



ROBERT BENTLEY  
Governor

## State of Alabama Department of Human Resources

S. Gordon Persons Building  
50 Ripley Street  
P.O. Box 304000  
Montgomery, Alabama 36130-4000  
(334) 242-1310  
[www.dhr.alabama.gov](http://www.dhr.alabama.gov)



Nancy T. Buckner  
Commissioner

June 26, 2012

Mrs. Carlis V. Williams, Southeast Regional Director  
Administration for Children and Families  
ATTN: Jill Cabanaro  
Atlanta Federal Center  
61 Forsyth Street, S.W., Suite 4M60  
Atlanta, GA 30303-8909

Dear Sir/Madam:

Enclosed please find the original submission of Alabama's fiscal year 2013 Annual Budget Request Form CFS-101, Parts 1, 2 and 3 for Title IV-B, Subparts 1 & 2 funds, CAPTA, Chafee Foster Care Independence (CFCIP) and Education and Training Voucher (ETV) funds.

If you should have any questions, please contact Mrs. Conitha King, Director, Finance Division, at (334) 242-9426.

Sincerely,

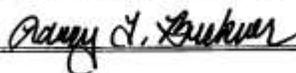
  
Nancy T. Buckner  
Commissioner

NTB:bsd

Enclosures

An Affirmative Action /Equal Opportunity Employer

**CFS-101, Part I: Annual Budget Request for Title IV-B, Subpart 1 & 2 Funds, CAPTA, CFCIP, and ETV**  
 Fiscal Year 2013, October 1, 2012 through September 30, 2013

<b>1. State or Indian Tribal Organization (ITO): ALABAMA</b>		<b>2. EIN: 63-6000619-A6</b>	
<b>3. Address: Department of Human Resources, 50 N. Ripley Street, Montgomery, AL 36130-4000</b>		<b>4. Submission:</b> <input checked="" type="checkbox"/> New <input type="checkbox"/> Revision	
<b>5. Total estimated title IV-B Subpart 1, Child Welfare Services (CWS) Funds</b>		\$4,905,196	
a) Total administration (not to exceed 10% of title IV-B Subpart 1 estimated allotment)		\$35,000	
<b>6. Total estimated title IV-B Subpart 2, Provides Safe and Stable Families (PSSF) Funds. This amount should equal the sum of lines a - f.</b>		\$6,555,017	
a) Total Family Preservation Services		\$1,930,005	
b) Total Family Support Services		\$1,930,005	
c) Total Time-Limited Family Reunification Services		\$1,311,004	
d) Total Adoption Promotion and Support Services		\$1,311,003	
e) Total for Other Service Related Activities (e.g. planning)		\$0	
f) Total administration (FOR STATES ONLY: not to exceed 10% of title IV-Bsubpart 2 estimated allotment)		\$73,000	
<b>7. Total estimated Monthly Caseworker Visit (MCV) Funds (FOR STATES ONLY)</b>		\$414,115	
a) Total administration (FOR STATES ONLY: not to exceed 10% of estimated MCV allotment)		\$0	
<b>8. Re-allotment of title IV-B subparts 1 &amp; 2 funds for States and Indian Tribal Organizations:</b>			
a) Indicate the amount of the State's/Tribe's allotment that will not be required to carry out the following programs: CWS \$ 0, PSSF \$ 0, and/or MCV(States only)\$			
b) If additional funds become available to States and ITOs, specify the amount of additional funds the States or Tribes requesting: CWS \$ 200,000, PSSF \$ 572,897, and/or MCV(States only)\$ 0			
<b>9. Child Abuse Prevention and Treatment Act (CAPTA) State Grant (no State match required): Estimated Amount plus additional allocation, as available. (FOR STATES ONLY)</b>		\$405,799	
<b>10. Estimated Chafee Foster Care Independence Program (CFCIP) funds</b>		\$1,749,078	
a) Indicate the amount of State's or Tribe's allotment to be spent on room and board for eligible youth (not to exceed 30% of CFCIP allotment)		\$400,000	
<b>11. Estimated Education and Training Voucher (ETV) funds</b>		\$583,215	
<b>12. Re-allotment of CFCIP and ETV Program Funds:</b>			
a) Indicate the amount of the State's or Tribe's allotment that will not be required to carry out CFCIP Program		\$0	
b) Indicate the amount of the State's or Tribe's allotment that will not be required to carry out ETV Program		\$0	
c) If additional funds become available to States or Tribes, specify the amount of additional funds the State or Tribe is requesting for CFCIP Program		\$300,000	
d) If additional funds become available to States or Tribes, specify the amount of additional funds the State or Tribe is requesting for ETV Program		\$100,000	
<b>13. Certification by State Agency and/or Indian Tribal Organization.</b>			
The State agency or Indian Tribe submits the above estimates and request for funds under title IV-B, subpart 1 and/or 2, of the Social Security Act, CAPTA State Grant, CFCIP and ETV programs, 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 Children's Bureau.			
Signature and Title of State/Tribal Agency Official Nancy T. Buckner, Commissioner June 26, 2012 		Signature and Title of Central Office Official	

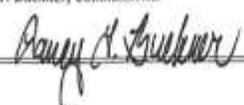
CFS-101 Part II: Annual Estimated Expenditure Summary of Child and Family Services

State of Indian Tribed Organization (T/O): ALABAMA For FFY OCTOBER 1, 2012 TO SEPTEMBER 30, 2013

SERVICES/ACTIVITIES	TITLE IV-B		(d) CAPTA*	(g) ETV	(h) STATE, LOCAL, & DONATED FUNDS	(i) NUMBER TO BE SERVED - Individual/Families	(j) POPULATION TO BE SERVED	(k) GEOG. AREA TO BE SERVED
	(a) Subpart I - CWS	(b) Subpart II - PSSF						
1) PREVENTION & SUPPORT SERVICES (FAMILY SUPPORT)	0	1930	0		8100 n/a	21500	Children & families at risk children & other eligible youth	12 counties which income is based
2) PROTECTIVE SERVICES	632		406		25000	12839	4563	Statewide
3) CRISIS INTERVENTION/FAMILY PRESERVATION)	0	1920	0		5500 n/a	1185	Families at greatest risk of child being removed from their homes following placement	Statewide
4) TIME-LIMITED FAMILY REIMPLICATION SERVICES	0	1311	0		7430 n/a	430		Statewide
5) ADOPTION PROMOTION AND SUPPORT SERVICES	0	1311	0		300		All eligible children	Statewide
6) FOSTER CARE MAINTENANCE ACTIVITIES (i.e. placement)	1226	0	0		5000 n/a		All eligible children	Statewide
7) FOSTER CARE MAINTENANCE- FOSTER FAMILY & RELATIVE FOSTER CARE	1172	0	0		3500 a		All children in foster care	Statewide
8) ADOPTION SUBSIDY PAYS	0	0	0	6600	10700		All children in foster care	Statewide
9) GUARDIANSHIP ASSIST. PAYS	1756	0	0	500	2500		All children in foster care	Statewide
10) INDEPENDENT LIVING SERVICES	0	0	0	1050	11600		All eligible children	Statewide
11) EDUCATION AND TRAINING VOLUNTEERS	0	0	1749	0	1432	2000	All eligible children	Statewide
12) ADMINISTRATIVE COSTS	35	75	0	0	146	260	All eligible children	Statewide
13) STAFF & EXTERNAL PARTNERS TRAINING	0	0	0	27830	27964			
14) FOSTER PARENT RECRUITMENT & TRAINING	0	0	0	1475	825			
15) ADOPTIVE PARENT RECRUITMENT & TRAINING	0	0	0	0	0			
16) CHILD CARE RELATED TO EMPLOYMENT/TRAINING	0	0	0	1010	337			
17) CASEWORKER RETENTION, RECRUITMENT & TRAINING	0	0	414	0	2000	6929	All eligible children	Statewide
18 ) TOTAL	4905	6555	414	47515	108744			

\* States Only, Indian Tribes are not required to include information on these programs

CFS-101, PART III: Annual Expenditures for Title IV-B, Subparts 1 and 2, Chafee Foster Care Independence (CFCIP) and Education And Training Voucher (ETV) : Fiscal Year 2010: October 1, 2009 through September 30, 2010

1. State or Indian Tribal Organization (ITO): ALABAMA		2. EIN: 63-6000619-		3. Address: Alabama Department of Human Resources, 50 N. Ripley Street, Montgomery, AL 36130-4000			
4. Submission: <input checked="" type="checkbox"/> New <input type="checkbox"/> Revision							
Description of Funds	Estimated Expenditures	Actual Expenditures	Number served		Population served	Geographic area served	
			Individuals	Families			
5. Total title IV-B, subpart 1 funds	\$4,828,759	\$4,716,123	12844	6318	persons in residential placement	State/territories	
a) Total Administrative Costs (not to exceed 10% of title IV-B, subpart 1 total allotment)	\$471,612	\$36,831					
6. Total title IV-B, subpart 2 funds (This amount should equal the sum of lines a - f.)	\$7,153,538	\$7,153,538	594	2884	Families & children in community	State/territories	
a) Family Preservation Services	\$1,788,385	\$1,859,035					
b) Family Support Services	\$2,146,061	\$2,340,134					
c) Time-Limited Family Reunification Services	\$1,788,685	\$1,430,707					
d) Adoption Promotion and Support Services	\$1,430,707	\$1,523,662					
e) Other Service-Related Activities (e.g. planning)	\$0	\$0					
f) Administrative Costs (FOR STATES: not to exceed 10% of total title IV-B, subpart 2 allotment after October 1, 2007)	\$0	\$0					
7. Total Monthly Caseworker Visit Funds (STATE ONLY)	\$424,784	\$519,516					
a) Administrative Costs (not to exceed 10% of MCV allotment)	\$42,478	\$0					
8. Total Chafee Foster Care Independence Program (CFCIP) funds	\$2,022,511	\$2,020,511					
a) Indicate the amount of allotment spent on room and board for eligible youth (not to exceed 30% of CFCIP allotment)	\$0	\$394,152	112				
9. Total Education and Training Voucher (ETV) funds	\$677,380	\$677,376	192				
10. Certification by State Agency or Indian Tribal Organization (ITO). The State agency or ITO agrees that expenditures were made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the Children's Bureau.							
Signature and Title of State/Tribal Agency Official Nancy T. Buckner, Commissioner 		Date June 26, 2012	Signature and Title of Central Office Official			Date	

**Alabama Department of Human Resources**

FY 2012 CFS-101 application for funds

Request for Financial information comparing the total amount the State expended of Title IV-B, Subpart 1 funds for foster care maintenance payments, adoption assistance and child day care related to employment or training for employment in FY 2010 against Federal allotments made under title IV-B in 2005 (see ACYF-CB-PI-03-07).

