



2010 – 2011 ANNUAL PROGRESS AND SERVICES REPORT

for the

SOUTH CAROLINA

TITLE IV-B

FIVE YEAR STATE PLAN FOR

CHILD WELFARE SERVICES

FISCAL YEAR 2010 - 2011

Submitted By:

The South Carolina Department of Social Services

A handwritten signature in black ink, appearing to read "Lillian B. Koller". The signature is written in a cursive style and is positioned above a horizontal line.

Ms. Lillian B. Koller, J.D., State Director

Date: 06/30/11

South Carolina Annual Progress and Services Report 2011

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South Carolina Department of Social Services

South Carolina Department of Social Services (SCDSS) is the Agency responsible for coordinating IVB and IVE funding and related child welfare plans and services. The unit responsible for the plan report is Office of Program Improvement. Plans are developed in coordination with the divisions of Planning and Research and Human Services, as well as based on information submitted by stakeholders.

Agency Structure

South Carolina Department of Social Services (SCDSS) is one of fifteen cabinet agencies under the Governor.

SCDSS administers the following programs: Child Care Services (ABC Child Care Program, Head Start and Day Care Regulatory), Child Welfare (Adoptions, Child Protective and Prevention Services, Foster Care, Independent Living, Foster Home and Group Home Licensing, and Out of Home Abuse and Neglect Investigations), Adult Services (Adult Protective Services and Domestic Violence), Economic Services (Child and Adult Care Food Program, Electronic Benefits Transfer, Family Independence and Supplemental Nutrition Assistance Program) and Child Support Enforcement.

The Agency employs a county-based, state administered service delivery system in which one or more SCDSS offices are located in all 46 counties. Each county office is managed by a county director who is hired by and under the authority of the state director and the State Deputy Director for Human Services. SCDSS also has a division that offers specialized treatment and support services for foster children who have emotional and behavioral problems (Intensive Foster Care and Clinical Services). The Intensive Foster Care and Clinical Services Division (IFCCS) assists counties through fifteen offices spread throughout the four DSS regions of the state. When a child is identified with emotional/behavioral problems, he/she is referred by the county office to the IFCCS office who will arrange for an interagency staffing on the child to determine if the child qualifies for the Interagency System for Caring for Emotionally Disturbed Children (ISCEDC; see state statute section (63-11-1510), and to identify the most appropriate placement for the child and the services that can best meet the individual child's needs. The case, if accepted by IFCCS, is transferred from the county worker to the IFCCS worker who will carry the case from this point forward. An array of services may be provided through the use of Medicaid and state funding: Intensive Family Services; Therapeutic Child Treatment; Clinical Day Programming; Therapeutic Foster Care; Residential Therapeutic services; specialized treatment services for sexual offenders; Supervised Independent Living; and WRAP services. Additionally, the Adoptions program is handled in four regional offices. Adoption regional staff work in conjunction with county foster care staff until the child is freed for adoption. Cases are transferred from foster care staff in the counties to regional adoption caseworkers after termination of parental rights is completed. There is direct coordination and cooperation between the IFCCS, the Adoptions program, and the counties.

The agency has a new leadership team as of March 2011. Ms. Lillian B. Koller was appointed as the State Director. Ms. Linda S. Martin was appointed as State Deputy Director of Economic Services. Ms Isabel Blanco was appointed as State Deputy Director for Human Services. The agency is refocused on continuous improvement to include enhance accountability or leading with values by performing beyond wild expectations.

Agency Mission – South Carolina Department of Social Services

The South Carolina Department of Social Services (SCDSS), as one of the largest public agencies in the state, provides a vast array of services ranging from the investigation of child and adult abuse reports, the distribution of food to hungry families, the collection of child support for custodial parents to the staffing of emergency shelters during catastrophes. Its mission statement encompasses this vast array:

“The mission of the South Carolina Department of Social Services is to ensure the safety and health of children and adults who cannot protect themselves, and to assist those in need of food assistance and temporary financial assistance while transitioning into employment.”

Vision for South Carolina Child and Family Services

Child Protective and Preventive Services are offered to families by the South Carolina Department of Social Services which is mandated by law to protect children from abuse or neglect within their families, in foster care, or by persons responsible for the child's welfare as defined by statute. Services are provided to strengthen families; to enable children to remain safe in the home; to temporarily remove from parental custody a child who is at imminent risk of harm; or to pursue termination of parental rights and assure the child permanency in a substitute family if the custodial family cannot be preserved without serious risk to the child. The following goals for children and families have been defined by federal law and good practice standards:

- Every child deserves a safe, loving and forever family.
- Only those children who cannot safely remain at home should enter care and not one more child after that.
- Foster care can save a life but it should never be a way of life for any child.
- We can get it right--- every service we provide should be accurate, timely and properly documented.

The agency will focus on these values and outcomes for children in child welfare by creating a movement for excellence by making our values clear and holding ourselves accountable for acting on those. The agency has held “Data Tuesday” meetings since March 14, 2011. These weekly meetings were originally held with the state office (Office of Human Services and Planning and Research, regional managers) leadership and the four innovation county directors (Aiken, Greenville, Oconee and Spartanburg). Attendances at the “Data Tuesday” meetings are voluntary. The meeting has grown from the state office staff, innovation county directors, and the four regional managers to over sixty individuals to include agency partners. Key county directors, supervisors and regional managers from around the state attend these weekly meetings. The “Data

Tuesday” meetings are divided into two parts. There is a review of key permanency data indicators in order to impact the two wildly important goals. The second half of the meeting is focused on leadership and accountability training. The training and accountability discussion is led by State Deputy Director, Isabel Blanco.

Leadership and Accountability Sessions

State Deputy Director, Isabel Blanco, facilitates the discussion on accountability and leadership for change in child welfare practice as the second part of the weekly Data Tuesday meetings. Agency leadership from the four innovation counties, state office staff and over sixty managers from the counties and regional offices are working through *The Oz Principle: Getting Results through Individual and Organizational Accountability*. For example, at the April 13, 2011, Data meeting Ms. Blanco discussed the Four Disciplines of Execution for Practice Change. The discussions are focus on enhancing the skills of the agency’s top managers in order to impact practice change. The discussions include diving deeply into the definition of accountability in order to implement the positive permanency goals for children in foster care. Accountability is defined as a personal choice to rise above one’s circumstances and demonstrate that there is an ownership necessary for achieving desired results. There is a healthy discussion of agency leadership (state and county) assuming accountability for the desired positive permanency results on behalf of children in foster care. We will achieve these goals through the four disciplines of execution for Practice.

- a. Focus on the wilding important goals for your program. The agency has two wildly important goals for child welfare.
 1. Increase positive permanency by 50% by June 30, 2012 for children in care 17 months or more. In FY 2010, 785 children were in care 17 months of the last 22 months exited to positive permanency. Our goal is to increase by 50% will result in a total of 1177 children reaching positive permanency. There is an additional 392 children exiting to positive permanency.
 2. Increase FY 10 adoptions by 50% by June 30, 2012. Goal is to increase the current adoption from 533 to 799.
- b. Know what to do to reach the goal.
 1. Discussion of data and accountability at the weekly data Tuesday meeting.
 2. Bi-monthly meetings with the county and regional managers along with the legal staff to stay focus on the goal along with a discussion of accountability to impact the change in child welfare practice.
 3. Use data to guide our decision making
 4. Build the capacity for sustainable change to include a closure of practice gap to include but limited to the innovation counties.
 5. Leverage of all available resources (but staff and financial).

- c. Keep score (monitoring and evaluation of the progress toward the goal)
- d. Hold a cadence of accountability to include a focus on desired outcomes.

Child and Family Services Continuum

South Carolina service array can be divided into three major categories: 1) In-home prevention and intervention services; 2) Permanency services (which includes safe and timely reunification services, foster care services, independent living and youth transition services, kinship care) and 3) adoption and post adoption services. Services are coordinated across the state through the local county SCDSS offices or through SCDSS regional Intensive Foster Care and Clinical Services Offices and regional Adoption offices. The case management and agency services are supplemented by other organization resources and services within counties.

Stephanie Tubbs Jones Child Welfare Services (IVB – Part 1)

The agency is using these funds (at no more than their 2005 expenditure level) to protect and promote the welfare of all children;

- Prevent the neglect, abuse or exploitation of children;
- Support at-risk families through services which allow children, where appropriate, to remain with their families or return to their families in a timely manner;
- Promote the safety, permanence and well-being of children in foster care and adoptive families; and
- Provide training, professional development and support to ensure a well-qualified workforce.

The majority of case management services are provided by agency staff and that which is not provided by the agency is contracted. Child protective and preventive, foster care, and adoption services are provided statewide without regard to income. SCDSS limits expenditures for administrative costs to 10 percent or less of their expenditures under this program. More detail on programs is provided in the narratives and on financial forms.

IV-B part 1

- a) The amount spent for child care, foster care maintenance and adoption assistance payments in 2006 and budgeted for 2012 is \$951,000.
- b) The amount of State expenditures of non-Federal funds for foster care maintenance payments for 2006 and budgeted for 2012 is \$317,000.
\$ 4,544,197 @ 10% = \$ 454,419

Promoting Safe and Stable Families (IVB – Part 2)

The agency is using these funds, in accordance with prescribed limits and conditions of Administration for Children and Families, to support programs and services related to family support and preservation, safe and timely reunification and adoption support services.

