

The required state match for the PSSF program is generated by county agencies using state funds provided through the Community Aids program or local tax levy funds. The estimated match amounts are based on local agency expenditure information reported to the DCFS. The estimated match amounts shown in the CFS-101 form attached to the plan reflect the estimated minimum match expenditures for each of the PSSF categories. Actual match expenditures will typically exceed the minimum amounts, particularly for family preservation activities.

### **Adoption Program**

Increasing the numbers of minority and special needs adoptions and increasing the timeliness of adoption finalizations has been a priority for the Special Needs Adoption Program (SNAP). Over the past 5 years, Wisconsin child welfare agencies have doubled the number of finalized special needs adoptions. Calendar Year 2003 was a record year again for adoptions in Wisconsin for total number of adoptions (1,155) and the number of children over the age of nine (425) who were adopted.

The Adoption Program develops an annual report to the Legislature regarding the previous year's services and costs. A copy of the 2003 report is attached. Even with the movement to 100% contracting for adoption services, the state has not seen an increase in cost. The private agencies have demonstrated their ability to develop the capacity to handle all the assigned cases and continue to move the children to permanence in a timely and efficient manner.

Wisconsin was found to be in substantial conformance in the CFSR with regard to adoption recruitment. The DCFS has been able to maintain a pool of available foster and adoptive resources basically through word-of-mouth. Wisconsin also enjoys an 85% foster home conversion rate. This puts requirements on the state and counties to recruit more quality foster homes. Our major barrier to adoption has been getting the children eligible for adoption through TPR. Although the DCFS has seen a steady increase in adoptions over the past five years, a decrease in special needs adoption is anticipated over the next few years because the number of children in out-of-home care is decreasing.

In 2004, the DCFS will focus more attention on assigning potential adoptive cases earlier in the out-of-home experience so that children can move to permanence within the ASFA timeline of 24 months for a minimum of 32% of foster home conversions. The Adoption Program needs to continue to put further emphasis on assigning cases earlier so that children can get to permanence sooner.

To help in this process, the DCFS developed a Permanency Consultation Timeline (copy attached) to aid counties and the state permanency consultant's plan for child permanence without unnecessary delays or barriers. Staff from counties, the state, and private agencies were involved in developing this timeline, which was then updated with recommendations from the CFSR program enhancement planning process to reflect best practice.

The State Permanency Consultant (SPC) role is also in the process of implementation with the remaining state adoption workers. This position requires working with counties, tribes, and private agencies to identify the most appropriate form of permanence for all children in out-of-home care. The SPC is an active participant in this process and assists the county, tribe, or

private agency in ensuring that the necessary steps to achieve permanence are taken. In some cases, this may require the SPC to assist in carrying out some of the tasks.

Another initiative that is now in use in the placement process statewide is the Multi-Ethnic Placement Act (MEPA) and Indian Child Welfare Act (ICWA) form. This tool was developed by the QA staff (copy attached) and helps ensure that a variety of resources, particularly relatives, are considered in making placement decisions and that the most appropriate resource for the child is chosen based on identified criteria. The SPC will track information on MEPA and ICWA, as well as on international adoptions as required in the international adoption act (IAA).

The CFSR created an excellent opportunity for Wisconsin to look at the services the Adoption Program currently offers with an eye on those services that families have identified that they need. The DCFS is taking advantage of this opportunity to expand services to foster and adoptive families as identified in the Program Enhancement Plan (PEP). The challenge for Wisconsin will be to support these services when our adoption incentive funds disappear due to our inability to increase the number of adoptions.

Over the next 5 years, more emphasis will be placed on recruitment of families to meet the needs of the children in care. Special emphasis will be placed on targeted recruitment. The DCFS is currently working with AdoptUSKids as a pilot state to address recruitment needs. The DCFS will be doing benchmarking initially in the area of Indian family recruitment and may move into other targeted ethnic areas of need. AdoptUSKids has been in Wisconsin two days already this year and the DCFS plans to have them back several more days during the year. While this was not identified as an area needing improvement in the CFSR, the DCFS believes it is an area where Wisconsin can do better.

#### *Planned activities for 2005 - 2009*

- Development of a Foster Care Resource Center.
- Completion of the survey of families that have received post-adoption services to determine ways to better meet the needs of foster and adoptive families.
- Develop a comprehensive and sustained recruitment campaign that interfaces with the AdoptUSKids recruitment campaign.
- Partner with counties and tribes to more diligently search out paternal relatives and relatives in general for children in out-of-home care.
- Fully implement the Permanency Consultation timeline (attachment).
- Finalize changes in the state adoption caseworkers' role to that of State Permanency Consultant.
- Further develop the Adoption Quality Assurance role to address quality improvement in all adoption service areas.
- Decrease the time from removal to permanence for children in out-of-home care.

#### *IV-B Part II Funds*

The IV-B part 2 funds received by the Adoption Program are used to support the post-adoption resource centers (PARCs) and the private adoption contracts. There are currently 6 PARCs in operation providing information and referral services to all adoptive families, including domestic and international adoptions. The adoption contracts have made it possible to achieve the high

level of quality adoptions in the state and change the focus of the state adoption caseworker to that of state permanency consultant.

### *International Adoptions*

In Wisconsin, the DCFS has seen an increase in the number of disrupted international adoptions. Families are going to agencies outside Wisconsin to obtain placements of international children. Many of these agencies do not supply the family with complete information, convince families to take more children than they are approved to take, and do not provide post-placement services to help the child and family make the necessary adjustment.

The adoptive families are not familiar with the issues they will encounter and have no support from a licensed agency in some of these cases. It is currently up to the family to enter into another contract with a private agency for these services. Unfortunately, the family does not realize the need for these services and where to find the services, and by the time the family gets help, the relationship is so strained that the family decides to dissolve the relationship.

This is an area that the DCFS needs to track much more closely to identify treatment and program needs that can help families get past the tough times. Currently, the DCFS does not have the type of data necessary to make programmatic recommendations, but over the course of the next five years the DCFS will develop a database of information to assist in planning. During the CFSR review process, this was identified as an area of need by counties.

Adoption Program quality assurance staff have developed tools to track information on disrupted and dissolved international adoptions. New forms will be used to help track disruptions and dissolutions. The SPC staff will discuss these cases on a monthly basis with county staff to allow the DCFS to report more complete information concerning these children and families. The forms, showing the information DCFS will track for all of these cases, are attached.

The necessary information will be gathered by the State Permanency Consultants (SPC) and analyzed by the QA staff. With the SPCs in the counties on a regular basis, the DCFS will be able to get more accurate and timely information. The SPCs will carry a laptop computer with tracking forms so that information can be readily documented and shared.

### *Use of Adoption Incentive Funds*

Except for one year, the DCFS has received adoption incentive funds. Funds received have all been used to support the state adoption program's recruitment and finalization efforts as well as the adoption contract needs in the Bureau of Milwaukee Child Welfare.

The DCFS anticipates receiving adoption incentive funds for a fifth year, based on the record number of adoptions completed in FFY 2003. Because the number of children in out-of-home care is decreasing; it is foreseeable that there will be a corresponding decrease in the special needs adoption in the next few years. In light of this, the DCFS will focus the use of its incentive funds on initiatives that are designed to improve stability of placements and promote timely permanence for children. Listed below are examples of initiatives that center on the following objectives:

- Enhance support for foster/adoptive parents by increasing training, development and consultation, providing services such as respite and post adoption to enable them to deal with crises or attend training.
- Increase availability of and access to specialized treatment and therapeutic services to adoptive/foster families and children especially when MA or the county does not cover the services.
- Increase use of relatives as placement resources by paying for searches and other mechanisms to locate relatives of children in out-of-home care.
- Provide training and support to birthparents whose parental rights have been terminated or who are going through the TPR process to help them have closure or focus on the best interest of their children.

These services would be provided to support families during pre- and post-adoption finalization. They would also be available for domestic, special needs, and international adoptive families.

In recent years, more families have expressed their concerns to the DCFS about lack of support once the adoption is finalized. This same concern surfaced when families and professionals were interviewed during the CFSR.

The DCFS plans to continue its planning partnership with families, counties, tribes and other stakeholders in identifying specific initiatives that will have the most impact on program outcomes. The ability to continue those initiatives of past two years if the DCFS is unable to receive additional incentive funds will be a significant challenge.

Through a four-year ACF grant to Children's Service Society of Wisconsin, the DCFS is examining post-adoption services in Wisconsin from the perspective of the families and children. The information the DCFS receives will be extremely helpful in determining the most appropriate and effective array of post-adoption services. The DCFS will use this information to enhance the services it offers through the post-adoption resource centers (PARCs) and develop a Foster Care Resource Center that will be available to all families with children in out-of-home care or that have adopted.

#### *Wisconsin Foster Care Resource Center*

Wisconsin has a pressing need for a steady and stable resource of quality foster families for children, but currently has very limited resources dedicated to supporting and sustaining foster parents, adoptive parents, and County Foster Care Coordinators. Creation of the Wisconsin Foster Care Resource Center will:

- a) Help caseworkers recruit foster parents for children whose homes are no longer safe.
- b) Recognize the challenges of foster parenting and adoption and support parents in an effective way.
- c) Increase the visibility of foster care and adoption as options for families.

*Description:* The Wisconsin Foster Care Resource Center will support the work of child welfare professionals across the state. Caseworkers and Foster Care Coordinators will have access to training and support for their foster care recruitment and retention efforts where very little is currently available. For more effective and efficient foster and adoptive family recruitment, the Resource Center will develop successful, low-cost recruitment strategies that can be adapted to

most communities. It will offer forums for Foster Care Coordinators to communicate and exchange ideas with colleagues across the state and will offer techniques and training to improve success in working with and retaining quality foster and adoptive families.

The Resource Center will also provide necessary and useful information to prospective foster and adoptive parents including tools to prepare them for life as a foster or adoptive family and for nurturing children who have experienced abuse or neglect or other issues that prevent these children from living at home. It will connect foster and adoptive parents to support networks and resources for children.

*Approach:* Involve foster and adoptive parents, County and Tribal Foster Care Coordinators and private child-placing agencies in the development and operation of this centralized Resource Center. The DCFS will contract for the management and staffing of the Resource Center through a competitive DHFS process while the DCFS staff will provide active contract administration and leadership. In recognition of the continuum between foster care and adoption, the Resource Center will coordinate resources and training to benefit families and staff involved in both of these programs, though initial development and programming will focus on foster care.

#### Cross-Jurisdictional Resources

The DCFS is currently working with counties, tribes, and private agencies to remove jurisdictional barriers to the placement of children. Our planning is done jointly and is focused on how we can make the best placement decision for children in out-of-home care despite which agency may have developed the best possible resource.

Some specific strategies include:

- work closely with the AdoptUSKids national recruitment campaign;
- develop a state recruitment campaign that will coincide with the national campaign;
- work with AdoptUSKids as a pilot state to develop Indian family resources;
- make the current State of Wisconsin post-adoption resource center (PARC) services available to all adoptive and foster care families;
- identify the most appropriate permanence option for children in OHC earlier through our permanency consultation timeline and role of the State Permanency Consultant;
- focus on cross-jurisdictional sharing of resources;
- combine the foster family and adoptive family assessments into one format to be used for both purposes; and
- train state, county, tribal, and private agency staff on MEPA and ICWA issues to remove barriers.

All of these efforts are focused on ensuring that children in need of permanence are placed with the resource that can best meet their needs as early in the out-of-home care process as possible. This will greatly reduce multiple placements and the trauma that children experience from multiple placements.

## **Child Abuse Prevention and Treatment Act State Plan (CAPTA)**

As a result of the Child and Family Services Review conducted in August of 2003, a number of issues were identified as needing improvement. These issues are all incorporated into the Program Enhancement Plan (PEP) submitted in April of 2004 and currently awaiting approval. A number of these program enhancement activities will be funded, at least in part, under the CAPTA grant. The first two years of the CAPTA five-year Plan consist entirely of activities in the PEP related to one or more of the 14 areas delineated in CAPTA and to efforts to strengthen our compliance with CAPTA requirements added with the 2003 reauthorization. The subsequent three years of the five-year Plan will focus on other initiatives that are expected to grow out of the PEP activities.

### **A. Scope of CPS Intervention**

CAPTA areas:

- Improving the intake, assessment, screening, and investigation of reports of abuse and neglect. [section 106(a)(1)]
- Developing, strengthening, and facilitating training including—(A) training regarding research-based strategies to promote collaboration with the families; (B) training regarding the legal duties of such individuals; and (C) personal safety training for caseworkers. [section 106(a)(6)]

Wisconsin goal: Define the scope of cases requiring CPS intervention.

This initiative resulted from observations from both the PEP Core Team and technical assistance from the National Resource Center on Child Maltreatment (NRCCM). In part due to Wisconsin having a county-administered system with a strong tradition of independence, there is significant variation in the following decisions: screening (whether to respond to a report or to close it without contact), urgency (how quickly to respond), and the use and character of a non-CPS response to reports (e.g. “child welfare checks”). These are all decisions generally associated with the intake function.