Alabama Federal allotment for IV-B payments per 2005 are: \$1,172,618

Alabama expended Title IV-B, subpart 1 funds for:

110003	2227	TOTAL FOR ACTIVITY 2227 ACFC	/0260	\$ 7,277,313.05
110003	2227	TOTAL FOR ACTIVITY 2227 ACFC	/0260	<u>\$ 1,042,422.93</u>
Total Foster Care Maintenance payments paid in FY2010				<u><u>\$ 8,319,735.98</u></u>

110003	2233	DHR FAMILY & CHILDREN SERVICES	/90	\$ 8,706,875.22
110003	2233	DHR FAMILY & CHILDREN SERVICES	/90	<u>\$ 576,901.45</u>
Total Adoption assistance subsidy paid in FY2010				<u><u>\$ 9,283,776.67</u></u>

Total Foster Care and Adoption Assistance paid for FY 2010 **\$ 17,603,512.65**

Alabama Federal allotment for IV-B, subpart 1, payments in FY 2010	\$1,172,618
State funds used to match Federal allotment for payments in FY 2010	\$390,873

**BASE YEAR DATA**

Total payments made for assistance in FY 2005	<u><u>\$ 13,170,324.59</u></u>
Alabama Federal allotment for IV-B, subpart 1, Foster Care payments in FY 2005	\$1,172,618
State funds used to match Federal allotment for Foster Care payments in FY 2005	\$390,873

FY 2010 grant spending components of grant: percent plan	\$7,153,538	\$9,538,051	=total costs			total
	Preservation	Support	Reunification	Adoption		
	\$0	\$0	\$0	\$0	\$0	
qe 12/31/09	\$2,384,513	\$2,861,415	\$2,384,513	\$1,907,610		\$9,538,051 \$427,917
qe 3/31/10	\$914,584	\$1,026,458	\$271,344	\$475,583		\$2,687,968
qe 6/30/10	\$568,125	\$671,844.21	\$401,658	\$622,957.02		\$2,264,584
qe 9/30/10	\$156,420	\$709,262.71	\$773,441.13	\$384,707.11		\$2,023,831
qe 12/31/10	\$247,370	\$732,381	\$372,736	\$548,302		\$1,900,790
qe 03/31/11	\$164,297	(\$19,767)	\$88,430			\$232,961
qe 6/30/11						0
						0
total	\$2,478,714 25.988%	\$3,120,178 32.713%	\$1,907,610 20.000%	\$2,031,549 21.299%		\$9,538,051
balance of grant						
adjust to FY 2010 funds	0	0	0	0		
	\$2,478,714	\$3,120,178	\$1,907,610	\$2,031,549		\$9,538,051
actual percentage	25.99%	32.71%	20.00%	21.30%		1.000000028
spread indirect according mandays % per qtr						
<b>FEDERAL SHARE</b>	\$1,859,035	\$2,340,134	\$1,430,707	\$1,523,662		\$7,153,538

3/29/2011

STATE OF ALABAMA  
DEPARTMENT OF HUMAN RESOURCES  
FAMILY OPTIONS/PRESERVATION  
EXPENDITURES THROUGH Q.E.09/30/10

Base amount required for MOE  
= \$1,016,682

FY 2010  
RPTG.CAT.: 0029, 0988  
indirect code: 1365  
final pool: 8251

OBJECT CODE	DESCRIPTION	QTR ENDED 12/31/09	QTR ENDED 03/31/10	QTR ENDED 06/30/10	QTR ENDED 09/30/10	FY 2010 TOTAL
0100	SALARIES-REG	\$123,216.10	\$93,330.00	\$96,087.20	\$84,668.00	\$397,301.30
0200	FRINGE BENEFITS	\$47,358.07	\$39,667.75	\$41,006.73	\$32,350.03	\$160,382.58
0300	TRAVEL-IN-STATE	\$7,727.45	\$4,002.55	\$8,393.00	\$7,114.00	\$27,237.00
0400	TRAVEL-OUTSTATE					\$0.00
0500	REPAIRS & MAINTENANCE					\$0.00
0600	RENTALS & LEASES					\$0.00
0700	COMMUNICATION LINES					\$0.00
0800	PROF.SERVICE:					\$0.00
0900	SUPPLIES & OPER EXP	\$60.00				\$60.00
1100	GRANTS & BENEFITS	\$62,331.10	\$508,600.83	\$225,135.23	\$4,294.15	\$800,361.31
1400	FURNITURE/EQUIPMENT					\$0.00
1402	COMPUTER EQUIPMENT					\$0.00
	TOTAL DIRECT COST	\$240,692.72	\$645,601.13	\$370,622.16	\$128,426.18	\$1,385,342.19
0000	INDIRECT COSTS	\$79,229.04	\$63,898.23	\$56,324.45	\$51,467.27	\$250,918.99
	QUARTERLY TOTAL	\$319,921.76	\$709,499.36	\$426,946.61	\$179,893.45	\$1,636,261.18

LOC CODE	insurance for quarter = # OF merit EMPLOYEES IN THESE COUNTIES:	FTE	SALARY COSTS PER COUNTY
48	MARSHALL	0.0	\$0.00
49	MOBILE	0.0	\$0.00
51	MONTGOMERY	6.0	\$47,729.50
63	TUSCALOOSA	4.0	\$36,938.50
	(PER PAYROLL REPORT)	10	\$84,668.00
	Conversion & Compliance	0.0	\$0.00
	FINANCE DIV ADJUST.	0.0	\$0.00
			\$84,668.00

Q.E.09/30/10

fte is calculated by taking insurance paid in each county and dividing it by \$775.00 which is monthly ins rate for 3 months  
(insurance rate went to \$650 effective 10/1/04)  
(insurance rate went to \$668 effective 10/1/05)  
(insurance rate for Dec 2005 ONLY \$452)  
(insurance rate went to \$717 effective 10/6/06)  
(insurance rate went to \$775 effective 10/1/07)

**ALABAMA DHR Confidential**

The Alabama Department of Human Resources submits the electronic SF-425, Financial Status Report for the IV-B programs, CAPTA, CFCIP and ETV through the ACF Online Data Collection (OLDC) system.

# Permanency/Re-unification Report

**Month: March**

**Year: 2012**

Program	Type	# Children Served	# Children Discharged	AVLOS Days	Successful Discharges	Best Placement Discharges	Death of Placement Discharges	Out of Control Discharges	Unsuccessful Discharges	Successful Post-discharge 3 mos.	Successful Post-discharge 6 mos.	Successful Post-discharge 12 mos.	Successful Post-discharge 24 mos.
Alliance Jefferson	Per/Reu	130	117	257	62.0%	0.0%	1.0%	7.0%	30.0%	65.0%	59.0%	58.0%	55.0%
Central AL FOCUS	Per/Reu	59	34	112	94.0%	0.0%	0.0%	0.0%	6.0%	88.0%	83.0%	84.0%	90.0%
East AL FOCUS	Per/Reu	149	142	86	83.0%	0.0%	0.0%	17.0%	0.0%	97.0%	94.0%	97.0%	100.0%
East Central FOCUS	Per/Reu	26	19	95	95.0%	0.0%	0.0%	0.0%	5.0%	100.0%	100.0%	100.0%	100.0%
Jefferson Shelby FOCUS	Per/Reu	175	154	84	95.0%	1.0%	0.0%	1.0%	3.0%	95.0%	92.0%	91.0%	91.0%
Montgomery DHR FOCUS	Per/Reu	87	82	49	83.0%	0.0%	0.0%	1.0%	17.0%	92.0%	94.0%	96.0%	100.0%
North east FOCUS	Per/Reu	84	42	102	#### #	0.0%	0.0%	0.0%	0.0%	95.0%	94.0%	93.0%	100.0%
North west FOCUS	Per/Reu	319	293	90	86.0%	0.0%	0.0%	1.0%	13.0%	84.0%	83.0%	80.0%	79.0%
South east Focus	reuni	296	286	101	94.0%	0.0%	0.0%	0.0%	6.0%	96.0%	92.0%	96.0%	100.0%
South west FOCUS	Per/Reu	106	97	105	89.0%	0.0%	0.0%	1.0%	10.0%	84.0%	87.0%	86.0%	87.0%

Tuscaloosa Hub FOCUS	Per/Reu	39	37	70	87.0 %	0.0%	0.0%	0.0%	13.0%	89.0 %	85.0 %	89.0 %	88.0 %
West Central FOCUS	Per/Reu	86	82	92	94.0 %	0.0%	1.0%	1.0%	4.0%	95.0 %	94.0 %	93.0 %	97.0 %
LCYD C-Lee (CFS)	Per/Reu	7	5	338	#### #	0.0%	0.0%	0.0%	0.0%	100.0 %	100.0 %	100.0 %	100.0 %
Mentor Jefferson	Per/Reu	37	29	182	66.0 %	7.0%	0.0%	14.0 %	14.0%	66.0 %	62.0 %	45.0 %	34.0 %
Seraaj Jefferson	Per/Reu	63	56	273	68.0 %	14.0 %	0.0%	0.0%	18.0%	67.0 %	67.0 %	65.0 %	68.0 %
Youth Villages Jefferson	Per/Reu	87	77	245	58.0 %	0.0%	0.0%	1.0%	41.0%	48.0 %	49.0 %	48.0 %	36.0 %
Seraaj North AL Permanency	Per/Reu	46	33	208	91.0 %	0.0%	0.0%	3.0%	6.0%	88.0 %	83.0 %	92.0 %	100.0 %
Youth Villages North AL Permanency	Per/Reu	404	349	208	77.7 %	0.3%	0.0%	0.6%	21.5%	75.0 %	76.0 %	73.0 %	70.0 %
Alabama Mentor North AL Permanency (Madison)	Per/Reu	23	18	134	82.0 %	0.0%	0.0%	6.0%	12.0%	81.0 %	85.0 %	90.0 %	100.0 %
Alliance North AL Permanency (Madison)	Per/Reu	27	20	201	85.0 %	0.0%	0.0%	2.0%	15.0%	84.0 %	82.0 %	85.0 %	67.0 %

Total		225 0	1972	15 2	85.0 %	1.0%	0.0%	3.0%	11.0%	84.0 %	83.0 %	83.0 %	83.0 %
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**Need  
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# Intensive In-home Services Monthly Report

