowledge based on pre- and post-assessment results (goal=80%). 4. 88% of participating youth will report an increase of community and civic responsibility based on pre- and post-assessment results (goal=80%). 5. 100% of youth who do not have transportation to programming will be provided transportation options (goal=100%). 6. 0% of quarterly reports will be provided to the Contract Monitor by the timeframe specified (goal=100%). | | | | |
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| **DCAT5-19-002** | **Innovative Learning Professionals LLC** | | **Psychological Evaluations** | **$73,132.25** | |
| The purpose of this contract is to provide to the Juvenile Court and Polk County Youth Services useful and timely psychological evaluations of children and adolescents referred by the Court or Juvenile Court Services. On a limited basis, the service is available to the Department of Human Services in consultation with Juvenile Court Services, particularly for children in shelter placement. In addition, as approved by Polk County JCS, the services are available to other children and adolescents served by JCS in the other counties of the 5th Judicial District. Priority is given to youth in detention and those in shelter. Based on the content of the referral information and the referrer's evaluation questions to be answered, the Psychologist or Psychologist Fellow uses various record review, interview and testing methods in order to produce the Evaluation Report. The report is to contain identifying information, assessment method, including instruments used, a Mental Status Examination with interview results, a Multi-axial diagnosis and recommendations. The diagnosis and recommendations by a licensed Psychologist are helpful in providing the correct services and treatment for youth. The priority given to youth in detention and in shelters can reduce costs by getting the youth the proper treatment more timely and out of a costly, more restrictive environment. The Psychologists are also available to testify in court hearings.  Dr. Beeman and 3 other approved licensed psychologists provided the service, with Dr. Beeman providing the on-site consultation to JCOs.  The contract was supported with FY18 State JCS Carry-over funds from the 5/4/18 Chief designation for psychological evaluations, FY19 JCS State Carry-over funds from the 5/13/19 Chief designation for psychological evaluation services and $30,000.00 from Polk County for youth in Detention receiving psychological evaluations. | | | | | |
| **Outcomes** | There were 35 psychological assessments requested or referred during FY20, with 36 completed (3 carried over from previous year) with all resulting in treatment recommendations. In FY19, 60 assessments were requested and completed, in FY18, 79 assessments were requested and completed, and in FY17, 71 assessments were requested and 61 completed. In FY16, 91 assessments were requested and 79 completed; 141 requested and 129 completed in FY15, and 109 requested and 92 completed in FY14. The numbers were lower in FY20 partially due to the pandemic as some referrals were not made while there were efforts to figure out how to meet the need while also addressing the needs related to public health and safety  100% (36/36) of assessments resulted in a treatment recommendation.  73% of Detention and Shelter (19/26) cases had evaluations and reports completed within 30 days from the date of referral (goal-90%)  90% of all other cases (9/10) had evaluations and reports completed within 45 days from the date of referral (goal-90%)  100% of requests for consultation services (n=55) from the contractor were provided (goal = 85%).  The most prevalent Symptom Patterns diagnosed in FY20 were:  Behavior Disorders = 34  Trauma history = 29  Anger/Irritability = 26  Depression = 22  Substance Abuse = 14 | | | | |
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| **DCAT5-19-036** | **Public Policy Associates, Inc.** | | **JCS Internal Climate Survey** | **$16,499.96** | |
| This contract was designed to provide services related to creation of an Organizational Climate Survey, including administration of the survey, data collection, and follow-up consultation on methods to incorporate results of the survey to provide a more equitable work environment and approach to working with youth.  The contract was supported with FY18 State JCS Carry-over funds from the 5/4/18 Chief designation, carried over from FY19, and FY19 State JCS Carry-over funds from the 12/6/19 Chief 2nd designation. | | | | | |
| **Outcomes** | The contractor met the following deliverables:   1. Contractor analyze survey data and prepared a summary report presented to JCS leadership on August 15, 2019. 2. Contractor provided consultation to JCS leadership on methods for incorporating recommendations into practice and programming. 3. Contractor assisted CJS leadership with communications regarding the climate survey and recommendations to JCS Staff and partners. 4. Assisted JCS leadership with presenting the findings to the full staff on January 28, 2020. 5. Final recommendations discussed with JCS leadership on February 5, 2020, inkling tools and guidance for how to communicate with staff regarding recommendations and next steps. | | | | |
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| **DCAT5-20-008** | **Public Policy Associates, Inc.** | | **Individual Assessments for Organizational Development** | **$4,938.45** | |
| This was a short duration contract specifically for conducting one-on-one assessments with JCS staff related to organizational climate FY20.  The contract was supported by FY19 State JCS Carry-over funds from the 12/6/19 Chief 2nd designation. | | | | | |
| **Outcomes** | The contractor met the following deliverables:   1. Develop interview questions and protocols and share with JCS for feedback by October 30, 2019 2. Identify interviewees and schedule interviews by October 30, 2019 3. Revise interview protocol based on JCS feedback by November 4, 2019 4. Conduct 1:1 interviews via telephone by November 18, 2019 5. Compile and analyze response data and prepare a summary of findings and submit to JCS leadership by December 13, 2019 6. Assist JCS leadership with communications regarding the Interview results with recommendations provided by December 13, 2019 7. Distribute summary report to full staff and present findings on January 28, 2020. | | | | |
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| **DCAT5-20-060** | **DMACC/Evelyn K. Davis Center for Working Families** | | **Supportive Services for African American Youth & Families** | **$21,002.82** | |
| In the last seven years, Iowa’s white population has decreased slightly while our youth of color population has grown, and this is most evident in Polk County. African American youth are much more likely to get referred to Juvenile Court Services than any other demographic. Although most youth are referred to a diversion program, there still need to be more services between Detention and “sending kids home” to situations that parents or caregivers may feel they are unable to deal with, such as their child’s alcohol or substance abuse, or the allure of street or gang activities.  One option for assisting those parenting African American youth is the Strong African America Families (SAAF) program. The goal of SAAF is to build on the strengths of African American families that make their children less likely to get involved in problems, particularly alcohol and substance use that face today’s youth. The curriculum also fosters an open dialog that emphasizes Racial Socialization, which involves teaching youth about the realities of racism while emphasizing the ability to achieve success in the face of these obstacles.  In addition to the SAAF programming, the Contractor provides other youth and family supports including but not limited to career and employment skill-building for youth.  This is the final year for this contract. The Contract is an Intergovernmental Agreement and the Decat Board elected to continue the services under a new IGA for FY20.  The contract was supported by FY18 State JCS Carry-over funds from the 5/4/18 Chief designation carried over from FY19 as well as FY19 State JCS Carry-over funds from the 5/13/19 Chief designation for Supportive Services for African American Youth. | | | | | |
| **Outcomes** | 15 families were served in the final reporting period of FY20. All of these families are African American.  The Contractor is required to provide 3 SAAF cohorts per fiscal year. In FY20 Q1 & Q2 - 1 family enrolled but no classes were scheduled due to the low volume but contractor began a more concerted effort to market the classes to JCS and those using their other services, Q3 – 15 families enrolled and attended the programming, Q4 – 0 classes provided due to Covid restrictions. The contractor is working on a virtual SAAF and promotional materials to be available fall, 2020.  Contractor reports recruitment of families to participate continues to be an obstacle; it is desirable for the contractor to have referral family contact information passed directly to them, rather than relying on passing general information out to potential families.  Youth and families are referred for other services such as Tutor Heroes for youth who need assistance with academic difficulties, Summer Youth Employment Programming, Employment & Education assistance for the parents. | | | | |
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\*Denotes shared contract between DHS and JCS