IV-B part 2

- a) Family Preservation Services = 20.3%, Family Support Services = 20.2%, Time-Limited Family Reunification Services = 20.2%, and Adoption Promotion and Support Services = 20.2%
- b) \$ 6,647,359 @ 10% = \$ 644,735
- c) South Carolina's 1992 base year amount Preventive/ Supportive Services \$236,000, Foster Care Services/ Family Support \$477,000. FY 2009 State and local share -- \$1,632,291 (6,529,167 @ 25%)

The budget information for this area is as follows:

Listed below are general descriptions of services delivered by the agency as well as by partner agencies. The sections are then detailed further in sub sections.

In Home Prevention (Family Support) and Intervention (Family Preservation) Services

The department's primary mechanism for providing supportive preventive services to families is through contracts with local non-profit providers. These contracts are written at the state level and include services for intensive in-home based services, a variety of counseling; parent education services, parent aide services, flexible funding, and child care services through the CCDBG Voucher program. While some of the major services are described below, the Agency also contracts for services that may be unique to a particular county such as Parents Anonymous of South Carolina for local chapter development (statewide) to counseling through Family Services, Inc. The following services are also available to meet the needs of intact families and to prevent placement in state custody.

CPS in home prevention and intervention services related to indicated cases of abuse or neglect are provided on a statewide basis, through each county office.

Child Protective Services for children under the age of 18 who are or are alleged to be abused, neglected, or exploited or who are at risk of abuse, neglect, exploitation and require services to prevent this from happening is the main focus of the SCDSS county offices. The services include receiving reports; assessing those reports as to occurrence of alleged incident and occurrence of future abuse, neglect or exploitation; assessment of family strengths, needs, and risk to child's safety; referral to services and case management services to address the factors causing or contributing to the maltreatment.

Child Care Services provide care, education, supervision, and guidance for children on a regular basis. DSS through an agreement with the Department of Health and Human Services may authorize child day care for families who are the subject of an abuse/neglect report. This service raises the child's visibility in the community, and can be an additional safeguard in preventing the child from entering foster care. This service can be utilized as a prevention mechanism for a child remaining at home, or as a way to support relative caregivers who without child care

assistance might not be able to maintain the child in their home, thus resulting in the child entering into state custody. The Head Start Program is also hosted at the agency. The Head Start program, Child Care Services, Foster Care and the South Carolina Department of Social Services are working jointly to distribute information to foster parents regarding Head Start programs for foster care children.

Services Provided Through Other Agencies

The Children's Trust of South Carolina (CTSC) is the primary prevention agency in the state and is the CBCAP lead.

The Children's Trust received a five-year Evidence Based Home Visitation grant from the Administration of Children and Families in 2008. This program serves at any time 600 at-risk women (Medicaid eligible) experiencing their first pregnancy. The program promotes family health, early education and child abuse prevention. Services offered through this program include screening for risk factors for abuse, home visits from pregnancy through the child's second birthday, child development training for parents, parenting education, along with referral for well-baby screenings, immunizations and developmental screenings. The program is voluntary and serves families involved with DSS as well as those referred by hospitals and other agencies. This grant incorporates infrastructure building as well as evaluation of six sites (some using hospital programs and some using health clinics) utilizing the Nurse Family Partnership model. Private funders, Duke Endowment and Blue Cross Blue Shield Foundation are currently funding these services which are leveraged through CBCAP. Over \$3 million was leveraged during 2010-2011. The six NFP sites are coordinated by a coordinator at the SC First Steps to School Readiness program, with a clinical Nurse dedicated to these sites at the State Health Department (DHEC). Currently, six NFP sites cover ten counties including the following counties: in the Upstate: Anderson, Greenville, and Spartanburg; in the Midlands: Lexington and Richland, and in the Lowcountry: Horry and a combined site for Berkeley, Charleston, Colleton and Dorchester.

Additional infrastructure constructs include CTSC's Home Visitation Team which built an inventory of home visiting programs across South Carolina. Coordinated by CTSC the Home Visitation Team brought together representatives from the following organizations/programs:

- The Duke Endowment
- Early Childhood Comprehensive Systems
- Early Head Start
- Family Connections
- Healthy Families
- Healthy Start
- Parent Child Home
- South Carolina Department of Disabilities & Special Needs
- South Carolina Department of Education, Even Start Program
- South Carolina Department of Education, Parents As Teachers Program

- South Carolina Department of Health & Environmental Control, Maternal and Child Health Bureau
- South Carolina Department of Social Services
- South Carolina First Steps for School Readiness, Parenting Programs
- South Carolina Head Start Collaboration Office
- South Carolina State Budget & Control Board, Office of Research & Statistics
- South Carolina Nurse Family Partnership
- Triple P

The team's evaluation of the continuum of services led CTSC and its partners to gain a broader view and understanding of evidenced based services across the state and proved instrumental in understanding maintenance of effort requirements for the ACA MIEC initiative.

Through these sites, with funds from private funders providing direct services, approximately 850 young, at-risk, first time moms were served. The work, the experience and the collaboration with Home Visitation providers proved to be the testing ground for CTSC's designation as the state entity to administer the new ACA MIEC Home Visitation funds.

Additionally, as the lead agency for coordination of the new maternal infant child health home visiting funding, the Children's Trust worked alongside South Carolina Department of Health & Environmental Control, SC's Title V agency, to submit *South Carolina's Evidenced Based Home Visiting Needs Assessment*
<http://www.scchildren.org/public/files/docs/9.20.10NeedsAssessment.pdf>

SCDSS serves on CTSC's ACA MIEC Home Visiting Coalition which plans to enhance current systems that extend into rural areas as opposed to placing programs in areas where no systems exist. The ACA MIEC plan will require communities to address home visitation through a multi-county, multi-program effort. Of the seven evidenced-based, federally-approved models, South Carolina currently has five that are being implemented with fidelity (Healthy Families America, Healthy Steps, Nurse-Family Partnership, Early Head Start, Parents As Teachers.) CTSC plans to afford opportunity for all these models to expand and implement in subsequent years.

Additional criteria for the initial year's funding will include, but not be limited to:

- site-readiness and community buy-in;
- willingness to collaborate with additional and/or future home visiting models in catchment area;
- linkages to (or potential to) other early childhood systems in catchment area.

South Carolina Department of Social Services administers the state and federal funding for the domestic violence programs. Domestic Violence Services are provided to victims and their children under contracts with local providers throughout the state. Thirteen domestic violence shelters serve the entire state. Services include provision of emergency shelter and crisis intervention services, community education and awareness

about family violence, school-based prevention programs, diagnosis and treatment and other services, which may vary with each contractor. Additionally, each county has access to domestic violence liaisons to assist with identification of domestic violence issues with child maltreatment cases and case management for the parent victim. The aforementioned services are coordinated through South Carolina Coalition against Domestic Violence and Sexual Assault. There are over fifty Batterer Treatment Programs throughout the state. SCDSS provides oversight and monitoring of these programs.

Pregnancy and Parenting Services are preventive services to assist parents/expectant parents in identifying their capacity and desire to parent their child and/or expected child, planning for the care of their child, and identifying services available to assist them in meeting the future needs of the child. SCDSS adoption staff is prepared to provide these services when approached by parents.

Prevention Services:

Program Description:

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Goal: The goal remains to develop and implement strategies which increase public awareness of abuse and neglect in order to prevent it.

Objective: Provision of education and printed materials for DSS Staff and the community.

Outcome Measures: The community's understanding of abuse and neglect issues will be enhanced as evidenced by comments from families, service providers, faith based organizations, child care providers, and others.

Children's Trust for South Carolina:

SCDSS has a strong collaboration with the Children's Trust for South Carolina, the prevention organization in South Carolina. In an effort to create a stronger impact for prevention messaging and increase consistent and continuous awareness and community involvement, The Children's Trust of South Carolina, the state's prevention organization, and SCDSS agreed to extend the *Child Abuse Prevention Month* message beyond the typical April timeframe. Together we launched a statewide public awareness campaign for 2010 - 2011 that created a primary prevention message framework for SC while highlighting Child Abuse Prevention Month. See Prevention Activities for SFY 10-11 Funded by CAPTA for further details.