Month: April						Year: 2012							
Program	Type	# Chn/Fams Served	# Chn/Fams Discharged	Av L O S Days	Successful Discharges	Best Placement Discharges	Death of Placement Discharges	Out of control discharges	Unsuccessful Discharges	Successful Post-discharge 3 mos.	Successful Post-discharge 6 mos.	Successful Post-discharge 12 mos.	Successful Post-discharge 24 mos.
Alliance Jefferson Wrap	Prv	315	307	130	97.0%	0.4%	0.0%	0.0%	2.6%	86.0%	89.0%	90.0%	89.0%
Central Alabama FOCUS	Prv	143	85	110	93.0%	0.0%	0.0%	0.0%	7.0%	92.0%	91.0%	92.0%	0.0%
East AL FOCUS	Prv	340	303	89	96.0%	0.0%	1.0%	0.0%	3.0%	98.0%	95.0%	0.0%	0.0%
East Central FOCUS	Prv	57	45	83	91.0%	0.0%	0.0%	0.0%	9.0%	100.0%	90.0%	100.0%	93.0%
Jefferson-Shelby FOCUS	Prv	594	552	81	95.0%	0.0%	0.0%	1.0%	4.0%	94.0%	93.0%	94.0%	93.0%
Montgomery County DHR FOCUS	Prv	111	104	38	78.0%	0.0%	0.0%	0.0%	22.0%	91.0%	92.0%	93.0%	97.0%
Northeast FOCUS	Prv	120	72	91	97.0%	0.0%	0.0%	0.0%	3.0%	95.0%	94.0%	0.0%	0.0%
Northwest FOCUS	Prv	337	312	86	93.0%	0.0%	0.0%	0.0%	7.0%	92.0%	91.0%	89.0%	87.0%
Southeast FOCUS	Prv	529	497	102	96.0%	0.0%	0.0%	0.0%	4.0%	92.0%	89.0%	86.0%	100.0%
Southwest FOCUS	Prv	329	307	94	95.0%	1.0%	0.4%	0.0%	3.6%	90.0%	91.0%	90.0%	88.0%
Tuscaloosa Hub FOCUS	Prv	282	269	81	91.0%	0.0%	0.0%	0.0%	9.0%	90.0%	92.0%	91.0%	94.0%
West Central FOCUS	Prv	162	152	82	98.0%	0.0%	0.0%	1.0%	1.0%	99.0%	97.0%	96.0%	93.0%
Gateway (Shelby)	Prv	618	214	51	87.0%	0.0%	0.0%	6.0%	7.0%	85.0%	86.0%	87.0%	88.0%

Lee County Youth Development-Lee (CFS)	Pr v	148	138	167	95.0%	0.0%	0.0%	0.0%	5.0%	91.0%	92.0%	91.0%	100.0%
UMCH-Covington	Pr v	136	107	285	100.0%	10.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	100.0%
Seraaj North AL Permanency	Pr v	31	27	211	82.0%	7.0%	0.0%	0.0%	11.0%	88.0%	86.0%	85.0%	100.0%
Youth Villages North AL Permanency	Pr v	0	231	173	89.0%	0.0%	0.0%	1.4%	11.0%	85.0%	86.0%	82.0%	77.0%
AL Mentor North AL Permanency (Madison)	Pr v	36	31	135	74.0%	0.0%	0.0%	10.0%	16.0%	71.0%	72.0%	74.0%	67.0%
Alliance North Alabama Permanency	Pr v	5	3	137	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%			
<b>Total</b>		<b>4293</b>	<b>3756</b>	<b>119</b>	<b>92.0%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>7.0%</b>	<b>92.0%</b>	<b>86.0%</b>	<b>76.0%</b>	<b>72.0%</b>
<b>50% or less than average</b>		<b>Between 50 and 75% of average</b>			<b>Within 75% of average</b>								
<b>At or above average</b>		<b>Average LOS equal to or less than average for group</b>											

# Continuum Monthly Report

Month: June						Year: 2012							
Program	Type	# Children Served	# Children Discharged	AV LOS Days	Successful Discharges	Best Placement Discharges	Death of Placement Discharges	Out of control discharges	Unsuccessful Discharges	Successful Post-discharge 3 mos.	Successful Post-discharge 6 mos.	Successful Post-discharge 12 mos.	Successful Post-discharge 24 mos.
Alliance Jefferson	C	17	11	231	36.0%	55.0%	0.0%	0.0%	9.0%	75.0%	n/a	n/a	n/a
Alliance North	C	42	19	111	63.0%	20.0%	0.0%	11.0%	6.0%	100.0%	83.0%	n/a	n/a
Alliance South	C	19	9	149	35.5%	11.0%	0.0%	33.5%	####	83.0%	0.0%	n/a	n/a
Alliance Montgomery	C	14	1	154	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Seraaj Cullman	C	7	2	146	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
LCYD C Lee	C	7	5	210	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Mentor Jefferson	C	6	1	42	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	100.0%
SAFY Jefferson	C	10	1	122	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	n/a	n/a	n/a
Seraaj Jefferson	C	12	5	147	40.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Seraaj Madison and other cos. In North	C	80	38	122.3	85.0%	0.0%	0.0%	0.0%	15%	86.0%	88.0%	n/a	n/a
Seraaj Montgomery	C	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	n/a	n/a	n/a	n/a
Youth Villages Jefferson	C	77	92	217	83.0%	0.0%	0.0%	0.0%	17%	71.0%	73.0%	73.0%	65.0%
Youth Villages Mobile	C	4	1	379	100.0%	0.0%	0.0%	0.0%	0.0%	n/a	n/a	n/a	n/a

		295	185	bv cx z	84.0%	1.0%	0.0%	1.0%	14%	83.0 %	81.0 %	80.0 %	72.0 %
\													

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**FY 2013 CFCIP FUNDS REQUESTED**

Federal Funds Requested \$1,749,078  
State Match Amount \$ 437,270

**Sources**                      **Business Donations:**                      **Cash and Items**  
   **Private Donations:**                      **Cash and items**  
   **Volunteer Time**

Amount of Federal Funds to be used for Room and Board- \$400,000

States must also complete line 10 of the CFS-101 that they submit with their Annual Progress and Services Report by June 30, 2012

**I certify that I am authorized to submit the CFCIP application for FY 2013 funds in the State of Alabama.**

Application submitted by:

Nancy T. Buckner  
Name

Commissioner, Alabama State Department of Human Resources  
Title

*Nancy T. Buckner*  
Signature

7-13-12  
Date

Approval Date: \_\_\_\_\_

\_\_\_\_\_  
Signature of ACF Regional Administrator

**FY 2013 ETV FUNDS REQUESTED**

Federal Funds Requested \$ 583,215

State Match Amount \$ 145,804

<b>Sources</b>	<b>Business Donations:</b>	<b>Cash and Items</b>
	<b>Private Donations:</b>	<b>Cash and items</b>
	<b>Volunteer Time</b>	

States must also complete line 11 of the CFS-101 that they submit with their Annual Progress and Services Report by June 30, 2012

**I certify that I am authorized to submit the ETV application for FY 2013 funds in the State of Alabama.**

Application submitted by:

Nancy T. Buckner  
Name

Commissioner, Alabama State Department of Human Resources  
Title

  
Signature

7-13-12  
Date

---

Approval Date: \_\_\_\_\_

\_\_\_\_\_  
Signature of ACF Regional Administrator

**State of Alabama**  
**Personnel Department**  
**64 North Union Street**  
**P. O. Box 304100**  
**Montgomery, AL 36130-4100**  
**Phone: (334) 242-3389**  
**Fax: (334) 242-1110**

[www.personnel.alabama.gov](http://www.personnel.alabama.gov)

Continuous Announcement

## **SOCIAL SERVICE CASEWORKER - 50246**

**Salary:** \$29,954.40 – \$47,757.60

**Announcement Date:** April 15, 2009

### **JOB INFORMATION**

The Social Service Caseworker is a permanent full-time position used by various agencies throughout the state. This is service social work developing social service plans for select caseloads; investigating abuse and neglect cases; providing crisis intervention; assessing need and delivery of services; arranging for clinical services and/or planning for nursing home care; determining financial eligibility of day care and homemaker schedules; recruiting applicants for foster care and residential day care providers; speaking to the general public and groups; and preparing court reports and testifying in court.

### **MINIMUM REQUIREMENTS**

• Bachelor's degree from an accredited\* college or university in a social science. **OR** • Bachelor's degree from an accredited\* college or university with a degree in any major **and** at least 30 semester or 45 quarter hours in social or behavioral science courses. **Please submit a college transcript or a list of social or behavioral science courses and hours completed with application.**

### **ADDITIONAL REQUIREMENTS**

- On the reverse side of this announcement is a willingness questionnaire. These questions are tasks in which a Social Service Caseworker may be asked to perform. Carefully read each question, then check yes or no as to your willingness to perform the task. If you answer no to any questions, you may wish to reconsider applying for Social Service Caseworker. Attach the completed questionnaire to your application and return it to the State Personnel Department. **Applications without the willingness questionnaire attached will not be accepted.**
- **Applicants must have available, suitable transportation for use on the job.**
- **Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.**

### **NOTES**

- Applicants may apply for this position during their last semester of college; however, applicants will be required to submit documentation verifying completion of the Bachelor's degree to the hiring agency prior to beginning work.

### **BENEFITS**

- Low-Cost Health/Dental Insurance (Single Coverage) • Optional Family Coverage (Health/Dental)
- Accrue Thirteen Annual Leave Days per Year • Accrue Thirteen Sick Days per Year
- Thirteen Paid Holidays per Year • Retirement Plan
- Flexible Employee Benefit Plans • Optional Deferred Compensation Plans

### **EXAMINATION**

- **Open-Competitive** to all applicants
- Evaluation of **Training and Experience** as shown on your application

### **HOW TO APPLY**

- Complete an Application for Examination Form available at [www.personnel.alabama.gov](http://www.personnel.alabama.gov), the above address, or any Alabama Career Center Office.
- Apply online, by mail or by fax. *Applications will be accepted until further notice.*

*Individuals placed on the register before May 25, 2008 MUST reapply to remain eligible for employment.*

*Individuals placed on the register on or after May 25, 2008 are not required to reapply and their current applications on file will be evaluated and scored using the new selection procedure.*

### **THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER**

\*Please refer to the State Personnel Department web site or call us at (334) 242-3389 for complete information on our policy for accepting post-secondary and advance degrees. Except for pretest information provided by State Personnel to all applicants, you should not directly or indirectly obtain information about examinations. If you do, the State Personnel Director may do several things. One, you may not be given an examination. Two, you may be

disqualified after an examination. Three, your name may be removed from a register. Or four, your name may not be certified from the register. (Rules of the State Personnel Board, Chapter 670-x-9). According to the Code of Alabama, 36-26-47, a willful violation of exam security is a misdemeanor. Any person who is convicted of this type of misdemeanor will not get a state job. If they are officers or employees of the state, they will be required to forfeit their office or position for five years. If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.

