

POLK COUNTY DECATEGORIZATION

FY 17

CHILD WELFARE & JUVENILE JUSTICE SERVICES PLAN

MISSION STATEMENT:

“To promote a cooperative and collaborative planning process that strives to provide and support an efficient and effective continuum of service delivery to Polk County children and families.”

- **Project Name: Polk County Decategorization**
- **Participating Counties: Polk**
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- **Date of Report: August, 2016**

Staff & Contractors

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POLK COUNTY DECATEGORYIZATION FY 17 CHILD WELFARE & JUVENILE JUSTICE SERVICES PLAN

Pertinent Polk County Data

- The number of confirmed Child Abuse and Neglect cases dropped in 2014 in comparison to 2000 while the number of children in Polk County also increased in that same time frame, making the relative decrease in confirmed Abuse and Neglect cases -25.4%. Worth noting is that, starting in January of 2014, the department implemented a differential response system for Child Abuse and Neglect reports. The data for periods after January 1, 2014, may not be directly comparable to prior time periods. (Iowa Kids Count, 2014)
- The total number of Assessed Reports of Child Neglect and Abuse in CY15 for Polk County were: 961 went through the Family Assessment, 1,704 Unconfirmed, 174 Confirmed and 835 Founded for a total of 3,674, which is 165 reports higher than CY14. The most frequent Type of Abuses reported, in order of highest occurrence, was Denial of Critical Care (Neglect), Physical Abuse, Presence of Illegal Drugs in the Child's System and Sexual Abuse. (DHS Child Abuse Reports, Polk County)
- Approximately 74.8% of the children in the Des Moines Public Schools received Free or Reduced Fare lunches in the 2015-2016 school year, which is an increase of 2.46 percentage points from the previous school year. Most inner city schools now have over 90% of their students receiving Free or Reduced Fare lunches. The demographics in the Des Moines Public Schools have also changed. Whites make up 42% of the schools population while 25% are Hispanic, 18.3% are African American and 7.7% are Asian. There are over 100 different

languages and dialects spoken in the Des Moines Public Schools, with 20.6% of the students being English Language Learners. (DMPS Website) Polk County, overall, experiences a Free or Reduced Fare Lunch eligibility of 44%, which is a 66.2% relative increase from the year 2000. (Iowa Kids Count 2014)

- Incidences of Low Birth Weight had a relative increase of 17% between 2000 and 2014, although Infant Mortality had a relative decrease of -26.1% during that same time period. (Iowa Kids Count 2014)
- The Child Poverty rate in Polk County increased by 87.5% between 2000 and 2014, which is an increase of 7.7 percentage points from the 2012 comparison. That being said, the relative percentage of children receiving WIC decreased slightly in 2014 (-2.9%) and families receiving Family Investment Program (FIP) services decreased sharply (-40.4%) from the year 2000. (Iowa Kids Count, 2014)
- The poverty rate in 2014 for the African American population was 34.4%, which is decrease of 1.3 points from 2013. 28.9% of all African Americans in the state of Iowa reside in Polk County in 2014. The out-of-wedlock birth rate for African Americans in Iowa is 702.1 per 1000, compared to the overall state out-of-wedlock rate of 351.5 per 1000. The African American rate for mothers under age 20 was 103.0 per 1000 live births in 2014, compared to the overall state rate of 52.1 per 1000 births. The median income of African American families in Iowa in 2014 was \$32,474.00, compared to the \$67,771.00 overall median income of families in Iowa. (State Data Center of Iowa, 2015) Although African Americans make up approximately 10.3% of the Polk County population, they constituted 20.7% of the Accepted Referrals at DHS for July to December 2015. (BSC Polk County Data Packet 05/09/2016) 34.8% of cases referred to Juvenile Court in 2014 were for African American youth, as well as 44.4% of the cases involving Secure Detention. (CJJP Presentation 07/31/2015)
- In 2014, 21.3% of all Latinos living in Iowa resided in Polk County, making it the largest population of Latinos in any Iowa county. (State Data Center of Iowa, 2014) Although Latinos make up 13.4% of the Polk County general population, they make up 25% of the student population in Des Moines Public Schools. (DMPS Facts & Figures)
- 27.65% of Iowa residents who identify as Asian live in Polk County, which is the largest population of this race of any Iowa County. (State Data Center of Iowa, 2016)

- Between October 1, 2008 and March 31, 2014, 29,445 Refugees resettled in Iowa, of which 2,704 were resettled in the Des Moines area. Although complete data is not available, it is estimated that there were 5,000 to 7,000 secondary migrant Refugees who moved into Polk County during that same period.

Overview

Polk Decat continues working diligently to improve tracking of all contract expenses, especially Wraparound expenses, where there are a variety of types and levels of purchases of services and goods provided to children and families who are DHS involved, including kinship or fictive kin caregivers, and youth involved in Juvenile Court Services. The enhanced tracking will be continued into FY17.

Issues related to trauma and adjustment of refugees and immigrants in Polk County will continue to be a focus for Polk Decat in FY17, especially issues related to cultural differences in parenting practices which can precipitate involvement in Child Welfare and/or Juvenile Court Services. The Refugee Immigrant Guide (RIG) contract will continue to support this vulnerable population with culturally sensitive and responsive services.

African Americans continue to experience the highest disproportionate contact in both the Child Welfare and Juvenile Court Services systems. DHS and JCS leadership in Polk are teaming with Des Moines Public Schools, Des Moines Law Enforcement, and other agency, faith-based and community leaders to collaborate on improving outcomes for African Americans. To that end, Polk Decat is establishing a combination Restorative Justice & Cultural Equity Coordinator position that will help to synchronize these efforts across sectors. Activities supported with this role include: African American Case Review Team for DHS and JCS, Guided Conversations for DHS, mentoring, supports and incentives for college Social Work students of color, development and implementation of cultural trainings for staff and community partners, data comparison and research, coordination of action items and initiatives for the Community Equity Efforts (CEE) and Juvenile Court CASP Collaborative, and grant writing and monitoring for supporting funds.

Community and agency partners are interested in learning more about resources within the community and Polk Decat will continue to bring to our Provider's Advisory and CPPC distribution various resource contacts to discuss their services. When applicable, Polk Decat will continue to provide a forum for resource contacts to present to DHS Social Workers and Juvenile Court officers.

There will be fewer funds in FY17 for Polk Decat than in the previous 3 years. However, many core services can continue to be supported. Although the Kinship Supports contract (DCAT5-16-003) was terminated due to funding limitations,

some additional funds were added to the DCAT5-13-184, Fiscal Agent for Wraparound Services, contract to support relative placements. Polk Decat is partnering with DHS Administration and Volunteer Coordination Services to obtain and supply assistance to kinship caregivers within the first 30 days of placement change, when the need is most acute.

Polk Decat will leverage the Project/CPPC Coordinator role within the community to assist agency/organization partners in building capacity and coordinating trainings related to trauma informed care and resiliency building, implicit bias and addressing disproportionate outcomes for people of color, and grant writing/non-profit management initiatives that support sustainability.

Polk Decategorization Structure

Executive Committee

- Chief Juvenile Court Officer, 5th Judicial District
- DHS Des Moines Service Area Manager
- Polk County Community Family & Youth Services Director
- Polk County Attorney's Office – Juvenile Division
- Chair of the Steering Committee
- Meets the first Friday of each month

Steering Committee

- 24 member Committee
- Chair nominated and elected annually
- Monitors Decat funded activities
- Provides transparency to the Executive Board funding decisions
- Develops Decat direction
- Identifies Requests for Information
- Source for RFP development and review
- Meets quarterly

Providers Advisory

- Group of Service Providers
- Chair nominated and elected annually
- Identifies issues, gaps and barriers in the system and in the Provider community

- Develops plan and takes action steps on agreed-upon priority issues
- Highlights resources within the community for mutual edification
- Meets monthly, 9 months out of each year

Community Partnerships for Protection Children (CPPC) Group

- Group of community agencies, associations and community members
- Follows CPPC Four strategies: Shared Decision Making, Neighborhood & Community Networking, Policy & Practice Change, and Individualized Course of Action.
- Focus is on areas of concern based on group discussion & community needs
 - Disproportionality of African Americans and other people of color in the Child Welfare system
 - Fatherhood Initiatives
 - Adverse Childhood Experiences & Resiliency
 - Transitioning youth out of foster and group care
 - Supports for families in crisis (Community Based FTDM/YTDMs)
 - Family friendly activities
 - Child abuse prevention
 - Culturally sensitive practices
- Develops plan for communication of child protection, child abuse prevention and family supports to the community, with special focus on the 50314 – 50317 zip codes
- Smaller strategy group meetings take place on an ad hoc basis

Equity Efforts

- Community and Strategic Planning (CASP) Effort is the Iowa State Court Administrator's Office state plan addressing disproportionate minority contact (DMC) in the juvenile justice system. The Polk CASP Collaborative is comprised members from Juvenile Court Judges, JCS Staff, Detention staff, Des Moines Police Department, Des Moines Public Schools, County Attorney and other strategic community members to research, analyze and seek solutions to disproportionality, especially related to Intake and Detention.
- Community Equity Efforts (CEE) Team includes leadership from DHS Child Welfare, Bureau of Refugee Services, and Child Care Assistance, as well as from Juvenile Court Services, Des Moines Public Schools, Des Moines Police Department, United Way, and the Faith Based and Provider community to collaborate on efforts to reduce disproportionate outcomes for people of color.
- DMACC Student Mentoring project is comprised of a team of volunteers that will assist students of color pursuing social work degrees. Often, students of color attending college are the first generation in their families to continue

into higher education. The mentors will work with identified students to provide tutoring, incentives for achievement, planning assistance and advisement that support the educational journey towards their career goals.