CTSC Community Building

The Children's Trust of South Carolina strives to build a service array continuum that is informed and empowered. CTSC does this through community training opportunities. Classroom trainings, monthly Network Exchange calls, and community meetings are just a few methods used to inform, connect and build each community's capacity to prevent child abuse and neglect. CTSC offered trainings across the state in eight regions for a total of 1,118 individuals. Agency representatives hailed from the following organizations:

A Child's Future
A Child's Haven
Aiken County Mental Health (CAMHC-CAF)
Anderson County First Steps
Anderson School District 4
Baptist Easley Pediatric TEAM Center
Barnwell County First Steps
Child Abuse Prevention Association, Beaufort
Child Care providers provide services in different parts of South Carolina to include Anderson, Oconee, Pickens, Greenville, Spartanburg, York, Lexington, Richland, Florence, Darlington, Georgetown, Horry, and Charleston counties.
Children Unlimited
Children's Place, Inc.
Columbia Mental Health
Connie Maxwell Children Home
Darlington County School District
Dorchester School District 4
Family Connection of SC
Greenville County Communities in Schools
Greenville County Family Partnership
Greenville County First Steps
Greenville County Schools
Lighthouse Ministries
Macedonia Life-Skills Center, Darlington
Marion County School District 1 (McKinney-Vento Program)
McCormick County School District
Rubicon, Inc.
SC Dept of Mental Health
SC Dept of Mental Health
SC SHARE
SCDSS Intensive Foster Care and Clinical Services
SCFPA Trainer
Spartanburg
United Way of Greenville County
United Way of Oconee County
United Way of Pickens County
Youth BASE

CTSC Training topics included:
CRIBS FOR KIDS Safe Sleeping train the trainer

**PREVENTING CHILD ABUSE AND NEGLECT: Partnering with Childcare Providers
(PCAN and Family Networks projects)**

- Unit 1. Building Collaborative Relationships with Parents
- Unit 2. Building a Healthy Brain
- Unit 3. Social-Emotional Development of Infants, Toddlers and Their Parents
- Unit 4. Helping Parents and Providers Understand Temperament
- Unit 5. The Influence of Culture on Caregiving
- Unit 6. Understanding and Responding to Abuse and Neglect of Infants and Toddlers
- Unit 7. Supportive Responses to Troubled Parent-Child Interactions
- Unit 8. Challenging Behaviors in Infants and Toddlers

**STRENGTHENING FAMILIES WITH FIVE PROTECTIVE FACTORS
(Strengthening Families)**

- Unit 1. Strategies to Strengthen Families
- Unit 2. Valuing and Supporting Parents
- Unit 3. Facilitating Friendship & Mutual Support
- Unit 4. Facilitating Children's Social & Emotional Development (2 hours–
curriculum)
- Unit 5. Strengthening Parenting
- Unit 6. Linking Families to Services and Opportunities
- Unit 7. Responding to Family Crises
- Unit 8. How to Observe & Respond to Early Warning Signs of Abuse and Neglect and Basic Child Abuse and Neglect: Signs, Stats, Protective Factors and Mandated Reporting

Southern Institute on Quality Improvement:

SCDSS has concluded the Southern Institute on Quality Improvement Project in two pilot counties (Greenwood and Hampton) as funded by the Duke Endowment. Its purpose was to improve the efficiency of the child welfare services process thereby protecting children better. Human Services staff of SCDSS (state and local levels) participated in the development of a Community Engagement Component. Southern Institute staff assisted SCDSS in integrating its recommendations to streamline the work process. These recommendations were designed to make the process more efficient. The agency has incorporated the recommendations on quality improvement into policy. An example of a changed family friendly policy for CPS treatment cases involves the use of announced visits thereby promoting more productive quality visits and better relationships between the staff and caregivers. The agency has created a communication link between the program and counties with the use of regional supervisors and county directors' meetings. Program staff participates in either in person or via video conference. The development of the supervisory council is an additional communication link between the county supervisors and state office staff.

Clemson University on the Safe Families Initiative:

The agency continues to collaborate with Clemson University on the Safe Families Initiative. This project is designed to serve as a resource for families are indicated for abuse and neglect and would benefit from services from an external provider. The program's services are intended to prevent abuse or neglect and enhance children's well-being outcomes. The focus counties are Anderson and Greenville. Churches and other community volunteers assist with the resources for families. There are instances where primary prevention services are offered to families. Services have included transportation, assistance with child care, financial donations and mentoring for children and parents. Churches also recruit families to work with other families. Volunteers with this project have attended local SCDSS staffings and community meetings. They also participate in the Family Group Conferencing process.

Breakthrough Series Collaborative:

In May of 2008, South Carolina was selected and funded through the Casey Family Programs as one of seven States to participate in a Breakthrough Series Collaborative. The aim of the Collaborative was to increase the capacity at the SC Department of Juvenile Justice (DJJ) and DSS to identify jointly served youth. The primary goals were to improve child well-being and service provision to these families and youth. State and local staffs (Georgetown County) from both agencies have been involved. The Collaborative ended September 2009. However, through funding from the Casey Foundation to Georgetown University's Public Policy Institute Center for Juvenile Justice Reform, SC was chosen as one of 11 jurisdictions across the nation to implement a practice model that strengthens the juvenile justice and child welfare systems. The Cross Youth Program Model will target crossover youth known to both systems. One of the main components of the practice model is the establishment of a guiding coalition composed of key leaders and community partners with a focus or interest in improving outcomes for crossover youth.

Three counties are participating (Charleston, Berkeley, and Georgetown) and met in Charleston in May 2010. Information gathered will be shared with all counties. Each county has developed its individual team with members of their community – meeting monthly to discuss issues. This first phase ends in Dec 2010. SCDSS and DJJ - legal and program- staffs are collaborating to develop a Memorandum of Understanding (MOU) regarding information sharing (from the State level) and are working with Georgetown to develop a model county level MOU. The project plans to have a State MOU for information sharing and hopes to effect changes in policy and case management. Desired practice model results include the following: reduction in the number of youth reentering child welfare from the juvenile justice placements; reduction in the youth using out of home placements; increases in youth and parent satisfaction with the case management process; reduction in the rate of recidivism; a reduction of children in foster care becoming involved with the DJJ system; inclusion of the family voice in decision making; and an increase in interagency information.

State and local staffs from SCDSS and DJJ were involved in developing this model. Additionally, South Carolina staff will continue this effort through the Certificate for

Leadership program through Georgetown University. This certificate program is the result of a joint application between SCDSS, the Department of Juvenile Justice and South Carolina Court Administration to improve overall collaboration between Juvenile Justice, Child Welfare and the Family Court. The South Carolina team will consist of staff from SCDSS, the Department of Juvenile Justice and a Family Court Judge. It is the goal of the state team to work together to save resources and improve delivery of services for youth and families through refinement of practices.

Fetal Alcohol Spectrum Disorder (FASD) Workgroup:

Fetal Alcohol Spectrum Disorder (FASD) Workgroup was organized in May 2010 to address concerns about infant injury and death due to maternal alcohol use. State agencies and private organizations are committed to working together on this issue. The initial focus of the workgroup is to develop strategies to combat the problem. Four goals have been identified and this project will continue into FY 10-11. The SCFASD Collaborative completed the state FASD strategic plan in September 2010. The Collaborative meets every other month on the third Wednesday of the month. The project is currently training professionals and parents with the assistance of a consultant provided by FASD Center for Excellence to be FASD trainers of trainers. This is scheduled for June 13, 2011. There are a host of events scheduled the remainder of the year to raise FASD awareness for professionals and the public. The Strategic Plan involves prevention, intervention, knowledge/ awareness, and mobilization. These goals involve community partnership and advocacy to decrease alcohol exposed pregnancies within the state of South Carolina.

Safe Families Safe Home Initiative of South Carolina:

South Carolina has a history of collaboration between the child welfare agency and domestic violence community. Safe Families Safe Home Initiative of South Carolina is a cross disciplinary training model developed to strengthen the coordinated community response for young children exposed to domestic violence. South Carolina was one of five states chosen to participate in this pilot project. The primary partners in this effort are the Head Start programs, SCDSS, and the State Domestic Violence Coalition. Each state training team will be comprised of experts in Head Start, early childhood development, domestic violence, child protective services and substance abuse. The team will have an understanding of the inter-relationship between abuse issues and how these issues can affect families with children.

South Carolina Families First:

DSS continues its implementation of Family Group Conferencing (FGC) known as South Carolina Families First as an intervention tool for all Child Protection families to keep children safely in their own home and increase responsibility of the family for their child. Families First was launched in January 2009. Funding through Casey Family Programs and Federal match provide the financial resources to deploy FGC throughout the State over a four year roll out period. These funds enable DSS to begin making a cultural, philosophical and practice model shift in how the agency engages and collaborates with family members in the assessment, planning and service delivery to its children. A statewide implementation plan includes all 46 counties by 2012. The project is on schedule currently offering FGC to families in 22 counties. To date, 119 completed referrals have been received from Foster

Care and 49 Family Group Conferences have been held. Fifty additional referrals and 25 additional inquiries from families have been received from Greenville where the project also provides functional support. Recommendations for the majority of children are to return home with the second highest percentage for relative placement. Families have embraced FGC based on survey responses from 286 participants in 35 Family Group Conferences. Responses have been highly positive - rating the conference an average 4.8 on a 5-point scale.

Intervention and Treatment Services:

Program Description:

Child Protective and Preventive Services are offered to families by the South Carolina Department of Social Services, which is mandated by law to protect children from abuse or neglect within their families, in foster care, or by persons responsible for the child's welfare as defined by statute. Services are provided to strengthen families; to enable children to remain safe in the home; to temporarily remove from parental custody a child who is at imminent risk of harm; or to pursue termination of parental rights and assure the child's permanency in a substitute family if the custodial family cannot be preserved without serious risk to the child.