## **WILLINGNESS QUESTIONNAIRE FOR SOCIAL SERVICE**

### **CASEWORKER (50246) Are you willing and able to:**

1. Work in situations where children or adults are deprived of basic living needs (i.e., food, shelter, education, medical services, clothing etc.)? Yes  No
2. Remove children from current living situations for placement in foster care against the wishes of the parents or legal guardians? Yes  No
3. View graphic physical abuse of children or adults? Yes  No
4. Work in high crime areas, sometimes alone? Yes  No
5. Use your personal vehicle to transport clients, children, supplies, or conduct visits? Yes  No
6. Work with persons who are substance abusers? (alcohol and drugs) Yes  No
7. Work in low income housing projects sometimes alone? Yes  No
8. Occasionally work nights and weekends? Yes  No
9. Take verbal abuse without retaliating physically or verbally? Yes  No
10. Visually observe children, clients, or adults for physical signs of deprivation (ie clothing, hygiene, extreme weight loss, etc)? Yes  No
11. Handle large case loads? Yes  No
12. Maintain strict confidentiality of all information to which you have access? Yes  No
13. Serve as a witness in court proceedings? Yes  No
14. Maintain very detailed case notes? Yes  No
15. Work in highly emotional situations and maintain composure? Yes  No
16. Handle a large volume of paperwork? Yes  No
17. Handle the pressure of meeting deadlines? Yes  No

**Signature:** \_\_\_\_\_ **Social Security Number:**

\_\_\_\_\_

State of Alabama  
Personnel Department  
64 North Union Street  
P. O. Box 304100  
Montgomery, AL 36130-4100  
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Fax: (334) 242-1110  
[www.personnel.alabama.gov](http://www.personnel.alabama.gov)

Continuous Announcement

## **SOCIAL WORKER - 50248**

**Salary:** \$31,488.00 - \$48,924.00

**Announcement Date:** February 16, 2000

**Revised Date:** September 1, 2008

### **JOB INFORMATION**

The Social Worker is a permanent full-time position with the Department of Human Resources. Positions are located throughout the state. Employees in this class perform entry level to advanced level service social work by developing a social service plan for a select caseload in child protective services, adult protective services, day care, child and adult foster care, and/or adoptions.

### **MINIMUM REQUIREMENTS**

- Bachelor's degree in Social Work from a social work program accredited by the Council on Social Work Education.
- Eligibility for Licensure as issued by the Alabama Board of Social Work Examiners

### **ADDITIONAL REQUIREMENTS**

- Licensure must be obtained within the probationary period in order to obtain permanent employment.
- Applicants must complete and submit with their applications the willingness questionnaire on the reverse side of this announcement. **Applications without the willingness questionnaire will not be accepted.**
- Applicants must have available, suitable transportation for use on the job.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

### **NOTES**

- Applicants may apply for this position during their last semester of college; however, applicants will be required to submit documentation verifying completion of the Bachelor's degree to the hiring agency prior to beginning work.

### **BENEFITS**

- Low-Cost Health/Dental Insurance (Single Coverage) • Optional Family Coverage (Health/Dental)
- Accrue Thirteen Annual Leave Days per Year • Accrue Thirteen Sick Days per Year
- Thirteen Paid Holidays per Year • Retirement Plan
- Flexible Employee Benefit Plans • Optional Deferred Compensation Plans

### **EXAMINATION**

- **Open-Competitive** to all applicants
- Evaluation of **Training and Experience** as shown on application

### **HOW TO APPLY**

- Complete an Application for Examination Form available at [www.personnel.alabama.gov](http://www.personnel.alabama.gov), the above address, or any Alabama Career Center Office.
- Apply on-line, by mail, or by fax. *Applications will be accepted until further notice.*

**Individuals currently on the register MUST reapply to remain eligible for employment.**

### **THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER**

Please refer to the State Personnel Department web site or call us at (334) 242-3389 for complete information on our policy for accepting post-secondary and advance degrees..

Except for pretest information provided by State Personnel to all applicants, you should not directly or indirectly obtain information about examinations. If you do, the State Personnel Director may do several things. One, you may not be given an examination. Two, you may be disqualified after an examination. Three, your name may be removed from a register. Or four, your name may not be certified from the register. (Rules of the State Personnel Board, Chapter 670-x-9). According to the Code of Alabama, 36-26-47, a willful violation of exam security is a misdemeanor. Any person who is convicted of this type of misdemeanor will not get a state job. If they are officers or employees of the state, they will be required to forfeit their office or position for five years.

If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.

## **WILLINGNESS QUESTIONNAIRE FOR SOCIAL WORKER (50248)**

**Are you willing and able to:**

1. Work in situations where children or adults are deprived of basic living needs (ie food, shelter, education, medical services, clothing etc.)? Yes   
No
2. Remove children from current living situations for placement in foster care against the wishes of the parents or legal guardians? Yes  No
3. View graphic physical abuse of children or adults? Yes  No
4. Work in high crime areas, sometimes alone? Yes  No
5. Use your personal vehicle to transport clients, children, supplies, or conduct visits? Yes  No
6. Work with persons who are substance abusers? (alcohol and drugs) Yes  No
7. Work in low income housing projects sometimes alone? Yes  No
8. Occasionally work nights and weekends? Yes  No
9. Take verbal abuse without retaliating physically or verbally? Yes  No
10. Visually observe children, clients, or adults for physical signs of deprivation (ie clothing, hygiene, extremeweight loss, etc)? Yes  No
11. Handle large caseloads? Yes  No
12. Maintain strict confidentiality of all information to which you have access? Yes  No
13. Serve as a witness in court proceedings? Yes  No
14. Maintain very detailed case notes? Yes  No
15. Work in highly emotional situations and maintain composure? Yes  No
16. Handle a large volume of paperwork? Yes  No
17. Handle the pressure of meeting deadlines? Yes  No

**Signature:** \_\_\_\_\_ **Social Security Number:**

\_\_\_\_\_

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Continuous Announcement

## SENIOR SOCIAL WORKER - 50221

Salary: \$35,589.60 – \$53,995.20

Revised Date: September 1, 2008

### JOB INFORMATION

The Senior Social Worker is a permanent full-time position used by various agencies throughout the state. This is advanced professional service social work. Employees in this class develop a social service plan for a difficult and complex select caseload in child protective services, adult protective services, child and adult foster care and/or adoptions; investigate complex abuse and neglect cases; provide immediate crisis intervention; assess need and delivery of services; arrange for clinical services; and/or plan for nursing home care.

### MINIMUM REQUIREMENTS

- Master's degree in Social Work from a social work program accredited by the Council on Social Work Education.
- Eligibility for Licensure as issued by the Alabama Board of Social Work Examiners

### ADDITIONAL REQUIREMENTS

- Licensure must be obtained within the probationary period in order to obtain permanent employment.
- Applicants must complete and submit with their applications the willingness questionnaire on the reverse side of this announcement. **Applications without the willingness questionnaire will not be accepted.**
- Applicants must have available, suitable transportation.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

### NOTE

- Applicants may apply for this position during their last semester of college; however, applicants will be required to submit documentation verifying completion of the Master's degree to the hiring agency prior to beginning work.

### BENEFITS

- Low-Cost Health/Dental Insurance (Single Coverage) • Optional Family Coverage (Health/Dental)
- Accrue Thirteen Annual Leave Days per Year • Accrue Thirteen Sick Days per Year
- Thirteen Paid Holidays per Year • Retirement Plan
- Flexible Employee Benefit Plans • Optional Deferred Compensation Plans

### EXAMINATION

- **Open-Competitive** to all applicants
- Evaluation of **Training and Experience** as shown on application

### HOW TO APPLY

- Complete an Application for Examination Form available at [www.personnel.alabama.gov](http://www.personnel.alabama.gov), the above address, or any Alabama Career Center Office.
- Apply on-line, by mail, or by fax. *Applications will be accepted until further notice.*

**Individuals currently on the register MUST reapply to remain eligible for employment.**

### THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER

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If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.

## **WILLINGNESS QUESTIONNAIRE FOR SENIOR SOCIAL WORKER (50221)**

### **Are you willing and able to:**

1. Work in situations where children or adults are deprived of basic living needs (ie food, shelter, education, medical services, clothing etc.)? Yes   
No
2. Remove children from current living situations for placement in foster care against the wishes of the parents or legal guardians? Yes  No
3. View graphic physical abuse of children or adults? Yes  No
4. Work in high crime areas, sometimes alone? Yes  No
5. Use your personal vehicle to transport clients, children, supplies, or conduct visits? Yes  No
6. Work with persons who are substance abusers? (alcohol and drugs) Yes  No
7. Work in low income housing projects sometimes alone? Yes  No
8. Occasionally work nights and weekends? Yes  No
9. Take verbal abuse without retaliating physically or verbally? Yes  No
10. Visually observe children, clients, or adults for physical signs of deprivation (ie clothing, hygiene, extreme weight loss, etc)? Yes  No
11. Handle large case loads? Yes  No
12. Maintain strict confidentiality of all information to which you have access? Yes  No
13. Serve as a witness in court proceedings? Yes  No
14. Maintain very detailed case notes? Yes  No
15. Work in highly emotional situations and maintain composure? Yes  No
16. Handle a large volume of paperwork? Yes  No
17. Handle the pressure of meeting deadlines? Yes  No

**Signature:** \_\_\_\_\_ **Social Security Number:**

\_\_\_\_\_

## **APSR Status Update**

August 31, 2012

Alabama State Department of Human Resources  
Family Services Division

As we have discussed, significant work has occurred in Alabama toward meeting the goals related to our APSR. While many updates to the APSR are current/completed, there are areas we have discussed that are still in different stages of planning. We want Alabama to have the most meaningful and achievable plans possible, and are confident that – within the timelines outlined below – we can submit a final product in each of these areas that will meet all guidelines and goals required.