**Lessons Learned/Planning Adjustments**

1. FY20 was another busy year for Polk, with continued emphasis on addressing disproportionality for people of color within both JCS and DHS. Diamond Denney continued to energize the DHS AACCT meetings and finally was able to get the JCS AACCT meetings as a regular part of JCS practice. She also conducted the IDI (Implicit bias) assessments and provided one-on-one and group feedback on assessment results, which was a huge undertaking. It is apparent, however, that without her facilitating the equity processes, there is little to no internal structure in DHS and JCS to keep some of these activities going to their fullest potential. What we have learned is that we need to collaborate on ways to help build the infrastructure with DHS and JCS to take on some of these tasks so it becomes part of everyday practice and thinking, including data collection and reporting outcomes.
2. Decat had negotiated very lucrative bed and crib prices with local vendors to help support the issue of beds for kids who have been removed and placed with relatives or fictive kin. Even with the great pricing, it became a huge drain on the Flex Funds (Fiscal Agent) contract and, when placements did not work, beds would need to be re-purchased for the new placements. As logical as the notion may seem that the beds follow the kids, the logistics of moving beds from placement to placement was a bigger and more expensive undertaking than one would think. Spending by DHS and JCS under the Fiscal Agent contract was very high and on track to over-spend available funds from the start of FY20, which was reported to the Decat Board. When Jana Rhoads started as the new SAM for the DMSA, she strongly promoted within Polk Child Welfare the importance of using local resources for beds to help reduce Fiscal Agent costs and as a practice to help clients understand and use local resources so they would not become dependent on DHS for supports once their cases were closed. Costs reduced dramatically when SWs were encouraged internally to look for resources elsewhere first. Also, the Covid pandemic impacted the provision of supports especially during the third quarter of FY20 due to stay in place restrictions. Although Decat has always been on top of local resources and have provided that information to Social Workers and JCOs, we are unable to force the use of local resources. It was helpful to have leadership on board who was willing to make this a priority and the impact of that was truly evident very quickly.
3. We were reminded that, although we enjoyed having funding enough to support creative projects in the community, we cannot depend on them every year. As in the past 3 years, we knew that FY20 would be even thinner yet so we saved and prepared to support our core contracts and services, saving a small amount for community events and projects in the community under CPPC and under the RJCE Coordination Services contract. Decat focused heavily again on making more community connections and networking for collaborations. We used our Steering Committee as our CPPC Shared Decision Making team (SDMT) and involved them more in the community event funding processes to provide a more equitable way to review small funding requests.
4. Decat continued to assist both JCS and DHS in defining what “trauma informed” services and approaches look like. The project with DHS we well as JCS Supervisors on developing trauma-informed supervision skills is planned to be expanded into FY21 with with the development of on-site specific trainings and monthly coaching. The pandemic, unfortunately, delayed the provision of the first on-site intensive trainings. Both DHS and JCS leadership agreed that it would be better to conduct the intensive on-site trainings in person because virtual would not have the same depth of impact. Therefore, the onsite trainings will take place in FY21.
5. We realized that the thought processes learned in the Trauma Informed Supervision training were similar to those needed to address implicit bias. Therefore, we brought in Diamond Denney and Andrea Denklau (an outside consultant and Mid Iowa Health Foundation fellow) to help bring an equity lens into the development and roll-out of the training. We hope this will provide the tools that Supervisors need to address not only vicarious trauma and secondary traumatic stress from their work, but also to see where implicit bias may be occurring in themselves and their staff and to create a greater understanding of what drives behavior in their clients.
6. The Covid pandemic was a game-changer for everyone. It helped us evaluate what was necessary to do versus what could be defined as “nice to have”. It drove home how everyone was traumatized by such dramatic changes and the isolation necessary to slow the spread and that we were truly all in this together. We also learned that we could actually work more efficiently from home, we could learn how to meet virtually, and we could change processes to fit the new work paradigm. The lessons learned from the FY21 contract renewal process was basically to scan everything and make sure to use calendar reminders to track where the documents are at in the execution process.
7. FY20 was challenging year for Polk Decat, as it was for everyone. We learned so much from having to change almost every process we have. We would not want to have a pandemic on a regular basis, but it did help us re-evaluate what was important in life and in our work!

**Community Partnership FY20 Plan**

**Name of CPPC Site: Polk Decat/CPPC County(ies): Polk**

**Reporting Period: FY20 Coordinator(s): Cassie Kilgore**

**Contact Information: ckilgor@dhs.state.ia.us**

**Check the Following: Proposed Plan  Year-End**

Community Partnership Reporting is based not only on the 4 strategies of Community Partnerships (Shared Decision Making, Neighborhood and Community Networking, Individualized Course of Action, and Policy and Practice Change) but also on the levels within each strategy. If you find yourself questioning how to complete this report, the CPPC Practice Guide should answer many of your questions both in planning and in capturing successes at year end.

CPPC funding runs on the state fiscal calendar July 1 - June 30. There will be two times reporting is due:

1. In the **SPRING** (May 15) where the **yellow** section will be completed to capture your proposed planning and projected goals for the upcoming fiscal year starting July 1. (Report with projected/future activities) The yellow section will be completed on a new report identifying your future goals.
2. In the **SUMMER** (August 15) where the **green** section will be completed to capture the goals achieved for the fiscal year that ended June 30. (Summary report with completed activities) The green section will be completed on a report that already has the yellow filled out and was submitted May 15 the prior year.

The data from this report is captured in the Community Partnerships Brochures so communities may see how CPPC impacts the state in many ways. This data is also shared with the federal government and highlights the progressive nature of community initiatives in the state of Iowa. Thank you for your time and careful attention to this document.

**Community Partnership Involvement Instructions & Definitions**

Page 3 is to identify during planning and at year-end the composition and roles of individuals who are involved. Below are some helpful hints to assist you. Page 3 should be completed in **planning** and updated at **year end**.

* In the gray columns put the number of professional and the number of community members who are associated with the respective category.
* In the FTDM (ICA), Shared Decision-Making, Neighborhood Networking and Policy and Practice Change columns put a check mark if there are professionals and/or community members participating in these activities.
* Please do not duplicate numbers. Select one primary category for each person. The comment section may be useful to explain when more than one category applies to one person. If a person represents two or more categories, include the person in the number count of the primary role and check mark the gray column for the other categories and explain in the comment section.
* # of Community members involved – This number count is for those who are involved as volunteer community members and are associated with one of the categories listed. Examples: faith-based members can be volunteers if they are not being paid to attend, professional who volunteers but is not serving/participating as a representative in their official/professional capacity, substance abuse sponsor who is not being paid, volunteer advocate for domestic violence.
* # of Neighborhood/Community Members – these are individuals who are neighborhood/community residents or parents and are not associated with any of the other categories.
* FTDM (ICA) - those who are facilitators conducting FTDM defined by Iowa’s Standards.
* Shared Decision Making - those who are involved on the CPPC leadership committee(s).
* Practice Partners - includes social service agencies that do not fall under another category (i.e. in-home workers, early childhood programs, when applicable).
* Economic Supports - includes social service agencies that provide financial and basic-need supports (FaDSS's workers, Income Maintenance, Community Action Agency when applicable).
* Former Clients of DHS-anyone who has been involved in child protection services and is not a Parent Partner.
* Provide a total count and % for both the professional and community members involved.