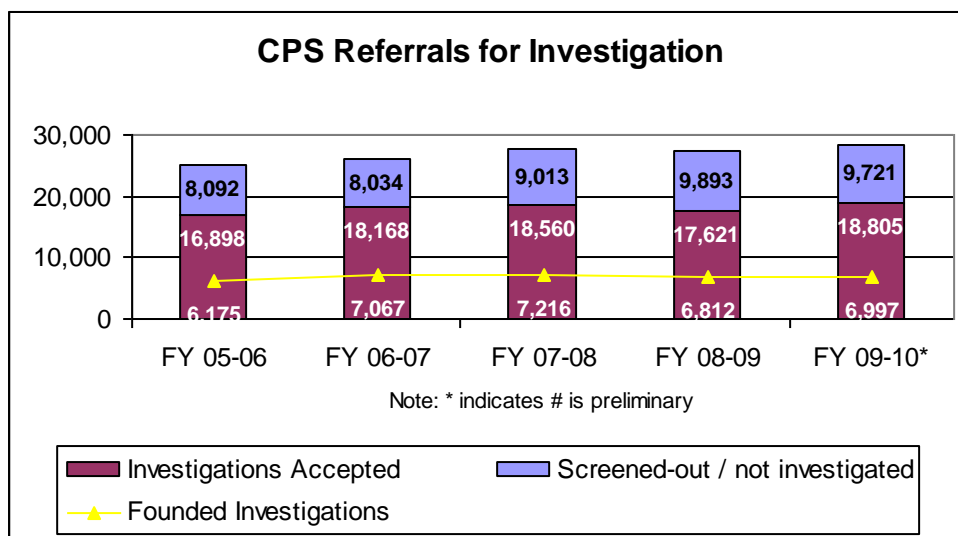
CPS Program Information

As required in the Program Instructions, the following information about the CPS program intervention and treatment services is provided. This information will be updated annually.

NOTE: CPS investigations are not completed until 60 days after the end of June each year therefore data reported is for the last complete fiscal year. The data reported in the SCDSS Accountability Report for FY 2009-10 is the most current CPS data and is provided in the APSR.

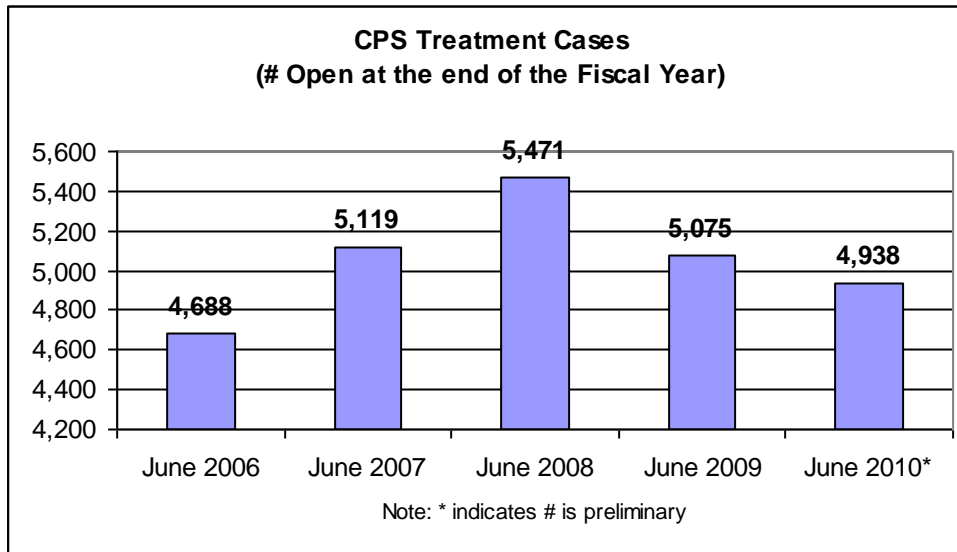
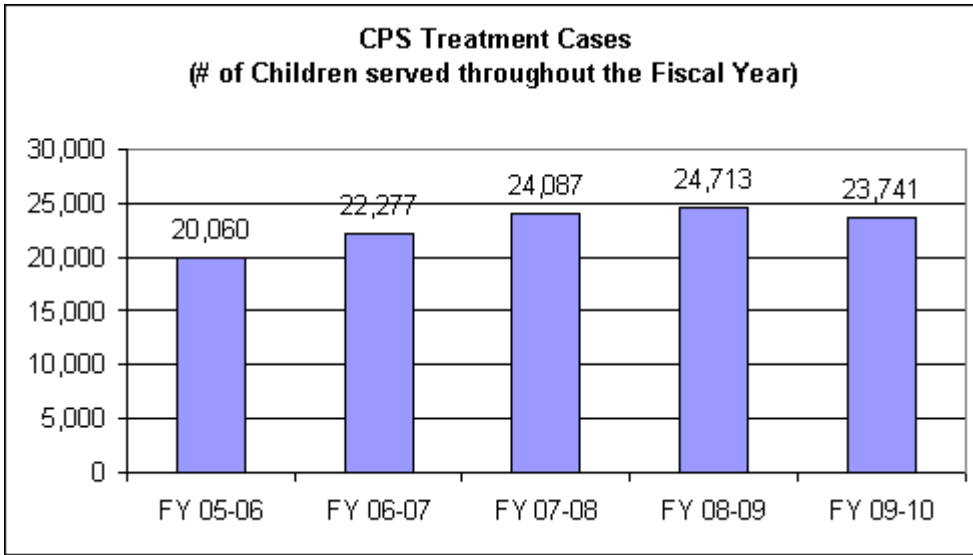
During the past fiscal year and as reported to the Governor and SC General Assembly in the SCDSS Accountability Report for FY 2009-10, DSS child protective services (CPS) intake handled 28,526 calls of concern for children living in South Carolina. After standardized screening criteria were applied to the information obtained at intake, 9721 of these referrals were not taken for investigation. Most referrals to CPS intake are believed to be calls of genuine concern for a child's safety or welfare, therefore policy requires that intake considers what other services might be helpful to the family given the concern expressed at intake. Calls not taken for investigation are referred to law enforcement, other state agencies or community resources for appropriate intervention and/or services when the information at intake suggests that intervention other than child protection is needed.

Of the over 28,526 calls handled by CPS intake, 18,805 referrals were investigated as reports of suspected child abuse and/or neglect. Of the reports investigated, 6997 reports or 37% were indicated. A report is indicated when a preponderance of the evidence supports that abuse, neglect or some other type of child maltreatment occurred. The proof burden of preponderance of the evidence is defined and required for child protection cases through state statute. The following chart graphically shows this information for the past five state fiscal years.



Investigations involving families are conducted by the county DSS office. Treatment services are identified and coordinated through the county DSS office with community service providers and are designed to support and facilitate change in families where abuse and neglect is indicated.

The chart below reflects the number of child protection cases the South Carolina Department of Social Services had at the end of each fiscal year where children were receiving child protective services in their homes. These are cases where the abuse and/or neglect were found by a preponderance of the evidence to have occurred and services were needed to assist the family to change the behavior that made the child unsafe or at risk of future maltreatment. These children were determined to be able to remain in their own home or with an alternative caregiver while identified remedial services were provided. Services are identified with the family and coordinated with agency partners in an effort to change behavior. On June 30, 2010, there were 4938 open in-home treatment cases. However, a total of 23,741 children in an unduplicated count for the full state fiscal year were served.



Out of Home Abuse Investigations:

In addition to investigations involving biological families, SCDSS is responsible for conducting investigations involving foster homes, group home facilities, residential institutions, and child day care facilities. State law pertaining to family child abuse and neglect investigations also apply to investigations in out of home setting. The same definitions of child abuse and neglect as well as the same standards of proof apply to both a family investigation and to an investigation of an out of home caregiver. This means that the proof standard of preponderance of the evidence must be used to indicate a report of abuse or neglect when the alleged perpetrator is an out of home caregiver. This section of law was amended in FY 02-03 to provide that investigations of child day care facilities also come under SC Code of Laws Ann. Section 63-7-1210. This section of

state law defines who does the investigations as well as how the individual named as a perpetrator can appeal the agency's case decision. State law provides that an out of home caregiver who is named as a perpetrator of child abuse or neglect must immediately be listed in the Central Registry of Child Abuse and Neglect. The individual must appeal this decision in order to be taken out of the Central Registry. In a family situation, the individual found by the agency to have harmed a child must be ordered by the family court to be listed on the Central Registry. The OHAN investigation unit is also subject to a quality assurance review similar to the local county reviews.

SC Code of Laws Ann, Section 63-7-1210 specifies that the out of home investigations must be conducted by agency staff not responsible for the licensing of the facilities or homes. This assignment has traditionally been the responsibility of an investigative unit located in the state office that is separate from the licensing functions. The Out of Home Abuse Unit (OHAN) is designated to conduct these investigations and the service is provided statewide.

As of January 1, 2010, and in order to maximize resources in these economic times, the agency assigned the responsibility for investigation of foster homes to the county DSS office not responsible for licensing the foster home. The intake function remains in the state office as a centralize unit. Investigations are coordinated with local and state law enforcement agencies and with licensing regulatory entities. The chart below shows data for the past five years for out of home investigations. The indication rate for out of home abuse investigations generally is lower than the indication rate for family investigations. We believe this difference in indication rates can be attributed to the fact that foster parents, institution and child care facility staff are required to receive training specific to concerns about children in care and are receiving other supportive services from the agency to help them to deal with children's behavior concerns.