### **Comprehensive Trauma Assessment and Psychotropic Monitoring and Usage Model**

Monthly Strategic Planning meetings to include Alabama Department of Human Resources, Alabama Medicaid Agency and The Department of Mental Health will commence beginning **September 2012**. The purpose of the initial meeting will be to review the baseline data provided to the Alabama DHR and Dr. Brent Wilson from the Alabama Medicaid Agency regarding psychotropic medication use among foster youth. The data analysis will include information from the Department's SACWIS system FACTS. The Department will also request information from the Department of Mental Health regarding all foster youth receiving community based mental health services.

Draft Psychotropic Medication Monitoring and Oversight Policy was submitted by Dr. Brent Wilson on **August 30, 2012**. That policy will be reviewed by the Alabama Department of Human Resources, in partnership with the Alabama Medicaid Agency and the Department of Mental Health. The agencies will review the policy and the Alabama Department will provide a FINAL draft of the policy no later than **December 31, 2012**

Upon completion of the Policy and analysis of combined data elements in partnership with the other member agencies and Dr. Brent Wilson, the Department will develop a comprehensive treatment policy and protocols to include a trauma-based assessment tool to be administered to all youth entering foster care as of **April 1, 2013**. This tool will be used to determine the treatment needs/interventions to be administered prior to the use of any psychotropic medications absent emergency circumstances. Psychotropic medications will only be permitted as an alternative when all other behavior management methods have been exhausted. Youth already in care will be reviewed and provided an assessment based on baseline analysis recommendations for plans to safely reduce medication use and employment of alternative methods of treatment.

The Department will explore enhancements to ensure that our current SACWIS system (FACTS) will be enhanced to ensure that all pertinent medical information is included and monthly, quarterly and annually required testing is noted and reminders are provided to staff via the system. The goal for decisions for enhancements is **October 1, 2013**.

The Department will work with partner agencies to establish treatment Protocols with regard to informed consent, minimum and maximum dosage guidelines, prior approval protocols, use of PRN, and prior notification with regard to any changes in medications, dosages and methods of administering medications. Required medical testing to ensure that basic vital signs are within normal range and when medications are administered will be closely monitored and documented in our SACWIS system.

Alabama's Psychotropic Medication Plan will be completed and begin implementation no later than **June 30, 2013**.

Alabama's long-term authorization and monitoring model will be determined after the initial analysis is completed and partner agencies, stakeholders, staff members and providers have established methodology. In addition, staff, providers, community members and medical practitioners will be educated regarding trauma based treatment and psychotropic medication use. The Commissioner will determine at that time how continued oversight will be provided with best practice in mind. Alabama's Comprehensive Trauma Assessment and Psychotropic Monitoring and Usage Model will be established and implemented no later than **October 1, 2013**.

**Please note that in the updated APSR (separately attached) information is provided related to training of staff/providers to support the treatment of emotional trauma - see Health Care Services Plan (pages 181-184 of the APSR).**

### **Risk of Maltreatment**

Alabama has done work to refine the definition of the **population at greatest risk of maltreatment**. Our current policy does not give a definition for children at greatest risk of maltreatment. Most material on maltreatment references individual, relational, community and societal factors.

The following are **risk factors** that we feel need to be considered in this definition of increased risk of maltreatment:

- **The youngest age group** – children younger than 5, 4, or 3 years (this age varies in other states). This is supported by the following data:
  1. 45% of child victims are in this age range
  2. In child deaths, 78.8% of cases involve children under 5 (39.4% are under the age of 1).
- **Special Needs** that increase caregiver burden – disabilities, mental retardation, mental health issues, and chronic physical illnesses.
- **Single Parent Household** and other parenting issues such as Family Violence, Substance Abuse History, History of Abuse and Neglect in family of origin, Mental Health Issues, and Social Isolation.
- **Non biological and transient Caregiver** – e.g. Mother's boyfriend
- **Neglect** – this is the second highest reason for entry into care.

The focus of services for target populations can be determined once the definition is final. Until that happens it is difficult to identify specific work/interventions around this population. This will require collaborative work with **(the DHR) Resource Management Division** as they oversee the Safe and Stable Funding. At that time **PILOT** options could be reviewed.

Some steps that will help with this work are as follows. These steps to be completed by **December 31, 2012**

1. Strengthen INTAKE.
2. Adjust POLICY
3. Continue work on the DV Joint Training.
4. Continue work with Early Intervention
5. Examine more detailed tracking of PARAN's
6. Increase Homemaker services

#### **Services for Children Under the Age of Five Who Are in Foster Care (Reducing Length of Stay)**

Please note that in the updated APSR (separately attached) information is provided related to training of staff on addressing the developmental needs of children under the age of five - see [Appendix 15](#) (pages 204-220 of the APSR).

Preliminary work has been done to address this population of children through policy research, discussion, and analysis of data. The specific numbers of children and the method of tracking them has not been confirmed in Alabama. However, the following steps will be taken by **October 31, 2012**:

1. Workgroup comprised of data analysis; policy, and in-home practitioners to glean numbers of children projected to be without a permanent family and develop methods of tracking those children under five.
2. Engage partners as needed around issues facing this population and how they are served by other agencies.
3. Engage training unit for assessment of current training and supervision of staff, foster parents, and other providers with respect to the population of children under five.

#### **Program Support Workforce Information**

Please note that in the (attached) updated APSR, and other separately attached documents, some information is already being provided related to the workforce (e.g. education, qualifications, training requirements of workers; initial/ongoing training for staff; demographic information [race/gender] of workers; and caseload requirements). Partnering with other Divisions in our Agency has been necessary to glean most of this information, and there must be more specific effort to obtain this information. More detailed information can be captured by **September 15, 2012**.

#### **Report from State QA Committee (e.g. Citizen Review Panel), along with the Departmental Response to those Recommendations.**

While our Agency has received a report from the State QA Committee, clarification has been identified as being needed around several issues. The Committee made specific observations/recommendations; however, some of the items are being discussed to ensure accurate understanding of the point. The Committee was to have gotten that information to

Family Services by 8-31-12, but have been unable to submit the final document. State QA Chairperson indicates the report will come within the next week. Our written reponse to the report will follow by 9-15-12.

Approved:



Paul J. Butler, Director  
Family Services

Date:

8/21/12

**ALABAMA 2012 APSR - Addendum**

**I. Program Support Workforce Information**

The Program Support Workforce information shown below was obtained from the following SDHR Divisions: Field Administration, Personnel, and Management and Fiscal Analysis.

**Information on Child Welfare Staff Additions / Separations**

The information being provided below on staff hires involves the “personnel pool” of Field Placement Students (FPS) for the years of 2005 – 2009, as well as, the total number of child welfare (CW) additions and separations. The data for FPS includes the total number of FPS (by year), along with the number (of FPS) hired and the total number of hired FPS that received a Title IV-E Stipend (with a breakdown by BSW and MSW). The data for total child welfare additions is approximate and consists of staff joining the county child welfare work force through 1.) new hires; 2.) transfer from State DHR; 3.) transfer from another agency; and 4.) program effort code changes to child welfare. The information on child welfare separations is also approximate and includes: 1.) separations; 2.) transfer to state office; 3.) transfer to another agency; and 4.) program effort code changes from (out of) child welfare.

2005: Total # Field Placement Students: **126**  
Total # of FPS employed: **73**  
Total Employed FPS that received Title IV-E Stipend: **36 (21 BSW, 15 MSW)**

Total CW additions: **463**  
Total CW separations: **443**

2006: Total # Field Placement Students: **137**  
Total # of FPS employed: **64**  
Total Employed FPS that received Title IV-E Stipend: **30 (20 BSW, 10 MSW)**

Total CW additions: **467**  
Total CW separations: **427**

2007: Total # Field Placement Students: **116**  
Total # of FPS employed: **57**  
Total Employed FPS that received Title IV-E Stipend: **28 (15 BSW, 13 MSW)**

Total CW additions: **378**  
Total CW separations: **373**

2008: Total # Field Placement Students: **155**  
Total # of FPS employed: **64**  
Total Employed FPS that received Title IV-E Stipend: **36 (28 BSW, 8 MSW)**

Total CW additions: **336**  
Total CW separations: **385**

2009:	Total # Field Placement Students:	<b>123</b>
	Total # of FPS employed:	<b>37</b>
	Total Employed FPS that received Title IV-E Stipend:	<b>14 (10 BSW, 4 MSW)</b>
	Total CW additions:	<b>203</b>
	Total CW separations:	<b>249</b>
2010	Total CW additions:	<b>215</b>
	Total CW separations:	<b>251</b>
2011	Total CW additions:	<b>170</b>
	Total CW separations:	<b>244</b>

### **Information on Staff Recruitment**

The staff person that serves as the Department Recruiter, visits colleges all over the state (especially the ones with a social work program), and also participates in career fairs. Additionally she visits with graduating social work classes to inform them of the different types of job opportunities DHR has to offer and how to apply for those jobs. Information on the three (3) main child welfare classifications is posted on the career services websites of different schools. Finally, DHR has an email address that is specific to recruitment ([recruitment@dhr.alabama.gov](mailto:recruitment@dhr.alabama.gov)) and the staff recruiter receives all the emails that are sent to this email address. The three (3) child welfare job classifications for which recruitment efforts are made, along with the necessary qualifications for each are as follows (additional information on these positions has already been submitted by Alabama):

1. **Senior Social Worker** - this classification requires a Master of Social Work from a program that is accredited by CSWE and for the individual to be licensed at the LGSW level or higher. A person can be hired without being licensed, but licensure must be obtained within the probationary period in order to obtain permanent employment.
2. **Social Worker** - this classification requires a Bachelor of Social Work from a program that is accredited by CSWE and for the individual to be licensed at the LBSW level. A person can be hired without being licensed, but licensure must be obtained within the probationary period in order to obtain permanent employment.
3. **Social Service Caseworker** – this classification requires a Bachelor’s degree in a social science or a degree in any major with at least 30 semester or 45 quarter hours in social or behavioral science courses. There are no licensure requirements for this classification.

### **Information on Staff Selection**

The selection process of eligible applicants is based on an employment certification provided by the State of Alabama Personnel Department in which the applicants are scored and ranked based on an approved testing method. The top ten scores for each merit system classification are provided by the State Personnel Department to the agency filling a vacancy in the respective classification. Each applicant on the employment register is then contacted by mail, phone or both in order to determine availability for the vacant positions. Candidates expressing interest and availability in the vacant position are then interviewed for consideration.

# ALABAMA 2012 APSR – Addendum B

January 31, 2013

## 1. At-risk children:

At this time, Alabama has policy in place describing vulnerable/at-risk children. Policy is intended to address those children who are in such situations that there is a possibility they may experience serious harm unless DHR intervention occurs. Policy is attached/featured below.