- The new Restorative Justice & Cultural Equity (RJCE) Coordinator will assist these teams with synchronizing efforts, data, research, trainings and grant funding between the various institutions, agencies and organizations.

Funding

Polk Decat receives DHS and JCS state and TANF carry-over funds to cover the bulk of its contracts. Other funding sources include the annual Polk Decat allocation, CPPC, and Minority Youth & Family Initiatives (MYFI). The funding levels that were effective July 1, 2016 for Fiscal Year 17 include:

DHS State (FY15 & FY16):	\$994,538.00
JCS State (FY15 & FY16):	\$1,481,670.00
DCAT TANF (FY16):	\$130,000.00
MYFI FY16:	\$150,000.00
DCAT Allocation (combined FY15, FY16 & FY17):	\$728,044.00
CPPC FY16:	\$20,000.00
Total	\$3,504,252.00

Federal Community Partnerships Funds

Community Partnerships for Protecting Children (CPPC) funds are again available for FY17. In tandem with some DHS MYFI funds, the following will be supported:

- Community activities/events and trainings specific to addressing: disproportionate system involvement & disparate outcomes for people of color, Adverse Childhood Experiences & Trauma-Informed Care, including topic such as Compassion Fatigue & Complex PTSD, and opportunities for resiliency building for both professionals and community members at large.
- Community Based Family Team Meetings (CBFTMs)
- Community engagement in reducing disproportionality and disparate outcomes for African Americans involved in Child Welfare
- Fatherhood engagement activities
- Services and activities related to youth aging out of foster care
- Community events that are family friendly, fostering parent and child interactions

Minority Youth & Family Initiatives

MYFI funds are specific to addressing and reducing disproportionality of African Americans in the Child Welfare system. MYFI funds are used to support this initiative in the following contracts: Fiscal Agent for Wraparound Services including supports for relative placements, Community Partnerships initiatives under the Decat Coordination contract, PRC Nurse Services, Preventive Law & Guidance, and the new Restorative Justice & Cultural Equity Coordination Services.

Polk County FY17 Contracts

Contract #	Contract Name	Contractor	FY16 Funding Level	Contract Description
DCAT5-12-075	Polk Decat Coordination	Polk County Health Svcs	\$247,000.00	For personnel of the Polk Decat project, including the Decat Coordinator, Admin Assistant and Projects/CPPC Coordinator
DCAT5-12-138	JCS Early Services Prevention	Orchard Place - PACE	\$117,000.00	Provides early services prevention for children 12 and under showing risk for delinquent behavior
DCAT5-12-139	JCS Sanctions Learning	Orchard Place - PACE	\$125,000.00	Helps youth understand that there is accountability for illegal behavior and/or non-compliance with probation, learn the impact of their behavior on themselves and the larger community and develop the reasoning skills
DCAT5-13-182	JCS Psych Evaluations	Innovative Learning	\$51,000.00	To provide psychological evaluations for JCS youth, especially for those in detention.
DCAT5-13-184	DHS Fiscal Agent	Children & Families of Iowa	\$302,000.00	Provide fiscal agent administration for DHS and JCS wraparound Flex Funds which provides concrete supports to clients and caregivers as well as supports that improve & enhance delivery of services
DCAT5-14-017	DHS Diversion & Mediation	Polk County Attorney	\$25,000.00	To provide mediation services in order to divert a family from going to court or to help a family through the court process, as well as consultation with SWs and their families regarding the risks of non-compliance.
DCAT5-14-016	DHS Background Checks	Polk County Attorney	\$12,000.00	Provide Criminal Records checks for the Agency on persons that the Agency is involved with and may be using as possible placements of children
DCAT5-15-002	Nurse Services for Pre/Post Removal Conferences	Youth Emergency Services & Shelter	\$75,000.00	Registered nurses are present at all DHS PRCs in Polk County and 50% of the PRCs in Warren, Madison, Marion, Boone, Story and Dallas counties to assist the Department with obtaining medical and immunization records,

				schedule physicals and developmental screenings, assist with explaining medical records and consult with the Foster and Adoptive parents and SW in special needs situations.
DCAT5-15-007	Refugee Immigrant Guides Training Development & Implementation	Visiting Nurse Services	\$50,000.00	Coordinate outreach to local refugee and immigrant groups to develop a plan and training for specialized translators (Refugee Immigrant Guides or RIGs) who will assist system (DHS & JCS) involved families navigate and self-advocate to successful case closure. They will also assist at-risk refugee and immigrant families in the community in efforts to avoid system involvement.
DCAT5-16-001	Sex Offender Treatment Services	Woodward Youth Corporation	\$234,444.00	Provide comprehensive assessment and community based treatment services for juvenile sex offenders, including GPS monitoring, polygraph testing, group and individual counseling, safety plan development and pro-social activities.
DCAT5-16-002	Re-entry and Transitioning Youth Services	Woodward Youth Corporation	\$193,864.00	Working with group care youth on re-entry-to-community planning and all applicable JCS youth on transition-to-adulthood planning, including YTDMs, required documents, identification of supports, education, housing, employment, etc.
DCAT5-16-113	Preventive Law and Guidance	Iowa Legal Aid	\$37,500.00	Services aimed to educate DHS Transition-aged youth and at-risk families on lessening the legal pitfalls that occur in daily living, such as resolving rental disputes, purchasing cell phone plans, cars, etc., seeking Guardianship or Conservatorships, or other legal matters not part of Attorney assistance related to involvement with Child Welfare such as Guardian ad Litem services.
DCAT5-17-040	Supportive Services for African American Youth & Families	Evelyn K. Davis Center for Working Families	\$45,000.00	Provision of the Strong African American Families (SAAF) curriculum tailored for those parenting African American youth ages 10 through 14, as well as other supportive services for JCS youth related to education and employment engagement.
DCAT5-17-052	Restorative Justice & Cultural Equity Coordination Services	Polk County Health Services	\$137,935.00	This joint venture between DHS, JCS and Polk Decat covers JCS Restorative Justice activities that provide diversionary and reparative services to youth involved in criminal acts and their victims, as well as coordination of the various DHS, JCS and Decat efforts to address disparate outcomes for youth and families who are system involved, including the engagement of other institutions, agencies and community members in the initiatives. The service will also include research, technical advisement, training identification and implementation and grant application and monitoring for related activities.
V2013-01-05	Volunteer Coordination	Central Iowa Juvenile Detention Centers	\$19,511.00	Although not technically a Polk Decat contract, Polk Decat funds cover the Volunteer Coordination time related to assisting with services and donations for concrete supports on behalf of relative placements for DHS clients.
		Total	\$2,385,700.00	

Community Planning Process

The Polk Decat Executive Committee and the Steering Committee share responsibility as the “Planning Team” for the development of the annual Polk Decat Child Welfare & Juvenile Justice Services Plan. The Executive Committee is the three-legged stool decision making body including the Department of Human Services, Juvenile Court Services and Polk County (Community, Youth & Family Services). Also included in that body are: a representative from the Polk County Attorney’s office (Juvenile Court Division) and the Chairperson from the Steering Committee. The Steering Committee, formerly the Governance Board and CPPC Steering Committee (combined), consists of 16 members representing a diverse cross section of the provider and at-large community and meets on a quarterly basis.

The organizational structure of the Polk County Decategorization Project consists of several committees and project staff. The committees include:

- ✓ Executive Committee
- ✓ Steering Committee
- ✓ Providers’ Advisory
- ✓ CPPC – Strategy group meetings, with Shared Decision Making occurring in a separate small group, and within the Steering Committee and strategy groups

The planning process is on-going throughout the year and not just limited to the months surrounding start and end dates of a fiscal year. Each committee provides input into the development of the annual Child Welfare/Juvenile Justice Services Plan by bringing concerns, issues and trends to the table during the year. The Steering Committee meets quarterly and discusses current issues, while striving to remain proactive in planning for an efficient Child Welfare/juvenile justice service delivery system. They review the contract performance measures and distribution of funding. The Providers Advisory Committee provides the forum for discussion, research and action plans on the service gaps in the provider community.

