POLK COUNTY DECATEGORIZATION

FY21

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**
* **Coordinator: Teresa K.D. Burke**
* **Contact information: Polk County River Place, 2309 Euclid Avenue, Des Moines, IA 50310, Email:** **tburke@dhs.state.ia.us****, Office phone: (515)725-2729**
* **Date of Report: August, 2020**

Staff & Contractors

* **Teresa K.D. Burke - Decat Project Coordinator**
* **Veronica Russell - Program Assistant & Resource Specialist**
* **Cassie Thomas – Projects & CPPC Coordinator**
* **Diamond Denney – Restorative Justice & Cultural Equity Coordinator**

**POLK COUNTY DECATEGORIZATION FY 21**

**CHILD WELFARE & JUVENILE JUSTICE SERVICES PLAN**

 **Demographics and Other Relevant Polk County Data**

* The estimated population of Polk County as of July 1, 2019, was 490,161 from the U.S. Census Bureau, although the World Population Review reflects 499,440 for 2020. The demographics are: White Non-Latino – 77%, Black or African American alone – 7.2%, Native American Indian/Alaska Native - .4%, Asian alone – 5%, native Hawaiian/Pacific Islander - .1%, Two or More races – 2.5%, Hispanic or Latino – 8.7% *(Census.gov)* The estimated 2018 child population for Polk County is 121,314, or 16.6% of the state’s child population. *(Data Center, KidsCount.org)*
* The total number of Assessed Reports of Child Neglect and Abuse in 2019 for Polk County: 961 went through the Family Assessment, 2,746 Unconfirmed, 230 Confirmed and 1002 Founded, for a total of 4,939, which is 15 reports higher than 2018, and 45 reports higher than 2017. The most frequent Type of Abuses reported, in order of highest occurrence, was Denial of Critical Care (Neglect – 1,426), Exposure to Dangerous Substance (660), Physical Abuse (183), Presence of Illegal Drugs in the Child’s System (213) and Sexual Abuse(92). *(DHS 2019 Child Welfare Data Report)*
* The Des Moines Independent Community School District (or Des Moines Public Schools or DMPS) is the state’s largest school district, with an enrollment of 32,545 students in the 2019-2020 school year. Approximately 76.8% of the children in the Des Moines Public Schools received Free or Reduced Fare lunches in the 2019-2020 school year. Most inner city schools now have 100% of their students receiving Free or Reduced Fare lunches. The demographics in the Des Moines Public Schools continue to become more diverse. Whites make up 36.8% of the schools population while 27.2% are Hispanic, 20.4% are African American and 8.2% are Asian. There are over 100 different languages and dialects spoken in the Des Moines Public Schools, with 21% of the students being English Language Learners. Children identified as Special Education make up 15% of the DMPS population. *(DMPS Website, Facts & Figures)* Polk County, overall, experiences a Free or Reduced Fare Lunch eligibility of 45.5%. Preschool enrollment for children ages 3 to 4 is 44.2% in Polk County. *(Data Center, KidsCount.org)* The 2019 4-year cohort graduation rates for Polk County was 82.73%. The 4-year cohort graduation rate for African American students was 81.58%, for Latinos was 80.7% and for whites was 83.6%. For females the 4-year cohort graduation rate was 86% and 79.5% for males. *(Iowa Department of Education website data center)*
* Polk County experienced a Low Birth Weight rate of 6.7% in 2017 (live births weighing less than 5.5 pounds at birth.) Infant Mortality dropped 41% between 2016 and 2017, from 8.5 deaths per 1000 of infants before age 1 in 2016, down to 5.0 deaths per 1000. The percentage of live births where the mother began prenatal care during the first trimester was 83.6% in 2017. (*Data Center, KidsCount.org*)
* The percentage of Polk County children ages 0-17 who lived at or below the poverty level in 2019 was 11.7%, a small drop of .2 percentage points from 2017. The percentage of children ages 0-4 receiving WIC services rose from 21.2% in 2015 to 25.9% in 2016, and to 26.9% in 2017. Also in Polk County in 2018, .7% of individuals received Family Investment Program (FIP) services and 13.3% received Food Assistance through the Supplemental Nutrition Assistance Program (SNAP), both steadily decreasing since 2013. (*Data Center, KidsCount.org*)
* The percentage of families with children headed by a single parent in Polk County is 33.6%. (*Data Center, KidsCount.org*)
* In 2018, 27.6% of all African Americans in the state of Iowa resided in Polk County, and they comprise 7.1% of the total population for our county. The median income of African American families in Iowa in 2018 was $31,001, compared to the $76,068 overall median income of families in Iowa. This is an ever-widening gap over at least the past 3 years. *(State Data Center of Iowa, 2020)*
* In 2018, 21.4% 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, 2019)* Although Latinos make up 8.5% of the Polk County general population, they make up 27.2% of the student population in Des Moines Public Schools. *(DMPS Website, Facts & Figures)*
* 28.9% 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, 2020)* Asians make up 5.05% of the Polk County population and they make up 8.2% of the student population at DMPS. *(DMPS Website, Facts & Figures)*
* Complaints are law violations that law enforcement refers to Juvenile Court Services (JCS). A single complaint may include multiple violations. In FY19, there were 1450 complaints referred to JCS in Polk County for youth up through age 17. Of that number, 700 involved African American youth, 508 involved white youth and 148 involved Hispanic Youth. *(CJJP, Polk County Select Juvenile Justice System Planning Data)*
* The Filing of a Petition represents a request for formal court proceedings. There were 402 petitions filed in FY19 in Polk County for juvenile cases for youth up through age 17, 246 of which were cases for African American youth and 94 of which were cases for white youth and 35 for Latino youth. *(CJJP, Polk County Select Juvenile Justice System Planning Data)*
* Des Moines, Iowa is a Refugee Resettlement Community. 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. Although the State of Iowa is still accepting Refugees for Resettlement, it is difficult to determine how many refugees/former refugees currently reside in Polk County due to secondary resettlement. *(IDHS, Bureau of Refugee Services)*

**Overview of Polk Decategorization for FY21**

Polk County is Iowa’s most populous county and arguably the most diverse. Sometimes it seems as though we must be all things to all people. Since that is not possible, we focus on certain areas as described in our mission statements, goals and objectives below.

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| **Polk Decat Mission:**“To promote a cooperative and collaborative process that strives to provide and support an efficient and effective continuum of service delivery to Polk County children and families involved in, or at risk of being involved in, the child welfare and/or juvenile justice system.”Polk Decat Goals:* Tailoring services to the individual needs of children and families;
* Redirecting funding toward preventive, family, neighborhood and community-based services;
* Reducing reliance on out-of-home and out-of-community placements;
* Promoting community planning, collaboration, an d governance of service systems; and
* Developing service systems that more accurately reflect the needs of the children and families within the communities served.

Polk Decat Focus Areas (Objectives):* Supporting the efforts, communication and outreach of DHS and JCS in our community
* Providing specific resources and supports to DHS and JCS staff and clients that increase reunification and attainment of independent, safe and stable community living
* Strengthening efforts related to the understanding and impact of Adverse Childhood Experiences, Trauma Informed Services and Building Resiliency
* Building and supporting culturally and linguistically appropriate resources for Refugee and Immigrant families and children
* Addressing disproportionality of system-involved African Americans in a culturally responsive manner
* Supporting youth coming out of group/foster care transitioning to adulthood
* Supporting mental, emotional, physical and financial well-being as they relate to building healthy families and children
* Supporting community agencies, organizations and individuals who provide services to systems involved families and children, who prevent systems involvement and who build community leadership in these areas
* Building and strengthening community collaborations and resources - Connecting people to resources, resources to resources, and people to people
* Building and supporting innovative approaches that meet the needs of healthy children and families
* Collecting and analyzing data and information from supported services to determine program efficacy
* Utilizing data and analysis to inform practice, policy and services
* Maintaining contract and fiduciary fidelity
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| **Polk CPPC Mission:**“Working together to strengthen families and protect kids from neglect & abuse.”Polk CPPC Goals:CPPC Four Strategies:* Shared Decision Making: Provide leadership in collaborative efforts that promote community responsibility for the safety and well-being of children.
* Neighborhood & Community Networking: Promote cooperation and form alliances to provide more accessible and relevant informal and professional supports, services and resources for families whose children are at risk of abuse and neglect.
* Individualized Course of Action: Genuinely engage families and youth to identify strengths, resources, and supports to reduce barriers and help families succeed.
* Policy and Practice Change: Improve policies and practices that reduce barriers and increase accessibility and relevance of service that lead to positive family outcomes.