### 1. Children Allegedly Abused Or Neglected

Initial in-person contact with children identified in the CA/N report as allegedly abused or neglected must be made within one of the following response times.

#### a. Immediate

Child welfare staff shall respond immediately when intake information indicates serious harm will likely occur within twenty four (24) hours to the children identified in the report as allegedly abused or neglected. Vulnerable children are more likely to be at risk of serious harm than those who are able to protect themselves. (Refer to definition of “vulnerability” in the *Glossary\** for additional information.) Factors that can make children vulnerable (at-risk) include, but are not limited to:

- Age six (6) years or younger;
- Disability (e.g., physical, mental, developmental);
- Health; and
- Limited, unknown, or no access to individuals who can provide protection

Factors that suggest children may be at risk of serious harm within twenty four (24) hours and require an immediate response include, but are not limited to:

- Child death report is received with alleged abuse/neglect as the cause, and there are other vulnerable children in the home;
- Child is under age six (6) years and the alleged abuse/neglect is attributed to the parents’ or primary caregivers’ substance abuse, mental illness, Mental Retardation, or family violence;
  - Child is being hit, beaten, severely deprived **now**;
  - Child is unsupervised or alone **now**;
  - Child is in life threatening living arrangements **now**;
  - Serious allegations have been reported and a child is accessible to the person allegedly responsible for abuse/neglect or accessibility to the person is unknown;
  - Serious allegations have been reported and the child/family situation may or will change quickly;
  - Allegations involve failure to thrive;
  - Allegations involve medical neglect of handicapped infants;
  - Parents/primary caregivers are failing to seek medical care for a health problem which, if left untreated, could cause serious harm;
  - Parents/primary caregivers have been reported as being under the influence of substances **now**;
  - Parents’/primary caregivers’ whereabouts are unknown; and,

- There is a history of CA/N reports which suggest the children may be at risk of serious harm **now**.

\*EXCERPT FROM GLOSSARY:

VULNERABILITY

*Refers to (a) a child's capacity for self-protection; (b) the type and extent of access a child has to individuals who are able and willing to provide protection; and (c) the child's susceptibility to experience severe consequences based on age, health, size, mobility, or social/emotional state.*

Please find below (p.4) Family Services' "Risk Assessment Index Chart" which supports the policy displayed above and assists the social worker in assessment and decision-making.

## RISK ASSESSMENT INDEX CHART

<u>FACTOR</u>	<u>LOW RISK</u>	<u>MODERATE RISK</u>	<u>HIGH RISK</u>
Child's vulnerability and capacity for self-protection (e.g., age, physical, mental, or developmental abilities)	11 years and older; and/or able to care for and protect self without or with limited adult assistance; no physical or mental disabilities or limitations	6 - 10 years old; and/or requires adult assistance to care for and protect self; emotionally withdrawn; minor physical or mental illness/disability; mild to moderate developmental impairment	Less than 6 years old; and/or unable to care for or protect self without adult assistance; severe physical or mental illness/disability; overactive, is challenging, or provocative behaviors; severe developmental impairment
Severity/frequency of abuse	No or minor injuries; medical attention not required; isolated incident; no discernable effect on child; no inappropriate sexual behavior; sufficient nurturing and affection;	Minor or unexplained injury requiring some form of medical treatment or diagnosis; child exposed to pornography or sex acts; touching child's breasts, genitals, or buttocks; treating child differently from siblings (e.g., lack of interaction; unrealistic expectations; belittling; scapegoating); using child as pawn in custody battle; exposure to family violence	Child requires immediate medical treatment and/or hospitalization; abuse/neglect of a sibling that resulted in death or permanent dysfunction of organ/limbs; child at imminent risk of serious harm; sodomy; vaginal intercourse; oral sex; sexual assault; digital penetration; extended and/or inappropriate isolation; extreme rejection; abandonment
Severity/frequency of neglect	No discernable effect on child; isolated incident	Parent/Primary Caregiver is suspected of being unwilling/unable to meet child's basic medical, food, clothing, and/or shelter needs; unconfirmed history or pattern of leaving child unsupervised	Parent/Primary Caregiver is unwilling/unable to meet child's basic medical, food, clothing, and/or shelter needs; confirmed history or pattern of leaving child unsupervised or unprotected for excessive periods of time
Location of injury	No visible injury or minor injury to bony body parts (e.g., knees, elbows) or buttocks	Injury to torso, arms, or legs	Injury to head, face, genitals; internal injury
History or pattern of abuse/neglect	No prior history reported or prior "not indicated" report of abuse/neglect	Prior "indicated" report; no services provided to the child, family, or person responsible for the abuse/neglect	Prior "indicated" report of a serious nature; multiple reports (regardless of disposition) involving the child, family, or person responsible for abuse/neglect
Parent's/Primary Caregiver's physical/emotional/intellectual abilities and control	No physical, emotional, or intellectual limitations; in control of mental faculties with sound reasoning abilities; realistic expectations of child; no or minimal substance use with no known effects on child	Physically or emotionally disabled; moderate intellectual limitations; poor reasoning abilities; needs help with protecting child; history of criminal behavior or mental health issues; substance use with some adverse effect on child	Significant physical, emotional or intellectual disability; poor concept of reality; unrealistic expectations/perceptions of child behaviors; substance abuse resulting in incapacity and/or significant impact on child (e.g., infant tests positive for drugs at birth)

## **2. Targeted Services for At-Risk Children in Alabama**

Targeted Services for at-risk children in Alabama are accessible both within the organization and through partners across the state. Through the Department's Individualized Service Planning process, services to address family needs are identified and referrals made accordingly to programs and opportunities provided by DHR as well as other agencies/entities.

Some *internal* targeted services and strategies to serve at-risk children include:

- Individualized Service Planning/Case Management
- Flexible funds are available through State D.H.R. to be used by counties toward safety outcomes as identified in the Individualized Service Plan. These funds may be used to purchase hard services or others as needed.
- Information and Referral to other agencies/entities. (See below.)
- Maintain the Central Registry on Child Abuse and Neglect
- Administer the Interstate Compact on the Placement of Children (ICPC) which reviews and facilitates applications for travel, placements, foster care, and adoptions of children entering and leaving the state
- Family Services provides case consultation services
- FOCUS (Family Outcome-Centered Unification Services) provides short-term intensive in-home interventions to help alleviate situations and conditions within families where removal of the children from the home is imminent. Providers are to use an evidence-based and national recognized model for the provision of service delivery. All of Alabama's 67 counties have access to the FOCUS services.
- DHR Behavioral Analysts may teach the "Tools of Choice" Parenting Program if indicated in the ISP, which includes in-home consultation to demonstrate that each parent has acquired the skills they were taught. Work is done in individual cases where the behaviors of the child are challenging and place the child at risk of removal.
- Safety Round-Tables will be introduced in calendar year 2013. This process is based on a successful model wherein challenging families who are not able to meet outcomes toward safety and preservation will have their cases reviewed by a group of social workers, supervisors, and others who can re-assess the case and offer different strategies toward successful prevention of harm. This group will provide guidance and suggestions to be incorporated into the family's ongoing Individualized Service Planning process.
- Diagnosis And Evaluation (D&E) And Mental Health Counseling (MHC) Services For Non-Medicaid Eligible Children/Families
- Homemaker Services
- Medical Expenses Incurred During CA/N Assessments
- Protective Services Day Care. This service is designed to provide safe substitute care for a portion of the day for children who at risk of serious harm due to the family situation. Protective services day

care is authorized when the child needing day care services was identified in a CA/N report as allegedly experiencing abuse/neglect and the child's family is receiving other child welfare services as an on-going protective services case.

- Approved and upcoming technical assistance with NRCCPS toward facilitating a statewide safety decision making steering committee whose mission is to review current state policy for Intake and CA/N (Investigations); examine the state of current practice throughout the state as compared to identified policy issues; and develop new policy and practice standards that provide detailed structure and instruction for field staff and supervisors relative to CPS. Primary recipients include DHR state office management; Office of Child Protective Services. The Safety Intervention Steering Committee will be comprised of representatives of Policy, QA, Office of Child Welfare Consultation, Training, Legal, Regional Administration and Community Stakeholders.

Steps toward greater safety are:

1. Strategic Planning and adherence to Implementation Science Stages and Drivers;
2. Developing a "train the trainers" package;
3. Competency building with regional purveyors;
4. Designing an approach/method for regional presentations to staff and supervisors;
5. Developing a Quality Control Feedback Loop.

Services and strategies provided by *other agencies/organizations*:

- The Department of Human Resources has an excellent partnership with the **Department of Mental Health** in Alabama, and considers their services as fundamental to the well-being and likely successful outcomes with our families in need of preservation and reunification. A formal log of the services they provide to our children and families can be submitted if necessary.
- Children in families who have not met their basic medical needs are routinely provided services through **ALL Kids** upon referral by DHR. ALL Kids is a low-cost, comprehensive healthcare coverage program for children under age 19. Benefits include regular check-ups and immunizations, sick child doctor visits, prescriptions, vision and dental care, hospitalization, mental health and substance abuse services, and much more. The Department of Children's Affairs administers the Children's Trust Fund which is a source of funds for training and development around safety and well-being issues with our families.
- For 2012-2013, CTF (Children's Trust Fund) funded 66 programs for the maintenance, expansion, and enhancement of at-risk youth and family support through the Children's Trust Fund for a total of \$1,534,250.00. At-risk youth programs serve individuals age 8-17 that are experiencing factors that have brought them to the attention of school systems, courts, and county facilitation teams. Family Support programs are used to continue or expand Family Resource Centers and programs.

### **3. Services for Children under Five**

Services for children under five in Alabama are again accessible both within the organization and through partners across the state. Alabama's Child Welfare Training (ACT) addresses the needs of this population in current Family Services Training curricula. Specific case examples are studied and developmental milestones are featured. Our partners providing foster care and adoption for our children receive Group Preparation and Selection Training (GPS), which features the current and evolving needs of children under age five.

We recognize the need for a renewed focus on this population in terms of review and action to be taken. Find enclosed Memorandum recently submitted to counties with emphasis on these children and their families.

Following the Department's Individualized Service Planning process, services to address family needs are identified and referrals made accordingly to programs and opportunities provided by DHR as well as other agencies/entities. Most of Alabama's children aged five and under have defined plans for permanency (see data on p.10 below\*), with services specific to that age-group being considered through the assessment and planning process with the family.