The Community Partnerships for Protecting Children (CPPC) has recently changed and is in the process of redefining the best use of the large group meeting. At its core, CPPC fosters partnerships & collaborations which work to prevent child abuse, neglect, and re-abuse; safely decrease the number of out-of-home placements; and promote timely, safe reunification when children are placed in foster care. Under that very broad umbrella, areas of emphasis have been established in order to focus energy & effort in serving a population as large & diverse as Polk’s. Each strategy group

meets on an ad hoc basis, usually monthly, to provide efficiencies to our members for planning and learning. The Polk County CPPC FY17 Plan Report (revised) is attached.

Polk County has a large number and variety of agencies and associations providing services to our communities. The following chart lists agencies with whom Polk Decat currently partners to assist with assessment of needs, resource leveraging and feedback:

<i>Current Partnerships</i>	
AMP	Al Exito
Big Brothers Big Sisters of Central Iowa	Bikers Against Child Abuse, Iowa Chapter
Broadlawns	Central Iowa ACEs Steering Committee
CASA – Child Advocacy Board	Children & Families of Iowa
Child & Family Policy Center	City Of Des Moines
Children & Family Urban Movement	Child Future International
Congo Progress	Dads With A Purpose
Creative Visions	Des Moines Police Department
Des Moines Area Community College	Drake University
Des Moines Public Schools	Employee and Family Resources
EMBARC	Eyerly Ball
Evelyn K. Davis Center for Working Families	Family Promise Of Greater DSM
Family Planning Council of Iowa	Innovative Learning Professionals
Four Oaks	Integrative Counseling Solutions
Iowa Coalition Against Sexual Assault	Iowa Dept. Of Correctional Services
Iowa Coalition Against Domestic Violence	Iowa Foster and Adoptive Parents Association
Iowa Arts in Education (ArtForcelowa)	Iowans for Social & Economic Development
Iowa Courts	Iowa Legal Aid
Iowa Dept. of Human Services	Iowa Jobs for America’s Graduates (iJAG)
Iowa KidsNet	John R. Grubb YMCA
Latino Forum	LUNA
Jane Foundation	Mid City Connection
Lutheran Services in Iowa	Mosaic Family Counseling Center
Mercy Hospital	Oakridge Neighborhood Services
Mid-Iowa Family Therapy Clinic	Orchard Place et al
Mid-Iowa Health Foundation	Pursuit of Innovation

Mount Hebron Baptist Church Polk County Juvenile Court Optima Life Services Polk County Health Services Parenting Way UnityPoint Health/RCPC Visiting Nurse Services of Iowa Woodward Youth Corporation/WCBS Young Emerging Scientists (Y.E.S.) YMCA of Des Moines Youth Justice Initiative Zero to Three	Polk County Prelude Services Regeneration Group St. Vincent De Paul, Des Moines Thriving Families Counseling Services United Way of Central Iowa Urban Dreams Wesley United Methodist Youth Emergency Services & Shelter Young Women's Resource Center Youth Law Center Zion Lutheran Church
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In addition, we continue to reach out to the Neighborhood Associations in the inner city of Des Moines, including Mondamin, King Irving, Evelyn Davis, Cheatom Park, River Bend, Chautauqua and Drake Park. The Neighborhood Association representatives have first-hand knowledge of concerns, needs and issues within their own areas and they are already very involved in community planning.

The former Minority Youth & Family Initiatives Committee was disbanded in late FY16 and has been replaced with the Community Equity Efforts (CEE) team. The CEE team comprises of decision makers from DHS, JCS, County, Des Moines and other central Iowa institutions who are working towards a common goal of reducing disparate outcomes for people of color. To that end, Decat will be adding a Restorative Justice & Cultural Equity (RJCE) Coordination service this fiscal year to synchronize the efforts within each sector for sharing data, trainings, community engagement strategies and possible funding to assist in this endeavor.

Juvenile Court Services has made great strides in addressing disproportionality, and Polk Decat will continue to participate in those activities, supporting the CASP Collaborative, made up of JCS, Court, County, Agency, Law Enforcement, Education and Community representatives, which specifically addresses the initial point of contact a youth may have with JCS at Intake. The Polk Decat focus within this collaborative is identifying and supporting community based services that are diversion alternatives and positive methods of youth engagement. In addition, Decat receives funds from JCS to support the new Supportive Services for African American Youth & Families contract, which includes the provision of the Strong African American Families curriculum for those parenting African American youth ages 10 through 14, as well as other education and employment supports for JCS referred and other at-risk youth.

Decat Connections to Other Planning Efforts

Polk County Decategorization (Decat) is currently in its 28th year. Being one of the first Decat sites has provided opportunities to build solid community relationships and coordination.

Polk Decat was designated as a Community Partnership for Protecting Children (CPPC) site in 2003. Polk Decat and CPPC work together to develop strategies that are communicated to the Decat Board and to affect the policies and practices of DHS and JCS locally. The CPPC project in Polk County has focused on developing approaches to support the 4 core strategies: 1) community based family team decision-making, 2) community networking, 3) shared decision-making, and 4) policy and practice change.

Polk CPPC efforts focus on building capacity for implementing Community Based Family Team Meetings (so that families can get help before they become involved in the child welfare system) and addressing disproportionate minority contact within the Child Welfare and Juvenile Justice systems. The Polk Decat and CPPC Coordinators, the Decat Steering Committee and the CPPC Shared Decision Making team provide direction for the CPPC activities in Polk County.

Over two years ago, the Polk CPPC Policy and Practice team, in tandem with the MYFI Committee, worked collectively to develop the Courageous Conversations and Town Hall meetings in Polk County in an effort to obtain community feedback on disparate outcomes within DHS. As a result of those Conversations and Town Hall Meetings, Polk Decat will continue to support the African American Case Review Team (AACRT) which is a team of volunteer African American human service professionals who consult with DHS monthly on problematic cases involving African American families. This has provided a cultural lens for the Department Social Workers and Supervisors which enhances their interactions with their clients. Also, Polk CPPC will support the Guided Conversations, which comprises of volunteers who have been involved in some aspect of the child welfare system who are trained to share their compelling stories with DHS staff, providing another cultural lens for improving client engagement.

To expand on this success, Polk CPPC has already been involved with key persons in the Latino community in an effort to be mindful of the issues within that demographic related to trust of people and venues when bringing a new service on board. Polk Decat has supported activities of the local Latino Forum related to developing a more cohesive community plan. Involvement will be expanded in FY17 to include regular attendance at Forum meetings and learning exchanges with DHS and JCS.

The Polk Decat Coordinator also is involved in Polk County Model Court, collaborating with Juvenile Court Judges, DHS, JCS and other providers on providing safety for babies and children in the court system. This is accomplished mostly through our involvement in the Zero To Three initiative, reducing trauma to babies and toddlers who are in the court system, as well as the Juvenile Court C.A.S.P. Collaborative which addresses the disproportionality and disparate outcomes of people of color in the youth judicial system.

Polk Decat began a special outreach to Refugee and non-Latino Immigrant groups in FY14 based on feedback from community members and agencies on the growing issues within this demographic. That outreach will be continued in FY17 in an effort to obtain the best possible results with the renewed Refugee Immigrant Guide Training Development and Implementation contract. The contractor first gathered stakeholders from the various refugee and immigrant groups within Polk County, including Refugee Resettlement agencies, to determine the training components for these new Refugee Immigrant Guides (RIGs) that are called upon to assist clients of DHS and JCS navigate and self-advocate to successful case closure and to assist at-risk families avoid system involvement. Plan-Do-Study-Act (PDSA) groups were initiated in DHS and JCS in FY15/16 and will be revisited periodically in FY17 specifically to address the decisions, pathway and people who serve refugee families and youth who enter DHS and JCS and any improvements that each agency should adopt. The every-other-week staffings for Refugee cases will be continued to assure they receive the most responsive services possible. The Contractor continues to engage in Community Conversations of targeted Refugee groups to build their current understanding of DHS and JCS services, which empowers the parents to understand those parenting practices that they can use and to better comprehend our complicated systems. Understanding that building trust-based relationships with our refugee communities takes time and patience, Polk Decat is committed to making sure the Stakeholders group has representation and/or input from as many language groups as possible to serve this most vulnerable population.

Although the community needs assessments from past years (refer to the FY15/16 assessment below) tend towards the same issues, gaps, barriers and trends, it is still worthy of our efforts to continue the process bi-annually. The Polk Decat/CPPC staff will begin work on another assessment in the winter of FY17. In addition, the Early Childhood needs assessment conducted through the United Way of Central Iowa, Iowa Kids Count through the Child and Family Policy Center and other agency/institution data warehouses are consulted to ensure we are focusing our efforts on the appropriate populations and issues. And where there are gaps, Polk Decat can initiate procurements to support services that address those gaps, including seeding new and innovative approaches.