OHAN	FY 05-06		FY 06-07		FY 07-08		FY 08-09		FY 09-10*	
Total # of Referrals	823		894		834		968		990	
Investigation Type	Accepted	Indicated	Accepted	Indicated	Accepted	Indicated	Accepted	Indicated	Accepted	Indicated
not documented	5		4	1						
Day Care	117	17	195	15	146	15	162	22	198	20
Foster Home	163	23	214	16	178	14	253	18	109	5
Group Home / Institution	130	16	159	15	106	5	122	11	132	9

Central Registry of Child Abuse and Neglect

The Central Registry is a statewide confidential database that maintains records of confirmed incidents of abuse and neglect in South Carolina. An individual's name is listed on the Central Registry only by order of the family court or criminal court or after an Administrative Appeals process has been completed as provided by statute. DSS provides information about an individual's status on the Central Registry when state statute authorizes such disclosure. Disclosure is authorized for the purposes of licensing of foster or adoptive parents, to screen prospective or current employees of child care facilities or residential group homes, or for screening of volunteers and employees of the Guardian ad Litem program or Foster Care Review Board. In addition, information can

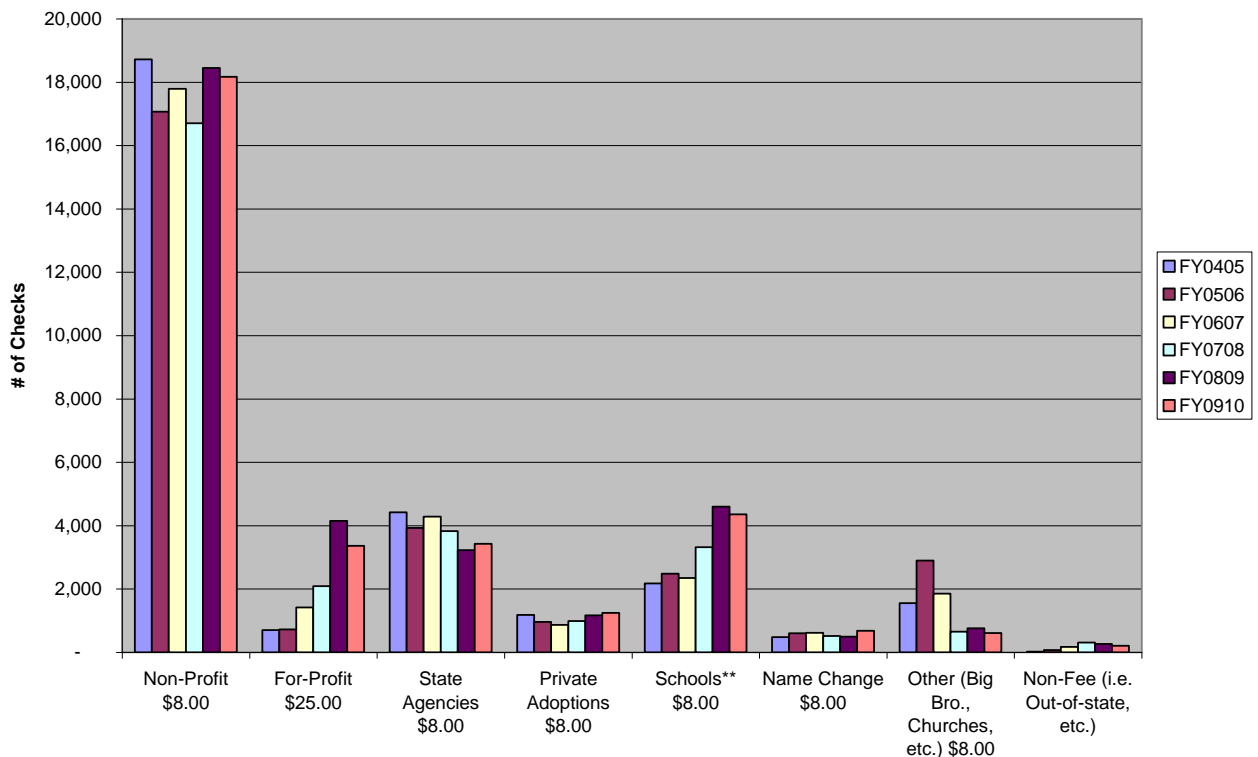
be released with the written consent of the individual on whom the search is to be completed.

The amount of the fee charged for this service changed effective July 2008 to \$8.00 for all searches except for the For-Profit entities which remained \$25.00. This change is reflected on the chart.

As required under the federal Adam Walsh Law, SCDSS also provides this service to other states when the other state is completing background screenings for individuals who apply to be licensed as foster or adoptive parents. SCDSS charges a fee for this service as authorized by the South Carolina Budget and Control Board and permitted under federal law clarification. However, SCDSS provides without charge information from the Central Registry and other agency CPS records to Child Protection or Law Enforcement agencies in other states that are conducting investigations of child abuse allegations when the individual previously lived in South Carolina.

The following chart shows the number and type of Central Registry background screenings completed during the past five state fiscal years.

Central Registry Checks



* Non-Profit includes group homes, child placing agencies, etc. Most are non-profit, although a few are for profit.

** This includes new teachers and volunteers for schools.

*** Began charging fees on September 20, 2004. There was a fee change effective July 1, 2008 per State Budget, Part 1B, Section 26

Program Initiatives Update for 2010-2011:

Child and Family Assessment and Service Plan (CFASP):

Child Welfare Services has continued the implementation of the joint Child Protective Services, Foster Care, and Intensive Foster Care and Clinical Services initiative to improve safety and risk assessment, comprehensive family assessments, and the service plans and evaluation of progress through an integrated process. As reported in the final APSR for the five years of 2004-2009, SCDSS has collaborated with the National Resource Centers for Child Protective Services and NRC for Family Centered Practice and Permanency in the development and evaluation of the CFASP. We added collaboration with the National Center on Substance Abuse and Child Welfare specifically in an effort to improve the policies and procedures related to handling of child protection cases where substance abuse is an issue. During FY 10- 11, the assessment and planning tool was incorporated into the agency's SACWIS system or CAPSS in order to simplify the process and make it more user friendly for the worker. Given this enhancement to the system, the focus shifted from a formal tool to improving the actual safety assessment and ensuring that appropriate and effective treatment plans are developed.

The work with the National Resource Center for CPS and Permanency Planning will continue over the next two year Program Improvement Plan period. The agency has requested that the center review and assess the child protective services policy for the safety framework along in order to enhance the risk and safety assessment process. Additionally, the Center for CPS will work specifically with the four innovation counties starting with Aiken County on guided supervision. The technical assistance from the National Resource Centers involved direct mentoring and consultation on cases to build critical thinking skills and help program supervisors and TA staff gain confidence in applying policy and best practice guidelines to different situations. This mentoring took place in the onsite visits and through telephone conference calls with county offices. Implementation of the guided supervision model will assist the counties to prepare for the Safety Roundtables to start in the fall of 2011. The Safety Roundtables will be facilitated and support by Casey Family Programs. The goal of the roundtables is to review individual cases from intake to assessment to ensure the quality of assessment of cases for risk and safety and to provide clarify for any policy or practice changes.

CPS Intake

SCDSS has focused attention on the CPS intake process over the past five years as reported in the APSR. Due to ongoing high level of turnover of county staff, we see the need to continue efforts to enhance the intake process and to identify any changes in training that can be made to improve the basic and advanced training programs as well as the training that is delivered to a specific county by technical assistance staff. Through this effort, county staff has been provided additional tools to facilitate the screening process. The agency and USC have worked together to review and revise the basic child welfare training curriculum to focus on competencies necessary for each step of the process, to include intake.

In addition to the quarterly assessment of a county's program conducted by technical assistance staff, the findings of the Child Welfare Services Review held every two years in a given county are used to assist in the identification of concerns in specific counties and to guide decisions about additional training. Based on findings of these review processes, CPS technical assistance staff, Center for Child and Family Studies training staff, and Planning and Quality Assurance worked to develop a curriculum called identifying safety threats and planning for safety. This training continues to support the agencies' efforts to create trainings that support caseworker competencies and increase professional development. This training focused on the issues and concerns identified through county case record review and technical assistance on site visits.

The South Carolina Citizen Review Panels studied the issue of CPS intake through surveys of SCDSS workers and mandated reporters. During FY 2010, the Low Country CRP focused on mandatory reporting and necessary training to improve intake. This collaboration with the CRP is one example of the ways that citizen input can help the Department to improve the delivery of services.

Mandated Reporter Training

The training of mandated reporters of child abuse and neglect is a constant in the child protection program. This ongoing effort to improve the knowledge of persons mandated to report suspected child abuse and neglect in South Carolina is the best and most noticeable way to identify and reach children suspected of being abused or neglected and will be part of any plan developed by DSS. DSS continues to contract with the Children's Law Center at the University of South Carolina to provide training to mandated reporters. The Children's Law Center provides the mandated reporter training by a retired State Law Enforcement Division (SLED) officer who specialized in doing child abuse investigations and later trained at the State Criminal Justice Academy on child abuse investigations. This trainer has trained close to 20,000 mandated reporters over the past five years. During this past fiscal year, there were 3,227 professionals and mandated reporters were trained in recognizing the signs of abuse and neglect in 79 separate sessions. The sessions have included school teachers, school nurses and guidance counselors, law enforcement, medical personnel, nursing and social work college students, child care staff, clergy, and church school classes. The majority of persons trained were in the education field but participation from other professional areas are growing as more people become aware of this resource. For FY 10-11, the training sessions included four one-half day regional sessions, a "training of trainers" session for disabilities professionals and a one week institute for school counselors. In addition to these sessions, a one hour online session is available to the public through the Children's Law Center website. Three hundred and seventy-five persons completed the online training during 2010-11. The plan last year was to focus this year on reaching medical professionals, particularly in the area of substance exposed infants and the need to report so that a plan of care can be developed. The Children's Law Center was unable to increase efforts to reach additional medical professionals due to a cut in the training contract in 2011.