Polk CPPC Focus Areas (Objectives):* Investing in and supporting community events, groups, trainings and programs that are free to attend and family friendly, and that focus on the following:
	+ Parent Engagement, Parent Skill Building, Parent Advocacy
	+ Trauma Informed, Resiliency Building, Mental Health Awareness
	+ Neighborhood Leadership, Community Advocacy Groups
	+ Community Justice, Addressing Disproportionality, Building Equity
	+ Youth Skill Building, Transitioning Out of Foster Care and/or into Adulthood, Youth Advocacy
* Investing in, hosting, and sponsoring community trainings and information-sharing sessions that build the skills of agencies and their team members who provide direct care to the families and children in the community.
* Providing a hub of resources online, and at in-person CPPC gatherings, to Social Work and Juvenile Court System Staff, local providers, as well as parents and families in the community.
* Seeking constant collaboration, cooperation, and partnership with local agencies who provide services to and are connected with children and families at risk of child abuse or system involvement. The agencies specifically identified by Polk County to be of upmost importance are:
	+ Des Moines Public Schools
	+ Des Moines Police Department
	+ Faith Based Non-Profits/Organizations
	+ City, County and State Agencies and Officials
	+ Mental and Physical Health Providers
	+ Substance Abuse, Domestic Abuse and other Advocacy Agencies
	+ Refugee, Latino, and African American Advocacy Groups
* Addressing disproportionality in both the Child Welfare and Juvenile Court Systems, in conjunction with other Cultural Equity efforts in the Des Moines Service Area.
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| **Polk MYFI Mission:**“All Polk County Black/African American children and youth who experience an out-of-home placement maintain a sense of belonging to family and community and achieve timely permanency through reunification, placement or guardianship with relatives or fictive kin orother appropriate person.”Polk MYFI Goals:* Continuously collaborating with the child welfare and juvenile justice systems to analyze the racial and ethnic disparities that exist to constantly improve services and delivery that provide equitable outcomes

Polk MYFI Focus Areas (Objectives):* Analyzing current practices and policies that may contribute to the continuous disproportionality in the DHS and JCS system and making the necessary changes to promote a more equitable system
* Accelerate efforts to move youth of color to least restrictive, most appropriate level of care
* Increase investment in families of color who support and care for youth
* Developing and supporting strengths based, culturally responsive and healing-centered culture and workforce at both JCS and DHS
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Polk Decat diligently monitors and tracks 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. Wraparound Services involve a labor-intensive process, especially due to the high volume of requests, and it is important to keep up on tracking expenses. In FY19, with the re-procurement of a new Fiscal Agent contract, we were better able to make targeted purchases specific to client and caregiver needs, such as through the ordering, delivery and assembly of beds and cribs (when possible) and on-line purchasing and shipping directly to the persons in need. The enhanced purchasing and tracking will be continued into FY21.

Issues related to trauma and acclimation to U.S. life of refugees and immigrants in Polk County will continue to be a focus for Polk Decat in FY21, 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 was re-procured for FY21 and 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. In FY17, Polk Decat established a combination Restorative Justice & Cultural Equity Coordinator position to synchronize these efforts across sectors and this role will continue into FY21. Activities supported by this role include: African American Case Consultation Team (AACCT, formerly known as the African American Case Review Team) for DHS and JCS, mentoring, supports and incentives for Social Work college students of color, development and implementation of cultural trainings for staff and community partners, IDI Implicit Bias assessments and follow-up consultation, data comparison and research, coordination of action items and initiatives related to the Juvenile Court CASP Collaborative, resurrection of the Polk Equity team (formerly the Breakthrough Series Collaborative and MYFI team) and grant writing and monitoring of funds supporting these efforts.

A growing focus for Polk Decategorization and CPPC over the past 4 years has been involvement in the Central Iowa ACEs 360 Coalition and supporting activities related to communicating the causes of Adverse Childhood Experiences, trauma, resiliency, psychoeducation and sharing practical applications of what trauma-informed care looks like. Public-private partnerships have been developed over the past 4 years which provide technical assistance on 2 major projects: Trauma Informed Services in Polk County Detention and addressing Secondary Traumatic Stress in the workplace. As a member of Central Iowa ACEs, we believe that building capacity and strength in trauma-informed supervision leads to more trauma-informed workers who, in turn, are able to provide better services to their clients. Polk Decat also has been the main supporter of the ACEs Learning Circles, which brings ACEs and Trauma experts to our community for trainings. These efforts will continue into FY21 with a focus on learning about the impacts of trauma and building competencies on mitigation and responses to various forms of trauma.

Polk Decat contracts provide options for community-based services for system-involved children and families as well as those services that are preventive in nature. The Polk Decat board takes seriously the charge to minimize system involvement, shorten lengths of stays in the system, and maximize wraparound services. This will continue to be a hallmark of our approach in FY21.

Community and agency partners are interested in learning more about resources within the community, connecting people to resources, resources to resources and people to people. Polk Decat has traditionally done this through our Provider’s Advisory and CPPC meetings, giving space to various resource contacts to present on their services and for networking opportunities. With the impact of Covid-19 on gatherings, we have had to re-think how we could continue to provide venues for learning and networking. To that end, in FY21, the Polk Decat Providers’ Advisory and CPPC Neighborhood Networking meetings are combined into one meeting, the new “Connection And Resources Exchange meeting, or “CARE” meeting. It will take place virtually until such time when it is safer to gather in groups. There is also every possibility that the virtual option will continue to be available. The CPPC and Project Coordinator will also continue to share information on local resources and events to our distribution of over 500 service providers and community members. The Decat Admin Assistant and the Project/CPPC Coordinator will also serve as the hub of resource information and connection for Social Workers and JCOs.

There will be fewer funds in FY21 for Polk Decat than in the previous 6 years. However, many core services can continue to be supported. As in FY19 and FY20, funds were included in DCAT5-19-001, the Fiscal Agent for Wraparound Services contract, to support relative placements in FY21. Polk Decat partners with DHS Child Welfare 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, build supports for families, and other trainings as requested by the Decat Steering Committee/Shared Decision Making Team.

With the commencement of the Family First legislation, Polk Decat will look for ways to move services for clients within the community to align with the Evidence Based Practices and that are “trauma informed”, and to work with our partner organizations to move the practice models within the community to this end.

**Polk Decategorization Structure**

**Executive Committee**

* Chair - DHS Des Moines Service Area Manager – Jana Rhoads
* Chief Juvenile Court Officer, 5th Judicial District - John Hawkins
* Polk County Community Family & Youth Services Director – Eric Kool
* Polk County Attorney’s Office – Juvenile Division Bureau Chief – James Ward
* Chair of the Decat Steering Committee – DMPD Officer Stephanie Swartz
* Meets the second Thursday of each month

**Steering Committee/Shared Decision Making Team**

* Partnership of community agencies, associations and community members which serves as a shared decision making team
* Chair selected annually
* Monitors Decat funded activities
* Provides transparency to the Executive Board funding decisions
* Assists in developing and continued review of Decat and CPPC focus
* Identifies Requests for Information
* Source for RFP and community grants development and bid reviews
* Meets quarterly “in-person” and reviews small grants and requests as needed via email

**Connection And Resources Exchange (CARE) formerly Providers Advisory and CPPC Neighborhood Networking**

* Comprised of local Service Providers and other interested community partners who wish to learn about local service providers
* 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
* Forum for learning about community resources, trainings and networking/connecting
* Meets the third Wednesday of the month, 9 months out of each year