Short Term Plans and Desired Results for FY17

Polk Decat will work closely with the DHS Des Moines Service Area Administrator, 5th Judicial District Chief Juvenile Court Officer, the Polk County Director of Community, Family & Youth Services, Polk County Attorney (Juvenile Court Division) and the Decat Steering Committee Chair (who are all members of the Decat Executive Committee) to monitor and measure outcomes in the following areas during FY17:

- Safety, permanency and well-being (CFSR goals)
- Placement stability (CFSR goal)
- Timely achievement of permanency (CFSR goal)
- Transitioning Youth who are re-entering the community after group or foster care
- Community based treatment rather than group care for youth exhibiting early delinquency tendencies, older delinquent youth and low-risk sex offender youth
- Nurse Supports for Pre/Post Removal Family Team Decision Making Meetings
- Supports for relative (or fictive kin) placements
- Engaging fathers and positive male role models
- Disproportionate minority contact/ disparate outcomes affecting people of color
- Assistance to system-involved and at-risk refugee and immigrant children, youth and families
- General youth and parent skill-building with the aim of building safe and stable families and preventing system involvement
- Supports for our local agencies that serve DHS and JCS clients as well as other at-risk families and youth in our community, including seeding new and innovative ideas and projects that could possibly grow into a viable family and youth supportive service
- Restorative and Reparative justice for youth who become, or are at risk of becoming, involved in Juvenile Court Services
- Diversion services for youth at risk of JCS involvement
- At-large community presentations and trainings related to implicit bias, disproportionality in our systems and culturally responsive engagement and interface
- Trauma-informed approaches, especially related to the effects of Adverse Childhood Experiences (ACEs) and building resiliencies (Connections Matter)
- Decat Coordination

The planned FY17 expenditures will reflect the areas listed above.

The contracts awarded through Decat during FY17 will include specific performance measures that will be tracked on a quarterly basis and monitored semi-annually, or as the specific contract requires. The results of the quarterly reports will be summarized and shared with both the Decat Steering Committee and the Decat Executive Committee on a semi-annual basis.

Polk Decat will conduct formal on-site monitoring on several contracts such as the Sex Offender Treatment, Re-entry, Sanctions Learning and Early Services Program contracts.

The Decat Coordinator and Decat staff will work with the DHS Des Moines Service Area staff and Leadership Team as well as Polk staff in the Juvenile Court Services 5th Judicial District in reviewing critical service area data, and re-adjusting priorities within the Polk County Decategorization Plan as needs and/or gaps in services are identified.

Polk Decat personnel assist in facilitating the MYFI-related activities which include the CASP, Community Equity Efforts, Cultural Equity Coordination and CPPC initiatives and strategies.

The planning process includes monthly meetings with the Polk Decat Provider Advisory Committee and the Polk CPPC Strategy groups to discuss issues, gaps and barriers in services and system improvements. Focus areas that have been identified by these groups include:

- Support for children staying at home rather than being placed out of the home
- Resources to provide respite care to families and foster families to prevent children being removed from home or a termination of a foster family placement.
- Assessments and services for mental health needs
- Working with families so that youth can be successful at home (Parenting Classes and supports)
- Need for better coordination of services and collaboration
- Identification of resources, especially transportation, that are sustainable
- Supports for DHS and JCS staff in relation to trauma, cultural responsiveness, and community resources
- Engaging non-custodial fathers in the child rearing process (Fatherhood Initiative)
- Transitioning youth who “age out” of the foster care system
- Outreach to specific groups who need assistance (i.e., Latino, Refugees and other ethnic populations who are experiencing abuse, require services, experiencing trauma, etc.)

- Disproportionality of African Americans in the Child Welfare and Juvenile Justice systems
- Better treatments for addressing alcohol and drug addiction
- Restorative and reparative activities for youth involved in criminal activities

The federal Child and Family Services Review (CFSR) identified many positive areas within the Polk County Child Welfare system. In Polk County the federal reviewers cited many areas of strength, including Family Team Decision Meetings, including Pre/Post Removal FTDMs, and DHS' involvement in the community. The reviewers also identified areas that could be improved. Polk Decat will work with DHS, Juvenile Court Services, providers and families to help make needed improvements. Polk Decat will also continue to help with DHS involvement in the community.

Polk Decat is concentrating on 8 priority areas which will assist in improving Iowa's CFSR outcomes and assist with safety and permanency for children:

- **Kinship and Family Connections:** Polk Decat recognizes that many kinds of informal and formal supports help relatives provide a home for children who need to be placed out of their own homes. For that purpose, Polk Decat helps provide resources for families to help them afford to care for a relative's child, family team meetings, and early prevention services.
- **Fatherhood and Positive Male Role Models:** Polk Decat will encourage programs that recognize the value of fathers, especially non-custodial fathers, and other men who are important to children and youth; and support them positively in that role.
- **Key Transition Points:** Polk Decat recognizes that transition points are critical junctures for children. These transition points include moving into foster care or relative placements, changing placements, modification of placements, and transfer from the juvenile system to the adult system. Decat will support activities that help with transitions, including the Youth Team Decision Making meetings (specific to JCS), moving from the child welfare and JCS systems to the adult system, and supporting parents.
- **Polk Decat recognizes that moving from group care back to the community can be difficult for youth who have experienced impulse controls.** Polk Decat will continue to support the Re-entry Youth Services Juvenile Court contract which provides re-entry planning which starts shortly after group care placement, and continues for up to 6 months after release from group care. Services under this contract include the provision of Youth Team Decision Making (YTDM) meetings as part of the transition-to-adulthood planning for older JCS youth.

- **Disproportionate Minority Representation:** Polk Decat will continue to work with the CEE Team and Community Partnership for Protecting Children on such projects as Community Based Family Team Meetings, providing supports and tracking for the Effective Black Parenting and SAAF classes, training and mentoring for DHS, Juvenile Court and providers on minority issues and developing informal support networks for families. The Polk CPPC Policy and Practice Change Strategy, CEE Team and CASP meetings will continue in FY17 as a way to continue improving strategies that address disparate outcomes in Child Welfare and JCS and to report strategies for change.
- **Other Identified Community Priority Areas:** Polk Decat will support initiatives which will assist with the safety of children including criminal and child abuse background checks, Nurses at Family Team Decision Making meetings, Mediations to avoid court involvement, and wrap around support for parents and family members. In addition, Polk Decat will continue to support less restrictive environments for treating youth who might otherwise be placed in group care, such as the Sex Offender program for lower risk youth offenders, Sanctions Programming for youth requiring both community service and learning of impulse controls, and Early Services Prevention, committed to reduction/elimination of future delinquent acts by the very young offenders. In addition, the Polk Decat Board identified that Legal issues tend to plague system-involved youth and families, and will support the continuation of the Preventive Law & Guidance contract into FY17 to address the legal pitfalls of daily living through presentations to refugee and immigrant groups, legal assessments for transition-aged youth and supports for guardianship and custodial arrangements that provide stability and safe case closure for DHS children.
- **ACEs and Trauma Informed Care:** Polk Decat will also move towards integration of Adverse Childhood Experiences (ACEs) data and information and Trauma Informed response to CPPC publications, networking and the continued support of the Lemonade for Life training for those who work directly with clients and the Connections Matter training specifically for spreading the message in the community about the effects of Adverse Childhood Experiences.
- **Refugees and Immigrants:** Polk Decat will assist at-risk refugee and immigrant families and youth through the development of a specialized Refugee Immigrant Guide (RIG) as well as supporting local agencies who provide services to this demographic.

Tracking of Results and Outcomes

Within Polk Decat, significant emphasis is placed on performance-based accountability.

Polk Decat contracts identify specific performance measures for which the contractor is held accountable. Depending on the type of service contracted for, these may include numbers served, measures to indicate success such as percentage achieving a particular result, etc. Where applicable, contractors are required to include participation levels and demographics information within their quarterly reports.

Agencies that have contracts with Polk Decat are required to submit quarterly progress reports, which are reviewed and monitored by the Decat Coordinator. The Polk Decat Coordinator enters the performance measure results into a spreadsheet that summarizes the measures for at-a-glance perusal. At least twice per year, the Performance Measure spreadsheet is provided for review and discussion to the Executive Committee and the Steering Committee.

Contractors who are not meeting any or all of their performance measures are contacted by the Polk Decat Coordinator to discuss the issues and barriers causing the lower performance and how it can be remedied. The Polk Decat Coordinator also involves the associated JCS or DHS personnel in the process so all parties can partner in the identification of the root cause of the performance issue and its resolution.

The Executive Committee also invites representatives from the Polk Decat Contractors to their meetings to give an overview of the contracted services and address performance measures that are below acceptable. This has proven to be a very successful measure to encourage our Contractors to provide the best services possible.

Monitoring and Maintaining Fiscal Accountability

Performance and Results:

The quarterly reports are recorded not only on a spreadsheet, but a cover page is filled out that summarizes all performance issues and successes. The form includes information on if the quarterly reports were submitted on time, if the GAX are timely and if there are issues with the GAX and the types of issues, if the budget is on track and any other pertinent comments.