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Community Partnership Involvement** | | | | | | | | | | | |
| Partner (Categories) | **# of professionals involved\*** | FTDM (ICA)\* | Shared Decision Making \* | Neighborhood Networking \* | Policy and \* Practice Change\*✓ | **# of Comm. members involved\*** | FTDM (ICA) \* | Shared Decision-Making \* | Neighborhood Networking \* | Policy and \* Practice Change | Comments/Member Names |
| DHS | 2 |  |  |  |  |  |  |  |  |  | TW, AG |
| Decat | 2 |  |  |  |  |  |  |  |  |  | TB, DD |
| ECI |  |  |  |  |  |  |  |  |  |  |  |
| Neighborhood/Comm. Members\* |  |  |  |  |  | 1 |  |  |  |  | JB |
| Domestic Violence | 1 |  |  |  |  |  |  |  |  |  | MCZ |
| Substance Abuse |  |  |  |  |  |  |  |  |  |  |  |
| Mental Health | 3 |  |  |  |  |  |  |  |  |  | KR, AW, TJ |
| Faith-based groups | 1 |  |  |  |  | 1 |  |  |  |  | DM, AP |
| Health Care |  |  |  |  |  |  |  |  |  |  |  |
| Education | 1 |  |  |  |  |  |  |  |  |  | AP – A Pastor for DMPD, and Community Coordinator for DMPS. Is both Education and Faith Based representative. |
| Business |  |  |  |  |  |  |  |  |  |  |  |
| Legal System (Court) | 3 |  |  |  |  |  |  |  |  |  | WB, JN, EM |
| Law Enforcement | 1 |  |  |  |  |  |  |  |  |  | SS |
| Government (i.e. City, Co.) |  |  |  |  |  |  |  |  |  |  |  |
| Practice Partners\* | 1 |  |  |  |  |  |  |  |  |  | CJ |
| Economic Supports\* |  |  |  |  |  |  |  |  |  |  |  |
| Prevention Councils |  |  |  |  |  |  |  |  |  |  |  |
| Youth |  |  |  |  |  |  |  |  |  |  |  |
| Former Clients of DHS\* |  |  |  |  |  |  |  |  |  |  |  |
| Parent Partners | 1 |  |  |  |  |  |  |  |  |  | LS |
| Other | 1 |  |  |  |  |  |  |  |  |  | EK |
| Total | 2 |  | | | |  |  | | | |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Total % of Professionals involved in the initiative** | **89.5%** | **Total % of Community members Involved in the initiative** | **10.5%** |

|  |
| --- |
| **Describe your community partnership shared decision-making leadership group and oversight role. Who coordinates? How is it structured? How is it linked to Decat? Are there task teams or subcommittees?**  Polk Decat’s CPPC Shared Decision Making Team is the same thing as the Decat Steering Committee. This allows information and discussion to flow freely among community partners, and allows for open communication and representation between the Decat Steering Committee and the Decat Executive Board. The role of the SDMT or Steering Committee is to help Decat and CPPC determine areas of emphasis and priority among our many projects, to provide oversight to processes such as Community Grants, Workshops, and Trainings, and to leverage partnerships with other community-based organizations with which members have connections. The Steering Committee is convened primarily by the Decat Coordinator, Teresa Burke, but in cooperation with the Decat Project and CPPC Coordinator, Cassie Kilgore. |
| **How often does this group meet?**  The Steering Committee meets on a quarterly basis. However, oversight of certain items (such as funding requests, or grant opportunities like ICAPP) happens in the interim via email and virtual surveys. SDMT members also participate in other monthly Decat/CPPC meetings, such as Neighborhood and Community Networking and Providers’ Advisory meetings. |

The remainder of the report includes the 3 blank columns:

* **No color-labeled ‘Ongoing’** - for things you have accomplished in the past and continue to do
* **Yellow color-labeled ‘Proposed (NEW)’** - for new goals you are working towards
* **Green color-labeled ‘Met’** - the year-end information on success and/or barriers faced

The 4th column allows for narrative on the columns described.

Note: The **Ongoing category** is to be briefly detailed in narrative in the 4th column to explain routine and/or steps taken to meet this goal ongoing. The coordinator must be able to explain Ongoing steps to the SDM team and state/federal entities if audited, and may use the narrative in this report to track current processes, plans, accomplished goals and implementation.