- Individualized Service Planning/Case Management
- Behavioral Analysts may teach the "Tools of Choice" Parenting Program if indicated in the ISP, which includes in-home consultation to demonstrate that each parent has acquired the skills they were taught. Work is done in individual cases where the behaviors of the child are challenging and place the child at risk of removal.
- Flexible funds are available through State D.H.R. to be used by counties toward safety outcomes as identified in the Individualized Service Plan. These funds may be used to purchase hard services or others as needed.
- Information and Referral to other agencies/entities. (See below.)
- Protective Services Day Care. This service is designed to provide safe substitute care for a portion of the day for children who at threat of serious harm due to the family situation. Protective services day care is authorized when the child needing day care services was identified in a CA/N report as allegedly experiencing abuse/neglect and the child's family is receiving other child welfare services as an on-going protective services case.
- **Head Start** Child Development and Early Learning
- Women, Infants and Children (**WIC**) is a supplemental nutrition program for pregnant women, breastfeeding women, women who had a baby within the last six months, infants, and children under the age of five. Assessment for WIC eligibility and referral if needed is routine in planning with families.
- Jefferson County **Pilot Project to Prevent Child Maltreatment and Death**. Mission is to reduce preventable child maltreatment and death in children age birth to (3) in Jefferson County through the coordination of existing programs and organizations
- **Cribs for Kids** is a partnership between the Children's Trust Fund and SIDS of Pennsylvania. A parent/caregiver who does not have a safe sleep environment for their baby to sleep will be provided a Pack n Play. The core purpose of Cribs for Kids is to reduce infant deaths by providing an appropriate sleep environment through education and safe cribs. Any group participating in Cribs for Kids must adhere to the American Academy of Pediatrics' Safe-Sleep Guidelines of October 2005.
- **Mentoring New Moms** assists parents who might benefit from a friendly guide/mentor relationship. The goals of the program are to prevent child abuse and neglect; encourage responsive, responsible parenting; strengthen and stabilize the family unit; link parents to supportive community-based services; and help parents to enhance their self-esteem and promote their personal growth. The Mentoring New Moms program also assists women in seeking to move from welfare to work.

The uniqueness of the Mentoring New Moms Program of the Children’s Trust Fund is the voluntary nature of the service. It is a professional/volunteer approach that offers non-threatening friendship and assistance that paid professionals in agencies cannot provide.

- The **Department of Child Abuse and Neglect Prevention** is the Alabama chapter for Prevent Child Abuse America, which was established May 18, 2007. The Department of Child Abuse and Neglect Prevention and Prevent Child Abuse America share the common mission to prevent child abuse and neglect before it occurs. PCA Alabama and the Department of Child Abuse and Neglect Prevention also share the same focus on the prevention of child abuse and neglect in many of the activities they support and implement –
  - Parenting education and support
  - Public/community awareness
  - Home visitation
  - Mentoring
  - School based programming
  - After-school activities
  - Respite care
  - Child Abuse Prevention Month activities

In prevention and early intervention services, collaboration is essential to maximize effective use of resources and eliminating duplication of efforts. The collaboration with the Department of Child Abuse and Neglect Prevention provides PCA Alabama with a means to share information on educational initiatives and community involvement to bring increased awareness to the prevention of child abuse and neglect for the children in Alabama.

- **Alabama School Readiness Alliance** supports the well-being and necessary developmental milestones for children under five through the growth of high quality pre-K in Alabama. See figures below for progress toward pre-K services available to our children. ASRA has joined efforts of advocates and leaders throughout Alabama to advocate for increased funding for First Class, Alabama's state funded pre-k program so that more of Alabama's 4 year olds have access to high quality pre-k. Note that in the last four years, funding for Alabama's state funded pre-k program has more than tripled

<u>Budget Year</u>	<u>Amount of Appropriation to Office of School Readiness for First Class pre-k program</u>	<u>Number of Classrooms</u>
2005-2006	\$ 4,326,050	57
2006-2007	\$ 5,369,898	59
2007- 2008	\$ 10,000,000	128
2008- 2009	\$ 15,490,831	185
2009- 2010	\$ 18,376,806	215
2010- 2011	\$ 18,376,806	217
2011-2012	\$17,998,620	217
2012-2013	\$19,087,050	TBD

- **Early Intervention** – as a primary referral source, the Department routinely identifies the developmental needs of the children in our CPS and Prevention cases and reviews the EI Developmental Checklist (see below) with families where milestones have not been reached or needs have already been identified. The Alabama Department of Rehabilitation Services, Division of Early Intervention, coordinates Alabama’s Early Intervention System.

Eligible infants and toddlers, **from birth to age 3**, are children with disabilities who need early intervention services as identified by a Multidisciplinary Evaluation Team and reflected in the Individualized Family Service Plan because (a) they are experiencing developmental delay equal to or greater than 25 percent as measured by appropriate diagnostic procedures in one or more of the following areas: cognitive development; physical development, including vision and hearing; communication development; social or emotional development; or adaptive development skills; or (b) they have a diagnosed physical or mental condition which has a high probability of resulting in developmental delay.

Eligible **3, 4 and 5 year olds** are those children who have been identified as having a disabling condition as outlined in the Alabama State Department of Education’s Alabama Administrative Code. Exceptionalities served include: Developmental Delay, Deaf-Blindness, Emotional Disturbance, Hearing Impairment, Mental Retardation, Multiple Disabilities, Orthopedic Impairment, Other Health Impairment, Specific Learning Disabilities, Speech and Language Impairment, Visual Impairment, Autism and Traumatic Brain Injury.

- **Children's Rehabilitation Services (CRS)** is a statewide organization of skilled professionals providing quality medical, rehabilitative, coordination and support services for children with special health care needs and their families. Every county in Alabama is served through a network of 15 community-based offices.

CRS staff members also work closely with local school systems to enable children with special health care needs to participate fully in school. Through services such as counseling, specialized therapy, and assistive technology for children and families, as well as disability training for teachers and other school staff, CRS offers the support vital to classroom success.

- For 2012-2013, CTF funded 13 **comprehensive community-based programs** through CBCAP monies made available through a Federal grant under Section 201 of the Child Abuse Prevention and Treatment Act (CAPTA) for \$303,476.00. These are the only federal dollars designated specifically to the prevention of child abuse and neglect. The priorities are:

- Respite
- Parent Education and Support (Huge Emphasis on Parent Leadership)
- Fatherhood
- Home Visitation
- Early Care and Education
- Domestic Violence
- Engaging Homeless Youth

- The **“First Class” Program** has increased the number of children served by pre-k in the state to 21,000. Children in our custody are referred to pre-k if appropriate upon entering care. The program uses a combination of state funding, grants and State Supported Slots to keep costs affordable for families. Pre-K Excellence Grants of up to \$45,000 are awarded to public school systems, Head Start centers and child care centers to help them achieve and maintain program standards. There will be a sliding fee scale for families, dependent on income.

**\*DATA regarding children under age five:**

Family Services has reviewed data for children in the Department’s custody who were under age five as of 10/1/2012 (Begin FY2013). The total population of children under five was **1479**. The data indicates that the majority of these children are expected to achieve permanency in 2013. There were no children in this population with a plan of APPLA. Highlights below:

Adoption with No Identified Resource – 76 children  
Adult Custodial Care – 3 children  
Permanent Relative Placement with DHR Retaining Custody – 8

**OTHER PLAN DATA:**

Return to Parent – 757

Adoption by current foster parent – 264

Permanent Relative Placement with Transfer of Custody to Relative – 252

No Permanency Plan – 74

Remain with Parent – 69

Kinship Guardianship – 16

Family Services has submitted a Memorandum to all counties regarding this data and the need for focus on this population. (Attached.)

**4. Report from State QA Committee and State Response**

**II. ALABAMA STATE QUALITY ASSURANCE COMMITTEE  
ANNUAL REPORT 2012**



June 12 2012

**State DHR Quality Assurance Committee**

**Annual Report for 2011**

**MEMBERSHIP**

**2010-2011 Officers:**

Christy Mehaffey, Chair  
JJ Moody, Vice-Chair  
Steve LaFreniere, Secretary

**State Quality Assurance Committee (SQAC) Membership**

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Dr. Sue Adams	Department of Education
Kelley Parris-Barnes, Director	Dept of Child Abuse and Prevention
Gloria Boyd	Al. Dept. of Public Health / CHIP
Johnna Breland	Foster / Adoptive Parent
Powell Brewton	Houston Co. QA Committee
Richard Burleson, Director	Alabama Child Death Review System/Public Health
Angie Burke	School of Social Work, Auburn University
Jennifer DeMarcus	Asst. Director, Madison County DHR
Debra Finley	APAC
Monica Grammer	Children's Rehab Services
Gina E. Harris	Jefferson Co QA Committee
Buddy Hooper	AFAPA President
Steve LaFreniere	DMH/MR Children's Services
Barbara Lawrence	ADAP
Melissa McNeil	ACADV
Honorable Alice Martin	Calhoun Co District Judge
Christy Mehaffey	Children's First Foundation
JJ Moody, Director of Operations	Alabama Network of Children's Advocacy Centers
Betsy Prince	Director of Early Intervention Services
Helen Rivas	Ala / Guatemala Partners of Americas
Mollie Rowe	Greene County DHR / QA Coordinator
Misty Samya	DSW Student
Mary Smith	Foster Parent
Sarah Ellen Thompson, Director	Alabama Family Ties
James Tucker	ADAP
Gayle Watts	Executive Director, Children's Aid Society
Charlotte Webb	Marengo Co. QA Coordinator
Grace Wood	Foster Parent

**Meeting Dates for 2011:**

January 21, 2011	Montgomery
March 4, 2011	Rescheduled
March 11, 2011	Cancelled
June 03, 2011	Montgomery
September 06, 2011	Rescheduled
September 16, 2011	Clanton
December 20, 2011	Clanton

**Standing Sub-committees:**

• Policy Review	Chair, Kelley Parris-Barnes
• Service Analysis	Chair, Misty Samya
• Child Death Review	Chair, Gina Harris
• Coordination and Support of Local Committees	Chair, Angie Burque
• Education, Advocacy, and Nominating	Chair, Buddy Hooper
• Cultural Diversity	Chair, Melissa McNeil
• Recruitment and Retention	Chair, Christy Mehaffey

**Purpose:**

The Committee's authority is advisory to the State Department of Human Resources (DHR). As such, the purposes of this Committee shall be to:

- **MONITOR** the functioning of state-directed QA (Quality Assurance) activities, as well as outcomes and agency performance from statewide perspective.
- **SERVE AS A LINK** between the community and the State QA Office, as well as the State Department of Human Resources. Provide advocacy and education regarding the mission and work of SDHR.
- **FACILITATE** the development of, and the networking among County QA Committees.
- **REPORT and PROMOTE** the general effectiveness of the child welfare system in supporting positive outcomes for children and families served and/or on a specific issue which has the potential for having a significant impact on achieving positive outcomes for the children and families being served. Such reports would be issued at the request of the Commissioner of DHR and/or at the initiative of the Committee. Reports of the State QA Committee's activities and/or findings of studies may include recommended actions to the Department that reflect the Committee's findings or concerns. All reports, information or Committee opinions may be made and released only as authorized by the Committee. All such authorized Committee reports shall be considered to be public documents; a mutually agreed upon process, that includes format, timeframes, etc., shall be established whereby any written report of findings and/or recommendations provided to the Department by the state QA committee, shall be responded to in writing by the Department.
- **REVIEW** information, data, policies, etc. related to child and family services, outcomes and system performance in child welfare (on both the County and State levels) and the capacity of the Department to deliver services in a manner consistent with its mission and goals.