Nearly 50% of all hospitals in the state with an emergency room and delivery services report that they have procedures specific to the reporting of suspected child abuse or neglect to include the substance exposed newborn. All hospitals are required to have such procedures in place. SCDSS in coordination with the SC Hospital Association sent a second survey and reminder notice to hospitals in an effort to get 100% participation.

In-Home Treatment Caseloads:

SCDSS continues to focus attention on the caseloads of in-home treatment workers as we move to count cases by children rather than by families. National Standards have not been established to date for reasonable caseloads by children in the in-home treatment cases although several states report that they have been successful in establishing caseloads standards by policy and legislation. In the meantime, SCDSS will continue to work toward staffing in-home treatment cases by the number of children instead of by families so as to have more realistic caseloads. SCDSS has documented a 28% increase in the number of children in in-home treatment cases over the past five years. Given the state's economic condition, it is unlikely that the agency will have sufficient resources to reduce workers' caseloads but we will work toward this goal. This also has been a concern for the state due to the increased federal and state requirements for CPS over the past several years. Because of the budget constraints, DSS has not established any agency policy regarding caseloads standards but has used the Child Welfare League of America's published standards as a goal in the past. The agency will revisit this issue under the new administration.

Appointment of Guardians ad Litem for Children in Family Court Proceedings:

In November 2009, the South Carolina Supreme Court amended SC Appellate Court Rule 608 substantially. Rule 608 governs appointments for indigents in all sorts of cases—criminal and civil. The change deleted references to appointing attorneys to serve as Guardian ad Litem, with the intent that courts would stop appointing attorneys to serve, (unless they volunteer). Some counties have relied heavily on the attorney appointment lists because the GAL program did not have enough volunteers. Attorneys who want to volunteer to be a Guardian ad Litem can work through the State or Richland County GAL program and will be provided training specific to the function to continue to ensure the state's compliance with CAPTA. This change was effective July 1, 2010.

This change in court rules ensures maximum compliance with the CAPTA requirement that the Guardian ad Litem receive training appropriate to the job. Since July 1, 2010, all GALs have been appointed from the SC GAL program or Richland County CASA Program. This ensures that every GAL appointed in South Carolina has completed appropriate training. Both the Richland County GAL and the SC GAL Program required mandatory training consistent with ABA guidelines for all volunteers prior to the acceptance of an appointment in child abuse case.

Drug Endangered Children Protocol:

During FY11-12, the agency and other involved partners will explore ways to establish an organizational home for this initiative so that changes can be tracked and programs coordinated between and among all agencies that are involved in the delivery of services

to children and families impacted by substance abuse. The agency SACWIS system documents for FY 2010 that 418 children entered foster care due to drug abuse or use by parent or guardian. Methamphetamine Drug Bust in South Carolina as reported by the Sheriff Association showed the following methamphetamine activity in a few select counties as of June 2, 2011.

County	Number of Meth Bust	Number of Children Involved
Berkeley	3	3
Lancaster	1	
Lexington	42	3
Newberry	4	1
Pickens	13	
Richland	1	
Spartanburg	41	7
York	6	3
Total	111	17

Population Served, Geographic Locations: CPS assessment/investigations and treatment services are provided statewide without regard to income, to all families and children who are reported to the agency when there is a reason to believe that the child has been abused or neglected. Any family may request assistance and be assessed for need of services. During state fiscal year 2010, 18, 805 reports were investigated with 4938 families determined to need in-home treatment services. Services were provided to 24,713 children in these families.

Program Support

Training Plans:

It was recommended by Oconee County leadership (Innovation County for the Program Improvement Plan) that SCDSS adopt the *National Child Welfare Workforce Institute Leadership Model* and related *Leadership Academy for Supervisors (LAS)* on-line training curriculum as platforms for building supervisory core competencies. The recommendation was approved by state leadership on May 31, 2011. One of the core competencies includes a focus on the quality of caseworker visits as well as the overall wellbeing of children in child welfare. Additionally, information regarding the proposed supervisors’ training is located in the training section.

Foster Care/Permanency Services (includes Safe and Timely Reunification, Independent Living and Youth Transition, Kinship Care)

Safe and timely reunification with biological families is a key goal for our children in foster care. It is critical for these families to have services available to maintain these children in their homes. It is equally critical for children in foster care to have necessary service while in the custody of the state.

In an effort to achieve timely permanence for more children in custody, the agency has emphasized and set a priority for two wildly important goals or WIGs. The wildly important goals related to positive permanency and adoptions. Positive permanency is defined as reunification, adoptions or permanent custody with a relative/ guardianship.

Goal #1: Increase positive permanency by 50% by June 30, 2012 for children in care 17 months or more. Currently 1,192 children have been in care 17 months of the last 22 months, representing 38.1% of all children in care (the highest percentage in the last 3 federal fiscal years)

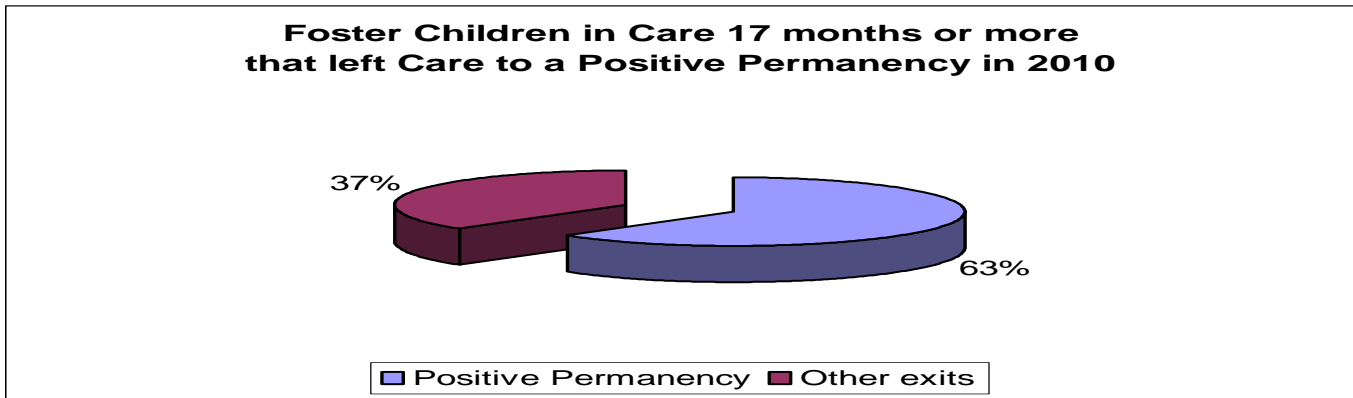
- In FY 2010, 785 children 17 months or more exited to positive permanency. (See the chart below). A goal of 50% would increase result in a total of 1,777 children reaching positive permanency.
- Median months to reunification is only 3.9 months
- Average months children with a goal of adoption have been in foster care is 31.3 months (range from 19.2 to 91.8 months) (See the chart below)

Foster Children in care 17 months or more that left Foster Care in 2010 by Episode Close Reason

eff. 20110401 - P&QA

episode end reason	# that left
Adoption	497
Court Terminated (Runaway)	12
Deceased	4
Emancipation (Court Ordered; Before 18th Birthday)	26
Guardianship	19
Living with Other Relatives	108
Reached Age of Majority	315
Returned to Custody of Parent/Guardian	273
SC Transfer to Other Authority	2

Positive Permanency	789
Other exits	467
Total that left Foster Care	1256



Permanency Time Flow

FFY	Children in care 17 of 22 months	Median Months to Adoption	Median Months to Reunification
08	1,274 (36.2%)	35.8	3.3
09	1,273 (36.4%)	35.1	3.1
10	1,192 (38.1%)	34.8	3.9

The second wildly important goal will be discussed further in the adoption section of this report.

Strategies for Implementation of Foster Care and Adoption Goals

The agency will focus on permanency planning that includes a clarification of concurrent planning practice, engagement of families through family meetings and Family Group Conferencing, team decision making staffing, and identification of significant adults in the child's life who may serve as a resource for that child as early as possible. The agency is focused on identifying fathers and utilizing Fatherhood programs to serve their unique needs. Case managers are encouraged to identify barriers to permanency, identify resources, and highlight appropriate placement strengths.

It is the intent of SCDSS to enhance and strengthen current family engagement approaches and strategies while developing new family engagement strategies using family group decision making models. These proven models will assist our state in achieving a more comprehensive and effective service delivery system for children and families that is coordinated, integrated, family focused and child centered and culturally sensitive. SCDSS is committed to promoting every child in achieving his or her greatest potential through empowering families in supporting their children. Engaging the family in child welfare is critical for enhancing the safety, permanency and well being of children. Obtaining the early involvement of family groups in developing plans to keep children safe and achieving permanency is predictive of better outcomes for children and families (Child Welfare League of American, 2003).