| Shared Decision Making-Level 1 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 1-a | New CPPC Coordinator attends first available CPPC Immersion 101 and 201 within the 1st year | X |  |  | **Ongoing:** Jordan Kauffman, Polk CPPC Coordinator, has attended both of these trainings.  **Progress:** Jordan Kauffman is no longer with Polk Decat or CPPC. Cassie Kilgore has taken her place as the Polk County CPPC Coordinator, and has plans to attend the next available CPPC Immersion 101 and 201 training, and has plans with the CPPC Statewide Coordinator to host an Immersion 101 in October 2020. |
| 1-b | Membership of Shared Decision Making Team must include Department of Human Services (DHS) Representative and Decategorization (Decat) Representative | X |  |  | **Ongoing:** Teresa Burke (Decat,) Tracy White (DHS,) Alaina Gage (DHS,) and Diamond Denney (Decat) are all part of the Steering Committee. Decat Employees do not participate in voting activities.  **Progress**: No change or progress to report, as this goal is achieved. |
| 1-c | Membership of Shared Decision Making Team must include local community and professional members | X |  |  | **Ongoing:** 21 person Steering Committee includes local community & professional membership.  **Progress:** No change or progress to report, as this goal is achieved. |
| 1-d | Establish linkages and develop protocol for decision-making with Decat Boards | X |  |  | **Ongoing:** The Polk Decat Shared Decision Making Team is combined with the Decat Steering Committee. In FY19, these two groups became blended – now they are truly one and the same. A representative from the original, pre-combined Polk CPPC SDM Team now serves as the Steering Committee Chair and is part of the Decat Executive Committee.  **Progress:** No change or progress to report, as this goal is achieved. |
| 1-e | Implement the use of the Shared Decision-Making Survey | X | X |  | **Ongoing:** This survey shall be administered annually, via electronic survey, to the Steering Committee/Shared Decision Making Team prior to the Q3 Steering Committee Meeting.  **Proposed Plan:** Use ZohoSurvey or another free online survey tool to administer SDM survey prior to Q3 Steering Committee mtg so results can be shared in that meeting, and can be used to guide the plan for the upcoming fiscal year.  **Progress:** In April 2020, Cassie administered the CPPC Annual SDMT survey through an online service called Survey Monkey. Results were tallies and analyzed, and sent to the SDMT for review. Action steps were also identified to ensure the continued improvement in scores over the course of the next fiscal year. |
| 1-f | Develop plan for Ongoing comprehensive understanding of the four strategies for individuals involved in Shared Decision Making process | X | X |  | **Ongoing:** SDM reports 4/5 score on SDM Survey regarding understanding of 4 strategies.  **Proposed Plan:** Create or modify an existing infographic or visual representation of the 4 Strategies to include on any Steering Committee communications (Meeting agendas/minutes, group emails, etc.) Use accessible/plain language to simplify the meaning of each strategy.  **Progress:** Cassie created an info graphic for her email, as well as the NCN Meetings. She uses this info graphic for all emails and NCN meeting correspondences, including agendas, minutes, etc. She also created an info graphic for the SDMT agenda that included the Decat & MYFI mission statements. The team is currently adjusting this for a final format. |
| 1-g | Establish and develop plan to meet membership recruitment goals for SDM, including diversity | **X** | **X** |  | Ongoing:Polk SDM currently meets CPPC’s recruitment guidelines based on sector representation. Our group also does include members of diverse racial & ethnic backgrounds.  Proposed Plan: The Steering Committee as a group will determine what kind of representation is best for our community. Using Census demographic data + CPPC’s recruitment guidelines, we will form a workgroup in FY20 to identify under-represented voices, and to equip existing members to leverage community relationships to invite new voices to the table.  Progress:As Cassie transitioned into this role, she identified several areas where the SDMT could broaden diverse representation. She started reaching out to potential candidates in NCN meetings, but after COVID-19 hit, most efforts paused. She also realized that the onboarding process needed revamped, before inviting new members. The FY21 CPPC Plan for Polk County includes this onboarding plan adjustment, and continuing recruitment efforts. |
| 1-h | Provide oversight for the planning and implementation of the four CPPC strategies | X | X |  | **Ongoing:** The Steering Committee has historically been instrumental in providing input & perspective to Polk Decat/CPPC Staff, helping to define areas of emphasis & priority. They also vote on Community Event Requests, an important application of CPPC strategies. The Steering Committee Chairperson also sits on the Decat Executive Committee.  **Proposed Plan:** The Shared Decision Making Survey indicated a relatively lower score regarding the Roles & Responsibilities of the members of the group. In FY20, the Steering Committee’s oversight role will be emphasized as main priority, and more clearly defined. Several members will participate in workgroups to ensure the evaluation process for Community Event Funding Requests is streamlined, relevant, and meaningful. Revamping the process will lead to more cohesion & accountability throughout the process. By investing individualized attention into each community partner, we can create opportunities to ask those who reach out to Polk CPPC for assistance: “What can you share with us in return?”  **Progress:** Jordan did host several work groups to strengthen and streamline the evaluation process for the Community Grant Applications. The final process was formatted by Cassie in early FY20, and has been successful throughout this fiscal year. The SDMT expressed being very satisfied with the new process. |
| 1-i | **Develop orientation plan for new members** | x | X |  | **Ongoing:** The Decat Coordinator typically schedules 1:1 meetings with new Steering Committees Members to provide explanation of Decat, CPPC, Restorative Justice & Cultural Equity efforts, along with Decat/CPPC Structure & Decat Handbook.  **Proposed Plan:** With the combination of SDM & Decat Steering Committee,New Steering Committee Members AND Decat/CPPC Staff should receive a modified CPPC 101 Manual which contains info in addition to the four strategies, such as: definitions of phrases & titles of things, goals of the Steering Committee and responsibilities of Members, and a membership roster with contact info including where that member works/what sector they represent. New Members should also receive a special welcome & introduction, and at least 1 one-on-one meeting with an incumbent Steering Committee Member within a month of their first meeting.  **Progress:** In the 2020 Fiscal Year, there were no new members brought on to the SDMT. The FY21 plan includes identifying and solidifying the onboarding process, as well as recruiting new members to increase diverse representation on the Team. |