**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.
* The Polk Equity Team (a county-specific effort as part of the DHS state-wide Breakthrough Series Collaborative, or BSC) addresses the disparate outcomes for African Americans in the Child Welfare system. This group consists of system and community partners, re-organized by the RJCE Coordinator in FY20. The group will review pertinent DHS data as well as recommendations from the AACCT and other local equity efforts, developing strategies and targeting a specific areas.
* African American Case Consultation Team (AACCT) coordination and management for both DHS and JCS. Efforts will be made to gather more information from the results of the case consultations, to share that data and to review how we can use what we have learned to impact implicit bias in every day work based on recommendations from these teams.
* 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 Restorative Justice & Cultural Equity (RJCE) Coordinator assists 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 PSSF 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, 2020 for Fiscal Year 21 include:

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| DHS State (FY19):  | $213,013.00 |
| JCS State (FY19 & FY20):  | $2,229,334.00 |
| PSSF (FY20):  | $21,085.00 |
| MYFI FY21:  | $150,000.00 |
| DCAT Allocation (combined FY19, FY20, & FY21):  | $930,622.00 |
| CPPC FY21:  | $20,000.00 |
| DCAT from Polk County FY21 | $30,000.00 |
| **Total** | **$3,335,083.00** |

**Federal Community Partnerships (CPPC) Funds**

Community Partnerships for Protecting Children (CPPC) funds are again available for FY21. In tandem with some Decat Allocation and 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 Secondary Traumatic Stress & Complex PTSD, and opportunities for learning practical applications for Trauma-informed Care and resiliency building for both professionals and community members at large, and implementation of Trauma Informed Supervision trainings.
* Community Based Family and Youth Team Decision-Making Meetings (CBFTDMs & CBYTDMs) and/or other parent skill-building and engagement activities
* Community involvement in reducing disproportionality and disparate outcomes for African Americans involved in Child Welfare
* Services and activities related to youth aging out of foster care
* Community events that are family friendly, fostering parent engagement and positive child interactions, and develop community leadership related to these strategies
* Culturally & linguistically appropriate services for people of color, refugees and immigrants

**Minority Youth & Family Initiatives (MYFI)**

MYFI funds are specific to addressing and reducing disproportionality of African Americans in the Child Welfare system. MYFI funds are currently used to support this initiative in the following contracts: Restorative Justice & Cultural Equity Coordination Services, Student Support Services in Des Moines Public Schools, Preventive Law & Guidance and Fiscal Agent for Wraparound Services.

**Promoting Safe & Stable Families (PSSF) Funds**

FY21 PSSF funds are going to be used to support transportation for services and activities that are provided to a child who is removed from the child’s home and placed in a foster family home or a child care institution, and to the parents or primary caregiver of such a child, in order to facilitate the reunification of the child safely and appropriately. Services and activities for which the transportation can support include: individual, group and family counseling, substance abuse treatment services, Mental Health services, services that address domestic violence, services designed to provide temporary childcare and therapeutic services for families including crisis nurseries, Peer mentoring and support groups, and access and visitation services/activities to facilitate the foster child’s visits with parents and siblings. The PSSF funds will be included in the Fiscal Agent for Wraparound Services contract where the use of the funds can be monitored closely.

**Polk County FY21 Contracts**

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| **Contract #** | **Contract Name** | **Contractor** | **FY21 Funding Level** | **Contract Description** |
| DCAT5-16-001 | Sex Offender Treatment Services | Woodward Youth Corporation | $249,344.00 | 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 | $208,898.00 | 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, family engagement, and other group care post-discharge activities. |
| DCAT5-17-052 | Restorative Justice & Cultural Equity Coordination Services | Polk County Health Services | $152,102.00 | 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. |
| DCAT5-17-120 | Student Support Services | Des Moines Public Schools | $29,000.00 | 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. |
| DCAT5-18-001 | Early Services Program (ESP) | Orchard Place | $125,354.00 | To provide case management and coordination of services to young offenders ages 12 and under that include wraparound services that address issues that led to early system involvement and prevent recidivism. |
| DCAT5-18-002 | Decat & CPPC Coordination Services | Polk County Health Services | $342,902.00 | The purpose of this Contract is to enable the Agency to fulfill coordination Services for Polk County Decategorization Project, CPPC Initiative, Restorative Justice and Cultural Equity outreach and initiatives, and other Decat Projects. |
| DCAT5-18-003 | Trauma Informed Services for Youth in Polk County Detention | Lutheran Services in Iowa | $100,000.00 | Provide short-term trauma-informed programming, such as assessment, somatic therapies, and unit group meetings for youth in Polk County Detention in order to improve self-regulation, especially at court, to address trauma(s) experienced by the youth, and to make recommendations for services post-discharge. |
| DCAT5-18-008 | Sanctions Learning Services | Orchard Place | $141,348.00 | To enable Juvenile Court Services in Polk County with accountability options for clients and programming which helps them learn reasoning skills to avoid further problem behaviors. This includes options for fulfilling Community Service requirements and victim impact learning. |
| DCAT5-18-044 | Behavioral Health Intervention & Prevention Services | Des Moines Public Schools | $117,000.00 | 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. These services specifically target youth who have exhausted interventions otherwise provided by the school. This will involve the exchange of high-risk student information with DHS and JCS in an effort to collaborate and coordinate services to the targeted families. |
| DCAT5-18-311 | Youth Employment & Education Engagement Services | DMACC/Evelyn K. Davis Center for Working Families | $10,000.00 | Support the Summer Youth Employment Program, which includes educational engagement and attainment, for JCS youth and other at-risk youth. |
| DCAT5-19-001 | Fiscal Agent Services | Central Iowa Juvenile Detention Centers | $295,000.00 | 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 |
| DCAT5-19-002 | Psychological Evaluations | Innovative Learning Professionals, LLC | $100,000.00 | To provide psychological evaluations for JCS youth, especially for those in detention, to determine the best and appropriate course of action, treatment and placement. |
| DCAT5-19-003 | Preventive Law & Guidance | Iowa Legal Aid | $65,000.00 | 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. |
| DCAT5-19-036 | JCS Internal Climate Survey | Public Policy Associates, Inc. | $896.00 | This service procured mid-FY19 will follow-up on a survey that was crafted and administered in FY19 to JCS Staff in the 5th Judicial district to collect data and provide consultation on methods to incorporate results of the survey to provide a more equitable work environment and approach to working with youth. |
| DCAT5-20-004 | Criminal Records Checks | Polk County Attorney’s Office | $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 |
| DCAT5-20-005 | Diversion & Mediation Services | Polk County Attorney’s Office | $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.  |
| DCAT5-20-060 | Supportive Services for African American Youth & Families | DMACC/Evelyn K. Davis Center | $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. |
| DCAT5-21-045 | Refugee Immigrant Guide Coordination Services | Visiting Nurse Services, dba EveryStep | $50,000.00 | Coordinate identification, training and dispatch for specialized Refugee Immigrant Guides, or RIGs, who will assist Social Workers and Juvenile Court Officers with system involved families and youth with interpretation and pre- and post-conferencing to facilitate successful case closure. They will also assist at-risk refugee and immigrant families in the community in efforts to avoid system involvement. |
| DCAT5-21-086 | JCS Diversion Services | TBD | TBD | Currently under development. |
| V2019-01-05 | 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** | **$2,088,355.00** |  |

**Community Planning Process**

The Polk Decat Executive Committee and the Steering Committee/Shared Decision Making Team 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, Family & Youth 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/Shared Decision Making Team, formerly the Governance Board and CPPC Steering Committee (combined), consists of approximately 20 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/Shared Decision Making Team
* Connection And Resources Exchange – Formerly Providers’ Advisory and CPPC Neighborhood & Community Networking
* Equity Committees (DHS Equity Committee and BSC annual meeting, JCS CASP Collaborative, AACCT meetings, etc.)

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/Shared Decision Making Team 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 Steering Committee/Shared Decision Making team also votes on the use of Decat, CPPC and MYFI funds on small community grants, trainings and activities related to our areas of focus. The Connection And Resources Exchange (formerly Providers Advisory and CPPC Neighborhood & Community Networking groups) provides the forum for learning, connecting, discussion, research and action plans on the service gaps in the local community. The Polk County CPPC FY21 Plan Report is attached for a summary of approaches for this fiscal year.