Policy guidance for the intake function has not been revised since 1994 and does not address the critical issues of screening criteria or urgency criteria or the legal issues surrounding a decision to visit a family when the concerns in a report are not consistent with child maltreatment or the likelihood of child maltreatment occurring. County agencies have been requesting guidelines for screening and for urgency and want greater consistency statewide in these decisions. As more and more counties have implemented Wisconsin’s Statewide Automated Child Welfare System (WiSACWIS) and consequently the Wisconsin Model of practice operationalized in WiSACWIS, the interest in defining the agency role in non-CPS cases has also risen.

Every decision in the CPS case process is dependent on a clear understanding of who the CPS system is designed to serve. Screening and urgency criteria must reflect and support this understanding. Criteria for information gathering and analysis at initial assessment, which cases are opened for ongoing services, and when cases can be closed are all dependent upon a clear understanding of whom the CPS system serves.

A workgroup consisting of staff from the Bureau of Programs and Policies (BPP), county agencies, tribes, the Bureau of Milwaukee Child Welfare (BMCW), and the Child Welfare Training Partnerships, convened and supported with technical assistance from the NRCCM, has been established and begun work. The group will analyze current decision making about what types of cases counties throughout the state serve and develop policy in, at a minimum, the following areas: definition of who the CPS system seeks to serve, screening criteria, agency response to non-CPS issues, and criteria for response time.

Other issues that need clarity are: 1) how to record multiple reports of the same incident or episode of alleged maltreatment and multiple findings within the same episode; and 2) when to name a particular person as a maltreater. Multiple reports and findings have resulted in confusion for staff as to how they should be documented, resulting at times in inflated reports of maltreatment or an inaccurate perception of recurrence of maltreatment. In addition, lack of clear policy on who may be named as a maltreater has resulted in young children being named when in other systems they cannot be held responsible for their actions because of age. It has also created problems for law enforcement investigations. The naming of a maltreater begins at intake, with the naming of an alleged maltreater. Either the workgroup already in place discussed above will address these issues, or another workgroup will be established to develop policy to address these issues.

All of the above policies will be developed into the Intake Standard, which will become part of the *Child Protective Services Investigation Standards*, originally issued in 1994. Initial training on the new Intake Standard will be provided at regional roundtables. The policies and criteria will also be integrated into the appropriate training courses provided by the Child Welfare Training Partnerships. The WiSACWIS Project Team and BPP staff will analyze the current system design and make any necessary changes to support the new policies.

All of the above work will be completed within one year.

## B. State Standards

CAPTA areas:

- Enhancing the general child protective system by developing, improving, and implementing risk and safety assessment tools and protocols. [section 106(a)(4)].
- Developing, strengthening, and facilitating training including—(A) training regarding research-based strategies to promote collaboration with the families; (B) training regarding the legal duties of such individuals; and (C) personal safety training for caseworkers. [section 106(a)(6)]

Wisconsin goal: Increase our ability to help children remain safely at home by updating the *CPS Investigation Standards* and the *CPS Ongoing Services Standards and Practice Guidelines* regarding safety assessment, safety planning, and assessment of parental protective capacities.

As discussed in the five-year Report, safety assessment and planning is a skilled activity essential to CPS practice throughout the life of a case, yet it continues to be difficult for many caseworkers and supervisors. It is particularly difficult for staff to develop safety plans that are sufficient in controlling the threats to safety and to develop measurable treatment plans that are effective in establishing and maintaining a safe environment.

In studying the issue, the PEP Core Team came to believe that part of the problem was difficulty on the part of CPS staff to recognize and address various issues such as domestic violence, substance abuse, and mental health problems. Although the safety assessment instrument and safety planning format in the Wisconsin Model and WiSACWIS clearly incorporate the above concerns, as well as others that threaten a child's safety, caseworkers may not have the skills to identify them in all cases and to effectively manage them with in-home plans.

In addition to concerns about caseworker skills and knowledge, BPP staff and PEP Core Team participants identified the need to incorporate the concept of parental protective capacities – those behaviors and perceptions that act as a buffer and barrier to safety threats – in caseworker training and in policies and decision making instruments. Current policies reference protective capacities, some instruments, such as the family assessment, incorporate some protective capacities, and the Child Welfare Training Partnerships offer training which discusses protective capacities. However, there is a need to clearly incorporate the identification of parental protective capacities – those that exist and those that need to be enhanced – in all relevant decision making instruments throughout the case process and to assure that caseworkers and supervisors have the understanding and skills necessary to apply the concepts in achieving safe environments for children. This will provide a clearer path for establishing sufficient in-home safety plans and for defining when a family is “done” and no further CPS services are needed.

Modifications may need to be made to the current safety assessment and safety planning instruments to reflect the current available wisdom on safety assessment. We began formally assessing safety as a distinct decision, separate from risk, in 1987. We revised the instruments over the years as new knowledge became available. We need to review recent advances in the field regarding safety decision-making and determine whether and how current instruments should be revised. To accomplish this:

- BPP will establish a workgroup of BPP, BMCW, county and tribal staff, with representatives from domestic violence programs. Using technical assistance from NRCCM, we will update the *CPS Investigation Standards* and *CPS Ongoing Services Standards and Practice Guidelines* to reflect the best current knowledge in safety and assure that staff recognize and understand the conditions and behaviors that make a child unsafe.
- Tools in WiSACWIS will be revised, as necessary. BPP will develop and issue clear, comprehensive instructions for documenting safety assessments and safety plans in WiSACWIS.
- Safety training curricula will be revised and expanded to reflect the revised standards and to support the acquisition of the skills necessary to develop, implement, and monitor effective safety plans. This may include the development of new courses in safety assessment and planning.

This initiative will begin when the Intake Standard is completed. All of the activities will be completed in two years.



### C. Family Participation

#### CAPTA areas:

- Improving the case management, including ongoing case monitoring, and delivery of services and treatment provided to children and their families. [section 106(a)(3)]
- Developing, strengthening, and facilitating training including—(A) training regarding research-based strategies to promote collaboration with the families; (B) training regarding the legal duties of such individuals; and (C) personal safety training for caseworkers. [section 106(a)(6)]

Wisconsin goal: Improve family participation in case planning.

As discussed in the CAPTA five-year Report, efforts have been made over the previous five years to increase family participation in case planning. The *CPS Ongoing Services Standards and Practice Guidelines* require it, and the Child Welfare Training Partnerships have been providing training that reflects and supports the standard. However, this standard has not been achieved statewide. Barriers to achieving the standard include lack of clarity and detail regarding the policy, lack of skills necessary to engage the family and develop a less authoritarian helping relationship, high caseloads, and lack of a clear road map.

We expect to provide a clearer road map through the efforts of the Intake Standard workgroup and the workgroup clarifying and revising safety assessment and planning. In order to address concerns about lack of clarity in the policy requiring family involvement in case planning, a workgroup of BPP, BMCW, county and tribal staff will be established to revise the standards as needed to promote family participation in case plan development. The revised standard will be developed and issued within 2 years.

During the following three years, training to increase caseworker skills in engaging families will be developed or adapted from current successful curricula and delivered.

### D. Safety of Children with Relatives

#### CAPTA areas:

- Enhancing the general child protective system by developing, improving, and implementing risk and safety assessment tools and protocols. [section 106(a)(4)]
- Developing, strengthening, and facilitating training including—(A) training regarding research-based strategies to promote collaboration with the families; (B) training regarding the legal duties of such individuals; and (C) personal safety training for caseworkers. [section 106(a)(6)]

Wisconsin goal: Effectively assess the safety of a child placed in a relative's home.

Although the Wisconsin Model (and WiSACWIS) have, as part of the Out-Of-Home Safety Plan instrument, a process for assessing the safety of a specific child when placed in a specific licensed facility, there is currently no process for assessing safety specific to an unlicensed relative's home. CPS staff have been reluctant to place children in relatives' homes in the absence of a clear process for assessing the safety of that placement. Some of the safety threats

in the safety assessment tool used with families are applicable, but revisions and additions are needed to respond to the questions and concerns that must be addressed when placing a child with a relative.

We will review current models for assessing the safety of kinship placements, as well as relevant literature, and seek technical assistance from the NRCCM to develop criteria, policy, and procedures for assessing safety in kinship placements. We will:

- issue the policy and develop and issue guidance for documenting the assessment within the current WiSACWIS system
- work with the Child Welfare Training Partnerships to include this safety assessment procedure in the relevant training curricula

The above activities will be completed within 2 years. In the subsequent three years of this five-year-Plan, we will review whether WiSACWIS should be modified to include a specific instrument for assessing safety in kinship homes, rather than requiring the use of existing documentation formats.

#### E. Program Coordination

CAPTA areas:

- Creating and improving the use of multidisciplinary teams and interagency protocols to enhance investigations; and improving legal preparation and representation, including—(i) procedures for appealing and responding to appeals of substantiated reports of abuse and neglect; and (ii) provisions for the appointment of an individual appointed to represent a child in judicial proceedings. [section 106(a)(2)]
- Developing, strengthening, and facilitating training including—(A) training regarding research-based strategies to promote collaboration with the families; (B) training regarding the legal duties of such individuals; and (C) personal safety training for caseworkers. [section 106(a)(6)]

#### Child Protective Services/Law Enforcement Coordination

Wisconsin goal: Improve the coordination between CPS and law enforcement agencies to increase safety for children and other family members while assuring clarity in the differences between the roles and responsibilities of each agency.

Many county agencies in Wisconsin have long-standing cooperative working relationships with their local law enforcement agencies. These relationships vary from those where roles are clearly differentiated to those where roles and activities are somewhat merged. The issuance of the *Standard for Collaboration with Law Enforcement Agencies*, developed with input from law enforcement officials, began a discussion between the two systems regarding roles and procedures. The new CAPTA requirements for advising the alleged maltreater of the allegations at the first contact and for training to assure that CPS staff understand and observe the rights of families have helped to underscore the need for further discussion and policy development to continue to promote coordination while clearly differentiating roles and responsibilities. Wisconsin's situation may be unique in that CPS responds to cases of abuse by persons not in a caregiving role, thus overlapping significantly with law enforcement cases.

The National Resource Center on Legal and Judicial Issues provided training and technical assistance in June of 2004 to a group consisting of BPP, BMCW, county and tribal CPS staff, as well as corporation counsels, assistant district attorneys, law enforcement and state legal staff, state quality assurance staff, and representatives of the Child Welfare Training Partnerships. As this plan is being written prior to the occurrence of this event, we do not currently know what issues for policy development, training for CPS and law enforcement, or statutory change might be identified by the group. Based on the group's observations and recommendations, and consistent with other initiatives in the PEP, we will develop a work plan to assist both CPS agencies and law enforcement agencies to adjust to any changes needed in their protocols and procedures. This work plan is likely to involve the Department of Justice in supporting training for law enforcement officers.

Other initiatives are likely to impact procedures and protocols between CPS and law enforcement: expanding Memoranda of Understanding between law enforcement and CPS to include domestic violence agencies, determining who CPS serves, evaluating the purpose and usefulness of the substantiation decision, and requiring greater emphasis on engaging families. We will continue involving law enforcement professionals over the next five years in identifying the impact on their agencies resulting from changes in CPS practice and policy and advocate for training and other supports that will assist in any changes that law enforcement agencies might need to make.

#### DV/CPS Collaboration Project

Wisconsin goal: Improve the CPS response in cases where domestic violence is present.

The DCFS plans to continue its efforts in supporting and enhancing the collaborative relationship between domestic violence and CPS agencies. Specialized curriculum on domestic violence for CPS caseworkers will be updated to reflect changes in law, best practice, and policy. This will include an expanded training component on collaboration with domestic violence service providers.

Information on domestic violence issues will be included as part of pre-service and/or foundation training.

The DCFS will also:

- Include information on the identification of and response to domestic violence in the development of the CPS Intake Standard and update of the *CPS Investigation Standards* and the *CPS Ongoing Services Standards and Practice Guidelines*. This is linked with the PEP-related activities discussed earlier in this five-year Plan.
- Identify other child welfare policy areas with domestic violence-related safety concerns and work with DV advocates to address the changes needed.
- Continue the annual joint regional meetings of DV and CPS agencies.
- Continue regular training and updates on the CPS system and policies for DV program staff.
- Include domestic violence agencies in Memoranda of Understanding between CPS and law enforcement.

## Guardian ad Litem Training

Wisconsin goal: Support an ongoing multi-disciplinary effort to provide training for guardians ad litem.

The DCFS will continue to cosponsor the Guardian ad Litem conference each fall. BPP staff are involved in the multi-disciplinary planning committee to assure that information critical to representing children who have been maltreated, who are unsafe in their homes, or who are in the out-of-home care system is presented at each conference.

## F. Coordinated Services

CAPTA area:

- Supporting and enhancing collaboration among public health agencies, the child protection system, and private community-based programs to provide child abuse and neglect prevention and treatment services (including linkages with education systems) and to address the health needs, including mental health needs, of children identified as abused or neglected, including supporting prompt, comprehensive health and developmental evaluations for children who are the subject of substantiated child maltreatment reports. [section 106(a)(14)].