| Shared Decision Making-Level 2 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 2-a | **Must meet all of the Level 1 items and also** add additional members and 1 of those members needs to be one of the following: domestic violence, substance abuse, or mental health partner | X | X |  | **Ongoing:** Steering Committee includes active members representing domestic violence advocacy (Melissa Cano Zelaya – LUNA,) and mental health (Kenya Rocha – Mosaic Family Counseling, Angela Wacker – Community Support Advocates, Heather Thomas – Eyerly Ball)  **Proposed Plan:** Look for the opportunity to develop relationships with representatives working with substance use in Polk County.  **Progress:** This proposed plan will continue into FY21. |
| 2-b | **Implement plan for Ongoing comprehensive understanding of all four strategies** |  | X |  | **Ongoing:**  **Proposed Plan: 1-f;** utilize infographics & simple slogans on Steering Committee communications, including meeting agendas & minutes, emails, and communications with community partners, to reinforce understanding of four strategies  **Progress:** This proposed plan has been successfully enacted in FY20 by Cassie, as previously explained in SDMT 1-f. |
| 2-c | **Implement orientation plan for all new members** |  | X |  | **Ongoing:**  **Proposed Plan:** This will require a small amount of work on the part of the CPPC Coordinator in order to remind the current Steering Committee of the orientation plan when a new member is welcomed. We are currently a group of 20 + staff, so we might not be adding new members right away. But when we do – we have a plan!  **Progress:**  See 1-i, and 1-g. |
| 2-d | Conduct Parent Partner orientation for all Shared Decision Making Team members |  | X |  | **Ongoing:** Parent Partner Orientation scheduled for Feb 2019 was cancelled.  **Proposed Plan:** Reschedule Parent Partner Orientation for FY20, preferably attached to a regularly-scheduled Steering Committee Meeting. Open this to the Neighborhood Networking group as well.  **Progress:** This proposed plan will continue into FY21. |
| 2-e | Share information and progress of the local Parent Partner program regularly | X  Lori Shultice, Lead Parent Partner | X |  | **Ongoing:**  **Proposed Plan: The role of CPPC Coordinator is not as Subject Matter Expert, but more to ensure that involved SMEs are prepared provide project updates & data to SDM Team.** Work with Lori Shultice to develop the understanding that she is our resident SME and that this is a special role & responsibility for her. Ask if she needs any assistance in preparing to share info with the team. Ask SDM what info they want to know about.  **Progress:** This proposed plan will continue into FY21. |
| 2-f | A Parent Partner is added to the membership of the SDM Team | X  Lori Shultice, Lead Parent Partner |  |  | **Ongoing:** Lori Shultice has been & will continue to be involved as a voting member of the Decat Steering Committee/Shared Decision Making Team.  **Proposed Plan:**  **Progress:** |
| 2-g | Membership recruitment plans that address diversity according to the demographics of your community |  | X |  | **Ongoing:**  **Proposed Plan:** The Steering Committee as a group will determine what kind of representation is best for our community. Using Census demographic data + CPPC’s recruitment guidelines, we will form a workgroup in FY20 to identify under-represented voices, and to equip existing members to leverage community relationships to invite new voices to the table.  For instance: most recent Census data on Polk County Iowa suggests that our Steering Committee is under-representing men, Latinx people, veterans, and foreign-born people. Our Steering Committee is over-representing women, white people, and people with a bachelor’s degree or higher. *It is up to the Steering Committee to address issues of representation as a team.*  **Progress:** This proposed plan will continue into FY21. |
| 2-h | Review and report on diversity and disparity in the community and within the local Child Welfare system | Diamond Denney, Equity Coordinator | X |  | **Ongoing:**  **Proposed Plan: The role of CPPC Coordinator is not as Subject Matter Expert, but more to ensure that involved SMEs are prepared provide project updates & data to SDM Team.** Work with Diamond Denney as the “disproportionality & equity SME” to gain an understanding that this is a special role & responsibility for her. Ask if she needs any assistance in preparing to share info with the team.  **Progress:** Diamond Denney performs the duties of this role at nearly every SDMT meeting. She reports on local statics, in and outside the Child Welfare System, and keeps the team abreast of her efforts to address systematic disparities and disproportionalities. |
| 2-i | Host a CPPC Immersion 101 event in CPPC area at least once every three years | X |  |  | **Ongoing:** CPPC 101 hosted October 2018  **Proposed Plan:**  **Progress:** |
| 2-j | Identify and meet goal for adding additional community members (this number can be reviewed and re-established each year) | X | **X** |  | **Ongoing:**  Current Steering Committee membership is around 20 people, with many/most of CPPC’s advised sectors being represented.  **Proposed Plan:** Identify areas outside of CPPC’s guidelines where representation is lacking; for instance – current membership is heavily dominated by white women with a Bachelor’s degree (or higher,) which is not representative of Polk County. A number of sources such as Census data, input from Neighborhood Networking Team, DHS and Juvenile Justice data can help construct a picture of representation the Steering Committee can strive for.  **Progress:** This proposed plan will continue into FY21. |
| Shared Decision Making-Level 3 | | | | | |
| No. | **Description** | **Ongoing** | **Proposed (NEW)** | **Met** | **Describe current goal in your proposed plan and progress.** |
| 3-a | **Must meet all Level 1 and 2 items** and also have two of the following members: domestic violence, substance abuse and mental health partners | X |  |  | **Ongoing:** Domestic violence survivor support & advocacy, and mental health partner members are included on the Steering Committee.  **Proposed Plan:**  **Progress:** |
| 3-b | Have a broad representative of at least five (5) of the following members: Faith-Based Groups, Health Care, Education, Business, Legal System (courts), Law Enforcement, Government (County or City), Economic Supports, Practice Partners and Prevention Councils (See CPPC reporting and evaluation form for definition) | X |  |  | **Ongoing:** Faith-based, Education, Law Enforcement, Legal/Judicial System, and Practice Partner sectors are all represented by members of the Steering Committee.  **Proposed Plan:**  **Progress:** |
| 3-c | SDM develop avenue for youth voice (youth in foster care or foster care alumni) |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 3-d | Develop linkages and partnerships with other groups into SDM team |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 3-e | SDM membership diversity is representative of the local population | X |  |  | **Ongoing: see 2-j**  **Proposed Plan:**  **Progress:** |
| 3-f | **Role of the SDM group expands to include identifying, and developing a plan to meet unmet needs within the community** | x |  |  | **Ongoing:** This process occurs organically in our Steering Committee meetings, as Members bring observations & community input to the table and weigh in on different topics of discussion.  **Proposed Plan:**  **Progress:** |
| 3-g | **Develop and implement a plan to host a Race: Power of an Illusion in CPPC area (and/or related training opportunity, such as Understanding Implicit Racial Bias training or utilization of the Courageous Conversations Toolkit)** | X | X |  | **Ongoing:**  **Proposed Plan:** We received positive community feedback from the Understanding Implicit Bias training we hosted in August 2018, and would like to offer this training again in FY20. We will look for opportunities to partner with other local institutions, such as DMPS, on their cultural competency & racial bias trainings.  **Progress:** Diamond Denney coordinated an RPI event in FY20, in which the current CPPC Coordinator participated, and there were approximately 58 people in attendance. Continued efforts to bring these trainings and potentially the Courageous Conversations Toolkit, to our community will take place in FY21 as well. |
| 3-h | **Shared decision making survey scores used as a tool to guide quality improvement of strategy implementation** | x |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 3-i | SDM goals for community members are met (see CPPC Community Involvement and Instructions for definition, page 2) |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |

| Shared Decision Making-Level 4 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 4-a | **Must meet all Level 1, 2 and 3 items and also** have all three of the following members: domestic violence, substance abuse and mental health partners |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-b | Have ongoing implementation of new member orientation |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-c | SDM recruitment goal for Community Members must have been exceeded by 10% |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-d | Have 100% of the representation identified in the list in Level 3 |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-e | Community representatives take a leadership SDM role as defined by the site |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-f | Role of SDM group expands to include advocacy for CPPC’s goals with funders and policy-makers (legislators, governor, boards of supervisors, city council members, mayor, etc.) |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-g | SDM group implements plan and successfully addresses unmet needs within the community |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-h | Coordinator and/or member of SDM contributes to state and/or regional events/activities. (I.e. serve on planning committees, assisting with logistics, presenting, etc.) |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |

**At the writing of this proposed report, select the level\* for Shared Decision Making that best fits your site:**

2

**Based on your completed activities, select the level\* for Shared Decision Making that best fits your site**:

2

**\*For more detailed information on the levels, please see the CPPC Practice Guide**

|  |
| --- |
| Please have each committee member on the leadership/steering committee fill out the Shared Decision Making form, compile the average response for each question, and report the average response below. |
| ***\*Instructions:***  Baseline= 1st year at the beginning of year on proposed plan  (Yellow). Previous Year= Previous year on progress report  (Green). Current Year:= Current year on progress report (Green) |
| **Shared Decision Making Survey 1=disagree, 2=mildly disagree, 3=neutral, 4=mildly agree, 5= agree** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Category** | **Description** | **Baseline Year\* 2008** | **Previous Year\***  **2019** | **Current Year\***  **2020** |
| 1. Common Vision: | Members have a shared common vision. | 5 | 3.89 | 4.58 |
| 2. Understanding and Agreement Goals: | Members understand and agree on goals and proposed outcomes/objectives. | 4 | 3.78 | 4.67 |
| 3. Clear Roles & Responsibilities: | Roles & responsibilities of members are clear. | 3 | 3.44 | 4.45 |
| 4. Shared Decision Making: | All members have a voice and are engaged in the decision making process. | 5 | 4.22 | 4.58 |
| 5. Conflict Management: | We are able to successfully manage conflict. | 4 | 4.00 | 4.67 |
| 6. Shared Leadership: | Leadership is effective and shared when appropriate. | 4 | 4.11 | 4.82 |
| 7. Well Developed Work Plans: | Work Plans are well developed and followed. | 3 | 3.67 | 4.42 |
| 8. Relationships/Trust: | Members trust each other. | 5 | 4.11 | 4.67 |
| 9. Internal Communication: | Members communicate well with each other. | 4 | 4.11 | 4.33 |
| 10. External Communication: | Our external communication is open and timely within the broader community and partners. | 4 | 3.56 | 4.58 |
| 11. Evaluation: | We have built evaluation performance into our activities. | 3 | 3.33 | 4.31 |
| 12. Understanding of CPPC: | Members have a clear understanding of the Community Partnerships Four Strategies. | 4 | 4.00 | 4.46 |
| **Average Response Score:** | This is an average score for all of the responses, the number should be between 1-5 | **4** | **3.85** | **4.55** |