Specific action steps are being implemented to successfully reach our goal:

Strengthen family friendly, family focused and child centered policy and practice to increase active engagement of fathers, extended family members and alternative caregivers. The specific programmatic strategies identified include:

- Family Meetings facilitated by county DSS staff
- Kinship Navigator services facilitated by the South Carolina Association of Children's Homes and Family Services and HALOS through the SC Connecting for Kids grant
- Finding Families (Family Locator) services facilitated by the South Carolina Guardian Ad Litem program through the SC Connecting Kids grant

- Family Group Conferencing facilitated by contracted service providers through the South Carolina Families First (SCFF) program
- SCDSS and the SC Center for Fathers and Families are working collaboratively as the results of the findings from the Second Round of the CFRS. The agencies have joined together to promote family engagement by locating and engaging non custodial fathers in child welfare cares. This public private partnership has worked on several keys strategies under the state’s Program Improvement Plan. The agencies worked together to develop a Memorandum of Understanding, protocol for child welfare staff on how to engage fathers, a father friendly curriculum and training. Additionally, Greenville County the lead innovation county for the PIP has a close working relationship with the local Fatherhood Organization. Staff from the Fatherhood organization is involved in the family engagement strategy of the family meetings and family group conferencing. Fathers are located and referred to the local organizations for purposes of the services such as employment, counseling and enhance visitation with the children.

As the specific strategies are implemented, the Greenville County DSS supervisory staff, as our innovation site, will assist in policy and practice development, reviewing lessons learned from the initial 2009 counties participating in family engagement activities working up into statewide policy and practice. As the initial county beginning the family group conferencing initiative, feedback is actively sought for policy and practice development. Greenville FGC Coordinator Sheila Johnson is officially and functionally connected to the SCFF initiative. She along with management staff actively contribute to family engagement activities in FGC as well as the recent implementation of the FTM model. They along with members of the other PIP family engagement innovation counties participated in Process Mapping sessions. Their participation on the family meeting committee provides both formal and informal feedback during our committee and family support conference calls. (Process maps for Greenville, Oconee, Aiken and Spartanburg were attached to PIP Quarterly report)

The agency practice model is also incorporated in the county internal and external stakeholder orientation and training provided by SCFF to every county as they begin FGC implementation. (attached)

Agency direction and updates in family engagement strategies and services are presented and shared through key leadership meetings and opportunities within the agency to include:

- Executive Management Team Meetings
- Senior Managers Meetings
- Regional Managers Meetings
- County Director Meetings
- State and Regional Supervisory Meetings
- Agency publications such as One Voice

- Involve innovation site supervisory staff in the development of family engagement policies to include defining engagement and refining current family meeting practice model:

Supervisory meetings and focus groups with Greenville DSS supervisory staff will be held to review current strategies and procedures and recommended changes in policy and practice for feedback and Best Practice suggestions for family meetings. These have begun as identified above through the Process Mapping documents and will continue through the Family Meetings committee.

Agency TA staff and the SC Families First Regional Advisory Committees will also be involved in these activities providing their feedback and recommendations to enhance and strengthen agency policy and practice.

- Expand the roles of Technical Assistance staff in the county to actively coach, mentor and role model family engagement implementation including family meetings and family group conferencing:

Implementation of the specific family engagement strategies includes not only staff and providers of the SC Connecting for Kids and SC Families First but will also include members of the agency's Technical Assistance staff by expanding their roles to actively coach, mentor, and role model family meetings and family group conferencing. Specific targeted training and supervision will be provided to TA staff to enable them to assist counties with family meetings and by certifying FGC Coordinators to provide family group conferencing using our Business Model, thereby, assisting in the cultural shift toward a more family focused and child centered agency. TA staff will participate in targeted Family Group Coordinator training providing them with family group conferencing skill sets and focusing on supervisory skills in the certification process. As a crucial component of their training in this role, each TA will be partnered with a SCFF Regional Coordinator for direct supervision and support in their certification role.

TA staff completed the FGC Coordinator training. Although they will not be assisting in using the actual business model as originally anticipated, their thorough knowledge of the FGC process will better assist their counties in offering this service to families thereby impacting their family engagement and involvement participation rates. Several have assisted in certifying new FGC Coordinators expanding the network of active FGC Coordinators.

- Family Engagement Strategies:

The core values exemplified in the SC Child Welfare Services Practice Model relating to the importance of engaging families as key partners in decisions that affect their children will be embedded throughout agency policy along with specific actions identified in the family engagement practice models, Family Meetings, Kinship Navigator, Finding Families (Family Locator), and Family Group Conferencing.

- Identify, develop and implement family meeting structure to include tools for staff:

While the agency has instituted family meetings for all families through agency policy, additional work is needed to clearly address the intent of early engagement and provide a basic practice structure for staff to use as a guide for engaging families and facilitating family meetings. Therefore, the agency will review and revise current policy, 810.01.01 Family Engagement and Assessment, to support a family friendly and family focused and

child centered practice to enhance and expand diligent efforts to engage members of the family group with a specific focus on fathers, paternal relatives and caregivers. Specific state policy on the use and structure of family meetings will be revised based on the successful efforts of Texas, our TA state, Casey Family Programs and South Carolina's previous experience with the Annie E Casey Family Team Meeting structure. State Tools will be identified to strengthen family meetings as families come to the attention of the agency either as families receiving treatment services due to identified risk factors or immediately after removal.

Policy and practice will clearly state that family engagement begins with the family's initial contact with the agency and continues throughout all contacts with members of the family. Interactions must be respectful and compassionate using clear and nonjudgmental language in addressing behaviors resulting in child maltreatment.

Whenever possible, parents and family members must be given the opportunity to bring their family group together to find solutions to situations that threaten the safety and well being of their children. While the intent of these meetings is to seek solutions to issues resulting in agency referral, agency staff have an opportunity to obtain information from the family by observing family dynamics and learning of issues and circumstances that are helpful in completing the comprehensive functional family assessment (DSS 30231). Although the family meetings are agency directed, key discussions regarding safety and placement are sought with family input and planning.

Family Meetings are ideally held before a child has been removed from the home or within 3 days of the child's removal. These meetings are designed as a rapid response to child safety and placement concerns and are used to achieve positive outcomes for children in the earlier stages of CPS and family interaction. Safety concerns are addressed while gathering background health and other information regarding the children to determine if a safety plan can be put into effect to include family, relative or fictive kin placement by the time of the Probable Cause hearing.

Additional information that may be gathered includes identification of relatives to be notified if foster care placement is recommended for the child and whether or not the child is a member or eligible for membership in a tribe.

The agency saw a need to formally structure the family meeting through the innovation county (Greenville County) under the Program Improvement Plan. The committee worked through a business process mapping process to clarify any procedure or policy changes. The specific structure of the family meeting with guidelines and tools for successful implementation will be made available to staff through agency communication, supervisory mechanisms and TA support, coaching and role modeling.

Selected staff were able to observe and participate in the FGDM processes used by the Texas Department of Family and Protective Services. These included the FTM process being proposed for use as our family meeting structure as well as FGC and Circle of

Support meetings. Specific information on FTM implementation in the PIP innovation counties is detailed in the PIP Quarterly Report.

In order to meet Goal Two and in accordance with the state's Program Improvement Plan, the SCCFF and SCDSS started a pilot effort in Greenville county wherein noncustodial fathers will be referred for treatment services when those fathers are being considered for placement of their child. Both the referral process and criteria for acceptance of a father for those services will be developed cooperatively between the SCCFF and SCDSS. The SCCFF will provide direct services to fathers in Greenville and Lexington counties under the pilot. The SCCFF services include a six month comprehensive fatherhood curriculum using peer support classes as the vehicle to convey this curriculum. The curriculum includes increasing parenting skills, communication skills, economic stability, job readiness and retention, and understanding the legal systems which these fathers commonly come in contact. SCCFF will provide the following services when needed: transportation, assistance securing appropriate housing, license reinstatement, and connections to job training opportunities.

- Develop feedback loop from innovation county to refine and enhance family focused and child centered policy and practice working up to statewide policy and practice:

Feedback obtained from Greenville county supervisory staff will be incorporated into policy and practice model recommendations and presented to state level staff through existing agency review processes: regional and state supervisory meetings and councils, child welfare policy council and executive management team for final review and approval.

- Implement SC Connecting for Kids Grant implementing Kinship Navigator and Family Locator Services:

The agency engaged the services of Casey Family Program during the last year to develop Business Process Maps for both the kinship navigator and Finding Families program. The goal of the business process mapping was to enhance the process for referrals and service delivery. SCDSS plans to become more intentional in engaging families, building on their strengths, providing resources for families and relatives, and ensuring that all children have a permanent connection with kin or fictive kin as they get older. As such, Connecting for Kids has implemented kinship navigator services in six counties, Family-finding in 11 counties, and developing training specifically for kin caregivers. An evaluation of these grant components is being completed by the Center for Child and Family Services at the University of South Carolina. Attached is the Quarterly Report for this Connecting for Kids grant.

Finding Families: The SC Guardian Ad Litem Program will provide family finding (locator) services to increase relative/fictive kin connections for children. The initial target population is youth in danger of aging out of foster care without a supportive adult. Younger children are accepted thereafter. The eleven intervention counties for the grant are Aiken, Bamberg, Barnwell, Calhoun, Dorchester, Greenville, Greenwood, Newberry, Oconee, Orangeburg, and Spartanburg Counties.

Navigator Services: The SC Association of Children's Home and Family Services through its member agencies in 5 counties and in a sixth county (Charleston) HALOS will provide navigator services. The target population is relative/fictive kin caregivers of children diverted from foster care. Services are available for up to three months. The objective is for caregivers to be aware of and to access needed services. The USC Center for Child and Family Studies (CCFS) and its subcontractors will develop and deliver specific training for kin caregivers. United Way of SC will expand the 211 system statewide. The six intervention counties for the navigator as specified in the grant are Aiken, Berkeley, Calhoun, Charleston Dorchester, and Greenville Counties.