Wisconsin goal: Expand the coordinated services team initiative.

The Coordinated Services Team (CST) initiative continues. Although the initiative is not funded by CAPTA, the staff position funded by CAPTA will continue to provide technical assistance to the initiative to assure consistency with the Standards for all cases that are part of the CPS system.

The effort to evaluate and compare the case planning format for CPS cases with the format for CST cases will continue as part of the PEP activities described above in reviewing and revising Standards.

## G. Substantiation Decision

CAPTA areas:

- Improving the intake, assessment, screening, and investigation of reports of abuse and neglect. [section 106(a)(1)]
- Improving the case management, including ongoing case monitoring, and delivery of services and treatment provided to children and their families. [section 106(a)(3)].

Wisconsin goal: Assess the impact of the substantiation decision on the effectiveness of safety assessment and safety plans and the effectiveness of efforts to engage the family in meaningful treatment planning.

“Substantiation” is the finding made by child protective services (CPS) staff that a child has been maltreated or that a specific person has maltreated a child and is based on the lowest evidentiary standard (i.e., a preponderance of the evidence). There are problems associated with

substantiation. It is used for purposes for which it was not originally intended (e.g., criminal prosecutions, gatekeeping for CHIPS proceedings, licensing and employment decisions, and gatekeeping for case opening and eligibility for services). This problem is heightened by the lack of uniformity in application from one county to another in terms of what is considered abuse and neglect, and which cases are screened in and screened out.

Substantiation creates problems unique to Wisconsin CPS. The statutory definitions of physical abuse and sexual abuse include abuse to a child by any other person, including another child. This has led to young children being substantiated as child abusers rather than identified as children in need of protection or services. It has also led to CPS staff substantiating individuals as maltreaters in cases of stranger assault, date rape, and other assaults on children by persons in a non-caregiving role, including homicides, in the midst of a law enforcement investigation.

Under federal regulation and state law, any person substantiated as having maltreated a child is entitled to an appeal of that decision. The substantiation appeal process has resulted in counties not substantiating a person as maltreating a child even if they could. A particular concern regarding the appeal process is that children who have been abused may be called to testify at an administrative hearing against a parent with whom they are residing. This raises additional safety, as well as many other, concerns for the child. In cases where both a CPS assessment and a law enforcement investigation are being conducted, district attorneys and law enforcement agencies have voiced concern that the administrative hearing to appeal the substantiation decision is used by defense attorneys as a fishing expedition that undermines the criminal prosecution.

Substantiating maltreatment epitomizes incident-based child protective services practice, which we have been moving away from. Our *CPS Investigation Standards*, originally established in 1994, emphasizes safety and risk assessment to determine a family's need for services to reduce risk and establish and maintain safety. Identifying safety issues leads to actions to protect the safety of the child; substantiation of maltreatment merely identifies who did what to whom.

The DCFS is proposing to establish a two-phase approach to resolving issues and determining policy. First, a workgroup comprised of state, county, and tribal staff will discuss the problems/issues and develop preliminary recommendations, ranging from clearer policy and additional training to the elimination of substantiation as a case finding. This will involve the use of research, both national and Wisconsin-specific, related to issues around substantiation, including reliability and validity and effectiveness in protecting children. The second phase will add selected groups to the discussion, including law enforcement, district attorneys and corporation counsels, licensing staff, legislators, and the child welfare training partnerships. The DCFS will involve staff of both the Pew Charitable Trusts and the National Resource Center on Child Maltreatment, with whom we have already been consulting.

The workgroup recommendations, if implemented will require training for a variety of county staff, including CPS, court/legal, and law enforcement. In addition, the DCFS may need to counteract the misperception that making changes to substantiating maltreaters represents a "softer" approach to child abuse. At the same time, this may be an opportunity for us to clarify that, while both CPS and law enforcement are often both involved in child abuse/neglect cases, they have unique roles and functions.

### Description of Services and Training to be Provided [sec. 106(b)(2)(C)]

The majority of the training to be provided with CAPTA funds has been described above. In addition, CAPTA funds will continue to be used over the next five years to cosponsor the annual Child Abuse and Neglect Conference, which provides training and networking opportunities for CPS staff, services providers, advocates, mandated reporters, and others involved in the broader child protection system.

Funding will be provided to each of Wisconsin's four regional Child Welfare Training Partnerships to fund curriculum development and training for CPS staff and supervisors not eligible for funding under Title IV-E. The next planned revisions of the Core training of the Partnerships will be for the activities and skills necessary for intake and initial assessment. These curricula will be modified as soon as the policies and standards revisions are completed by the workgroups discussed above in the State Plan. As other training needs are identified as a result of policy development, CAPTA funds will be used to support that training, at least in part.

An area where we continue to focus our training efforts is safety decision making. The DCFS has been working with the Training Partnerships and ACTION for Child Protection to develop, revise, and provide additional safety training in the state. We are currently in the process of training trainers statewide. The training will begin to be offered across the state this summer. Following is a description of the training:

*Managing Sufficient Safety in CPS* is a two-day learning experience for caseworkers and supervisors emphasizing providing sufficient safety intervention. The two-day workshop is followed by a complementary supervisory learning opportunity concerned with consultation. Training begins with a review of basic safety assessment and safety planning competencies leading to consideration of sufficiency of safety plans. The curriculum promotes safety intervention as a continuum of assessment and planning not specific to a particular function. The curriculum addresses essential knowledge and skill required by all CPS staff regardless of initial assessment or ongoing assignment. The curriculum will emphasize critical safety assessment competency, developing sufficient safety plans, and managing sufficient safety plans. The curriculum includes attention to safety management of safety plans within ongoing CPS.

The supervisory workshop emphasizes the consultative role supportive of building safety intervention competency in CPS staff. The following is an overview of the training:

#### Day 1

- Essential safety intervention concepts and skills; the objective is review and mastery
- Identification of safety factors
- Analysis of safety factors
- Case experience
- Safety planning concepts; introduction of sufficiency concept

#### Day 2

- Ongoing safety management responsibilities
- Process and principles

- Safety plan management experiences
- Evaluation of sufficient safety plans

#### Day 3

- The CPS supervisor as a consultant
- Deliberation on consultation skills
- Review and application of the Supervisory Consultation Guide

For the most part, CAPTA funds are used to support training, policy development, technical assistance, and program development rather than direct services to individuals, families, or communities. CAPTA funds support a full-time position in the DCFS, a CPS Specialist, who, in addition to coordinating policy and program development and training initiatives, responds directly to the public on concerns about how CPS cases have been handled, how to access services and other resources, and how the CPS program and child welfare system in Wisconsin generally operate. This position also provides technical assistance to communities and providers that are developing policies and practices about interaction with the CPS system as they seek to provide better services to their clients.

#### Assurances/Compliance with New Eligibility Requirements

The following is a description of Wisconsin's compliance with the new CAPTA requirements added in 2003. Statutory language referenced in this section can be found at: <http://folio.legis.state.wi.us/quickfind.html>, choosing Chapter 48 Children's Code and entering in the appropriate statute number.

- [Sec. 106(b)(2)(A)(ii)] *Policies and procedures...to address the needs of infants born and identified as affected by illegal substances or withdrawal symptoms from prenatal drug exposure, including a requirement that health care providers ...notify the child protective services system...*

Wisconsin Statutes state that "Any hospital employee who provides health care, social worker or [court appointed] intake worker ...may refer an infant ... to a physician for testing of the bodily fluids ... for controlled substances or controlled substance analogs...The physician may test the infant ... to ascertain whether or not the infant ... has controlled substances or controlled substance analogs in the bodily fluids...If the results of the test indicate that the infant does have controlled substances or controlled substance analogs in the infant's bodily fluids, the physician shall make a report under s.46.238..." [Sec.146.0255, WI Stats.]

The report is not made under Chapter 48, the Children's Code, and therefore is not a child abuse or neglect report. Instead, the report is made under Chapter 46, which is the authority establishing county human/social service departments.

Although this statutory language has existed for some years and CPS agencies have been accepting and responding to such reports, a policy memo was issued reminding CPS agencies of their responsibility to accept such reports.

- [Sec. 106(b)(2)(A)(iii)] *The development of a plan of safe care for the infant born and identified as being affected by illegal substance abuse or withdrawal symptoms.*

Wisconsin Statutes state "If a county department ... or [BMCW] receives a report under s.146.0255 (2), the county department shall offer to provide appropriate services and treatment to the child and the child's mother...or the county department shall make arrangements for the provision of appropriate services or treatment." [Sec. 46.238, Stats.].

This statutory language has also existed for some years. The policy memo issued reminding county agencies and BMCW of their responsibility to accept such reports (see above) included policy requiring an assessment of safety of the child and the development and execution of a safety plan, if the child is determined to be unsafe.

- [Sec. 106(b)(2)(A)(iv)] *Procedures for the immediate screening, risk and safety assessment, and prompt investigation of such reports.*

Risk assessment tools, in addition to a safety assessment tool, are part of WiSACWIS and the Wisconsin Model. Risk assessment and safety assessment are required by the *CPS Investigation Standards* and the *CPS Ongoing Services Standards and Practice Guidelines*.

- [Sec. 106(b)(2)(A)(v)] *Triage procedures for the appropriate referral of a child not at risk of imminent harm to a community organization or voluntary preventive service.*

Policy was developed and issued requiring CPS agencies to provide information and referral services to community agencies for families that they have determined do not need CPS services following an initial assessment and families they have determined no longer need CPS services following a case progress evaluation. The discussion with the family and the referral process must be documented in the case record. This has been the practice in most CPS agencies for years and is now reflected in published policy.

- [Sec. 106(b)(2)(A)(ix)] *Provisions to require a State to disclose confidential information to any Federal, State, or local government entity, or any agent of such entity, that has a need for such information in order to carry out its responsibility under law to protect children from abuse and neglect.*

Existing state statutory language authorizes disclosure to a "federal agency, state agency of this state or any other state or local governmental unit located in this state or any other state that has a need for a report or record in order to carry out its responsibility to protect children from abuse and neglect..." [Sec. 48.981(7)(a)17., Stats]. The Wisconsin Attorney General issued an opinion that the statutory language requires that information be released to the authorized entities or person on demand.

- [Sec. 106(b)(2)(A)(xiii)] *Provisions and procedures requiring that in every case involving an abused or neglected child which results in a judicial proceeding, a guardian ad litem, who has received training appropriate to the role,...shall be appointed to represent the child.*

In 1997, Wisconsin established Supreme Court Rule Chapter 35 (Eligibility for Appointment as Guardian ad Litem for a Minor), which prohibits an attorney from accepting a GAL appointment from the court in juvenile and family court proceedings unless specified training criteria are met. The rule became effective in 1999. Enforcement of the rule is handled at the county level.



Under s. 48.07(5)(c), Stats., Court Appointed Special Advocate (CASA) volunteers must complete a training program prior to being designated as a CASA and each volunteer must complete continuing education annually. The training shall include instruction on recognizing child abuse and neglect, cultural competency, child development, court procedures, permanency planning, the role of the CASA volunteer, information gathering and documentation, and juvenile court observation.

In addition to the above requirements, there is a conference every year with training for guardians ad litem, for which they receive credit. The first conference was held in 1999. The conference is well attended every year and receives high evaluations from participants. The DCFS staff are involved in planning for the conference and the DCFS is a co-sponsor of the conference.

- [Section 106(b)(2)(A)(xviii)] *Provisions and procedures to require that a representative of the child protective services agency shall, at the initial time of contact with the individual subject to a child abuse and neglect investigation, advise the individual of the complaints or allegations made against the individual, in a manner that is consistent with laws protecting the rights of the reporter.*

Policy was developed, published, and disseminated requiring CPS representatives to advise the alleged maltreater, at the beginning of the initial contact, of the allegations against him or her. The policy was developed with input from county CPS staff, tribal child welfare staff, law enforcement, and legal counsel. It balances a person's right to honest information with the need to fulfill statutory mandates to protect children from serious harm.

- [Section 106(b)(2)(A)(xix)] *Provisions addressing the training of representatives of the child protective services system regarding the legal duties of the representatives, which may consist of various methods of informing such representatives of such duties, in order to protect the legal rights and safety of children and families from the initial time of contact during investigation through treatment.*

An initial training was held on June 11, 2004 for representative CPS managers, corporation counsels, law enforcement officers, and training staff. Additional trainings will be held in each region of the state by the end of the year. A brochure for parents, including a description of the CPS process and the family's rights, is being developed and will be issued to all counties and tribes and BMCW to use when interviewing parents by the end of the 2004. Representatives from the Child Welfare Training Partnerships participated in the June 11 training in order to begin to assess how to integrate the legal duties of CPS representatives and the legal rights of families into core training curricula.

- [Section 106(b)(2)(A)(xx)] *Provisions and procedures for improving the training, retention and supervision of caseworkers.*

A major initiative in Wisconsin's PEP is expanding the frequency, accessibility, and application value of child welfare training in Wisconsin. This includes significant training for supervisors to assist them in providing clinical supervision for caseworkers. Another initiative in the PEP is to evaluate the workload of caseworkers and supervisors and the availability and accessibility of services needed to keep children safe and address the underlying contributors to child abuse and

neglect. It was the opinion of the PEP Core Team that reasonable workloads and the availability of needed services are critical to retaining child welfare staff.