Those Contractors subject to an on-site monitoring will provide a sampling of their on-site records reviewed to determine the validity of their reported performance measures and compliance with their respective Contract deliverables as stated in the Scope of Work. After the on-site visit, a detailed report of documents reviewed and findings, if any, will be provided to the Contractor along with a timeline for correcting issues and providing clarifications, if required.

Expenditures:

The monthly GAX from contractors are scrutinized to ensure that the back-up documentation is present, matches the expenses allowable in the contract and that add up to the amount requested for reimbursement on the GAX. Contractors are contacted if necessary back-up is not included with the GAX, if the calculations do not equal the reimbursement amount, or if there are unallowable expenses. The Polk Decat Coordinator checks all addition and provides spreadsheets with each GAX confirming that the calculations are correct, or corrected if necessary.

Monthly GAX amounts are tracked on a contract spreadsheet so we know what is spent and remaining per contract and per funding source. This spreadsheet is shared with the Polk Decat Executive Committee at each Board meeting.

High activity contracts, such as the Fiscal Agent Wraparound, are also tracked by the Polk Decat Assistant. Invoices and funding requests are tracked by type of request, funding source, amount and other pertinent data in order to keep the large volume of data organized so at any point in time we can create reports that reflect the status of funds used, who is using them, client usage, and how much we have remaining. Wraparound (Flex) funds usage is reported monthly to Social Worker and Juvenile Court Services Supervisors so they can track the levels of their allocations. In addition, we periodically create specialized reports to determine fund usage by client and Social Worker/JCO in order to identify frequent and high volume users of those funds. Client centered reports can also be used by the Social Workers/JCOs in the court room to substantiate assistance to clients for reasonable efforts.

The Polk Decat Coordinator is in constant contact with the contractors in the effort to develop open lines of communications, discuss expectations and to keep up with changes that occur within the contractors' organizations. Contractors are more apt to divulge when there are problems when they are comfortable in their relationship with the Polk Decat Coordinator. In addition, the Decat Coordinator is in frequent contact with the DHS and JCS stakeholders to ensure their satisfaction with the services provided and outcomes.

The Polk Decat Coordinator will schedule at least one visit with each contractor within the fiscal year to monitor procedures and spot-check back-up documentation to GAX.

At the end of the fiscal year, amounts for all GAX received during that year will be compared to the I3 data to ensure accuracy in expenditures and funds remaining.

Carryover

Most Polk Decat contracts are funded based on budgets that project what is needed to carry out the prescribed activities for the entire fiscal year. The CPPC, MYFI, and State FY15 Carry-over funds cannot be carried over into FY18 so Polk Decat will monitor the use of those funds closely and will work with the Decat Board and contractors to ensure that those funds are utilized first within the fiscal year. Prior to the last quarter of the fiscal year, if it appears those funds will not be used within their specific contracts, some of the funds can be transferred to or exchanged with funds in other contracts where appropriate to ensure their complete usage. Or, those funds can be used to support special projects at the discretion of the Polk Decat Executive Committee (Board).

As authorized by Iowa Legislation, the DHS, TANF and JCS FY16 carryover funds and the State FY16 Decat allocation can be carried over into FY18. In the event that the contracts have funds left at the end of this fiscal year and given the current uncertain funding climate, Polk Decat plans to carryover the FY16 funds into FY18 that are unused in FY17. Polk Decat will continue to hold funds in reserve to ensure the continuity of core contracts into the next fiscal year so services to at-risk families and youth can continue without interruption.

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Addendum

Polk Decat Focus Area Needs Assessment, FY2015/16

Category	Details	Issues	Recommendations
Parenting Skill Building	Engagement, Refugee & Immigrant, Support, Gender Specific, Nutrition & Food Security	<ul style="list-style-type: none"> • Cultural • Transportation to stores • Gender • Language/lack of Interpreters • Transition for immigrants and refugees (no documents) • Illegal residency • Parent engagement • Parenting groups that meet parent needs • Parenting BHIS/parent housing skills • Need more father-based services • Kinship foster placements • Racial Bias (cultural-responsiveness) • Transportation • Intervention needs to arrive quicker • Location of services (stigma) • Too many services at once for families 	<ul style="list-style-type: none"> • Parenting • Funding for parent specific skill building and one-on-one support • Funding for high needs-families—provide more one-on-one • Training for providers (point of entry) • Training for parents • Kinship support groups • Women’s support groups • Young father’s support (like Fatherhood Initiative) • “Get Out, Stay Out” type programming—re-entry support/Life-skills programs • Parent-skill building: Interactive “forum” between re-entry parents and their children transitioning from relative placement • Refugee/immigrant • Extended programs/services • Expansion of Refugee Immigrant Guide (RIG) program • Reach out to Dept. of Refugee Services to develop program • Program dev. for no insurance • Cultural responsiveness training for social workers • Nutrition • Training for providers on how to approach nutritional needs • Father peer support/mentor • Parent input for groups • Incentive program for parents • More funding for SAAF-style classes • Education for refugee parents on culturally-appropriate parenting

Trauma Informed Care

- **Awareness**
- Training
- Bridging TIC across cultures
- Identifying the client and what's next
- Trauma Recognition vs. Behavioral issues
- **Family engagement**
- **Clients unable to access services**
 - **Don't qualify**
 - **Don't meet criteria**
 - **Missing key player**
- **Overwhelming for families**
 - Locating services
 - Unable to follow-through: too many things to do at once
 - Move from crisis to crisis
 - Disconnect between refugee children and parents
- **Services are underutilized**
- Lack of focus on adolescent brain development
- Resiliency undervalued (are they functioning
- Cross training
- Mandatory part of orientations: understanding Trauma
- Organizations trained/evaluating their TIC practice
- Improve communication and case follow through
- Pro-active planning: what procedures need to be in place
- Protocols to support resiliency
- **Coordinated response that includes family**
- **Offer services that are relevant to family and incentives—how do we create a desire change**
- Use TIC website tools
- Develop community “pathways”—if not this...then...
- Outreach to home by school-based therapists
- Bonding w/ paraprofessionals (not professionals) on mentor-type basis
- Putting power back into family's hands to choose for themselves
- Assessment of traumas should not be in the hands of intake officers—need for a more universal assessment tool or service
- Discernment between what is necessary for the client vs. piling on services for which they qualify

	within their dysfunction)	
Youth Skill Building w/ Parent Engagement	<ul style="list-style-type: none"> • Parent engagement (continuous) • Transportation • Motivation to participate • Proximity • Age-appropriate • Social stigma • Lack of structured opportunities • Support from other providers/lack of collaboration • Meaningful & Relevance • Competing messages • Crisis-mode: services too late • Youth health/wellness education/activities • Wait lists for mentoring programs are too long • Not enough Middle-School age prgs—they're too young for child care, and not old enough for employment • Inability to find employment • Community-engagement 	<ul style="list-style-type: none"> • Incentives • Building relationships • Consistency in providers/collaboration • Increasing access to services • Simplify language/use lay terms • Services early • Trainings at schools: schools and providers on same page • Embracing services on a bigger scale • Finances should be an issue • Understanding what is meaningful to family/culture/community • Connecting to other resources (parenting techniques) • Support services (transportation, child care, language lines) • Scholarships for summer camps like Wildwood • Summer youth employment (EKD, CFI, etc.) • Outreach to employers • Mentoring/support groups (paraprofessionals who can recognize issues, make referrals to other prgs. without the need of mental health diagnosis) • More mentor programs for 14 and 15 yr. olds • More programs located within high schools
Transitioning Youth	<ul style="list-style-type: none"> • Who to contact • Income • Insurance 	<ul style="list-style-type: none"> • Earlier intervention and more intensive • Mentor • Training for guardian and foster care

	<ul style="list-style-type: none"> • Support-advocay skills • Maturity vs. reality • Transportation • Housing • Post high school education- purpose • Beggage/background • Trust • Continuity of care (adolescent->adult) • Transportation • Parent skill-building (for transition youth who are parents) • Parent engagement 	<ul style="list-style-type: none"> • Community engagement • Better way to identify those in need • App for resources • Partner with DMAACC/trade school while in high school • Restorative justice: circle support with community members • Case management • Partner with Jobcorps • Assistance maneuvering systems (FAFSA, etc.)
<p>Mental Health Options</p>	<ul style="list-style-type: none"> • Transportation • Access • Trust/stigma • Payment • Language • Literacy • Cultural barriers • Therapist education • Family support • Labeling • Services too late • Non-wholistic approach • Lack of education/recognition of signs among families • Cultural responsiveness/ understanding of differences in norms (esp. 	<ul style="list-style-type: none"> • Expanding funding sources without stipulations • Public education • Collaboration • Local and paid for trainings • Creative ways to provide access • “Home grown” leaders • Exposing to cultural leaders <ul style="list-style-type: none"> ○ They don’t often utilize professionals, so training for the people they DO talk to (pastors, etc.) ○ Collaboration between schools/churches and providers • Incentivizing family support • Proactive services • Better cultural education among providers/social workers (training) • Resiliency building • Services that cover youth who are on hawk-i • Greater collaboration between DMPD mobile crisis units