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 has or currently partners to assist with assessment of needs, resource leveraging and feedback:

|  |
| --- |
| ***Current Partnerships*** |
| AMPBeaverdale BooksBig Brothers Big Sisters of Central IowaBroadlawnsCASA – Child Advocacy BoardCentral Iowa ACEs 360 Central Iowa Juvenile Detention CentersChild & Family Policy CenterChildren & Family Urban MovementCongo ProgressCreative VisionsDes Moines Area Community CollegeDes Moines Public SchoolsEMBARCEvelyn K. Davis Center for Working FamiliesEveryStep (Visiting Nurse Services of Iowa)Family Planning Council of IowaFour OaksGenesis Inc.Home Furnishings, Inc.Investing in My Future, Inc.Iowa Coalition Against Sexual AssaultIowa Coalition Against Domestic ViolenceIowa Arts in Education (ArtForceIowa)Iowa CourtsIowa Dept. of Human ServicesISU Extension & OutreachJustice For Our NeighborsLatino ForumLutheran Services in IowaMercy HospitalMid-Iowa Family Therapy ClinicMid-Iowa Health FoundationMount Hebron Baptist ChurchOptimae Life ServicesPolk County Juvenile CourtPrevent Child Abuse IowaPolk County Health ServicesRegeneration GroupStarts Right HereSuite DreamsTriad FoundationUnityPoint Health Star Center & Foster Care ClinicYoung Emerging Scientists (Y.E.S.)YMCA of Greater Des MoinesYouth Justice InitiativeYouth Policy InstituteZero to Three | Al ExitoBikers Against Child Abuse, Iowa ChapterBoys To Men Youth ProgramsBoys Town of IowaCentral Iowa ACEs Steering CommitteeCentral District Baptist AssociationChildren & Families of IowaCity Of Des MoinesChild Future InternationalCommunity! Youth ConceptsDads With A PurposeDes Moines Housing AgencyDes Moines Police DepartmentDrake UniversityEmployee and Family ResourcesEyerly BallFamily Promise Of Greater DSMFreedom for YouthHip Hope, Inc.I’ll Make Me A World in IowaImpact Community Action PartnershipInnovative Learning ProfessionalsIntegrative Counseling SolutionsIowa Dept. Of Correctional ServicesIowa Foster and Adoptive Parents AssociationIowans for Social & Economic DevelopmentIowa Legal AidIowa Jobs for America’s Graduates (iJAG)John R. Grubb YMCAJoshua Christian AcademyLUNAMid City ConnectionMosaic Family Counseling CenterOakridge Neighborhood ServicesOrchard Place et alPursuit of InnovationPolk County (Health, Juvenile Detention, Crisis & Advocacy, Family Enrichment Center)Prelude ServicesRefugee Alliance of Central Iowa (RACI)St. Vincent De Paul, Des MoinesThriving Families Counseling ServicesUnited Way of Central IowaUrban DreamsWesley United MethodistWoodward Youth Corporation/WCBSYouth Emergency Services & ShelterYoung Women's Resource CenterYouth Law CenterZion Lutheran Church |

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.

**Equity Activities**

Equity efforts that address systemic racial disparities for African Americans will continue in FY21. Polk Decat has actively participated in statewide efforts of DHS in the Breakthrough Series Collaborative and the JCS Community And Strategic Planning (CASP) Collaborative. Many institutions and agencies currently have related equity efforts; e.g., Polk County and the City of Des Moines have several equity initiatives lead by a variety of agencies and community sectors. The Restorative Justice and Cultural Equity Coordinator organizes and facilitates initiatives that target disparities that exist within the child welfare and juvenile justice systems that black children and families experience. Below are descriptions of initiatives the RJCE coordinator manages and facilitates.

1. Department of Human Services (DHS) African American Case Consultation Team (AACCT)
* DHS AACCT is an initiative that reviews open CINA DHS African American cases.
* The team of professionals on the AACCT consults with social workers on how to effectively engage and work with black families. The team members provide culturally specific resources and information for those families.
* The goal of this team is to provide cultural awareness and sensitivity to DHS cases and the give social workers recommendations on permanency and creating strategies to get youth reconnected to their community.
* The team consulted 17 cases and in all of the cases kinship, familial and community, supports were discussed and considered in FY21.
* The AACCT made recommendations for the Family First Implementation and got approved to present the recommendations to Polk DHS administration and the Casey Foundation.
* The AACCT got elected for the Governor’s Volunteer Award
1. Juvenile Court Services (JCS) African American Case Consultation Team (AACCT)
* JCS AACCT is an initiative that reviews open delinquent JCS African American cases
* The team of professionals on the AACCT consults with Juvenile Court Officers (JCO’s) no how to effectively engage and work with black families. The team members provide culturally specific resources and information for those families
* The goal of this team is to provide cultural awareness and sensitivity to JCS cases and the give JCO’s recommendations on permanency and how to get youth reconnected to their community.
* The team consulted 9 cases and in all of the cases kinship, familial and community supports were discussed and considered.
1. Community and Strategic Planning (CASP) collaborative.
* CASP aims to reduce disproportionality in the Juvenile Justice System by analyzing data and creating policy and practices that create equitable outcomes.
* CASP created a new warrant protocol.
* The goal of this new protocol is to reduce the number of pre-trial detentions and give youth the opportunity to turn themselves in.
* This new warrant protocol has been under-utilized, but since it is new, the CASP team is going to give the protocol some time for JCS to implement.
* The large CASP group met in September of 2019 and the group decided to focus our efforts on improving the current pre-arrest diversion programs and/or creating more evidence-based pre-arrest programs to serve more kids, especially our minority youth.
1. Results Count initiative
* The goal of this initiative is to find African American youth, who currently experience out-of-home placement, permanent kinship placement or try and help them feel connected to the community
* A work-group was created to start implementing this framework into DHS and DHS providers
* This group is continuing their efforts through the Polk Equity team
1. 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.
* The Polk County Equity team has been meeting monthly since July of 2019
* In the September 2019 meeting, the group collected data on Polk County’s black youth to steer the direction of the group.
* All Service Area 5 supervisors and people in leadership took a culture vision training in February of 2020. The Culture Vision tool aids in helping supervisors and workers find out culturally relevant information on children and families of different decent. All Service Area 5 supervisors and people in leadership took the Intercultural Development Inventory (IDI) assessment. All JCS supervisors and the implicit bias sub-committee took the IDI assessment as well. The IDI identifies your level of cultural competency. There will be follow up once the Covid19 clears up.
* The RJCE coordinator and the Chief of JCS conducted a presentation on the DHS Service Area-5 leadership and supervisors IDI results. This presentation revealed that DHS-5 scored within minimization. The RJCE coordinator scheduled individual IDI debriefs, as a follow-up, with leadership and supervisors. During this debrief, leadership and supervisors will learn what their individual score means and what they can do to improve their cultural competency
* The RJCE coordinator provided IDI training to three different DMACC Diversity, Oppression and Discrimination courses. The RJCE provided an individual debrief session to one student.
* The annual statewide Equity Learning Session was a success and many of the participants wanted to replicate Polk County’s DHS AACCT team.
1. JCS Organizational Climate Survey
* The goal of the survey was to assess the organizational climate of district-5 JCS offices.
* Public Policy Associates (PPA), Inc, a corporation from Michigan, compiled the results of the survey and shared them with JCS leadership and staff.
* Public Policy Associates conducted a further analysis by conducting individual staff interviews and reported the findings to JCS leadership and staff
* Once the findings were complete, JCS leadership and staff decided to create 5 different workgroups to address areas of improvement.
1. JCS Implicit Bias Sub-committee Group
* The RJCE facilitates this sub-committee
* This sub-committee is 1 out of 5 of the work groups created from the JCS Climate Survey
* This committee has been meeting twice a month since April 1st of 2020.
* The mission of this committee is:
* Creating a safe space within the workplace to address racial disparities by generating transformative interactions, conversations and experiences. We define racial disparities as the exclusion of valuing cultural diversity.
1. Minority, Youth, and Family Initiative Student Incentive Program
* Serving students of color at the Des Moines Area Community College (DMACC) Urban campus.
* The short-term goal of this program is to help provide students with the tools and resources to graduate college and to decrease student debt as much as possible.
* The long-term goal is to produce more social workers of color in Polk County.
* Students are able to earn points through student incentives, which focus on 6 indicators of student success:
* Mentoring
* Advising
* Attendance
* Support
* Scholarship
* GPA.
* By completing incentives, students can earn up to $1,251 a semester.
* 28 students applied, 12 students regularly participated in programming
* 3 MYFI Students graduated and will be furthering their education

Juvenile Court Services has made great strides in addressing disproportionality and Polk Decat will continue to participate in those activities, Decat receives funds from JCS to support the 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. In addition, the results from the JCS Climate Survey will continue to be addressed with other JCS equity-related efforts for working with staff and clients.