- [Section 106(b)(2)(A)(xxi)] *Provisions and procedures for referral of a child under the age of 3 who is involved in a substantiated case of child abuse or neglect to early intervention services funded under part C of the Individuals with Disabilities Education Act.*

A policy requiring referral to early intervention services (Birth to 3 Program) of a child under the age of 3 years who is substantiated as having been abused or neglected was developed, published, and disseminated to all county CPS agencies and BMCW. The policy was developed with input from county CPS professionals, Birth to 3 Program Staff and legal counsel. Activities related to the referral must be documented in the case record.

- [Section 106(b)(2)(A)(xxii)] *Not later than June 25, 2005 (2 years after the enactment of Public Law 108-36), provisions and procedures for requiring criminal background checks for prospective foster and adoptive parents and other adult relatives and non-relatives residing in the household.*

Wisconsin Statutes state that “The department, a county department, a child welfare agency or a school board shall obtain all of the following with respect to a [foster home, treatment foster home, group home, shelter care facility and adoptive home and] a non client resident of an entity...: A criminal history search from the records maintained by the department of justice...” [Sec. 48.685(2)(am), Stats.]

Citizen Review Panel Requirements - The 2003 CAPTA amendments created the following additional requirements.

- *requiring each citizen review panel to examine the practices (in addition to policies and procedures) of State and local agencies to evaluate the extent to which the agencies are effectively discharging their child protection responsibilities [section 106(c)(4)(A)];*
- *requiring each panel to provide for public outreach and comment in order to assess the impact of current procedures and practices upon children and families in the community [section 106(c)(4)(C)]; and*
- *requiring each panel to make recommendations to the State and public on improving the child protective services system at the State and local levels. The appropriate State agency is to respond to the panel and State and local child protective services agencies in writing no later than six months after the panel recommendations are submitted. The State agency’s response must include a description of whether or how the State will incorporate the recommendations of the panel (where appropriate) to make measurable progress in improving the State and local CPS systems [section 106(c)(6)].*

Some of the functions of the Citizen Review Panels are being incorporated into the quality assurance procedures being developed as part of Wisconsin PEP. Citizen Review Panel members will participate in CFSR-type program reviews, which will include a review of practice not only in their own counties but also in other counties across the state. This will give them a broader view of practice and policy in the state.

A description of the new requirements has been shared with each panel. More funding is being appropriated to the three citizen review panels to assist them in carrying out the additional

functions. In addition, more technical assistance will be provided by the DCFS, and the DCFS will also increase coordination of the Citizen Review Panel activities with other quality assurance and policy development activities.

Citizen Review Panel members participated in the training and discussion conducted by the National Resource Center on Legal and Judicial Issues on family rights. They will be part of informing changes in CPS practice in Wisconsin related to assuring that family rights are understood and respected throughout a family's involvement with CPS. Citizen Review Panel members will also be part of the workgroups established, as discussed in the State Plan, to develop, clarify, and modify statewide policies and standards of practice.

## Chafee Independent Living

Wisconsin will continue to operate its Independent Living (IL) Program to address the needs of youth in and exiting foster care, comply with the Chafee Foster Care Independence Act (Chafee Act), and follow the recommendations of the Wisconsin June 2000 *Independent Living for Children in Out-of-Home Care* study. IL services are provided through Wisconsin's county-administered child welfare service system and by tribes, and programs may vary in their approaches to implement and administer independent living services.

### *Program Eligibility*

Wisconsin's IL Program provides services and supports to youth aged 15-21 years. Eligibility for Wisconsin Chafee services includes those youth that have been in out-of-home care (OHC) placement in Wisconsin for at least 6 months after the age of 15 or older with eligibility continuing to the age of 21 years. Youth that are in OHC placement for six months and adopted after the age of 15 years are also eligible for services. Youth exiting care prior to age 18 due to adoption, guardianship (s. 48.977), long-term Kinship Care or hospitalization, may continue to be eligible for IL services, although eligibility for certain benefits (e.g., room and board, Medicaid) may be limited by the Chafee Act.

### *Distribution of Funds*

Chafee funds are allocated via state/county and state/tribal contracts. Recipients of CFCIP and ETV-funded allocations will be expanded in 2005 to include 71 counties, 3 tribes, the Bureau of Milwaukee Child Welfare (BMCW), and the Division of Juvenile Corrections. The Chafee funding will continue to be utilized to develop, expand, and strengthen local independent living services for youth. The State allocates funding to these local agencies based on the average number of youth eligible for and receiving independent living services in each community. This formula was developed and utilized to ensure that each agency receives an amount of the available funding that is commensurate with the number of local youth eligible for and receiving assistance to achieve independence.

Wisconsin has received reductions in federal funding for both the Independent Living and Education and Training Vouchers Programs. For FFY 2004, CFCIP funding was reduced by 23% and the ETV Program funding was reduced by 18% versus the prior year. These cuts occurred despite the fact that the number of older youth eligible for and receiving IL services has increased during the funding periods. While Wisconsin will strive to ensure that youth receive efficient and effective IL services and supports, significant program changes may become necessary over the next few years to reflect the decreased federal resources and an increased service population.

**National Evaluations:** The State of Wisconsin Department of Health and Family Services, Division of Children and Family Services, will cooperate in national evaluations of the effects of the programs in achieving the purposes of the CFCIP. In addition, Wisconsin, along with Iowa and Illinois, is participating in an ongoing multi-state evaluation of older youth exiting foster care. Chapin Hall Center for Children, University of Chicago, is conducting this research project and has launched Wave 2 of a three-wave study. Evaluation results will be utilized to shape future independent living services for youth in and exiting care. Results may also be utilized for future federal reporting.

Education and Training Vouchers (ETV) Program:

1. *Describe how the State will establish, expand or strengthen its post secondary education and training to achieve the purpose of the ETV program and to accomplish the purposes of the Acts. Describe the methods used to operate the program efficiently and assure compliance with the conditions specified in subsection 477(i):*

The DCFS will utilize the ETV program funds to expand the independent living services at the state and local levels. The existing DCFS Scholarship Program for youth aging out of out-of-home care will increase the amount of the individual scholarships available to youth for post-secondary education and training and extend the period for which youth will be eligible for the scholarship funds. Additional funding will be provided to local agencies to expand services and increase financial support to assist youth with preparation for and participation in post-secondary institutions.

In 2003, upon receiving federal approval of this plan, the state distributed additional funding and information regarding program requirements to all county and tribal departments of human or social services for implementation by January 1, 2004. A numbered memo, DCFS Memo Series 2003-10, mandating the implementation of the new program and outlining program requirements, was disseminated statewide to all counties and tribes providing independent living services under Wisconsin's Independent Living Program. The memo describes ETV Program requirements and desired outcomes that must be met while allowing individual agencies the flexibility to implement the services locally in the most effective manner possible for all youth. State-facilitated meetings were held in each region of the State to further explain and discuss program implementation, requirements, and practice issues regarding the ETV program.

To increase the likelihood that youth will be motivated and eligible to participate in post-secondary institutions, local agency Independent Living Coordinators will coordinate team and other resource involvement in addition to working directly with youth for several years prior to their aging out of out-of-home care. Youth will be supported using the original CFCIP funds to complete a high school education or equivalent, improving their ability to meet post-secondary education or training program eligibility requirements. The CFCIP and ETV Programs will then provide ongoing support to youth by providing services and financial assistance necessary to help them successfully participate in and complete post-secondary programs.

It is anticipated that services, support, and financial assistance will be individualized, based on the assessment of the youth's needs. Generally, assistance will be provided in accordance with the following guidelines:

- The DCFS Scholarship Program will provide funding for any direct costs; i.e., tuition and fees associated with attending an institution of higher learning.
- Scholarships will not exceed the lesser of \$5000 per year or the total cost of attendance as defined in section 472 of the Higher Education Act.
- Local agencies will utilize ETV funds for the purchase of technical equipment or assistance to include, but not be limited to, computers, calculators, and supplies associated with post-secondary coursework.
- The DCFS Scholarship Program and local agencies may provide additional assistance or support necessary for successful completion of higher education, including, but not limited to: tutoring, transportation, books, child care, housing, program entry testing, costs, incentives, leadership/workshop/vocational activities, etc.

ETV funds will be allocated and accounted for via separate contracting, accounting, and reporting processes.

## **2. *Program Eligibility:***

- Education and training vouchers (ETV) will be available to all youth meeting current State independent living eligibility criteria (i.e., youth aged 15 to 21 years placed in out-of-home care at the age of 15 or older for a period of not less than six months) for costs associated with post-secondary attendance and participation.
- Eligibility will also be extended to youth up to 23 years of age who were participating in the voucher program on the date they attained age 21, as long as they are enrolled in a full-time post-secondary program and are making satisfactory progress toward the completion of that program.
- Youth adopted from foster care after attaining 6 months in out-of-home care followed by adoption at the age of 15 years or older shall be considered eligible for ETV program assistance.

## **3. *Education and Training Vouchers Program Criteria:***

- Vouchers shall be available for the cost of attendance at an institution of higher education, as defined in section 102 of the Higher Education Act of 1965.
- Voucher amounts shall not exceed the lesser of \$5000 per year or the total cost of attendance, as defined in section 472 of that Act.
- The amount of a voucher under this section shall be disregarded for purposes of determining the recipient's eligibility for, or the amount of, any other Federal or federally-supported assistance, except that the total amount of all assistance should not exceed the total cost of attendance. The DCFS Scholarship Program shall take appropriate steps to prevent duplication of benefits under this and other Federal or federally-supported programs.
- The program is coordinated with other appropriate education and training programs. State and local agencies will partner with secondary and post-secondary institutions and each other to increase awareness of the educational challenges faced by youth aging out of out-of-home care and the ETV Program. This collaboration was initiated by Wisconsin in 2001 under the CFCIP, resulting in the development of the statewide Higher Education Opportunities for Youth Advisory Group. Modifications to the existing DCFS Scholarship Program were made according to input received by all of these partners to better meet needs of youth while fulfilling the new requirements of the ETV program.

### ***Program Development:***

- Assessments of youth skill, needs, and interest areas will continue as implemented under the CFCIP. Youth, child welfare agencies, foster parents, and biological family members will participate in development of case plans to support youth's educational goals. Case plans shall include, but are not limited to, assisting youth to: identify post-secondary education or training as a viable option, identify potential vocations and careers, identify and address other areas of need (e.g., housing, transportation) that impact successful participation in higher education, and develop Independent Living Transition Plans to enhance the success of the youth transitioning to self sufficiency.
- Outreach efforts to continue supporting youth after leaving out-of-home care will continue as implemented under the CFCIP. Additional efforts will be implemented to inform, remind, and encourage these youth of the higher education assistance available to them prior to reaching age 21 and potentially up to age 23.
- The DCFS Scholarship Program will be expanded to include scholarship funds up to \$5000 per youth per year and allow youths to receive assistance through the fund on an ongoing basis as long as other scholarship eligibility criteria (e.g., satisfactory progress) are met. Youth must complete an application for the scholarship program and provide proof of acceptance to the post-secondary institution.
- Funding for attendance costs at post-secondary institutions will be provided directly to the institution upon receipt of a letter of acceptance/admission from the institution on behalf of the youth.
- Purchase orders may be utilized for other costs associated with participation in the post-secondary program.
- Data will be maintained by the local agencies and the DCFS Scholarship Program, including: the number of youth completing a high school education, the number of youth attending post-secondary institutions, the number and types of degrees or certification achieved by participating youth, and the amount and type of financial assistance provided utilizing ETV funds.
- Independent living roundtables regarding the ETV Program were held prior to program implementation in 2003-04 and will continue to be held in 2005. These meetings are scheduled in various regions around the State to provide technical assistance to local Independent Living Coordinators and facilitate sharing and discussion between caseworkers and agencies regarding practice issues in the area of helping youth access and achieve higher education.

## Chafee Foster Care Independence Program (CFCIP)

1. *Discuss how the state will design, conduct and/or strengthen programs to achieve the purposes of section 477(b)(2)(A) and section 477(a)(1-6) of the Act.*

**Political Subdivisions:** Wisconsin has 72 counties and 11 federally-recognized tribes. All counties are currently and will continue operating CFCIP-funded independent living programs 2004-09.

Tribes have been given the opportunity to receive CFCIP funds from the State to operate tribal independent living programs. Two of the 11 tribes, Ho-Chunk and Lac du Flambeau, have historically and will continue to receive independent living funds. Effective October 1, 2004, the Lac Courte Oreilles (LCO) tribe will also receive IL funds to serve eligible tribal youth. Independent living services by tribes are coordinated with services by county agencies through child welfare coordination agreements between counties and tribes called 161 agreements. The DCFS is prepared to directly fund other tribes that wish to operate independent living programs.