- among refugees)
- Nothing's covered under hawk-i
- Earlier assessments— shouldn't be on JCOs to assess
- Training for mobile crisis units on services available— networking

Providers' Advisory Group
Social Workers

CPPC Whole Group

Juvenile Court Officers

Bolded text = suggested by more than one group

FY17 Polk CPPC Plan (Revised)

Community Partnership Involvement											
Partner (Categories)	# of professionals involved	FTDM (ICA)* ✓	Shared Decision Making * ✓	Neighborhood Networking	Policy and Practice	# of Comm. members involved*	FTDM (ICA) ✓	Shared Decision-Making * ✓	Neighborhood Networking ✓	Policy and Practice Change ✓	Comments
DHS	2	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	TW, AJ
Decat	2	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	TB, JK
Empowerment		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Neighborhood/Comm. Members*	3	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	AFI, Callanan, BB; JB, JM, LL, AG, CD, AS
Domestic Violence	2	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	BC, HVS, HG
Substance Abuse	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SS
Mental Health		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	CT, AM
Faith-based groups		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	JC, Dr Rev BB, BB, Alej
Health Care	2	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	V-UHC, YWRC
Education	3	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	2	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	LR, CM, PL, VH, P-ELL
Business		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	LC
Legal System (Court)		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	JT
Law Enforcement		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	AS, JH
Government(i.e. City, Co.)	2	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SP, BF
Practice Partners*		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	E(WF), EKD, J-DFS
Economic Supports	2	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	JE
Prevention Councils	1	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Youth	3	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	JBI, CYC-SF, BBBSCI-AT
Former Clients of DHS		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	TM
Other		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	JFON
Total	23					22					

Total % of Professionals involved in the initiative	<u>50%</u>	Total % of Community Members Involved in the initiative	<u>50%</u>
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Shared Decision-Making

Describe your community partnership shared decision-making leadership group and oversight role. Who coordinates? How it is structured? How it is linked to Decat? Are there task teams or subcommittees? *(Please click inside of the box for your desired answer.)*

Under Tommy Ross' coordination, Shared Decision Making Team met once monthly. Since Tommy's departure, Jordan Kauffman will be taking over CPPC Coordination activities, and will serve as the interim coordinator of the Shared Decision Making Team. Within the first few months of meeting with incumbent SDM Team Members, it will become evident who is willing & capable of assuming a leadership role within this group. With the group's buy-in, the CPPC SDM will be rolled into the Decat Steering Committee (meeting quarterly) (*Level 1-d*) in order to streamline operations, ensure flow of communication, and foster an environment of open influence regarding targeted investment strategies. The group will certainly not be limited to this quarterly meeting, but will be encouraged to attend other monthly Strategy Team Meetings (Neighborhood & Community Networking, Policy & Practice Change, and/or Individualized Course of Action,) in order to maintain communication & knowledge of the energy and movement of focused CPPC efforts.

Shared Decision Making represents the CPPC body as a whole, and it is essential they bring the voices of the community to the Decat Steering Committee that those voices may be heard, and that those needs being acted upon by our community partners can be best supported. As part of the Steering Committee, SDM will be able to directly request concrete financial support for CPPC efforts which align with this plan, as well as influence professional trainings & community forums which educate the workforce and promote awareness of CPPC efforts to strengthen families & protect children. Polk County's specific focus areas include: disproportionate minority contact, fatherhood initiatives, child protections & trauma-informed care, transitioning youth, and resiliency.

As of Tommy Ross' departure, the Shared Decision Making Team included:

- *Lora Rogerson (Des Moines Public Schools / Social Worker) is the current SDM Chair. Lora has graciously agreed to fulfill the role of Chair until such time that a successor rises.* The SDM team is currently comprised of 7 members:
- Abdul Muhammed, (BHIS Specialist, Outreach Coordinator, Consultant)
- Jamel Crawford, (Pastor, Consultant, Coach, Community Leader)
- Amber Jointer, (Social Worker 2)
- Jean Minahan, (Community Leader & Activist)
- Teresa Burke, (Polk County Decategorization Coordinator)
- Tracy White, (DHS/SWA).
- Shannon Skelly (Employee & Family Resources)

Would Like to Add:

Claudia Thrane, Life-Line Resources LLC & Latino Forum; Pablo – DMPS Director of ELL

<p>How often does this group meet?</p>	<p>Shared Decision Making will officially meet Quarterly, as part of the Decat Steering Committee. Team members will be a part of at least one other CPPC Strategy team order to provide cohesion & oversight to the overall function of CPPC, and will have the option to meet as a group outside of Steering Committee & other Strategy Teams.</p>
<p>Identify Goal(s) for engaging new members:</p> <p style="text-align: center;">Level 1</p> <p>1-a) New CPPC Coordinator attends first available CPPC Immersion 101 and 201 within 1st year.</p> <p>1-b) Membership of Shared Decision Making Team must include DHS Representative and Decat Representative (done)</p> <p>1-c) Membership of Shared Decision Making Team must include local <u>community</u> and <u>professional</u> members (done)</p> <p>1-d) Establish linkages and develop protocol for decision-making with Decat Boards (implemented beginning FY17Q1)</p> <p>1-e) Implement the use of the Shared Decision-Making Survey - (all individuals who have participated in the CPPC Shared Decision Making process have the opportunity to take the survey) (survey given xx/xx)</p> <p>1-f) Develop plan for on- going comprehensive understanding of the four strategies for individuals involved in Shared Decision Making process (i.e. planning could include the use of CPPC brochure, video, CPPC orientation, and/or members attend an Immersion 101) (FY17Q1/Q2)</p> <p>1-g) Establish and develop plan to meet membership recruitment goals for SDM, including diversity (done)</p> <p>1-h) Provide oversight for the planning and implementation of the four CPPC strategies (ongoing)</p> <p>1-i) Develop orientation plan for new members (SDM will develop)</p> <p>1-j) Identify and meet initial goal for adding community members</p>	<p>New members of CPPC will be welcomed into Neighborhood & Community Networking Strategy Team. The CPPC Coordinator will initiate the work of recruiting new members of the Shared Decision Making Team based on the CPPC Levels document and SDM Team Member input.</p> <p>New members should be strategically identified based on a variety of criteria, including the individual's capacity & willingness to serve in a volunteer role. A number of potential new members have been identified from various professional & community backgrounds, including: private sector, mental health, DMPS, substance abuse. In seeking out new members, I look for a balance of professional expertise, community connections, and cultural perspective – in additional to finding those people who aren't already spread too thin. <i>(Level 1-g)</i></p> <p>The Shared Decision Making team will develop a standard "new member orientation plan" which can be easily implemented. The purpose of this orientation should be to clarify the structure of CPPC, help new members gain an understanding of the 4 Strategies, and to build alliance & relationships with newcomers in order to keep them engaged. <i>(Level 1-i)</i></p>
<p>Was your goal met? If no, please explain.</p>	<p>Yes: <input type="checkbox"/> No: <input type="checkbox"/></p>
<p>State Goal(s) for identifying, and/or planning and/or addressing an unmet need(s)</p> <p style="text-align: center;">Level 2</p> <p>2-a) Must meet all of the Level 1 items and also add</p>	<p>CPPC members will have the opportunity to participate in development workshops. Identifying & developing the talents & skills of CPPC's volunteer base is essential to being effective, especially in a community as large as Polk.</p> <ul style="list-style-type: none"> Lunch-and-learn on Compassion Fatigue with Carrie Toy from Zero to Three