MYFI funds from DHS are also used in the Student Support Services contract with Des Moines Public Schools, which support their efforts and activities with the Brother 2 Brother and Sisters 4 Success programs, as well as their outreach to Oakridge Neighborhood students and other community events for their students of color.

**Decat Connections to Other Planning Efforts**

Polk County Decategorization (Decat) is currently in its 32st 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 individual family engagement strategies so that families can get help before they become involved in the Child Welfare system. Polk CPPC will also continue to address disproportionate minority contact within the Child Welfare and Juvenile Justice systems. The Polk Decat and Project/CPPC Coordinators and the Decat Steering Committee/Shared Decision Making Team provide direction for the CPPC activities in Polk County.

Over six years ago, the Polk CPPC Policy and Practice team, in tandem with the former 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 Consultation Team (AACCT) 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. JCS in Polk began its own AACCT meetings in FY19 as a method for addressing cultural responsiveness to client treatment and those will continue into FY21.

All Decat staff participates actively in other local groups in order to coordinate our activities with theirs, to enhance our outreach and skills and to expand our resources connections. Other groups/committees where Polk Decat, CPPC and RJCE participate include: Central Iowa ACEs 360 Steering Committee, Refugee Alliance of Central Iowa (RACI), United Way’s OpportUNITY planning, DHS Child Welfare Partnership Committee, Collaboration for Self Sufficiency, CJJP Juvenile Re-entry Task Force, Des Moines Public Schools’ Community Conversations, Des Moines Public Schools’ North West Resources team, Zero To Three Stakeholders team, Pillars of Promise, Central Iowa Grant Professionals Association, and others.

Polk Decat leveraged relationships in the community to obtain grant funding to support technical assistance for the Trauma Informed Services for Youth in Polk County Detention, a new and innovative approach to de-escalating trauma responses. In FY19, the Technical Assistance was expanded to include systemic approaches that address Secondary Traumatic Stress (STS) of DHS Child Welfare Social Workers and Supervisors. In FY21, the Technical Assistance for STS will include on-site intensive trainings for DHS and JCS Supervisors as well as monthly conference calls to obtain coaching on the Trauma-Informed Supervision skills being learned. Covid-19 has caused the commencement of these trainings to be postponed until spring of 2021.

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 FY21 in an effort to obtain the best possible results with the new Refugee Immigrant Guide Coordination Services 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 advocate to successful case closure and to assist at-risk families avoid system involvement. The once-per-month staffings each at JCS and DHS for Refugee cases will be continued to assure they receive the most responsive services possible. Social Worker III’s with refugee cases going through assessment will continue to staff them as needed with Subject Matter Experts from the Bureau of Refugee Services, Visiting Nurse Services dba EveryStep (the RIG Contractor) and a representative from the two Family Centered Services contracts. 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. Decat personnel participate in the local Refugee Alliance of Central Iowa (RACI) in order to coordinate our efforts with that of other entities working with refugees in Polk County.

Although the community needs assessments from past years tend towards the same issues, gaps, barriers and trends, it is still worthy of our efforts to review the data bi-annually. 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. Where there are gaps, Polk Decat can initiate procurements or collaborate with other entities on grant funding to support services that address those gaps as well as seeding new and innovative approaches.

**Short Term Plans and Desired Results for FY21**

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 FY21:

* 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
* Supports for relative (or fictive kin) placements
* Parent engagement in general, but especially engaging fathers and positive male role models
* Activities and initiatives related to 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, which may include education, employment and community service learning engagement components
* At-large community presentations and trainings related to implicit bias, disproportionality in our systems and culturally responsive engagement and interface
* Trauma-informed approaches, trainings and initiatives, especially related to the effects of Adverse Childhood Experiences (ACEs) and building resiliencies and for youth in Polk County Detention as well as addressing the Secondary Traumatic Stress of Child Welfare workers and supervisors in Polk County.
* Decat Coordination

The planned FY21 expenditures will reflect the areas listed above.

The contracts awarded through Decat during FY21, as in past years, will include specific performance measures that will be tracked on a quarterly basis and monitored with the Governance Board (Executive Committee) 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.

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 JCS CASP Collaborative, DHS Breakthrough Series Collaborative (Equity Team), DMACC Student Mentoring project, DHS and JCS AACCTs, Cultural Equity Coordination and CPPC initiatives and strategies. The RJCE Coordinator will focus efforts on collecting data that reveals the results of all these efforts, to determine the next courses of action and to measure the degree of success.

We have found that sometimes JCS and DHS data can be difficult to obtain related specifically to the services that are provided under Decat contracts and initiatives. In FY21, we will continue efforts to clarify the minimum data that we need and identify partners within the system who can help acquire the information. The second part to data collection is dissemination. Assuming that we can validate the data for our efforts, we will be working on a communication plan for sharing the information.

The planning process includes monthly meetings with the Steering Committee/Shared Decision Making team and Connection And Resource Exchange (CARE) group 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 trauma, mental health and substance abuse needs
* Working with families so that youth can be successful at home (Parenting Engagement, Skill-Building and supports)
* Identification of resources, especially transportation, that are sustainable
* Supports for DHS and JCS staff in relation to the effects of Adverse Childhood Experiences (ACEs) and other 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
* More effective treatments for addressing alcohol and drug dependency
* Restorative and reparative activities for youth involved in criminal activities

Polk Decat is concentrating on 8 priority areas which we hope 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 inform Social Workers on and provides resources for families to help them afford to care for a relative’s child, family team meetings, and early prevention services.
* Parent engagement, including Fatherhood and Positive Male Role Models: Polk Decat will encourage programs that are successful at engaging parents in learning effective parenting techniques, and 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, and assisting youth in Detention who have experienced trauma in an effort to reduce detention stays and positively impact their court experience for better outcomes.
* 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 local agencies and Community Partnership for Protecting Children providing supports training and mentoring for DHS, Juvenile Court and providers on disparity issues and developing informal support networks for families. The Polk Equity and CASP meetings will continue in FY21 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, 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 FY21 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 continue integration of Adverse Childhood Experiences (ACEs) data and information and Trauma Informed response in everyday approaches, networking and the continued support of the local ACEs Community Learning Circles, Technical Assistance related to Trauma Informed Services in Polk County Detention as well as DHS Child Welfare and JCS Secondary Traumatic Stress training development and implementation.
* Refugees and Immigrants: Polk Decat will assist at-risk refugee and immigrant families and youth through the development of specialized Refugee Immigrant Guides (RIGs) 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 and fiscal management.

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 and Project Coordinators. The Polk Project Coordinator enters the performance measure results into a spreadsheet that summarizes the measures for at-a-glance perusal. The Project Coordinator tracks receipt, or lack thereof, of the quarterly progress reports. Reports not received in the applicable time period specified in the respective contracts are reported to the Decat Coordinator. The contractor is contacted and reminded to submit the report and/or report any issues with timely submission. At least twice per year, the Performance Measure spreadsheet is provided for review and discussion to the Executive Committee and the Steering Committee/Shared Decision Making team by the Project Coordinator, along with highlights worth noting.