All Wisconsin counties have historically operated some aspects of independent living programs, including working with foster care providers to teach youth independent living skills and permanency planning responsibilities. The majority of counties also provided services to improve the skills of youth to prepare them to exit out-of-home care and make successful transitions to adulthood. With the implementation of CFCIP, funds have been allocated to all counties so they can provide services to improve skills of youth aged 15-18 and a transitional services component for youth age 18-21. Start-up funds were allocated to counties in Spring 2001 to expand service capacity, and all counties are funded to deliver a full range of independent living services. Smaller counties were encouraged to form multi-county consortia to deliver independent living services, particularly services to improve skills of youth aged 15-18 and the transitional services component for youth aged 18-21. In 2004, nine counties are organized into 4 service consortia.

Wisconsin's Independent Living Program will design and deliver programs to achieve the purposes of sections 477(b)(2)(A) and 477(a)(1-6) of the Act. CFSP statewide goals and activities to address these purposes are as follow:

### *A. Help Youth Transition to Self-Sufficiency*

- Allocate IL funding to agencies for direct services, expanding the number of tribes receiving these funds from 2 to 3. The Ho-Chunk and Lac du Flambeau tribes will continue to receive IL funding for direct services. Lac Courte Oreilles (LCO) tribe will receive funding for tribal IL services effective October 1, 2004. Tribes not directly funded for IL services will continue to collaborate with county agencies for the provision of IL services for tribal youth. Training and technical assistance will be provided to LCO prior to, during, and following the transition of youth IL services from Sawyer County to the tribe.
- Continue providing an array of services and support for youth that address the following areas: secondary education, post-secondary education, vocational and employment support, daily living skills, budget and financial management, housing, health education and prevention, connection to caring adults, and risk prevention. Program design may vary



according to geographic factors; e.g., rural or urban, availability of community resources, housing options. Agencies funded for IL services may serve youth directly or contract for IL services through other agencies. Collaboration with other professionals, caring adults, human service agencies, and other community resources will remain a critical source for obtaining and coordinating services for youth.

- Continue providing financial assistance as appropriate for room and board, education, and other needs that may arise as youth work to achieve self-sufficiency. Local IL programs are allowed to spend up to 25% of their allocation for room and board for youth meeting the room and board requirements (i.e., youth aging out of care that are in care on their 18<sup>th</sup> birthday) as stated in the Chafee Act. Youth may receive Education and Training Voucher (ETV) Program assistance locally or through the state's DCFS Scholarship Program. Other financial assistance for IL-related costs may be provided at the discretion of the local agency. Connecting youth to other community resources that assist clients financially will also be utilized.
- Assess each youth's level of independent living skills functioning and develop an Independent Living Transition Plan (ILTP) to address assessed areas of need and youth interests. Individual assessments and plans are required for each eligible youth; however, agencies may select the assessment method or tool used and the ILTP format.
- Provide IL training for IL Coordinators, foster parents, members of youth teams, and other county, tribal, and private agency caseworkers. The State IL Coordinator, upon request from local agencies, will conduct Basic IL Training for new IL coordinators. Life skills development and other IL training will be developed and conducted in coordination with the University of Wisconsin's Training Partnerships, the National Resource Center for Youth Development, and other resources as appropriate to address specific topics of interest or concern. Sessions on independent living may also be incorporated into other existing training curricula.
- Increase the involvement of foster parents as a key resource for ongoing youth support and skills development. Independent living skills are learned over a lifetime, beginning at a very young age. Foster parents are important people in the healthy development of children and young adults. The foster home is a setting where skills training may be planned or can occur naturally in the course of daily activities. Local IL programs will continue their efforts to work with youth and foster parents, incorporating foster parents as trainers for youth skill development. This will be documented in the Independent Living Transition Plan and the training activities reported annually in the IL reports.
- Extend Medicaid eligibility for youth exiting care at age 18 or older up to age 21 to ensure ongoing health care and increased access to and utilization of health services. In the past few years, Wisconsin has been unable to achieve extended Medicaid benefits for youth aging out of care. Efforts to extend eligibility will be ongoing. See CFSP CFCIP item #7 for a more detailed description of this goal.
- Increase youth participation in the ongoing evaluation and development of IL services. A Youth Advisory Council was created in 2004 and will continue. Other youth meetings and forums to encourage the sharing of information about their experiences in the child welfare

system will be organized in various regions around the state. Information gained from these meetings and other communication with youth will be utilized for assessing existing services, informing policy development, and determining direction for future youth-directed activities.

- Determine if maintaining the current eligibility criteria for IL services is possible. Due to decreased federal funding, it may be necessary to revise the IL eligibility criteria for youth in Wisconsin. Currently, youth that have been in out-of-home care for at least six months after the age of 15 years are eligible for IL services and remain eligible up to 21 years. An ongoing analysis of funding, eligible youth, and affordable services will be conducted to determine if this criterion must be revised to effectively serve only those older youth with more intense needs and fewer natural supports.
- Implement federal IL reporting requirements when finalized. Incorporate independent living reporting into the Wisconsin Statewide Automated Child Welfare Information System (WiSACWIS). Wisconsin will modify its existing IL reporting forms to include the proposed National Youth Transition Database (NYTD) Data Items (version dated December 2003). These forms will be disseminated to counties and tribes for annual reporting until the federal reporting requirements are finalized. At that time, the electronic database system will be modified to include the required IL data elements for annual reports.

*B. Help youth receive education, training, and services necessary to obtain employment.*

- Continue to assess all eligible youth for independent living skills functioning, including job search and maintenance, and develop an Independent Living Transition Plan based on the assessed levels of skill and youth input.
- Continue to provide all eligible youth with an array of services to support education and training for employment. Youth receiving IL services will receive training, experiential learning experiences, and support to identify, seek, obtain, and maintain employment. Youth assistance may include, but is not limited to, the following areas: procuring of necessary documents, completing applications, education planning, contacting colleges and employers, interview skills, job search, resume writing, social skills on the job, tolerance, conflict management and resolution, transportation, and gaining volunteer and other work-related experience.
- Continue referral and outreach services to link youth to other community agencies and resources for job seeking, training, and financial assistance. For youth to become and remain successfully employed, collaboration among IL coordinators, local job services programs, school counselors, teachers, and community resource agencies must occur. Youth will be assisted in identifying career choices and planning the steps necessary to achieve employment. IL coordinators will assist youth with these tasks and link them to the appropriate resource for continued education, job seeking, job training, transportation, etc.
- Annually compile and analyze data for IL employment-related services and outcomes.

*C. Help youth prepare for and enter post-secondary training and education institutions*

- Develop an Independent Living Transition Plan for each eligible youth that identifies and addresses educational needs and goals for achieving post-secondary education and training. Efforts to assist youth with post-secondary education and training must start several years prior to high school completion. IL Coordinators, school counselors, friends, and family play an important part in motivating youth to pursue higher education or training, followed by helping them identify steps that need to be taken. Education plans containing individualized goals and objectives will be developed for each youth. IL Coordinators will continue to work with high school teachers and counselors to ensure that classes and credits are meeting necessary requirements. Where available, youth will also be connected to pre-college programs.
  - Design, implement, and strengthen the statewide ETV Program to locally assist youth with post-secondary related needs and costs. In 2004, the ETV Program was implemented in Wisconsin. ETV Program funds were allocated to 71 counties, 2 tribes, and the Bureau of Milwaukee Child Welfare. In 2005, the list of agencies receiving ETV Program funds will be expanded to include the Lac Courte Oreilles tribe and the Division of Juvenile Corrections. ETV Program funds received by local agencies will be utilized to develop and maintain post-secondary related assistance for former foster youth. Agencies and youth will be encouraged to utilize the DCFS Scholarship Program for payment of tuition, fees, and books. All other costs and types of support will be provided via the local agency.
  - Increase the amount of funding available for youth scholarships through the DCFS Scholarship Program. In 2004, the amount of funding for the DCFS Scholarship Program was increased from \$100,000 to \$125,000 annually. This amount will increase to \$157,740 in 2005. The DCFS Scholarship Program was created to provide grants for post-secondary related education and training for former foster youth. The awards follow the federal ETV Program guidelines, and scholarship awards combined with local ETV Program assistance is limited to \$5,000 per youth annually.
  - Continue the efforts of the Higher Education Opportunities for Youth (HEOY) Advisory Group to help youth access and achieve higher education. The HEOY Advisory Group consists of members of the higher education community along with DCFS and private agency staff. The group will update and develop informational memos and resource materials for statewide dissemination to higher education staff, child welfare caseworkers, youth, foster parents, and other interested parties. Panel presentations to increase awareness about the challenges faced by youth and potential resources will be scheduled around the state. The panel will also help train IL Coordinators and others connected to youth to help them successfully access and maneuver within the higher education system. Efforts will also be ongoing to meet with higher education institutions to help them recognize and develop ways to reach out and help former foster youth access and achieve post-secondary education and training.
  - Compile and analyze data regarding secondary and post-secondary services, support, and outcomes.
- D. Provide personal and emotional support to youth through mentors and the promotion of interactions with dedicated adults.*

- Continue efforts to connect youth to caring adults prior to and after leaving care. IL Coordinators will continue to help youth identify and develop positive relationships with caring adults in their communities. Natural connections with foster parents, social workers, teachers, and family members will continue to be encouraged and supported. Youth may also be connected to organizations in their communities where children are linked with mentors. With youth who are reluctant or unable to connect with others through these more typical means, connections with IL Coordinators and other child welfare caseworkers may become the primary contact for youth leaving care. These connections will be documented in each youth's ILTP.
- Continue to collect data regarding mentoring services and outcomes.

*E. Provide financial, housing, counseling, employment and education and other appropriate support and services for former foster care youth ages 18-21 years.*

- Provide youth with life history and critical documents prior to leaving out-of-home care placement. Efforts will continue to ensure that youth have copies of their birth certificates, social security cards, insurance cards, medical records, high school diploma or high school completion documents, written employment history, and other personal information about their lives and families.
- Every youth aging out of care will have an Independent Living Transition Plan (ILTP) that addresses the youth's transition from out-of-home care (OHC). Youth will participate directly in the development of their plan goals and activities and accept personal responsibility for gaining skills and independence. Each eligible youth in OHC placement must have an ILTP that is based on an IL skills assessment and incorporated into the permanency plan. As the youth approaches leaving care at 18 years or older, the ILTP will identify ongoing IL needs, goals, and outcomes, and describe how needs will be met and goals/outcomes achieved. The plans, services, and activities will address, but are not limited to, the following areas: high school completion, post-secondary education or training, career planning and employment, safe and stable housing, transportation, health and medical needs/services, community resources, support systems, finances, and youth self goals. The ILTP will also contain contact information for family, friends, and other caring adults identified by the youth to confirm support systems and simplify IL Coordinators' ability to locate and communicate with youth who have left care.
- Continue to make available an array of services and support for 18-21-year-olds. Youth no longer in care will be educated regarding community resources and, where appropriate, assisted to ensure knowledge of how to access resources. Youth will be informed regarding financial assistance, including CFCIP or ETV Program funds, which may be available at the local level. Youth will also be informed about ongoing classes or events where they are welcomed and encouraged to participate. They will leave care with contact information for the IL Coordinator and any social workers or other significant people in child welfare system with whom the youth is familiar or may have developed positive relationships. If no such relationship exists, at a minimum, contact information for the IL Coordinator will still be provided in the event of future needs or crises.

- Provide room and board assistance for youth aging out of care that were in care on their 18<sup>th</sup> birthdays. Agencies may use up to 25% of their IL allocation for room and board payments for eligible youth.

**Room and board definition:** In accordance with the Chafee Act, only those youth in care on their 18<sup>th</sup> birthdays will be eligible for room and board assistance. Chafee funds may be utilized to provide financial assistance to eligible youth for the purpose of obtaining and establishing safe and stable housing. Room and board payments may be made to service providers, vendors, or youth to set up residence. Room and board may include security deposits, rent, furniture, utilities hook-up or payments, and other housing-related necessities. The county or tribe will assess individual youth's room and board needs and determine the level of room and board assistance that will be provided.

Emergency financial assistance for immediate shelter due to temporary, crisis situations will be available for all IL eligible youth and does not fall under the definition of room and board.

*F. Make available vouchers for post-secondary education and training for youths who have aged out of care.*

- Continue the development of Wisconsin's Education and Training Vouchers Program. Counties, tribes, and the Division of Juvenile Corrections will receive an annual allocation for the development and provision of local ETV Programs. Local agencies will ensure that IL eligible youth are informed about and have access to ETV Program assistance and funding. Each agency will have a policy and procedure for the administration of this program. ETV Program funds will be utilized only for post-secondary related activities and costs.
  - Provide training and technical assistance to counties and tribes for the implementation and maintenance of the ETV Program. Regular technical assistance regarding ETV Program regulations, practices, policies, and procedures will be available for all counties and tribes. Meetings will be scheduled in all regions around the state to discuss program and practice issues and share information across agencies. A section for the ETV Program has been incorporated into the IL Basic Training curriculum and will be modified as needed for training sessions.
  - Utilize ETV funding for scholarship awards for post-secondary tuition, fees, and books for eligible youth. The DCFS Scholarship Program will increase the level of funding available for scholarships to \$157,740 in 2005. Award payments will be made directly to the institution for the payment of tuition, fees, and books for each youth receiving a grant.
  - Collect annual data and reports on the progress of local ETV Program efforts. Maintain data on the DCFS Scholarship Program funded with ETV Program funds.
2. *Describe how youth of various ages and at various stages of achieving independence are to be served.*

Independent living skills must be learned over the life span of the child, and foster parents are recognized as the primary trainers of IL skills for these youth. Helping youth gain skills necessary for self-sufficiency requires the involvement of foster parents, staff, classroom instructors, experiential training providers, life experiences, and ongoing support and safety nets.