| Community/Neighborhood Networking-Level 1 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 1-a | Develop Neighborhood/Community Networking plan that includes goals for engagement strategies and planned activities that identifies potential network members to whom strategies will be directed | X | X |  | **Ongoing:**  **Proposed Plan:** FY20 Community Workshops & Trainings will be identified with guidance from both the Neighborhood Networking group and the Steering Committee. ***See 1b, 1c, 2b, 2c, 2d.***  **Progress:** The current CPPC Coordinator had done a considerable amount of work to find and schedule trainings for the community from her start date in September until the beginning of quarantine. All trainings scheduled by the CPPC Coordinator were cancelled and no further plans were made through the remainder of FY20. Plans to host these trainings virtually will be identified in FY21.  However, Polk Decat and CPCP teamed up this year to support the ACEs 360 efforts to host a variety of virtual learning opportunities in the community. These consisted of three events/series, a Learning Circle for Faith Leaders in the community, a Pandemic Response Series, and a Trauma Informed Supervision Training.  The Learning Circle for Faith Leaders focused on **t**he psychological impact of trauma and the linkages between trauma and behaviors. Leaders left with five key tools for congregate and congregational functioning.  The Pandemic Response Series included guided discussions around the impact of polarized responses to the virus, understanding the impact of undergoing a prolonged threat, and identifying supervision strategies that support team members now and in the future.  The Trauma Informed Supervision Training was a Three part series that focused on different sub-topics regarding Trauma Informed Supervision, such as the effects of ongoing trauma, the pandemic and trauma, and identifying supervision strategies to support coping.  Overall, all three trainings were well-attended and well received. |
| 1-b | Engage the community and build awareness about Community Partnerships for the Protection of Children’s four strategies through community forums, events and activities | X | X |  | **Ongoing:**  **Proposed Plan:** FY20 Community Workshops & Trainings will include a direct, cohesive link to at least one of the Four Strategies of CPPC and will be marketed as such. ***In addition, our Community Event Request program will be structured to emphasize & showcase the intersection between the CPPC approach, community-based practice partners, and the prevention of child abuse & neglect through strengthening families by meeting people “where they’re at.”***  **Progress:** The Community Event Request or Community Grant Application does list the CPPC, Decat and MYFI Mission statements, as well as, the CPPC areas of emphasis. As we were forced to cancel all of our trainings and workshops scheduled in FY20, we did not make any direct, cohesive link to the four strategies, but we will continue these efforts in FY21 training planning. |
| 1-c | Develop (select and educate) a cadre of spokespersons who are able to deliver CPPC information, such as the “CPPC 101” information | X |  |  | **Ongoing**: The role of the CPPC Coordinator, and the NCN Team by extension, is to: inform, consult, involve, collaborate, and empower – wherever possible. We are building shared power by engaging people in order to get better results from the systems that serve people  **Proposed Plan:** FY20 Community Workshops & Trainings will continue to provide leadership development opportunities for the Neighborhood Networking Team.  **Progress:** The Community Event Request or Community Grant Application does list the CPPC, Decat and MYFI Mission statements, as well as, the CPPC areas of emphasis. As we were forced to cancel many of our trainings and workshops scheduled in FY20, we did not make any direct, cohesive link to the four strategies. These efforts will continue in FY21. |
| 1-d | **Establish performance and outcome measures and evaluate these to ensure the goals (from the planning stage) are obtained** | X | X |  | **Ongoing:** Polk CPPC currently uses a 3-question Lickert-scale “Customer Satisfaction”-type survey to evaluate events & workshops.  **Proposed Plan:** We will revise the current survey to ensure it reflects the following goals of the Shared Decision Making Committee. CPPC Events & Activities are:   * Related to the prevention of Child Abuse * Enjoyable learning opportunities * Empowering for parents, families, and/or other participants   We will ask for additional comment feedback if low (<2) scores are given. We will ask for comment feedback asking what participants learned.  **Progress:** This proposed plan will continue into FY21. |

| Community/Neighborhood Networking-Level 2 | | | | | |
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| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 2-a | Continue to promote community awareness/engagement listed in level 1 | X |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 2-b | **Develop Neighborhood/Community Networking Plan that includes goals for linkages, collaborations, strategies and planned activities** | X | X |  | **Ongoing:**  Polk CPPC’s Community Event Funding opportunities have historically been the material lynchpin that provides an avenue for us to organize the energy & money to support collaboration.  **Proposed Plan:** As referenced above in the document, the Community Event Funding program will be restructured for FY20 to increase the value AND the number of available community grants. This restructuring will also allow for improved communication among all the decision-making parties & more meaningful connections between community-based service providers, Decat/CPPC staff, the NCN Team, and our Steering Committee.  **Progress:** Jordan hosted several work groups to strengthen and streamline the evaluation process for the Community Grant Applications. The final process was formatted by Cassie in early FY20, and has been successful throughout this fiscal year. The SDMT expressed being very satisfied with the new process. |
| 2-c | **Develop/promote a plan to increase linkages between informal and professional supports and resources** |  | X |  | **Ongoing:**  **Proposed Plan:** See 2-c. Additionally, information collected from Community Grant partners will be shared with the Neighborhood Networking Team on a regular basis so that they, in turn, can promote the Four Strategies & Polk CPPC’s work through story-sharing.  **Progress:** There are several ways that the current CPPC Coordinator works to develop linkages between providers of supports and resources in Polk County.   1. Through regular email distribution of announcements of opportunities, events, and programs that providers can send their staff and clients to. The distribution list includes over 400 people in Polk County. 2. Through weekly newsletters that feature a “Spotlight in the Community” article that highlights a different agency or program every week for the same 400+ distribution list. 3. The Decat and CPPC website also features a Community Calendar that is updated daily and shared weekly in the newsletter. 4. The NCN Team meets regularly, for networking of agency representatives to share their updates and make connections. 5. The CPPC Coordinator also works to warm connect service providers with each other more directly, when needs arise – through in person or virtual meetings. |
| 2-d | **Develop a plan to increase collaboration among economic supports, domestic violence, mental health, substance abuse and other child welfare professional partners** |  | X |  | **Ongoing:**  **Proposed Plan:** See 2-b, 2-c.  **Progress:** See responses to NCN 2-b, 2-c. |
| 2-e | Involve Parent Partners in collaborative programs in the community |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |

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| 2-f | Involve Foster Parents in collaborative programs in the community |  |  |  | Ongoing:  Proposed Plan:  Progress: |

| Community/Neighborhood Networking-Level 3 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 3-a | Continue with Neighborhood/Community Networking levels 1 and 2 |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 3-b | At least one of the following is established (mark the X and detail narrative next to the appropriate category listed below) |  |  |  |  |
|  | * **Organize** groups/networks of community members and/or parents with prior CPS involvement and/or foster care youth - these groups focus on leadership and providing informal supports |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
|  | * **Implement** plan to increase collaboration among economic supports, domestic violence, mental health, substance abuse and other child welfare professional partners |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
|  | * The development of **hubbing** resources and activities that enhance the accessibility of services and supports | X |  |  | **Ongoing:** Polk CPPC Weekly Resources Newsletter & website  **Proposed Plan:**  **Progress:** Upon Cassie Kilgore’s transition, the Decat Team invested in training for both Cassie and Veronica Russell, in order for both of them to become more acquainted with managing the website. Cassie also recreated the MailChimp account, so that the Newsletter could get up and running again. She also reformatted the Newsletter, and has been sending it consistently every week. The website was cleaned of old information, and several pages were refreshed with new, relevant information. The website also now features a CPPC Community Calendar that the CPPC Coordinator updates regularly, with new events that are happening in the service area.  Additionally, Veronica and Cassie both invested a considerable amount of time in sharing the Iowa 211 website and app with all internal staff, as well as, with community partners. Vehicles for this sharing included group and individual group meetings, the CPPC Newsletter and CPPC Share emails, and placing Iowa 211 on other paper and electronic communications.  The CPPC Share emails go to a listserv with over 530 emails of community partners in the community. Cassie shares all relevant information, event flyers, and resource updates from community partners and agencies in Polk County that serve children and families. |
|  | * Increase awareness and develop plans to address **diversity** and disparity locally |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
|  |  |  |  |  |  |
| Community/Neighborhood Networking-Level 4 | | | | | |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 4-a | **Must meet all Levels 1, 2 and 3 items and also** the implementation of at least 2 or more level 3 type programs |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-b | The use of informal supports is standard practice for families involved with DHS (including involvement with family team meetings) |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-c | Implementation of all programs and activities consistently address Diversity and Disparity issues |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |

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| --- | --- | --- | --- | --- |
| **Level #** | **Network Activity** | **Description**  goal and what was invested | **# of Participants** | **Outcome(s)** |
| NCN 2-e,  2-d | CPPC Community Event Requests | 16 Community Partners/Projects Received funding in FY19, overall engaging hundreds of participants.  $16,830.00 | 500+ | Provided financial support to community partner agencies whose mission aligns with the CPPC Four Strategies and engages and supports the children and families of Polk County. |
| PPPC 1-a | DHS Staff Chair Massages | Address secondary trauma & support for DHS Child Welfare Staff - $0 | ~170 | DHS Staff paid for their own massages this year. Consistent positive staff feedback, lowered staff stress, incremental changes to create a healing-focused DHS |
| PPC 1-a | ZEN DEN Project | Address secondary trauma & support for DHS Child Welfare Staff – Donations and Flex Fund Purchases - $1,279.55 | ~77 | DHS Staff reported enjoying and benefiting from this space. Staff and Leadership conducted 1:1 meetings here, and used the space for distressing throughout the day. |
| NCN 1-a, 1-b, 1-c, 2-a, 2-d | Neighborhood & Community Networking Meetings Resumed | NCN Meetings in Polk County were resurrected by the previous CPPC Coordinator. They were very successful and well attended, prior to COVID -19. | 25-50 | The goals of this meeting were re-identified through a shared-decision making process by attendees. Networking among community partners being the focus. |
| NCN 2-e | DHS and Parent Partner Reunification Picnic | Celebration at the Pete Crivaro Park held by Parent Partner Program and DHS to celebrate the reunification of families.- $1,060.00 | >150 | Parents, DHS Staff, Judges and other interested community members gathered in summer of 2019 to celebrate. |
| NCN 1-a | JCS 101 Training | Provided basic insight to the Juvenile Court System for community partners - $210.75 | 48 | This training event was well received by all in attendance. Most stated in their survey that they would want more of this type of information in the future. |
| NCN 1-a | ACES Learning Circles for Faith Leaders | Hosted an in-person training event on Trauma Information Care for Faith Leaders in the Polk Community. - $1,000.00 | 38+ | Participants of this training learned about the psychological impact of trauma and the linkages between trauma and behaviors. Leaders left with five key tools for congregate and congregational functioning. |
| NCN 1-a | Trauma Information Supervision Training | Hosted a small group Training Session on Trauma Informed Supervision for DHS Leadership. - $750.00 | 20/ session | Three part series on different sub-topics regarding Trauma Informed Supervisor, such as the effects of ongoing trauma, the pandemic and trauma, and identifying supervision strategies to support coping. |
| NCN 1-a | ACES Pandemic Response Series | Virtual Educational Series on Trauma as it pertains to the Pandemic response - $3,000.00 | 155+ | This training focused on the traumatic impact of COVID on the community. It was well received. |

**At the writing of this proposed report, select the level\* for Community/Neighborhood Networking that best fits your site:**

2

**Based on your completed activities, select the level\* for Community/Neighborhood Networking that best fits your site**:

2

**\*For more detailed information on the levels, please see the CPPC Practice Guide**

| Individualized Course of Action CBFTDM/CBYTDM-Level 1 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 1-a | Educate SDM and community about strength-based engagement/assessment skills and the Family Team Decision Making (FTDM) and Youth Transition Decision Making (YTDM) processes within the child welfare system |  | x |  | **Ongoing:**  **Proposed Plan:** Ask Carmen Johnson, FTDM Facilitator & Steering Committee Member, to present on this topic at a Providers’ Advisory meeting. Invite SDM Team to attend.  **Progress:** This plan did not come to fruition in FY20, and has been adapted by the new CPPC Coordinator for FY21. |
| 1-b | Promoting the understanding, the use, and the importance of informal supports in the FTDM and YTDM processes |  | x |  | **Ongoing:**  **Proposed Plan: See 1-a**  **Progress:** |
| 1-c | Promoting FTDM and YTDM trainings, and coaching and mentoring if needed | x | x |  | **Ongoing:** There is a big problem with getting facilitators Coached & Mentored. Many complete the training but are unable to get Coached & Mentored.  **Proposed Plan:** Work with Nicole Button to provide assistance tracking Current Facilitators & Coaches  **Progress:**  Nicole Button became unavailable for a number of reasons during FY20, which included but was not limited to COVID-19 pandemic and an end in her DHS employment. The FY21 plan addresses news ways the current CPPC Coordinator plans to promote these trainings. |
| 1-d | Understand how FTDMs and YTDMs are available and accessed for families involved in the child welfare system |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 1-e | Explore and understand FTDM and YTDM Iowa standards and how they are implemented |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 1-f | Promote collaboration between FTDM and YTDM facilitators from different organizations and agencies |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |

| Individualized Course of Action CBFTDM/CBYTDM-Level 2 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 2-a | **Must meet all Level 1 items** |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 2-b | Develop plan to implement Community Based Family Team Meetings (CBFTDM) and Community Based Youth Transition Decision Making (CBYTDM)  Plans need to include:   * **Assessing** the need for state-approved facilitators * **Recruitment** of state-approved facilitators * **Maintain** or have access to a list of state approved facilitators * **Educating** Community about CBFTDM and CBYTDM * **Marketing** Strategies * **Building** relationships with potential referral resources * **Funding** resources and sustainability * **Tracking**, evaluation and Quality Assurance |  | X |  | **Proposed Plan:** Manage, standardize, and codify CBFTDM referral process in Polk County.   * Develop Standard Protocol & Responses for CBFTDM referral process which clarifies roles & responsibilities of referral source, coordinator, facilitator, and family. * Assist in coordinating Coaching & Mentoring for newly-trained FTDM facilitators * Build & leverage relationships with 1-2 school sites to serve as pilot/referral sites. These sites could have staff undergo training/mentoring to get facilitation number. * Ensure that tracking/evaluation/QA infrastructure is solidly in place in order to accommodate growing number of referrals.   **Progress:** The transition of a new CPPC Coordinator has shifted this plan for FY20 and FY21. The current CPPC Coordinator has little to no concrete/comprehensive understanding of FTM or YTDM processes or procedures. In FY21, she will remedy this deficit by Attending at least one training  that covers FTDM and YTDM procedures in FY21. Afterwards, she will work to regain traction with Educating and Marketing this initiative, and build relationships with schools and facilitators. The Coordinator has also identified opportunities in the community to use the Parent Café and other Parent Engagement tools, and with help from the SDMT, has identified two Des Moines schools that Polk CPPC will focus on for these efforts, which are King Elementary and Monroe Elementary. |

| Individualized Course of Action CBFTDM/CBYTDM-Level 3 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 3-a | **Must meet all Level 1 and 2 items** |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 3-b | Implement plan for CBFTDM-Community-Based Family Team Decision Making |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 3-c | Number of CBFTDM held |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |

| Individualized Course of Action CBFTDM/CBYTDM-Level 4 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 4-a | **Must meet all Level 1, 2, and 3 items** |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-b | Implement plan for CBYTDM-Community-Based Youth Transition Decision Making |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-c | Number of CBYTDM held |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |

**At the writing of this proposed report, select the level\* for Individualized Course of Action that best fits your site:**

1

Based on your completed activities, select the level\* for Individualized Course of Action that best fits your site**:**

1

**\*For more detailed information on the levels, please see the CPPC Practice Guide**

| Policy and Practice Change-Level 1 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 1-a | **Identify need(s)** for policy and practice change:  discussion about policy and practices with various agencies | x | X |  | **Ongoing:** Decat Staff Diamond Denney & Teresa Burke each have projects in the areas of disproportionality & trauma, respectively. They regularly report to the Steering Committee/SDM Team on these projects.  **Proposed Plan:** CPPC Coordinator will ensure that project reporting & framework is intersecting with the prevention of child abuse & neglect by strengthening families. This practice will help develop a culture of collaboration, rather than working in silos.  **Progress:** The CPPC Coordinator sits on current Equity Team, a team that works to address disparity and disproportionality in the Child Welfare System, and the Collaboration for Strategic Improvement Team, which addresses the same issues in the Juvenile Court System, and Polk County. The CPPC Coordinator had hopes to make this a focus of the NCN Team in FY21, but with the COVID-19 pandemic, the NCN and other Decat meetings have no occurred. The Decat and CPPC team agreed to start hosting two of these meetings virtually in FY21 as one merged meeting, instead of two. Which means, the focus of NCN with be resource referral and community partner networking. It will not have time or space to include policy and practice change. |
| 1-b | Identify youth and/or parents who have been involved in the child welfare system and ask for their input about what works and what does not, from their perspective |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |

| Policy and Practice Change-Level 2 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 2-a | **Must meet all Level 1 items** |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 2-b | **Develop a plan** to address identified needs:   * **Gather** data about policy and practice changes-needs/gaps in services * **Document** information gathered (using sources such as APSR, surveys, focus groups) to prioritize practices and/or procedures needing to be changed or improved * **Ensure** that frontline staff from child protection system and partner agencies are included in development and implementation of practice change planning * Within the planning process **identify** cultural disproportionality and disparity issues related it policy and practice change | x | x |  | **Ongoing:** Projects include: Results Count, MYFI Student Mentoring, Breakthrough Series Collaborative, ACEs 360 Steering Committee, and Secondary Traumatic Stress in DHS.  **Proposed Plan:** Gain input from SDM & Neighborhood Networking groups on how we can best identify areas of intersection; what are important things to look for? Here in Polk County we have the benefit of having access to quite a bit of data, so we need to discuss   * Who is gathering & keeping track of the data? * How is this data relevant to the families & kids we want to help? * Is there data we don’t have? How do we get it?   **Progress:** The current CPPC Coordinator only attended/lead one SDMT team meeting in FY20, because of her late transition into the role and the limitations created by the COVID-19 Pandemic. Unfortunately, these questions about data were not posed by the group during this year.  However, as a member of the Polk County Equity Team, the CPPC Coordinator helped in the efforts to improve the DHS hiring practices, to include more equitable opportunities for applicants. It also included updating job posting documents to be more representative of the culturally and linguistically responsive requirements of all Social Work staff, as well as, update the interview questions to include questions about experience with diverse populations and the applicant’s cultural competency.  The CPPC Coordinator also participated in a statewide initiative to survey and interview CPPC and Equity Team coordinators and members in an effort to identify the needs of those parties, as it pertains to diverse representation and cultural resources and trainings. |

| Policy and Practice Change-Level 3 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 3-a | **Must meet all Level 1 and 2 items** |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 3-b | **Implement plan** for changes and re-evaluate using Plan Do Study Act (PDSA) or similar process   * Develop communication strategies for implementing the change * Develop and implement monitoring to ensure change is successful * Develop specific methods for ensuring quality changes are maintained |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |

| Policy and Practice Change-Level 4 | | | | | |
| --- | --- | --- | --- | --- | --- |
| No. | Description | Ongoing | Proposed (NEW) | Met | Describe current goal in your proposed plan and progress. |
| 4-a | **Must meet all Level 1, 2, and 3 items** and add the implementation of 2 or more policy and practice changes |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-b | Community agencies routinely involve SDM in developing and reviewing policies and practices |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-c | Agencies involved in CPPC routinely survey consumers and partners about their programs and make changes in response to feedback including diversity and disparity issues |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-d | SDM group solicits ongoing feedback from families and community members and makes changes in response to feedback |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-e | Ensure that all neighborhood network members and DHS-contracted agencies require specific “best practice” standards for delivering human services |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-f | Ensure that the SDM group, agency administrators and service recipients evaluate service delivery on a regular basis |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress:** |
| 4-g | Implement recommendations of various state and federal reviews |  |  |  | **Ongoing:**  **Proposed Plan:**  **Progress**: |

**At the writing of this proposed report, select the level\* for Policy and Practice Change that best fits your site:**

1

Based on your completed activities, select the level\* for Policy and Practice Change that best fits your site**:**

1

**\*For more detailed information on the levels, please see the CPPC Practice Guide**

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