<p>additional members and 1 of those members needs to be one of the following: domestic violence, substance abuse, or mental health partner</p> <p>2-b) Implement plan for on-going comprehensive understanding of all four strategies</p> <p>2-c) Implement orientation plan for all new members</p> <p>2-d) Conduct Parent Partner orientation for all Shared Decision Making Team members</p> <p>2-e) Share information and progress of the local Parent Partner program regularly</p> <p>2-f) A Parent Partner is added to the membership of the SDMT</p> <p>2-g) Membership recruitment plans that address diversity according to the demographics of your community</p> <p>2-h) Review and report on diversity and disparity in the community and within the local Child Welfare system (data available from DHS, JCS, CJJP – coordinator will be data conduit. Ongoing discussion)</p> <p>2-i) Host a CPPC Immersion 101 event in CPPC area at least once every three years</p> <p>2-j) Identify and meet goal for adding additional community members (this number can be reviewed and re-established each year)</p>	<p>(Florida.)</p> <ul style="list-style-type: none"> • Mindfulness in the Workplace – Kevin Pokorny • Implicit Bias training, as it becomes available <p>Trainings specific to Shared Decision Making will include hosting a CPPC Immersion 101 Training at a time when members of SDM are available to participate. <i>(Levels 1-a, 1-f)</i></p> <p>The Shared Decision Making Survey will be administered at our September Meeting, subsequently to any new SDM members after an amount of time to be determined by incumbent SDM Team in development of the new member orientation, and prior to the writing of the Review section of the Annual Plan. <i>Level 1-e.)</i></p> <p>In order for SDM to be fully operative at a Level to, SDM requires participation of Parent Partners. In FY17, Level 2 goals to reach unmet needs include:</p> <ul style="list-style-type: none"> • Addition of new members to SDM, including a representative from the domestic violence, substance abuse, or mental health field. <i>(Level 2-a)</i> • Implementation of the orientation plan for new members developed by SDM <i>(Level 2-c)</i> • Inclusion of a Parent Partner in SDM <i>(Level 2-f)</i>, promotion of the Parent Partner program through SDM Representative on Neighborhood & Community Networking Team <i>(Level 2-e)</i> and a Parent Partner orientation for the benefit of all SDM members <i>(Level 2-d)</i> <p>Recruitment Efforts for FY17 SDM include members of the Latino & Asian communities who are well-connected to both grassroots/organic movement and change within their communities, and who also have relevant professional experience where applicable <i>(Level 2-g).</i></p>
<p>Was your goal met? If no, please explain.</p>	<p>Yes: <input type="checkbox"/> No: <input type="checkbox"/></p>
<p>Have you identified the goal for the % of community membership on the SDM committee?</p>	<p>Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> If yes, what? Click here to enter text.</p>

Based on your activities, select the level* for Shared Decision-Making that best fits your site: 1

Describe strategies to advance to the next level: In FY16, Shared Decision Making will regroup & build on the foundation of: Clarifying Understanding of the 4 CPPC Strategies; Emphasizing Action within Areas of Focus (Reducing Disproportionality & Disparate Outcomes for People of Color, Fatherhood Initiatives, ACEs & Trauma-Informed Care, and Transitioning Youth.) All efforts will be infused with messaging prioritizing “Opportunity to Build Resiliency.” SDM will be responsible for designing & implementing a New Member Orientation in order to ensure that newcomers can easily understand our purpose, efforts, collaborations, and their own role as part of CPPC.

*Instructions: Baseline=1 st 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)	Baseline Year Select	Previous Year Select	Current Year Select
Shared Decision Making Survey agree		“1” disagree, "2" mildly disagree, "3" neutral "4"mildly agree "5" agree	

Shared Decision Making	Description	Baseline Year:	Previous Year:	Current Year:
1. Common Vision:	Members have a shared common vision.	5	Click here to enter text.	
2. Understanding and Agreement Goals:	Members understand and agree on goals and proposed outcomes/objectives.	4	Click here to enter text.	
3. Clear Roles & Responsibilities:	Roles & responsibilities of Members are clear.	3	Click here to enter text.	
4. Shared Decision Making:	All members have a voice and are engaged in the decision making process.	5	Click here to enter text.	
5. Conflict Management:	We are able to successfully manage conflict.	4	Click here to enter text.	
6. Shared Leadership:	Leadership is effective and shared when appropriate.	4	Click here to enter text.	
7. Well Developed Work Plans:	Work Plans are well developed and followed.	3	Click here to enter text.	
8. Relationships/Trust	Members trust each other.	5	Click here to enter text.	
9. Internal Communication:	Members communicate well with each other.	4	Click here to enter text.	

10. External Communication:	Our external communication is open and timely within the broader community and partners.	4	Click here to enter text.	
11. Evaluation:	We have built evaluation performance into our activities.	3	Click here to enter text.	
12. Understanding of CPPC:	Members have a clear understanding of the Community Partnerships Four Strategies.	4	Click here to enter text.	
TOTAL:	(To compile the TOTAL highlight the number, click the “Layout” tab and then click “Formula” [located to the upper right of the screen] and then click “OK”)	47	0	

Community / Neighborhood Networking

<i>Activities may overlap and meet several goals, or one activity may meet only one goal.</i>	Goals
<p>Please list goal(s) for level <u>1</u> Neighborhood/Community Networking Activities:</p> <p>1-a) Develop Neighborhood/Community Networking plan that includes goals for engagement strategies and planned activities and that identifies potential network members to whom strategies will be directed</p> <p>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</p> <p>1-c) Develop a cadre of spokespersons who are able to deliver CPPC information, such as the “CPPC 101” information</p> <p>1-d) Establish performance and outcome measures and evaluate these to ensure the goals are obtained</p>	<p>1-a) Develop Neighborhood/Community Networking plan that includes goals for engagement strategies and planned activities and that identifies potential network members to whom strategies will be directed – CPPC Coordinator will continuously lead by example in inviting new interest to join CPPC as part of the NCN Team. Engagement strategies for NCN Team members will include focused discussion of Polk CPPC areas of emphasis; development of clear, concise “branding” of our focus areas; practice in one-on-one relationship building with the goal of explore potential partnerships based in mutual areas of interest; and SwagBag stuffing & distribution events.</p> <p>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 – community forums will include a training about Toxic Stress & Compassion fatigue; Connections Matter trainings & PSAs.</p> <p>Level 1-c) Develop a cadre of spokespersons who are able to deliver CPPC information, such as the “CPPC 101” information – in addition to receiving the CPPC 101 Immersion (either attending in person or being debriefed by members of Shared Decision Making Team), NCN Team will host a storytelling training and work to identify and “know the audience” in order to become the most effective storytellers and to promote the work of CPPC and our partners, regardless of the audience. The common thread is always “strengthening families and protecting children.” This cadre of spokespersons will raise awareness of Polk CPPC, and recruit new members.</p> <p>1-d) Establish performance and outcome measures and evaluate these to ensure the goals are obtained***</p>
<p>Please list goal(s) for level <u>2</u> Neighborhood/Community Networking Activities:</p> <p>Goal: Increase linkages to informal or professional supports and resources for families in need and strengthen professional collaborations among child welfare, domestic violence, substance abuse, mental health and other community partners.</p> <p>2-a) Continue to promote community awareness/engagement listed in level 1</p> <p>2-b) Develop Neighborhood/Community Networking Plan</p>	<p>The population & diversity in Polk County offers a networking & recruitment opportunity in nearly every conversation. The plan for NCN to reach Level 2 will be to use the CPPC Levels to target recruitment efforts among economic supports, domestic violence partnerships, foster parents, and Parent Partners by utilizing the NCN team development strategies as broadly outlined in Section 1. At least one member of NCN will need to sit on the Individualized Course of Action (ICA) Team.</p> <p>2-a) Continue to promote community awareness/engagement listed in level 1</p> <p>2-b) Develop Neighborhood/Community Networking Plan that includes goals for linkages, collaborations, strategies and planned activities.</p> <p>2-c) Develop/promote a plan to increase linkages between informal and professional supports and</p>

<p>that includes goals for linkages, collaborations, strategies and planned activities. 2-c) Develop/promote a plan to increase linkages between informal and professional supports and resources 2-d) Develop a plan to increase collaboration among economic supports, domestic violence, mental health, substance abuse and other child welfare professional partners 2-e) Involve Parent Partners in collaborative programs in the community 2-f) Involve Foster Parents in collaborative programs in the community</p>	<p>resources – ensure NCN understands CBFTM/YTDM and has an “elevator speech” minimum to promote this initiative where/when appropriate. Revive whole group meeting, emphasizing local businesses & organizations which display best practices in any of the CPPC Focus areas (Disproportionality/Disparate outcomes for system-involved children & families; Fatherhood Initiatives; ACEs & Trauma-Informed Care; Transitioning Youth – always with an emphasis on resiliency-building opportunities.) 2-d) Develop a plan to increase collaboration among economic supports, domestic violence, mental health, substance abuse and other child welfare professional partners 2-e) Involve Parent Partners in collaborative programs in the community 2-f) Involve Foster Parents in collaborative programs in the community - IFAPA!</p>
<p>Please list goal(s) for level 3 Neighborhood/ Community Networking Activities: Goal: Develop organized network of neighborhood/community that partner with CW professionals to provide supports and resources to families. 3-a) Continue with Neighborhood/Community Networking levels 1 and 2 3-b) At least one of the following is established:</p> <ul style="list-style-type: none"> • 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 • Implement plan to increase collaboration among economic supports, domestic violence, mental health, substance abuse and other child welfare professional partners • The development of hubbing resources and activities that enhance the accessibility of services and supports • Increase awareness and develop plans to address diversity and disparity locally 	<p>NCN already functions at a Level 3 through the implementation of the annual Resiliency Rally and Community Champions celebrations, which serve to promote and bring awareness to CPPC efforts throughout the community, as well as to recognize “unsung heroes” who aren’t frequently honored for their work to strengthen families and support children. The NCN can do a better job in FY17 of promoting Polk CPPC areas of emphasis in order to strengthen the foundation upon which we continue to build these events. With stronger coordination, clearer direction, focused training, and guided & relevant conversation – the skillz & talents of NCN membership will be more effectively leveraged. The Polk CPPC Weekly Resources email & webpage continues to be a valued resource for the hundreds of recipients on our distribution list. We continue to add resources and sections of interest to the page.</p>
<p>Please list goal(s) for level 4 Neighborhood/ Community Networking Activities: None at this time</p>	<p>No plans at this time.</p>