Effective 2001, IL services are required for all Wisconsin youth in out-of-home care placement for at least six months after the age of 15 years. While youth are in OHC, independent living services must be available and offered to all eligible youth. Services may include one-on-one training that occurs in natural environments, classroom training, and experiential learning. Trainers of IL skills may include foster parents, IL Coordinators, school staff, mentors, family members, and training programs offered through other community resources, agencies, or contracted services. Local agencies may design their IL programs and services to address the needs of youth based on number of eligible youth and geographic resources and barriers.

IL services are designed to target those areas designated in the Chafee Act and other individualized youth needs as assessed and addressed in the ILTP. Although the availability and provision of IL services are required, youth participation in those services is voluntary. Services may include, but are not limited to, the following areas: daily living skills, secondary and post-secondary education, obtaining drivers licenses, awareness and accessing of resources, budgeting and financial management, vocational and employment counseling, housing assistance, health education, prevention of risky behaviors, and accessing medical and mental health services.

All of the described services are available for youth aged 15-20 years meeting the IL eligibility criteria.

**Barriers:** There are no statutory barriers negatively impacting IL programs. However, there are other barriers that are being evaluated to determine if mitigation is possible. These include:

- The lack of continued Medicaid eligibility and other health insurance programs for youth aged 18 and older leaving OHC placement.
- The reluctance of some local agencies to allow youth to participate in driver education and obtain their drivers licenses prior to exiting OHC placement.
- The lack of transitional living program residences in many areas of the state for youth exiting OHC placement.
- A reduction in CFCIP and ETV Program funding to serve an increasing number of older youth in and exiting OHC.
- A lack of sufficient funding that would enable every child welfare agency in Wisconsin to have an assigned, full time Independent Living Coordinator.

3. *Discuss how the State involves the public and private sectors in helping adolescents in foster care achieve self-sufficiency.*

During this past year, the State coordinated and facilitated regular meetings with county, tribal, private, and other state agencies to collaborate, plan, and improve critical services for children and families. This group was called the PEP Core Team and its purpose was to develop a Program Enhancement Plan (PEP) for child welfare services in Wisconsin. An extensive plan

was developed and finalized in 2004 and will be implemented over several years beginning in 2004.

The State also participates in meetings with the private and public sectors to focus on more specific issues pertaining to youth. The State IL Coordinator is a member of the Mental Health Transition Advisory Council that collaborates on mental health issues and services for youth transitioning to self-sufficiency. The coordinator also leads the Higher Education Opportunities for Youth Advisory Group to address the educational challenges and tackle post-secondary educational barriers faced by youth. Another collaborative group currently focusing on teen issues is the Governor's Council on Domestic Abuse, Committee on Children and Youth. Membership for all of these groups includes private and public sector professionals. Independent Living roundtables with county, tribal, and private agency service providers are also utilized to discuss and address current policy and practice issues for adolescent youth.

The State IL Coordinator also arranges meetings to address specific topics and areas of interest related to older youth issues. These meetings connect the statewide IL Coordinators with other community agencies to help each other learn, collaborate, and better serve older youth. Group participants may include the public and private sector staff in addition to youth, families, and foster parents.

*4. Describe in detail how public and private organizations were consulted and involved in the development of this part of the CFSP.*

As described previously, during this past year the State coordinated and facilitated regular meetings with county, tribal, private, and other state agencies and stakeholders to collaborate, plan, and improve critical services for children and families. This group was called the PEP Core Team and its purpose was to develop a Program Enhancement Plan for child welfare services in Wisconsin. An extensive plan was developed and finalized in 2004 and will be implemented over two years beginning in late 2004. The partnership will continue throughout plan implementation.

In addition, every county and tribal IL Coordinator, along with several private providers of IL services, were contacted directly to provide input for this five-year plan. All of their input is included throughout the various sections of the plan.

A Youth Advisory Council was created and began meeting in 2004. This group of youth aged 15-21 years is sharing their experiences in the child welfare system to positively influence and inform state planning and policy.

*5. Coordination with other Federal and State programs for youth and Indian tribes for Indian children.*

The DCFS coordinates with other programs for youth to ensure mutual awareness of programs and collaboration on the ongoing development and improvement of services for youth. The DCFS has a contract with the Department of Corrections, Division of Juvenile Corrections (DJC) for IL eligible youth who are incarcerated. The DJC IL Coordinator participates in IL meetings to collaborate with child welfare agencies on services for former DJC youth. The Department of

Workforce Development (DWD) launched a pilot project in Milwaukee County to provide support and services for youth to gain education, training, and employment. Prior to project implementation, meetings were held with DCFS and BMCW staff to coordinate the involvement of foster-care youth into the project and ongoing case management for those youth. The DCFS participates in the Mental Health Transition Advisory Council led by the Division of Disability and Elder Services to better serve youth with disabilities and mental health needs.

The DCFS and the Dept. of Health and Family Services' Tribal Affairs Unit (TAU) work with each other and the tribes to ensure tribes are involved and participate in all IL activities. Beginning in 2005, three Wisconsin Indian tribes including Lac Courte Oreilles will receive IL and ETV Program allocations to provide IL services to tribal youth. Tribal youth that are not members of these three tribes will receive IL services through the county agencies with which the tribe has agreements. Independent Living Work Plans are due to the State annually and must include assurances that all counties are collaborating with the tribes to identify and engage tribal youth in IL services and ensure appropriate and meaningful collaboration in the development of IL services for tribal youth. The plan must describe the steps taken to achieve effective IL services for tribal youth.

All tribes receive formal notification of IL program changes and issues via the state numbered and information memo system. In addition, IL Coordinators for the tribes receive all informal notices and surveys generated by the State IL Coordinator. These communications have proven to be an effective way to quickly obtain and share information about current IL practices and challenges, and obtain input on planning and activities.

6. *Expansion of Medicaid eligibility to youth ages 18-20 years who have aged out of foster care.*

The DCFS has requested since 2001 to extend Medicaid eligibility for youth aging out of out-of-home care as allowed under the Chafee Act, but the requests have not been approved through the state budget process due to significant budget constraints. Extensive efforts have been made by the Department's Office of Strategic Finance (OFS), Division of Health Care Finance (DHCF), and the DCFS to analyze the programmatic and fiscal impact of extending Medicaid eligibility. It was learned that in Wisconsin:

- Children in out-of-home care are eligible for Medical Assistance (MA) up to age 18. Wisconsin also provides MA coverage to youths, including youths living with their parents, up to age 19 under BadgerCare and Healthy Start. After reaching the age of 19 years, youth are no longer eligible for MA in Wisconsin, regardless of income, unless they are disabled, pregnant, or a caretaker of a minor relative.
- Approximately 300 teens age out of out-of-home care each year.
- Children and youth in out-of-home care have higher than average health care needs, particularly in the areas of mental health, chronic and recurrent diseases, and substance abuse. These needs, which continue and may intensify into adulthood, are unmet when the youth leave out-of-home care, turn 19, and lose MA. Youth who age out of the out-



of-home care program do not have the financial, social, or family resources other youth might have to obtain medical treatment.

- The cost of expanding MA benefit will depend on how the proposal is phased in. An option is to phase in the expansion by age cohort. Specifically, in the first year, youth 19 or younger would be MA eligible. This would include all youth who already exited out-of-home but meet the eligibility criteria of having been in care on their 18<sup>th</sup> birthday. In the second year, youth 20 or younger would be eligible. Phasing in eligibility would reduce the additional state cost for the initial biennial budget period that the MA benefit is provided.
- Implementation of the extended MA eligibility would require one-time administrative costs to modify CARES and MMIS systems. Additional costs would be incurred for WiSACWIS changes to capture health insurance data on these youth who are no longer in the child welfare system. Proposed federal reporting requirements for outcomes of youth leaving out-of-home care have included provisions that would require the DCFS to track health insurance access for youth leaving out-of-home care.
- Statutory language changes would be required to implement the proposal

***Continuing Efforts to Expand Medicaid Benefits for Foster Care Youth:*** Under the Governor's KidsFirst plan, the Quality Foster Care and Adoption Initiatives will seek to achieve the extended coverage as allowed under the Chafee Act. Wisconsin Governor Jim Doyle is committed to providing young adults with continuing health coverage under Medicaid until they reach 21 years of age.

#### *7. Determination of eligibility for benefits and services.*

To comply with the Chafee Act and address critical needs of older youth in out-of-home care, Wisconsin developed liberal eligibility criteria for independent living services. Agencies were notified of the criteria in DCFS Memo Series 2001-06. All youth in out-of-home care for at least six months after the age of 15 achieve eligibility for IL services. This also includes adopted youth that were in out-of-home care for the same amount of time and period prior to adoption. Youth retain eligibility for all supports and services until their 21<sup>st</sup> birthdays. These same youth that are enrolled in post-secondary education or training institutions on their 21<sup>st</sup> birthdays may receive additional ETV Program support up to age 23.

Because Wisconsin is a county-administered service system, counties and tribes may design and operate their IL programs as needed for local youth. Program differences may occur due to varied levels of funding, availability of caseworkers to focus on older youths' needs and services, and community resources available in the community and nearby. All programs must adhere to the State definition of IL eligibility for youth. All programs must address the identified needs and service areas described in the Chafee Act, the June 2000 *Independent Living for Youth in Out-of-Home Care* study, and State numbered and information memos regarding IL programs.

Youth participation in IL services is voluntary. Cases for youth that leave care prior to age 18 due to reunification may be closed for further IL services where the youth and family indicate there is no continued need for the service and/or they refuse to participate in the program.

All agencies must have IL services in place and be prepared to serve all youth up to 21 years who have achieved IL eligibility and up to 23 years for the ETV Program. Annual work plans indicate and verify that this is the case for all agencies contracting with the DCFS for IL services.

#### *8. Fair and equitable treatment of benefit recipients.*

Through implementation of Wisconsin's Program Enhancement Plan, the DCFS will organize review teams to monitor the performance of local agencies operating independent living programs. State-county contracts require those agencies to comply with all civil rights requirements applicable to federal funds. The DCFS collects information on independent living program activity and has regular meetings with local independent program coordinators to discuss program issues. The Department of Health and Family Services has regional offices that investigate complaints by clients regarding the services provided by local agencies.

The Wisconsin CFCIP has two major categories of benefits: the transitional housing room and board benefit and the scholarship program. Procedures are in place to ensure that program staff are aware of these benefits for youth and that all eligible youth are informed of these benefits and have an opportunity to request the assistance.

#### *9. Public Comments*

Prior to program implementation in 2001, the DCFS held public listening sessions and roundtable meetings with local agency staff to solicit comments on how CFCIP funds should be used. These comments were used in the development of the original CFCIP plan. The current plan has been modified to include input received from the PEP Core Team that developed the State Program Enhancement Plan to be implemented over the next several years.

In addition, Independent Living Coordinators for counties, tribes, the Division of Juvenile Corrections, the Bureau of Milwaukee Child Welfare, and some private agencies were solicited directly for input into this plan. All of their comments were considered and included in its development.

## **Tribal Child Welfare Program**

For the past two years, DCFS staff and the Department Tribal Affairs Unit have been meeting bimonthly with representatives of the Indian Child Welfare departments of each of Wisconsin's eleven federally-recognized tribes. The purpose of these meetings is for the Department to obtain input on policies, procedures, and child welfare practices from tribal child welfare professionals. In conjunction with the Child and Family Services Review and the subsequent Program Enhancement Plan (PEP), tribal representatives have been involved through the PEP Core Team and through these bimonthly meetings. In addition to those tribal issues included in the PEP, this group has developed seven (7) tribal priorities, which were attached to, and thereby included in, the PEP. The Tribal Child Welfare Priorities are also attached to this plan.

The DCFS intends to continue meeting bimonthly with tribal child welfare staff to implement the seven priorities and to discuss and obtain input on other child welfare issues as they arise. For purposes of both the PEP and the CFSP, the DCFS has established an Implementation Team consisting of a wide variety of stakeholders within and outside of the child welfare system. Tribes will be represented on the Implementation Team.

The Program Enhancement Implementation Team will also manage six (6) Focus Committees. Tribal representatives will be included on five of the six committees. The sixth committee will focus exclusively on child welfare issues directly related to tribes and will essentially be comprised of the state and tribal staff identified above who meet bimonthly.

The DCFS is currently in the process of hiring several additional child welfare staff. One of these positions will be entitled Indian Child Welfare Consultant and will focus entirely on implementing the priorities and working with tribal child welfare agencies on the entire range of issues found in the child welfare program.