Contractors who are not meeting any or all of their performance measures are contacted by the Polk Decat and/or Project Coordinator(s) 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.

**Monitoring and Maintaining Fiscal Accountability**

**Performance and Results:**

The quarterly reports are recorded not only on a spreadsheet, but a highlight document is created that summarizes notable performance issues and successes.

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. This is where a bulk of monitoring takes place as most activities and issues are visible with the submission of monthly expenditures

Monthly GAX amounts are tracked in a contract expenditure tracking 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 contract, 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 spending 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.

In FY19 Polk Decat had more options for purchasing goods and some services for families due to the new Fiscal Agent for Wraparound Services contract. These options will continue into FY21. Local furniture vendors were used to purchase, deliver and assemble beds and cribs for youth removed from home and place with relatives or fictive kin, although that has been curtailed due to restrictions on entering homes from Covid-19. Rather than provide store cards for every need, specific needs are identified and purchases made and delivered. The Decat Administrative Assistant coordinates the purchases and tracks the expenditures. Once per month, the Decat Administrative Assistant audits the usage of the store cords, bus passes and tokens to ensure that there is not one out of sequence or missing. The Decat Administrative Assistant and the Decat Project/CPPC Coordinator have made great strides in providing information on and connections to community resources for Social Workers, Juvenile Court Officers, and community members. This hopefully lessens reliance on the Flex Funds for system-involved youth and families.

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 schedules 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 FY21 CPPC, FY21 MYFI, and State FY19 Carry-over funds cannot be carried over into FY22 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, and JCS FY20 carryover funds, the State FY20 Decat allocation and Decat FY20 PSSF funds can be carried over into FY22. 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 FY20 funds into FY22 that are unused in FY21. 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.

Prepared by:

Teresa K. D. Burke

Polk County Decategorization Coordinator

Polk County River Place

2309 Euclid

Des Moines, IA 50314

Phone: 515-275-2729

tburke@dhs.state.ia.us

**Community Partnership Reporting / Evaluation Form**

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

**Reporting Period: FY21 Coordinator(s): Cassie Kilgore**

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

**Check the Following: Proposed Plan** [x]  **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.

Starting on page 5, the blank columns entitled Ongoing, Proposed, Met need only be marked with an ‘x’, and the narrative should reflect any steps you are taking or have achieved. This is an active document utilized with your Shared Decision Making Team to give them investment/ownership in planning, allow them to share in the monitoring of progress, and recognize and celebrate successes. Whereas this report may appear long and prescriptive, it provides only a framework for growth and activity. This framework and reporting mechanism was developed with the input of many different coordinators from the start of CPPC in 2007. How you choose to grow and what activities you choose to promote growth have much flexibility.

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 and 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 |[ ] [x] [ ] [ ]   |[ ] [x] [ ] [ ]   TW, AG |
| Decat | 2 |[ ] [x] [x] [x]   |[ ] [x] [x] [x]   TB, DD |
| ECI |  |[ ] [ ] [ ] [ ]   |[ ] [ ] [ ] [ ]    |
| Neighborhood/Comm. Members\* |  |[ ] [ ] [ ] [ ]  1 |[ ] [x] [x] [x]   JB |
| Domestic Violence |  1 |[ ] [x] [ ] [ ]   |[ ] [ ] [ ] [ ]  MCZ |
| Substance Abuse |  |[ ] [ ] [ ] [ ]   |[ ] [ ] [ ] [ ]   |
| Mental Health | 3 |[ ] [x] [x] [ ]   |[ ] [ ] [ ] [ ]  KR, AW, TJ |
| Faith-based groups | 1 |[ ] [x] [x] [ ]  1 |[ ] [x] [x] [ ]  DM, AP |
| Health Care |  |[ ] [ ] [ ] [ ]   |[ ] [ ] [ ] [ ]   |
| Education | 1 |[ ] [x] [x] [ ]   |[ ] [ ] [ ] [ ]  AP – A Pastor for DMPD, and Community Coordinator for DMPS. Is both Education and Faith Based representative. |
| Business |  |[ ] [ ] [ ] [ ]   |[ ] [ ] [ ] [ ]   |
| Legal System (Court) | 3 |[ ] [x] [x] [ ]   |[ ] [ ] [x] [ ]  WB, JN, EM |
| Law Enforcement | 1 |[ ] [x] [x] [ ]   |[ ] [ ] [ ] [ ]  SS |
| Government (i.e. City, Co.)  |  |[ ] [ ] [ ] [ ]   |[ ] [ ] [ ] [ ]   |
| Practice Partners\* | 1 |[ ] [x] [ ] [ ]   |[ ] [ ] [ ] [ ]  CJ |
| Economic Supports\* |  |[ ] [ ] [ ] [ ]   |[ ] [ ] [ ] [ ]   |
| Prevention Councils |  |[ ] [ ] [ ] [ ]   |[ ] [ ] [ ] [ ]   |
| Youth |  |[ ] [ ] [ ] [ ]   |[ ] [ ] [ ] [ ]   |
| Former Clients of DHS\* |  |[ ] [ ] [ ] [ ]   |[ ] [ ] [ ] [ ]   |
| Parent Partners | 1 |[ ] [x] [x] [ ]   |[ ] [ ] [ ] [ ]  LS |
| Other | 1 |[ ] [x] [x] [ ]   |[ ] [ ] [ ] [ ]  EK |
| Total | 17 |  | 2 |  |  |

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

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| **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 SDMT 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:** **Proposed Plan:** Cassie Kilgore, CPPC Coordinator, 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, Diamond Denney, and Veronica Russell (The Decat Team), as well as, Tracy White and Alaina Gage (DHS) are all part of the SDMT. Decat employees do not participate in voting activities.**Proposed Plan:****Progress:**  |
| 1-c | Membership of Shared Decision Making Team must include local community and professional members | x |  |  | **Ongoing:** Polk CPPC’s SDMT includes 21 members of the local and professional community.**Proposed Plan:****Progress:**  |
| 1-d | Establish linkages and develop protocol for decision-making with Decat Boards | x |  |  | **Ongoing:** The Polk Decat SDMT is combined with the Decat Steering Committee. The current Steering Committee Chair person, DMPD Officer Stephanie Swartz, sits on the Decat executive Board, and ensures that the Decat Executive Committee (Board) stays abreast of the developments within the SDMT.**Proposed Plan:****Progress:**  |
| 1-e | Implement the use of the Shared Decision-Making Survey | x |  |  | **Ongoing:** This survey shall be administered annually to the Steering Committee/SDMT prior to the Q3 Steering Committee Meeting. Share results with the Team at the Q4 meeting annually.**Proposed Plan:****Progress:**  |
| 1-f | Develop plan for Ongoing comprehensive understanding of the four strategies for individuals involved in Shared Decision Making process | x | x |  | **Ongoing:** An infographic was created and added to the SDMT, Neighborhood and Community Networking Meetings, and in all communications from the CPPC Coordinator via email.**Proposed Plan:** On an annually basis, as the SDMT only meets 4 times per year, the CPPC Coordinator with cover the four strategies in detail during one of the team meetings, to begin in F21. The CPPC Coordinator will, during conversations with SDM Team members, include ties to each of the four strategy that might apply in any given project or initiative.**Progress:**  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1-g | Establish and develop plan to meet membership recruitment goals for SDM, including diversity | x | x |  | Ongoing: Polk SDM strives to meets CPPC’s recruitment guidelines based on sector representation. Our group also does include members of diverse racial and ethnic backgrounds.Proposed Plan: The CPPC Coordinator hopes to expand representation to include members of the refugee/immigrant and African American communities, as well as finding representatives in the substance abuse sector and Early Childhood Iowa.The CPPC Coordinator plans utilize already established relationships that the Shared Decision Making Team has, and ask for referrals from members who know someone in the community who would could be food fits. Then the SDMT will review these options, and decide together to invite those referred people. If there are no referrals available, the CPPC Coordinator will seek to make new relationships with agencies and peoples in the community who are underrepresented. She will also leverage relationships and resources from the Agency and JCS.Progress:  |
| 1-h | Provide oversight for the planning and implementation of the four CPPC strategies  | x |  |  | **Ongoing:** The SDMT has always been and continues to be instrumental in providing input and perspective to the initiatives of Polk CPPC. They also review and cast their votes on each Community Grant Application Polk CPPC receives, which helps ensure how well the CPPC Coordinator and Decat Team provides good stewardship of the CPPC Funds.**Proposed Plan:****Progress:**  |
| 1-i | Develop orientation plan for new members | x |  |  | **Ongoing:** The CPPC Coordinator and/or Decat Coordinator typically schedules 1:1 meetings with new Steering Committees Members to provide explanation of Decat, CPPC, Restorative Justice and Cultural Equity efforts, along with Decat/CPPC Structure and Decat Handbook. New Steering Committee Members receive a modified CPPC 101 Manual which contains info in addition to the four strategies, such as: definitions of phrases and 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 and introduction, and at least 1 one-on-one meeting with an incumbent Steering Committee Member within a month of their first meeting.**Proposed Plan:** The CPPC Coordinator plans to create a standardized, SDMT approved Orientation workbook to handout to new members.**Progress:**  |