- **PROVIDE** input, feedback, questions, findings and recommendations to the Department; and
- **SUPPORT** advocacy for services to meet the needs of children and their families.

**WORK OF THE STATE QUALITY ASSURANCE COMMITTEE:**

- Held a one-day meeting (January 21, 2011) for County DHR Directors, County QA Coordinators and County QA Committee Chairs that focused on achieving permanency for children in foster care. The meeting included a keynote presentation from the Dave Thomas Foundation For Adoption and a youth panel comprised of former foster care services recipients.
- Shared and provided additional feedback regarding the APSR including discussions of goals and Alabama's array of services relative to child well-being, safety, prevention, and related critical personnel training needs that continue to exist.
- Evaluated data regarding the performance of child welfare in Alabama
- Reviewed child death cases and provided feedback to State DHR. Provided an ongoing discussion of concerns raised by child death reviewers and provided several recommendations for consideration relative to strengthening these required case reviews.
- State QA Committee members also continue to serve as local/county QA members offering a unique perspective into local and regional issues.
- Received updates and provided input regarding the department's implementation of the approved Program Improvement Plan (PIP).
- Continued work on the production and editing of the video geared towards the educational challenges of youth in foster care.
- Participated/Shadowed in on-site State DHR QA Reviews.
- Monitored and received updates regarding the state's implementation of the FACTS computer system.
- Received presentations and briefings on legislative initiatives affecting child welfare such as the Immigration Law (HB56 The Hammon-Beason Alabama Taxpayer and Citizen Protection Act) and the SUID (Sudden Unexplained Infant Death) Act.
- The Committee members represented Alabama at the National Citizen Review Panel Conference.
- The Committee elected new administration for 2012-2014. The 2012-2013 year's officers are Chair-Melissa McNeil, Vice Chair-Johnna Breland, and Secretary-Kelley Parris-Barnes

## **QA RECOMMENDATIONS\***

During the year of 2011 the State QA Committee has made the following recommendations to State DHR:

- Provide SQAC with updates on the Kinship/Guardianship policy.
- Provide data and updates on DHR's social worker turnover and its impact on child welfare.
- Provide data on the educational successes and needs of children in care. Specifically data reporting how many foster children are educationally on grade level, how many are receiving special education service, their drop-out rates, and the number of referrals for early intervention.
- Provide SQAC with information as to the reasons why children enter foster care. Including reports that include how many children come into care due to mental health reasons and how many adoption disruptions occur due to mental health/emotional crisis.
- State DHR QA to support and aid in the hosting of more consistent meetings with the County QA coordinators and resolve the constraints on these regular meetings imposed on DHR staff/QA Coordinators due to travel restrictions.
- Provide guidelines and clearer mission of the State QA Committee's child death reviews. Provide to the reviewing subcommittee a summary of aggregate data for FY 2010 and FY 2011 on child deaths as well as report on the ages of the deceased child's PARAN.
- Provide support and data to design and conduct a special study surrounding the disproportionate number of black males entering DHR foster care as a result of a Child Abuse and Neglect investigation and finding.
- Provide public access to State DHR's aggregate data and reports such as the APSR. Currently, the most updated APSR on the State DHR website is from 2006.

### **CURRENT STATUS OF THE STATE QA COMMITTEE:**

#### **Overview**

The State Quality Assurance Committee (SQAC) is self-governing using by-laws. The latest revision of the By-laws was in 2009 in which SQAC conducted its operations for 2011. These By-laws delineate 14 of Alabama's organizations/agencies and 11 named entities that comprise the Committee. In 2011, SQAC made efforts to recruit and identify potential members from the named agency/organization who can serve in a more active capacity. New members were nominated and accepted during 2011 included replacing the Department of Education member who retired.

#### **Accomplishments**

SQAC's major accomplishment was the Statewide County QA Coordinators meeting held in January 2011. Despite fiscal and time constraints posed by the difficult economic period, the meeting drew 75 attendees and 60 counties in the state were represented. The meeting provided an opportunity for state and local QA members to network and exchange information.



in Foster Care and those who received services by Child Protective Services. These local reviews utilize a rating scale of 1 to 6 with 6 being the highest score.

In addition to the County QA Committee reviews, the State Office of Quality Assurance with State DHR (State QA) conducts periodic reviews throughout the State. Counties are reviewed approximately once every three years. This year, SQAC did not review a comparison of reviews conducted by County QA Committees and State QA. SQAC reviewed the Quality Services Review Ratings Initial Review with comparisons based on race and gender. The data provided assisted in addressing the concerns of the SQAC of black males who have CPS reports and a disproportional number of them go into care. This information sharing and discussion rendered the recommendation of SQAC's to conduct a special study on this population.

## **State Response**

Extensive data was provided to the SQAC on September 14, 2012 including the following:

- a comparison of CAN reports received and disposed by month for the preceding 12 months;
- statewide repeat maltreatment for FY11 and the first three quarters of FY12;
- percentage of CAN reports pending > 90 days for the month of July 2012;
- children in DHR custody at the end of each month for the previous two years;
- child protective service cases open at the end of the month for the previous two years;
- adoptions finalized for FY05-the first half of FY12;
- the number of open child welfare cases by county as of September 7, 2012;
- staffing information by county as of September 10, 2012; and,
- the child welfare separation rate by county for the previous year through August 15, 2012.

Also provided was extensive data regarding all child deaths alleged as a result of maltreatment from the start of FY 2007 through August 31, 2012. Other data has also been provided at past meetings though not as detailed as that provided on 09/14/12 and in subsequent meetings.

Family Services Director, Paul Butler, had several discussions with the SQAC during CY 2012 regarding the Department's difficulties producing requested data due to ongoing issues with reports from our new SACWIS system. Development staff spent 6 months in 2012 correcting 15 critical reports all of which rolled out again in August of 2012. As a result, SDHR is now in a much better position to provide quality data to the SQAC going forward, which was evident in our September meeting. The same data was provided again to the team in their December 2012 meeting, and will be provided again in all subsequent scheduled meetings throughout 2013. This appears to no longer be a barrier recognized by the committee since this report was written and submitted by the former chairperson.

### Family Services Answers to Recommendations made by the SQAC

- DHR provided an extensive update and overview to the SQAC on the Kinship program and policy at the December 2012 SQAC meeting and will do so in the future as requested.

- Data on turnover was provided to the SQAC on 9/14/12.
- DHR will provide data on educational success of children in care at a future SQAC meeting during FY 2013.
- DHR will provide data on reasons for entry into foster care at a future meeting during FY 2013.
- The commitment of DHR to hosting an annual meeting of county QA coordinators and chairpersons with the SQAC was reiterated at the June 29, 2012 meeting. There was acknowledgement of challenges of budgetary issues to fund the travel for such a meeting and an offer was made to provide information on possible alternate funding sources. We are still working to resolve these issues so that a meeting might occur at some point in 2013. Current budgetary restraints prohibit such meetings currently. We will explore use of Go To Meeting technology as an alternative.
- SDHR is willing to provide data and support for a special study on the admission of African American children into foster care should this continue as a priority for the SQAC in FY 2013. This committee has recently had a change in leadership and we are uncertain this is still a priority.
- The APSR was reviewed with the SQAC at the March 9, 2012 meeting. Information was provided to the SQAC on the website location for AFCARS and NCANDS data at the September 14, 2012 meeting. The 2011 APSR (along with the 2005 and 2006) can also be accessed by going to the DHR web page, clicking on DIRECTORY, then ANNUAL PROGRESS AND SERVICES REPORT. Once the 2012 APSR is approved, we will seek to have it posted as well.

## **5. Services to Homeless Youth**

As referenced in the recent letter regarding last year's submission of the CAPTA State Plan, a focus on homeless unaccompanied youth was assured for Alabama. There is an ongoing need to engage state and local educators around this population. We have begun development, with the State Department of Education, the agenda for an upcoming Alabama Children's Summit, date to be decided upon by a multi-agency Committee. One of the topics that will be presented is joint services and local strategies for greater awareness of and services in partnership for these youngsters. Important policy information will be shared at that time regarding a review of the McKinney-Vento Homeless Assistance Act and how it relates to the partnership with DHR toward safety, permanency, and well-being. Young people currently and previously in our care have done a commendable job completing NYTD information. ACF determined that Alabama is in compliance with NYTD requirements for the period ending September 30, 2012. We will also have NYTD information to review and present to this group at the Summit.

The average daily attendance as tracked by the Alabama State Department of Education for homeless youth is 94.02. There are currently 64 shelters stateside that serve the homeless. While not all of them serve youth, we work with many of them for immediate shelter needs when children come to our attention due to homelessness. Alabama has eight continuums of care organizations that coordinate services for the homeless regionally. According to the most current data gathered by the USA institute for Children, poverty and homelessness, the number of homeless students identified in Alabama public schools had risen by over 50% since 2006-07. The number of students living doubled up experienced the largest increase (58.7%), while the number of unsheltered students decreased by 13.0%. Economic factors stemming from the recession and the improved ability of homeless school liaisons to identify homeless students mainly account for the rise in numbers. One of the primary obstacles school personnel face to enrolling and ensuring the educational success of homeless children is lack of funding for transportation. Discussions about these issues will occur at the Summit and counties will leave with more "next steps" around this issue.

At this time, Alabama's SACWIS System (Family, Adult, and Child Tracking System) does not gather data around homelessness. Policy changes may be necessary in the future, as well as enhancements to FACTS. However, a review of FACTS data indicates a reduction in runaway status and homelessness has not been an issue in the NYTD data thus far.