In addition to the significant effort identified above, DCFS staff will continue to work with Tribal Affairs Unit staff in establishing relationships with and providing technical assistance and consultation to tribal agencies to assure that tribal social services programs are seamlessly connected with their child welfare programs to better serve Indian families.

The Secretary of DHFS recently met with tribal leaders and will continue to do so. We are currently scheduling a meeting at which the Department Secretary, managers, and program staff will meet with tribal leaders and a wide range of tribal program staff to determine how the state and tribes can best assist each other in assuring that the needs of Indian families are met in the context of culturally appropriate services. It is our expectation that similar meetings will occur on an ongoing basis.

### *ICWA Compliance*

Specific strategies for improving implementation of ICWA are described in the Tribal Child Welfare Issues document attached to the plan.

## VIII. ADDITIONAL REQUIRED INFORMATION FOR FFY 2005 - 2009

### Services Related to Permanency Planning

The DCFS has identified several activities that will be accomplished over the next five years that are designed to enhance and improve permanency planning practice and outcomes for children in terms of more rapid achievement of permanent placement and greater assurance that a permanent placement is, in fact, permanent for the child.

#### A. Administrative rule

The DCFS continues to develop an administrative rule which creates and codifies requirements related to reasonable efforts and permanency planning. This rule, which will be identified as Chapter HFS 44, Adm. Code, will

- identify those tasks and activities related to the scheduling and notification of permanency plan reviews (6-month reviews) and permanency plan hearings (12-month reviews)
- describe the determinations that must be made at every review or hearing
- describe the content of permanency plans and permanency plan summary reports

#### B. Develop policies on the appropriate use of concurrent permanency planning

While the administrative rule described above is in the promulgation process, the DCFS will issue a numbered memo regarding the timeliness and appropriate use of concurrent permanency planning and the establishment of a concurrent permanence goal. This memo will require that a concurrent permanence goal be established in preparation for the first permanency plan review to be held following the child's removal from his or her home. The DCFS will also provide or arrange for training on this information for county, state, and private agency staff, permanency plan review panel members, judges, District Attorneys and Corporation Counsel, and other affected individuals.

#### C. Information for permanency plan review panel members

The DCFS will develop informational materials for use by review panel members that will clearly describe the role and function of the panel, the specific determinations that the panel must make at each review, and the type of training that must be provided to panel members. This latter activity will include the DCFS reviewing materials developed by the National Association of Foster Care Reviewers.

#### D. Develop policies related to visitation/family interaction

At the present time, Wisconsin does not have adequate policies related to the purpose of visitation and family interaction, the need to develop and implement comprehensive plans related to visitation, incorporation of visitation plans into court orders and permanency plans, and under what conditions visitation plans can be adapted. The DCFS will develop policies related to these issues to assure statewide uniformity and will provide training for county, state, and private agency staff on the information developed. Information on visitation and family interaction will also be included in materials to be provided to the parents of children removed from their homes.

This process will also ensure that all of the requirements of the Indian Child Welfare Act are fully integrated into our policies.

E. Develop policies related to locating and involving relatives of children removed from their homes

Current Wisconsin statutes and regulations are inadequate and unclear regarding the efforts that must be undertaken to determine paternity, seek acknowledgement of paternity in Indian Child Welfare Cases, locate and involve relatives of both custodial and non-custodial parents, share information with potential relative caregivers, and other topics related to enhancing our efforts to achieve permanence for children through the use of relative placements. This will be a multifaceted approach that will involve proposing statutory change, developing administrative rules, revising child welfare standards, issuing numbered memos, and providing or arranging for training for all actors in the child welfare system. It will also involve reviewing and, as necessary, improving the operation and awareness of our paternal interest registry. Some of this activity may take place through what is currently a proposed legislative study committee on issues related to adoption and other permanency planning issues. We have advocated that any such study committee also include the issues described above.

F. Enhance county capacity to move cases to permanence

In many counties in Wisconsin, particularly smaller, more rural counties, District Attorneys and Corporation Counsel often find that the time and expertise required to pursue terminations of parental rights and other legal actions related to permanence are not available. This can result in children not moving to permanence within acceptable time frames. This is frustrating to county child welfare agencies that have exhausted their available efforts and cannot proceed without court action. Two years ago, Wisconsin initiated a program under which legal services could be enhanced through the use of Title IV-E funds. Presently, approximately fifteen (15) counties are making use of this program. It is our goal to increase the number of counties that benefit from this program. The primary hindrance to this is counties being able to identify sufficient amounts of match dollars to draw down the IV-E funds. We are proposing to assist counties in that effort.

### **Diligent Recruitment**

Over the next 5 years, more emphasis will be placed on recruitment of families to meet the needs of the children in care. Special emphasis will be placed on targeted recruitment. The DCFS is currently working with AdoptUSKids as a pilot state to address recruitment needs. The DCFS will be doing benchmarking initially in the areas of Indian family recruitment and recruitment of families willing to accept sibling groups of 3 or more children and may move into other targeted ethnic areas of need. AdoptUSKids has been in Wisconsin two days already this year and the DCFS plans to have them back several more days during the year. While recruitment was not identified as an area needing improvement in the CFSR, the DCFS believes it is an area where Wisconsin can do better.

### *Wisconsin Statewide Recruitment Goals*

In collaboration with counties and tribes, the DCFS will work to develop a pool of waiting families to meet the diverse needs of children in OHC.

- Wisconsin will develop a consistent and ongoing recruitment campaign.
  - Continue to improve our information and reporting system to enable us to make program improvement decisions based upon current and accurate data concerning family recruitment and retention.
3. Implement a well-respected and effective permanency consultation program to work with counties, tribes, and private agencies. Collaborate with counties, tribes, and private agencies to identify relatives, especially paternal relatives.
    - Increase competency of permanency consultation workers.
    - Provide training to counties, tribes, and private agencies concerning the role of permanency consultants.
    - Develop/build relationships with county and tribal agencies.
    - Increase retention of foster and adoptive families.
    - Identify needed resources for recruitment.
  4. Ensure quality training to achieve permanency and well being for children in OHC.
    - Include both foster and foster/adoptive parents.
    - Ensure consistent and ongoing training for all staff to assure uniform understanding.
    - Implement foster care coordinator training.
    - Implement training for ongoing caseworkers to help them understand placement issues.
    - Combine the foster family and adoptive family assessments into one document to eliminate the need to complete two separate documents for a foster home conversion.

#### *State Recruitment Strategies*

The DCFS will work collaboratively with foster and adoptive parents, counties, tribes, and private agencies to increase support services and training to all partners in the foster care and adoption programs through the development of a Foster Care Resource Center. In addition, the DCFS will:

- Provide support and training to tribes and private agencies to improve the community and cultural responsiveness of their recruitment and retention, including access to services (e.g., Medical Assistance)
- Develop a coordinated ongoing recruitment and retention campaign
- Develop policies and procedures to increase the identification of relatives, especially paternal relatives, and to ensure siblings are placed together when appropriate
- Develop a mechanism/system to accurately track and evaluate data concerning recruitment and retention of resource families

#### **Transfers of Children to Juvenile Justice**

The CAPTA Amendments of 2003 require states, to the extent possible, to collect information on children in the custody of child welfare (i.e. child protective services) agencies who are transferred to the custody of juvenile justice agencies. Federal guidance has not been provided regarding the specific information needed to meet this requirement.

The WiSACWIS system is used to track all placements of children in out-of-home placements subject to federal permanency planning requirements. For children placed in out-of-home care for child welfare reasons (under Chapter 48, the Children's Code) who are subsequently

adjudicated delinquent or a juvenile in need of protection or services (under Chapter 938, the Juvenile Justice Code), the legal status window in WiSACWIS can be used to record the change in legal status. However, since the DCFS does not manage the Wisconsin juvenile justice program, counties are not required to use WiSACWIS to track all juvenile justice placements. Thus it may not be possible to identify all transfers of custody from child protective services to juvenile justice.

While Wisconsin will continue to study the potential to collect this information, specific data collection steps will not be implemented until federal guidance has been provided.

### **Child Welfare Demonstration Projects**

The DCFS submitted a federal IV-E waiver request for a Subsidized Guardianship program in January 2004 that is pending federal approval. Federal approval of the Guardianship waiver is expected in 2004 with the ability to implement the waiver beginning in 2005. The waiver will be implemented over a five-year period as a demonstration project, with the terms and conditions requiring an independent evaluation of the program and federal cost neutrality.

Implementation of the subsidized guardianship program is contingent on enabling state legislation. Legislation was introduced in the 2004 legislative session – Senate Bill 688 – and the legislation will be introduced again in the 2005 legislative session. The DCFS is hopeful that the legislation can be passed in Spring 2005 so the program can be implemented by Summer 2005.

The subsidized guardianship program will be limited to children in licensed foster care and is targeted at children who are placed with relatives on a long-term basis. The guardianship subsidy payment will make legal guardianship a more viable permanency outcome for the target population. The program will initially be implemented in Milwaukee County, with the potential to expand.

## **Kinship Care Program**

The TANF Kinship Care payment for eligible children and relative caregivers remains at \$215 per child per month. This amount has not been changed since the Kinship Care program was created in 1997. During the 2005-2009 period, efforts will continue to assess this rate and determine if an increase in the payment is possible.

In addition, two policy issues have been identified and targeted to improve Kinship Care services. The issues are included in proposed legislation and are as follows:

1. Revising the definition of a Kinship Care relative to include language stating that a relative to one of the children is a potentially eligible relative caregiver to all of the children in that sibling group. By identifying the potential caregiver as an eligible relative, Kinship Care for all of the children could be approved which is not possible under current legislation. This proposed change achieves the desired outcome of keeping sibling groups together and supporting familial relationships for children at risk.
2. Ensuring that relatives requesting Kinship Care are entitled to receive an application form and are allowed to participate in eligibility processing for the program. Currently in areas where there are shortages of Kinship Care funding, waiting lists, higher numbers of voluntary cases, etc., agencies may limit or refuse applications to inquiring relatives. Consequently, children and relatives that may be eligible for Kinship Care payments are denied access to financial assistance and the potentially eligible Kinship Care population in each tribe or county is not identified and remains under-represented by the data. This directly impacts children, families and the local agencies' allocations for Kinship Care, which are estimated using the eligible population in each community.



## **X. FISCAL INFORMATION FOR CHILD AND FAMILY SERVICES PLAN**

This section of the plan includes information on state maintenance of effort as required under Title IV-B and proposed budgets for the FFY 2005 Title IV-B Subparts I and II, CAPTA, and Chafee CFCIP and ETV funds.

### **Maintenance of Effort for Children and Family Services Programs**

Services to children and families are provided in Wisconsin primarily through county human or social service agencies. Counties typically have unified human service departments that are responsible for a broad range of state-mandated services. Tribes also operate human service programs and receive state funds for those services.

The primary method of funding children and family services is through the Community Aids program. Under Community Aids, an allocation that includes IV-B Subpart I funds, state tax dollars, and other funding sources goes to county and tribal human service agencies. IV-B Subpart II and Chafee funds are allocated to counties and tribes separately. In addition, counties and tribes provide funds from local sources to match the state allocation and provide additional services.

The Department's Human Services Reporting System (HSRS) provides information on counts of human service clients and counties submit expenditure reports – the "942" and "943" reports -- that allow expenditures to be matched with client counts. This information is used as the basis for Social Services Block Grant reporting and is also used for maintenance of effort reporting for Title IV-B. The following table summarizes the county expenditures for CY 2002.

COUNTY SPENDING ON CHILDREN & FAMILIES (All Funds)—CY 2002

Funding Categories	Abused & Neglected Children	Children & Family Services
Child Day Care *	\$ 1,337,031	\$2,272,349
Supportive Home Care	0	172,601
Specialized Transportation	1,437,007	174,507
Comm. Prevention Access & Outreach	4,450,484	7,465,674
Community Living/Support Services	23,501,941	15,851,568
Investigations and Assessments	58,384,062	7,603,455
Work Related & Day Services	261,682	1,796,905
Community Residential Services	73,510,054	11,557,346
Community Treatment Services	18,622,386	7,927,771
Inpatient & Institutional Care	17,257,723	3,945,416
<b>TOTAL EXPENDITURES</b>	<b>\$198,762,370</b>	<b>\$58,767,592</b>
Clients Served (unduplicated count) **	37,931	33,739

\* Child care for work or training using TANF or Child Care Block Grant funds is not included. The childcare expenditures reflect primarily crisis/respice child care.

\*\* Client counts do not reflect client activities reported in WiSACWIS system.

These services are available statewide through county social and human services agencies and are targeted to families who come to the attention of the agency through child abuse and neglect reports, referrals from other agencies, or self-referrals for assistance. These figures do not include services provided to children and families in other target groups, such as developmentally disabled or emotionally disturbed.

Services are also provided through direct contracts between vendor agencies and the Department. Service categories, funding amounts, geographic distribution, and target groups are summarized in the following table.