| 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:** The Shared Decision Making Team includes active members representing domestic violence advocacy (Melissa Cano Zelaya – LUNA,) and mental health (Kenya Rocha – Mosaic Family Counseling, Angela Wacker – Community Support Advocates, Tamra Jurgemeyer – Iowa Chapter of Children’s Advocacy Centers)**Proposed Plan:**  The CPPC Coordinator will enlist the help of the team to identify suitable candidates in the substance abuse field of work in Polk County to serve on the SDMT.**Progress:**  |
| 2-b | Implement plan for Ongoing comprehensive understanding of all four strategies |  | x |  | **Ongoing:** Please see also 1-f. This is currently underway.**Proposed Plan:** 1-f; The CPPC Coordinator will also host CPPC 101 and 201 Immersion trainings in Polk County and invite all SDMT members.**Progress:**  |
| 2-c | Implement orientation plan for all new members | x | x |  | **Ongoing:** Please see also 1-i. This is currently available for when new SDMT members are on boarded.**Proposed Plan:** Utilize current orientation plan with perspective substance abuse, refugee and ECI members that may be on boarded in FY21.**Progress:**   |
| 2-d | Conduct Parent Partner orientation for all Shared Decision Making Team members | x | x |  | **Ongoing:** The Parent Partner group has provided this orientation in the past.**Proposed Plan:** The CPPC Coordinator will attempt to schedule another orientation in Fiscal Year 2021.**Progress:**  |
| 2-e | Share information and progress of the local Parent Partner program regularly |  |  |  | **Ongoing:** The Parent Partner group was scheduled to provide an update to the SDMT in the previous Fiscal Year, but this event was cancelled by the Parent Partner representative due to changes in their programming.**Proposed Plan:** The CPPC Coordinator will attempt to reschedule the Parent Partner presentation to the team this Fiscal Year.**Progress:**  |
| 2-f | A Parent Partner is added to the membership of the SDMT | x |  |  | **Ongoing:** Lori Shultice is and will continue to be involved as a voting member of the SDMT. **Proposed Plan:** **Progress:**  |
| 2-g | Membership recruitment plans that address diversity according to the demographics of your community | x | x |  | **Ongoing:** Current Steering Committee membership is around 20 people, with many/most of CPPC’s advised sectors being represented.**Proposed Plan:** The FY20 CPPC Plan identified that: The recent Census data on Polk County Iowa suggests that our Steering Committee is under-representing men, Latino people, veterans, and foreign-born people. Our Steering Committee is over-representing women, white people, and people with a bachelor’s degree or higher. With this in mind, the CPPC Coordinator will ask the SDMT to identify opportunities to expand the team’s diversity, and work to find more representation.**Progress:**  |
| 2-h | Review and report on diversity and disparity in the community and within the local Child Welfare system | x |  |  | **Ongoing:** Diamond Denney is the Restorative Justice and Culture Equity Coordinator in Polk County and is on the SDMT. She reports regularly to the team on her initiatives. The CPPC Coordinator attends and is an active member of the team meetings she convenes for DHS equity initiatives, and works to stay abreast of the work that she does as well. **Proposed Plan:****Progress:**  |
| 2-i | Host a CPPC Immersion 101 event in CPPC area at least once every three years | x | x |  | **Ongoing:** CPPC 101 hosted October 2018.**Proposed Plan:** The CPPC Coordinator plans to host another CPPC 1mersion 101 event in October 2020.**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:** Please see also 2-g.**Progress:**  |

| 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 | x |  | **Ongoing:** Please see also 2-a.**Proposed Plan:** Please see also 2-a.**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) |  | x |  | **Ongoing:** **Proposed Plan:** The CPPC Coordinator will work with the SDMT to identify a youth or alumni voice that can participate in the SDMT activities.**Progress:**  |
| 3-d | Develop linkages and partnerships with other groups into SDMT | x |  |  | **Ongoing:** Most of the SDMT members are involved to varying degrees in other CPPC and Decat groups, like the Neighborhood and Community Networking (NCN), Provider’s Advisory, and Cultural Equity related meetings.**Proposed Plan:****Progress:**   |
| 3-e | SDM membership diversity is representative of the local population | x | x |  | **Ongoing:** See also 2-g and 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 | x |  | **Ongoing:** This is an continual, natural process that occurs in our Shared Decision Making Team meetings. The CPPC and Decat coordinator both consistently work to gain SDMT insight, guidance, and knowledge as we work to implement plans that address needs in the community**Proposed Plan:** The current CPPC Coordinator looks forward to identifying ways to be more intentional and calculated in the upcoming Fiscal Year. She aims to use the, relevant Polk County data and the collective input of the SDMT, including Decat team members, to identify well defined goals to meet community needs.**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 |  |  | **Ongoing:** Diamond Denney, Polk Decat’s Cultural Equity Coordinator, has hosted this training in Fiscal Year 2020, and has plans to offer it again, on a potentially reoccurring basis. The CPPC Coordinator will work to partner with her wherever possible on future offerings of these courses. **Proposed Plan:** **Progress:**  |
| 3-h | Shared decision making survey scores used as a tool to guide quality improvement of strategy implementation |  | x |  | **Ongoing:** **Proposed Plan:** After the survey is administered to the SDMT in Spring of FY20, the CPPC Coordinator will develop a plan to discuss results and identify opportunities with the SDMT.**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: 3**

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

**\*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 and Responsibilities: | Roles and 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: T**he NCN Team was reconvened in January 2020 after several months of not meeting, due to the transition between CPPC Coordinators. For this reason, the current Coordinator asked the team to redefine the goals of this team. The team identified that they would like to focus on 1. Providing space, time and platforms for resource referrals and community partner networking, to include, in person literature sharing and introductions, email sharing, and the CPPC Website.
2. Identifying and scheduling training opportunities for providers in the community who provide services to children and families.
3. Staying abreast of state and federal legislation changes that affect children and families and identifying ways NCN team members can participate in advocacy.
4. Building a Policy and Practice Change sub group.
5. Consistently seeking to broaden the group and the community’s understanding of CPPC Four Strategies and how they apply to the goals of this team.

**Proposed Plan:** This team has not yet built a Police and Practice Change Sub-group, but intends to do so in FY21. This team will use data collected from multiple sources, such as the Department of Human Services, the Iowa Children Counts Network, and other Community Needs Assessments, to identify potential opportunities.**Progress:**  |
| 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:** The current efforts to engage the community and build awareness about the four strategies includes:1. The CPPC Coordinator participating in and updating community partners and board members in all Decat and CPPC meetings, such as: Decat Board Meeting, Decat Provider’s Advisory, SDMT Team Meetings, NCN Meetings, and Equity Team meetings. This process also happens when the CPPC Coordinator attends meetings in the community.
2. The CPPC Coordinator meets one-on-one with representatives of approximately 4 to 8 Community Agencies in the area per month that provide services to. In those meetings the goals are for the CPPC Coordinator to understand the agencies’ mission and resources, and to further educate the agency on CPPC strategies, groups and goals, and to identify opportunities for partnership between the agency and Polk CPPC.
3. Wherever possible, the CPPC Coordinator will attend marketing events, where booths or other opportunities to build awareness of CPPC Strategies and efforts in Polk County.
4. All communications from the CPPC Coordinator via email, all Meeting documents (agenda, minutes, sign in sheets), and all Community Grant Forms include an info graphic that highlights the CPPC Four strategies, the CPPC logo, and the CPPC Mission Statement.