Based on your activities, select the level* for Community / Neighborhood Networking that best fits your site: 3
Describe strategies to advance to the next level: 0

Individualized Course of Action/Family Team & Youth Transition (Dream Team)

Please describe how Family Team Meetings are implemented in your area. Who facilitates? What funding is used?	
FTM's are implemented on an as needed basis. We have 1 active FTM facilitator. We are diligently working to expand our pool of facilitators. The referrals come from the community, professionals, providers and families self refer. CBFTM's are funded for through two streams, State DHS and State MYFI.	
Please list goal(s) for Level 1 Individualized Course of Action: 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. 1-b) Promoting the understanding, the use, and the importance of informal supports in the FTDM and YTDM processes 1-c) Promoting FTDM and YTDM trainings, and coaching and mentoring if needed 1-d) Understand how FTDMs and YTDMs are available and accessed for families involved in the child welfare system 1-e) Explore and understand FTDM and YTDM Iowa standards and how they are implemented 1-f) Promote collaboration between FTDM and YTDM facilitators from different organizations and agencies. • Examples of these organizations and agencies include but not limited to: child welfare system, practice partners, schools, prevention programs, faith-based organization	Develop a team of trained and accessible facilitators, educate and engage the professional community and community at large with respect to this Strategy/ service. Educate the faith community, provider agencies and targeted schools, programs, entities on the services and benefits of CBFTM's. Promote the use of FTDM customer evaluations; promote collaboration between facilitators, community members, the faith community and organizations that serve families. The SDM team is adopting the ICA Strategy/CBFTM's as a major point of focus in fiscal 2017. The NCN team will also utilize the quarterly CPPC Large Group/Community Spotlight as a means to bolster awareness, partnerships and participation with CBFTM's. The Individualized Course of Action Team will meet on a monthly basis, convened by the CPPC Coordinator until team leadership emerges organically. Team members will include trained, coached & mentored, and certified FTDM/YTDM Facilitators in Polk County, partners from 2-3 partner organizations through which FY17 CBFTM/YTDMs, at least one member of SDM and NCN in order to gain clear understanding of how CBFTMs work in order to effectively promote their use on a broader scale as a preventive tool to increase informal & formal support networks for children & families in need.
Was your goal met? If no, please explain.	Yes: <input type="checkbox"/> No: <input type="checkbox"/>
Please list goal(s) for Level 2 Individualized Course of Action:	2-a) Must meet all Level 1 items 2-b) Develop plan to implement Community Based Family Team Meetings (CBFTDM) and Community Based Youth Transition Decision Making (CBYTDM) Plans need to include <ul style="list-style-type: none"> • --Assessing 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

	<ul style="list-style-type: none"> --Marketing Strategies --Building relationships with potential referral resources --Funding resources and sustainability --Tracking, evaluation and Quality Assurance 		
Was your goal met? If no, please explain.	Yes: <input type="checkbox"/> No: <input type="checkbox"/>		
Please list goal(s) for Level 3 Individualized Course of Action:	3-a) Must meet all Level 1 and 2 items 3-b) <u>Implement plan</u> for CBFTDM-Community-Based Family Team Decision Making		
Was your goal met? If no, please explain.	Yes: <input type="checkbox"/> No: <input type="checkbox"/>		
Please list goal(s) for Level 4 Individualized Course of Action:	None at this time.		
# of FTM held annually for families Not involved with child protection service	Goal (# value) Click here to enter text.	Current # of FTM: Click here to enter text.	Goal Met (Y/N): Choose an item.
# of FTM held annually for families involved with child protection services	Goal (# value) Click here to enter text.	Current # of FTM: Click here to enter text.	Goal Met (Y/N): Choose an item.
# of YTDM(Dream Team) held annually for families Not involved with child protection service	Goal (# value) Click here to enter text.	Current # YTDM: Click here to enter text.	Goal Met (Y/N): Choose an item.
# of YTDM(Dream Team) held annually for families involved with child protection services	Goal (# value) Click here to enter text.	Current # YTDM: Click here to enter text.	Goal Met (Y/N): Choose an item.

Based on your activities, select the level* for Individualized Course of Action that best fits your site: 1

Describe strategies to advance to the next level: Once the ICA Team is established and meeting regularly, we will begin to create a cohesive approach to messaging regarding the promotion of CBFTMs. Once internal understanding & consistency is achieved, we will engage network of providers and community for more trained and available facilitators, provide on-going training, education and support for facilitators, implement customer surveys, and establish critical links with schools and provider agencies.

Policy and Practice Changes

<p>Please list goal(s) for Level 1 Policy and Practice Change:</p> <p>1-a) Identify needs for policy and practice change</p> <ul style="list-style-type: none"> • Discussion about policy and practices with various agencies <p>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.</p>	<p>The PPC team has additional goals specific to continued progress on-going efforts and initiatives. Provide guidance, assistance and support for Juvenile Court Services in their efforts to identify and reduce disproportionality within the Juvenile Justice System. Provide guidance and support for their soon coming Courageous Conversations as well as providing support and guidance throughout their process. Continue to promote, maximize and build upon the work being done by the African American Case Review within DHS and major systems beyond. Disseminating and monitoring the collective impact of the DHS At-A-Glance Tri-Fold to the professional community and greater community at large. The PPC is in the early stages of a goal focused on raising awareness and identifying how social workers and professionals across the spectrum utilize loaded language in reports and beyond that tend to cast people of color in a negative light that in turn leads to negative outcomes for those individuals and families. This will initially be targeted within DHS and strategically be broadened across time.</p> <p>Guided Conversations has been the mechanism employed by CPPC Policy & Practice Change & DHS to gain input from system-involved families. Courageous Conversations, is similarly used by Juvenile Court Services. It will be beneficial to have greater DHS & JCS representation on PPC in order to more accurately report & respond to the input gathered through the Conversation mechanisms.</p>
<p>Was your goal met? If no, please explain.</p>	<p>Yes: <input type="checkbox"/> No: <input type="checkbox"/></p>
<p>Please list goal(s) for Level 2 Policy and Practice Change:</p> <p>2-a) Must meet all Level 1 items</p> <p>2-b) Develop a plan to address identified needs</p> <ul style="list-style-type: none"> • Gather data about policy and practice changes- needs/gaps in services • Document information gathered (using sources such as CFSR, 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 	

<p>planning</p> <ul style="list-style-type: none"> • Within the planning process identify cultural disproportionality and disparity issues related to Policy and Practice Change 	
<p>Was your goal met? If no, please explain.</p>	<p>Yes: <input type="checkbox"/> No: <input type="checkbox"/></p>
<p>Please list goal(s) for Level 3 Policy and Practice Change:</p> <p>3-a) Must meet all Level 1 and 2 items</p> <p>3-b) Implement plan for changes and re-evaluate using Plan Do Study Act (PDSA) or similar process</p> <ul style="list-style-type: none"> • 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 	
<p>Was your goal met?</p>	<p>Yes: <input type="checkbox"/> No: <input type="checkbox"/></p>
<p>Please list goal(s) for Level 3 Policy and Practice Change:</p> <p>4-a) Must meet all Level 1, 2, and 3 items and add the implementation of 2 or more policy and practice changes.</p> <p>4-b) Community agencies routinely involve SDM in developing and reviewing policies and practices</p> <p>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</p> <p>4-d) SDM group solicits ongoing feedback from families and community members and makes changes in response to feedback</p> <p>4-e) Ensure that all neighborhood network members</p>	

<p>and DHS-contracted agencies require specific “best practice” standards for delivering human services</p> <p>4-f) Ensure that the SDM group, agency administrators and service recipients evaluate service delivery on a regular basis</p>	
<p>Identify training/technical assistance goal(s) that will assist in the development and/or implementation of CPPC and the four strategies:</p>	<p>Compassion Fatigue (Carrie Toy); Mindfulness in the Workplace (Kevin Pokorny); Implicit Bias training; ongoing Cultural Literacy workshops with local partners.</p>

Based on your activities, select the level* for Policy and Practice that best fits your site: 4

Describe strategies to advance to the next level: Organizational trainings, which will also be open to wider membership of CPPC as well as the community at large. These trainings, as mentioned in previous section Shared Decision Making, will include professional development support for social workers, juvenile court officers, supervisory staff, and management. Trainings on Compassion Fatigue, Mindfulness in the Workplace, and Implicit Bias are relevant to DHS & JCS staff as well as to the CPPC areas of Emphasis of cultural fluency/reducing disproportionality, Trauma-Informed Care, and Building Resiliency.

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