Wisconsin has maintained or increased the state funding available to counties for child welfare and other family support services. In addition, the state has placed a maintenance-of-effort requirement on counties for programs for which the state provides funding that is enforced through contract requirements and program monitoring.

The following are other programs that serve the target population for the Title IV-B program and contribute to the state maintenance of effort.

OTHER CHILD & FAMILY SERVICES PROGRAMS

<b>Program</b>	<b>Category of Service</b>	<b>Funding</b>	<b>Geographic Distribution</b>	<b>Target group</b>
Brighter Futures (BFI)	BFI is a comprehensive prevention initiative to improve outcomes for youth	1.8 million	9 counties including Milwaukee	High risk youth, including pregnant and parenting teens
State Incentive Grant	Evidence-based AODA prevention services.	3 million	17 counties and tribes	Youth age 12 - 17 years.
Community Services Block Grant	Multiple, geographically based low-income programs	7,773,000	69 counties statewide/11 Tribes	Low-income individuals and families
Adoption Information Center	Prevention/ Support Services	75,000	Statewide service	General public
Adoption Exchange	Prevention/ Support Services	166,000	Statewide service	Prospective adoptive families

Wisconsin also funds family support services through programs administered by the Children's Trust Fund (Wisconsin Child Abuse and Neglect Prevention Board). Those programs are summarized below.

#### CHILDREN'S TRUST FUND PROGRAMS

Program	Category of Service	Funding	Geographic Distribution	Target group
Family Resource Programs	Prevention/Support Services	\$1,040,000	13 programs in 12 counties (2 in Milwaukee)	Parents and their children birth to age 3
Access & Visitation	Support & Visitation Resources	\$147,846	8 Programs in 8 Counties	Children and non-custodial parents, primarily fathers
Right From the Start	Prevention/Support Services	320,000	4 programs in 4 counties	Parents and their children birth to age 3
CAN Prevention Grants	Prevention/Support Services	420,000	21 programs in all regions of the state	Varies with program

#### State Match Requirements


The Title IV-B program requires a 25% state match for Subpart I and II funds. The Chafee program requires a 20% match for CCFCIP and ETV funds. No match is required for CAPTA funds.

The state match for Title IV-B and Chafee is described in the following budget sheets.

#### CFS - 101 Forms

The CFS-101 Form, parts 1 and 2, are included with the plan.

**CFS-101, Part I: Annual Budget Request For Title IV-B, Subpart 1 & 2 Funds, CAPTA, and  
Chafee Foster Care Independence Program  
Fiscal Year 2005, October 1, 2004 through September 30, 2005**

1. State: <b>WISCONSIN</b>		2. EIN: <b>39-600-0469</b>	
3. Address: <b>Dept. of Health and Family Services P.O. Box 8916 Madison, WI 53708-8916</b>		4. Submission: <input checked="" type="checkbox"/> New <input type="checkbox"/> Revision	
5. Estimated Title IV-B, Subpart 1 Funds (25% State match required).		<b>\$5,396,395 (\$1,798,798 match)</b>	
6. Total Estimated Title IV-B, Subpart 2 Funds. (This amount should equal the sum of lines a - f.) (25% State match required.)		<b>\$4,995,907 (\$1,652,000 match)</b>	
a) Total Family Preservation Services.		<b>\$991,181</b>	
b) Total Family Support Services.		<b>\$991,181</b>	
c) Total Time-Limited Family Reunification Services.		<b>\$991,181</b>	
d) Total Adoption Promotion and Support Services.		<b>\$991,181</b>	
e) Total for Other Service Related Activities (e.g. planning).		<b>\$729,907</b>	
f) Total Administration (not to exceed 10% of estimated allotment).		<b>\$261,276</b>	
7. Re-allotment of Title IV-B, Subpart 2 funds for States (25% State match required). a) Indicate the amount of the State's allotment that will not be required to carry out the Promoting Safe and Stable Families program. <b>N/A - Wisconsin will use all Subpart 2 funds.</b> b) If additional funds become available to States, specify the amount of additional funds the State is requesting. <b>Wisconsin will accept additional Subpart 2 funds if funds are available.</b>			
8. Child Abuse Prevention and Treatment Act (CAPTA) Basic State Grant Only (no State match required) Estimated CAPTA BSG Amount <b>\$394,506</b> plus additional allocation, as available. <b>Wisconsin will accept additional CAPTA funds if funds are available.</b>			
9. Estimated Chafee Program Funds (20% State match required).			
Chafee Foster Care Independence Program (CFCIP)		<b>\$1,954,768 (\$488,692 match)</b>	
Chafee Education and Training Vouchers.		<b>\$637,913 (\$159,478 match)</b>	
10. Re-allotment of CFCIP Funds (20% State match required). a) Indicate the amount of the State's allotment that will not be required to carry out CFCIP <b>N/A - Wisconsin will use all CFCIP funds.</b> b) If additional funds become available to States, specify the amount of additional funds the State is requesting <b>Wisconsin will accept additional CFCIP funds if funds are available.</b>			
11. Certification by State Agency and/or Indian Tribal Organization.  The State Agency submits the above estimates and request for funds under title IV-B, subpart 1 and/or 2, of the Social Security Act, CAPTA BSG and CFCIP, and agrees that expenditures will be made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the ACF Regional Office, for the Fiscal Year ending September 30.			
Signature and Title of State Agency Official   Kenneth Manson, Deputy Secretary		Signature and Title of Regional Office Official	
Date: June 30, 2004		Date	

CFS-101, PART II: ANNUAL SUMMARY OF CHILD AND FAMILY SERVICES

State WISCONSIN For FFY 2005, OCTOBER 1, 2004 TO SEPTEMBER 30, 2005

OMB APPROVAL # 0980-0047

SERVICES/ACTIVITIES	TITLE IV-B		(c) CAPTA*	(d) CFCIP ETV**	(e) TITLE IV-E	(f) TITLE XX (SSBG)	(g) TITLE IV-A TANF	(h) Title XIX (Medicaid)	(i) Other Fed Prog	(j) State Local Donated Funds	(k) NUMBER TO BE SERVED (X) Families ( ) Individuals	(l) POP TO BE SERVED	(m) GEOG. AREA TO BE SERVED
	(a) I-CWS	(b) II-PSSF											
1) PREVENTION & SUPPORT SERVICES (FAMILY SUPPORT)	805	991				1,770			4,160	23,000	40,000	Varies with Program	Statewide/Reservation
2) PROTECTIVE SERVICES	1,299					560			1,000	4,200			Statewide/Reservation
3) CRISIS INTERVENTION (FAMILY PRESERVATION)		991				1,730							Statewide/Reservation
4) PREPLACEMENT PREVENTION (Other SSF) **	2,080	720					7,000			24,100	10,000	All Children in foster care	Statewide/Reservation
5) (RE)UNIFICATION SERVICES	1,002					590				8,000			Statewide/Reservation
6) TIME-LIMITED FAMILY REUNIFICATION		991								20,000			Statewide/Reservation
7) ADOPTION PROMOTION AND SUPPORT SERVICES		991								30,500		All eligible children	Statewide/Reservation
8) FOSTER CARE MAINTENANCE: (A) FOSTER FAMILY & RELATIVE FOSTER CARE (B) GROUP/INSTR CARE					19,150						4,200		Statewide/Reservation
9) ADOPTION SUBSIDY PMTS.					5,900						300		Statewide/Reservation
10) INDEPENDENT LIVING SERVICES ***				2,364	2,333						3,400		Statewide/Reservation
11) ADMIN & MGMT	210	261	117	228	208								Statewide/Reservation
12) STAFF TRAINING			277										Statewide/Reservation
13) FOSTER PARENT RECRUITMENT & TRAINING					590								Statewide/Reservation
14) ADOPTIVE PARENT RECRUITMENT & TRAINING					83								Statewide/Reservation
15) CHILD CARE RELATED TO EMPLOYMENT TRAINING													Statewide/Reservation
16) TOTAL	5,396	4,995	394	2,592	28,264	4,650	7,000		70,000	25,000	60,000	Low Income Families	Statewide/Reservation
									75,160	156,000			Statewide/Reservation

\* State only, Indian Tribes are not required to include information on these programs.

\*\* The other services portion of IV-B Part II is shown under pre-placement prevention.

\*\*\* The Chafee Education and Training Vouchers is shown under Independent Living Services

**Title IV-B, Subpart 1 - Child Welfare Program Services  
Proposed FFY 2005 Budget**

<b>Administration</b>	
Program Staff	
Staff salaries (3.0 FTE)	\$ 143,680
Fringe (36%)	51,725
Supplies and Services	3,337
Indirect (8.3% of salary for 2.5 FTE) (4.9% of salary for 0.5 FTE)	11,143
<b>Subtotal Administration</b>	<b>\$ 209,925</b>
<b>Program Services</b>	
Community Aids Allocations	\$ 3,711,139
Allocated to counties and tribes	
Youth Aids	1,041,234
Allocated to counties	
Runaway Program	434,097
Allocated to local programs	
<b>Subtotal Program Services</b>	<b>\$ 5,186,470</b>
<b>TOTAL</b>	<b>\$ 5,396,395</b>

Sources of match:

- County and tribal expenditures of state funds provided through the Community Aids, Youth Aids and Children and Families Incentive programs and expenditures of local tax levy funds for child welfare services.

Note: The proposed FFY 2005 budget is based on the final FFY 2004 grant award.

**Title IV-B, Subpart II - Family Preservation and Support Services Budget  
Proposed FFY 2005 Budget**

<b>Administration</b>		
Program Staff (1 FTE)		
Salary		\$ 57,000
Fringe (36%)		20,520
Tribal Training Manager		68,000
Other Supplies and Services		111,025
Indirect (8.3% of salary)		4,731
<b>Subtotal Administration</b>		<b>\$ 261,276</b>
<b>Program Services</b>		
Family Preservation (20%)		\$ 991,181
To local agency SSF programs		
Family Support (20%)		991,181
To local agency SSF programs		
Time-Limited Reunification (20%)		991,181
To local agency SSF programs		
Adoptions (20%)		991,181
To state adoption program services		
Other Service Related (*)		729,607
BMCW Network Services	66,800	
Coordinated Service Teams	100,000	
POCAN Technical Assistance	160,000	
Local Agency PSSF Programs	403,107	
<b>Subtotal</b>		<b>\$ 4,684,331</b>
<b>TOTAL</b>		<b>\$ 4,955,907</b>

\* These funds are used by local agencies for Family Preservation, Family Support or Time-Limited Reunification services.

The proposed FFY 2005 budget is based on the final FFY 2004 award, including the mandatory and discretionary portions of the IV-B Subpart II award..



**IV-B Subpart II - Promoting Safe and Stable Families  
State Match Calculation**

	<b>IV-B Funds</b>	<b>State Match</b>	<b>Total Program</b>
Family Preservation	\$ 991,181	\$ 330,400	\$ 1,321,581
Family Support	991,181	330,400	1,321,581
Reunification	991,181	330,400	1,321,581
Adoption	991,181	330,400	1,321,581
Other Services	719,607	330,400	1,050,007
Subtotal, Program Services	4,694,631	1,652,000	6,246,631
State Administration	261,276	N/A	261,276
<b>TOTAL</b>	<b>\$ 4,995,907</b>	<b>\$1,652,000</b>	<b>\$ 6,607,907</b>

Notes on State Match:

1. The majority of IV-B funds are allocated to counties and tribes to operate the family support, preservation and reunification portions of the program. Counties and tribes are also allocated funds for other activities with the requirement that these funds be used for the family support, preservation and reunification activities. Local program administration is limited to 10% of the local allocation and included in the Other Services category. Expenditures used as match are made by counties agencies using state funds provided through the Community Aids and Children and Families Incentive programs along with local tax levy funds. The estimated match amounts are based on local agency expenditures as reported to the DCFS. The actual amount of local agency expenditures exceeds the minimum match required for the Subpart II program.
2. The IV-B funds for adoption program services are used in conjunction with state funds and adoption incentive funds. The estimated match for the adoption services portion of the Subpart II program is based on local agency expenditures for post-adoption services provided to families adopting special needs children.
3. The other services category includes funds allocated to local agencies, either as part of the PSSF program or for programs such as BMCW Network Services, Coordinated Service Team development and POCAN training and technical assistance services. The estimated match for other services consists of local agency expenditures for family support, preservation and reunification services or local agency expenditures for the specific projects such as Coordinated Service Teams or POCAN.
4. No state match is provided for state administration. The match amounts for other Subpart II program components are calculated based on the total state match needed for the program.

**Child Abuse Prevention and Treatment Act  
Proposed FFY 2005 Budget**

<b>Administration</b>	
Program Staff (1 FTE)	
Salary	\$ 50,800
Fringe (36%)	18,288
Supplies and Services	45,540
Indirect (8.3% of salary)	4,216
<b>Subtotal Administration</b>	<b>\$ 118,844</b>
<b>Program Services</b>	
Training and technical assistance	\$ 275,662
<b>Subtotal Program Services</b>	<b>\$ 275,662</b>
<b>TOTAL</b>	<b>\$ 394,506</b>

Note: The projected FFY 2005 budget is based on the final FFY 2004 grant award.