**Proposed Plan:** The coordinator would like to add these efforts to build awareness in FY21:* Dedicate a small portion of each NCN Team meeting to include review of the 4 strategies.
* Schedule a CPPC Immersion 101 and 201 in Polk County for Community Partners.
* Attend monthly Decat Board meetings to update them on CPPC efforts in Polk County, and how those efforts related to the four strategies.

**Progress** |
| 1-c | Develop (select and educate) a cadre of spokespersons who are able to deliver CPPC information, such as the “CPPC 101” information | x | x |  | **Ongoing**: There are already many members of the SDMT and the NCN Team who are seasoned participants of CPPC efforts and have been serving on these teams for multiple years. As such, these participants serve as spokespersons for CPPC in Polk County.**Proposed Plan:** As the Coordinator and the NCN and SDMTs work to identify new members (see SMDT 2-a, 2-g, 3-2), we will work to onboard them, as identified in 2-c, which will strengthen our cohort of spokespersons. **Progress:**  |
| 1-d | Establish performance and outcome measures and evaluate these to ensure the goals (from the planning stage) are obtained | x | x |  | **Ongoing:** Currently, a standard 3-question event and training survey is administered at the end of all events that CPPC puts on in Polk County. Those results are compiled, summarized and shared with the SDMT for review. The Coordinator and the team utilizes these surveys to identify potential improvements and changes that can be made to future events. **Proposed Plan:** As mentioned in the FY20 plan, the Coordinator will seek to improve the 3-question survey, so that it allows for more useful, tangible data and suggestions. The NCN Team and The SDMT will assist in adapting and approve the new survey.The coordinator plans to also share these results with the NCN team in the future, as one of their goals is to identify events and trainings that CPPC can/should put on. The CPPC Coordinator plans to also:1. Review goals with the NCN team, as listed above, and have these goals drafted into one document and officially approved by the NCN Team.
2. At the end of FY21, survey the NCN team for their satisfaction and comments on how these goals were or were not attained by the team and the coordinator.
3. The results of these surveys will be compiled, summarized and reviewed by the coordinator and presented to the team. At the time of presentation, the coordinator will work with the team to identify adjustments and opportunities.
4. All updates regarding these surveys will also be shared with the SDMT and The Decat Board, for continued efforts in transparency, shared decision making, and awareness building.

**Progress:**  |

| Community/Neighborhood Networking-Level 2 |
| --- |
| 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 |  |  |  | **Ongoing:**  **Proposed Plan:****Progress:**  |
| 2-b | Develop Neighborhood/Community Networking Plan that includes goals for linkages, collaborations, strategies and planned activities |  |  |  | **Ongoing:**  **Proposed Plan:****Progress:**  |
| 2-c | Develop/promote a plan to increase linkages between informal and professional supports and resources |  |  |  | **Ongoing:** **Proposed Plan:****Progress:**  |
| 2-d | Develop a plan to increase collaboration among economic supports, domestic violence, mental health, substance abuse and other child welfare professional partners |  |  |  | **Ongoing:** **Proposed Plan:****Progress:** |
| 2-e | Involve Parent Partners in collaborative programs in the community |  |  |  | **Ongoing:**  **Proposed Plan:** **Progress:**  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 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
 |  |  |  | **Ongoing:** **Proposed Plan:****Progress:** |
|  | * 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)** |
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|  | **Total # of Activities**:  |  | **Total # of Participants:** |  |

**At the writing of this proposed report, select the level\* for Community/Neighborhood Networking that best fits your site: 1**

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

**\*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:** 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.
* Reach out to Nicole Button, or another appropriate party within the Agency, to shadow both types of meetings. Both of which would be followed by one-one-one sessions to cover questions.

Additionally, the Coordinator will always distribute training opportunities and information about these meetings to the extensive Polk CPPC Email Distribution list.The Coordinator will also house information regarding these meetings on the Polk Decat website.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. Also, Polk CPPC worked with Reverend Ben Bell and Boys Town Iowa to apply for the 2021 ICAPP Grant. If awarded the grant, Rev. Bell will be conducting “Common Sense Parenting” classes, an evidence-based curriculum developed by Boys Town Iowa, at King Elementary starting in July of 2020.**Progress:**  |
| 1-b | Promoting the understanding, the use, and the importance of informal supports in the FTDM and YTDM processes |  | x |  | **Ongoing:** **Proposed Plan:** The Coordinator will continue to follow the plan identified in 1-a.**Progress:**  |
| 1-c | Promoting FTDM and YTDM trainings, and coaching and mentoring if needed |  | x |  | **Ongoing:** **Proposed Plan:** The Coordinator will continue to follow the plan identified in 1-a.**Progress:**  |
| 1-d | Understand how FTDMs and YTDMs are available and accessed for families involved in the child welfare system |  | x |  | **Ongoing:** **Proposed Plan:** See also 1-a**Progress:**  |
| 1-e | Explore and understand FTDM and YTDM Iowa standards and how they are implemented |  | x |  | **Ongoing:** **Proposed Plan:** See also 1-a.**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
 |  |  |  | **Ongoing:** **Proposed Plan:** **Progress:**  |

| 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:** |
|  | 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:** |
|  | 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**:

**\*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 |  | **Ongoing:** Currently, there are no CPPC specific efforts to address Policy and Practice Change in Polk county. However, the NCN Team has identified this opportunity as an area of focus for it’s meetings. See also NCN 1-a.Additionally, the 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.**Proposed Plan:** The CPPC and Decat Coordinators both plan to work with the NCN Team, in cooperation with the Cultural Equity Coordinator, and with oversight provided by the SDMT, to identify the following:1. Find data that identifies barriers in the local prevention of child abuse and involvement with the system. Examples of viable data sources are Early Childhood Iowa’s Strategic Plan, Iowa Kids Counts, United Way of Central Iowa, The Annual Decat Plan, and DHS Child Welfare System data.
2. Identify key stakeholders in the prevention of child abuse – organizations and agencies who are invested in protecting and supporting children in Polk County and who frequently interface with children and families. The agencies so far identified are the Des Moines Public Schools Systems (to include: Community Coordinators, SUCCESS Staff, DMPS contractors like Boys Town Iowa, Teachers, etc.) and the Des Moines Police Department.
3. Identify opportunities based on the data collected and information gained form the stakeholders identified.
4. Use the PDSA (Plan, Study, Do, Act) model to test proposed changes.

**Progress:**  |
| 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 |  | x |  | **Ongoing:** **Proposed Plan:** The Coordinator will work to engage with children and parents who have been involved with the Child Welfare system by leveraging pre-established relationships with Parent Partners who either current serve on the SDMT and NCN Teams, or who are current employees at Child Welfare. These potential partners will be also be asked to participate in the Policy and Practice Change Initiatives. **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
 |  |  |  | **Ongoing:** **Proposed Plan:****Progress:**  |

| 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**:**

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

***Name: Cassie Kilgore Title: CPPC and Decat Project Coordinator***

***Site: Polk County Decat and CPPC Address: Polk County River Place Building, 2309 Euclid Ave., Des Moines, IA 50316***

***Phone: 515-822-9626***

**Please return this completed form to both Sandy Lint *and* Julie Clark-Albrecht:**

Sandy Lint, DHS-CFS **Email**: slint@dhs.state.ia.us

1305 E Walnut  **Phone**: (515) 281-7269

Des Moines, Iowa 50319-0114

Julie Clark-Albrecht, DHS-CFS **Email**: jclarka@dhs.state.ia.us

1305 E Walnut **Phone**: (515) 281-0617

Des Moines, Iowa 50319-0114