SC Connecting for Kids

The evaluation of the SC Connecting for Kids grant uses a quasi-experimental design to identify: the most beneficial training for caregivers; services most needed to prevent entry/reentry into foster care; if the use of family finding (locator) and navigators decreased entry/reentry; and if the use of family finding services (locators) increased the number of kinship placements for foster youth. Connecting for Kids works in conjunction with a Family Group Conferencing grant, therefore the counties included in that project were selected from counties serviced by this project as well. The counties for the locator project were previously selected while those participating in the kinship navigator program were randomly selected and evenly distributed among the family group conferencing and locator projects. Twenty of the 46 counties in South Carolina will have different levels of involvement in the kinship navigator, locator, and family group conferencing project.

Process data will be collected from kinship navigators, family finding (locator) coordinators, training evaluations, and SACWIS. Kinship navigators will collect data on the families for which they are assigned. They will utilize the Family Needs Scale to determine the frequency with which families need help to obtain certain supports. Family Finders (locators) will collect data regarding the methods used to identify kin, the kin identified, attempts made to locate kin, contacts made with kin, relationships built between the youth and kin, and whether the kin is a potential placement option. SACWIS data will be analyzed to examine rates of entry and reentry into care and to assess if this varies by group.

- Implement SC Families First Family Group Conferencing Program: South Carolina Families First, a family focused and child centered initiative promoting family group decision making began implementation in January 2009. Funding through Casey Family Programs' annual investment and applying the federal match using IV E and IVB part II provides the financial resources to deploy family group conferencing throughout the state over a 4 year roll out period. While the funding is not adequate to provide FGC for all appropriate families, funds do enable SC DSS to begin a cultural philosophical and practice model shift in how the agency engages and partners with family members in the assessment, planning and service delivery to its children. Even though the intent of Casey Family Program (CFP) funds is to promote the specific deployment of FGC, the shift in philosophy and practice is expected to generalize and enhance other engagement strategies throughout the agency such as family group

meetings on the “front end” as families come to the attention of the agency and as children “age out” of the foster care system. Although the specific family engagement strategies identified will be deployed between 2011 and 2014, focused activities moving the agency forward in our appreciation and inclusion of family groups were increased as a result of the previous Children and Family Services Review completed in 2003. As a result of this review several significant strategies were implemented and currently underway to address the family engagement, capacity and service related deficiencies:

South Carolina Families First: Casey Family Programs (CFP) accepted SCDSS’ proposal to implement family group decision making throughout all 46 counties over a 4 year roll out period using the Family Group Conferencing model through the Casey Family Programs and SC Department of Social Services Child Welfare Initiative Agreement. The funds provided by CFP are used as the state match for federal funds from IVE and IVB Part II to provide the base budget for implementation of SC Families First (SCFF).

Although family meetings have been included in agency policy for many years, it was important to assess current practice at the county level to determine needs and areas for improvement or enhancement. Surveys were conducted in 2009 by the Center for Child and Family Studies to assess status of family engagement activities. While all counties indicated that family meetings were held, the meetings were described as inconsistent regarding meeting intent and structure. Further research was conducted on those counties identified as more inclusive of families. The findings also indicated inconsistent implementation of family meetings. Greenville County was the only county indicating the use of key family group decision making principles or practice in a limited capacity. Greenville had designated one staff member to begin using the family group conferencing model.

As a result of these findings, it was important to begin by starting where these counties were, enhancing current practice while building a family group decision making program through adequate vision, training, and support for child welfare staff and ensuring that resources are devoted to this practice model. To meet these objectives, the infrastructure, deployment and evaluation components of SCFF were initiated in January 2009 as a result of a signed agreement between SCDSS and Casey Family Programs (CFP.) The specific program strategies will be implemented over the 4 year roll out and includes the following components:

Infrastructure:

Program staff (state project director and 2 regional coordinators) was hired by July 2009. In addition to core staff, 2 additional staff members were assigned as in-kind contributions from County Operations and Policy providing much needed regional coordination activities, procurement and development support. These staff members are now funded through SC Families First. Additionally each innovation county under the Program Improvement Plan has a dedicated staff position to assist with facilitation of the family meetings. The agency is piloting the FTM in several PIP innovation counties: Aiken, Greenville and Oconee. Spartanburg is scheduled to also participate but has been unable to identify an individual to be trained as a FTM Facilitator. The FTM structure is being considered as a structure for the policy directed family meetings. SC Families First

is providing the funding through reimbursement to the county for the FTM facilitators as temporary hourly employees for up to 20 hours a week. The Center for Child and Family Services will be evaluating these efforts. The FTM curriculum has been developed, first training classes completed and FTMs are underway in these counties. Specifics are included in the PIP Quarterly Report.

An implementation schedule was developed through county operations by the agency's regional managers for the 4 year roll out. As of July 2011, 34 counties will be implementing FGC through SCFF.

CFP provides ongoing TA assistance and provided access to FGDM training curriculums through the Texas Department of Family Protective Services and the Pennsylvania Department of Public Welfare. The South Carolina Model of Family Group Conferencing and the South Carolina Family Group Conference Coordinator Training Curriculum was developed by SCFF staff through collaborative efforts with CFP, the Texas Department of Family Protective Services, and the American Humane Association with consultative support from Phoenix Possibilities, Inc.

The Family Group Conferencing certification process was implemented through the Fixed Price Bid process establishing a Qualified Provider List through state procurement. This is now an open enrollment process for the next 5 years adding to the Qualified Provider List as organizations submit responses to the Fixed Price Bid RFP.

A comprehensive 3 day Family Group Conferencing Coordinator training curriculum has been developed as the initial component of the FGC Coordinator Certification process. (The FGC Instructors Manual and Coordinator's Manual are available for review). Participants completing the 3 day training must score 80% or higher on the Competency exit exam. Following the training, new FGC Coordinators are assigned to a SCFF Regional Coordinator. The SCFF Regional Coordinator observes the FGC Coordinator throughout the initial conferencing process to ensure model fidelity while evaluating the Coordinator on core competencies toward final certification.

Recruitment efforts are underway and will continue to identify service providers in the implementation counties to provide FGC services. The South Carolina Association of Children's Homes and Family Services was specifically targeted as a recruitment source of providers from their membership based on their service role to children and their families served by SCDSS. As South Carolina continues to address the need for alternatives to congregate care, FGC provides an opportunity for many of our service providers to diversify and expand their service array into more community based family targeted services. Other recruitment efforts include attending provider meetings and professional organizations, meetings and presenting at conferences inviting professional service providers to join our SCFF efforts. There will always be children who need more structured residential placements because of their diagnosed disabilities. There will always be children who are so traumatized that they cannot bond to a traditional foster family or who have behavioral difficulties that foster parents are not equipped to handle.

Quality congregate care programs can offer children and youth many opportunities for growth and achievement of positive outcomes.

In our desire to create a cultural shift toward family group decision making philosophy and practice throughout the child welfare system in South Carolina, we developed and implemented a service provider business model. This business model and recruitment strategies provide an excellent opportunity to engage many partners through training and support toward expanding FGDM philosophy and practice into other areas of child welfare. Over time this will move South Carolina towards reaching critical mass toward our tipping point in changing the way we engage and involve families in child welfare – shifting our state’s culture toward family focused and child centered practice. Training and supporting our private provider network in this “creative process” with families enables them to not only provide this valuable services for families involved in the child protective system but hopefully engages them in embracing and implementing this philosophy and practice within their agencies thereby expanding both scope and reach of the FGDM model.

To date, a total of 7 FGC Coordinator trainings have been held throughout the state graduating a total of 136 coordinators representing 47 provider organizations and 4 independent coordinators. Many of these coordinators have completed their certification requirements and are actively serving families. Expanding the scope and reach of FGC also includes inviting our provider agencies to partner with SCDSS in applying for grants and other funding opportunities to increase the numbers of families being able to participate in a FGC. A grant template has been developed by SCFF, along with several adaptations and available to providers with specific assistance available by SCFF staff to tailor the template to the grantor in addressing the FGC needs for their unique client families. Only through true collaboration and this type of partnerships can we continue to grow FGC with the broader child welfare community.

SC Families First partnered with Ashleigh House Group Home in applying for and receiving a grant from the Greater Savannah River Community Foundation to implement FGC in Allendale, Bamberg and Barnwell Counties. The terms of the grant were met (Final Evaluation included). Although this venture was successful, it was difficult obtaining the referrals to meet grant objectives. Although, there is additional interest among a few providers, the county director must be completely onboard in order for this to be successful. Without their complete support and involvement, obtaining referrals has been difficult.

The Texas Department of Family Services, selected by Casey Family Programs as our TA state match site continues to be instrumental in providing technical and program guidance in our deployment of FGDM. The initial TA meeting held in June 2009 resulted in the initial SC Action Plan. Ongoing TA support is provided through correspondence and conference calls in the deployment of FGC as well as enhancing family meetings and Circles of Support for our older youth. The SC State Team assembled to consult with the Texas team included representatives from Casey Family Programs, the Texas Department of Family Services, members from interagency community stakeholders (SC Association

of Children's Homes and Family Services, the Children's Trust Fund, The Center for Child and Family Studies, USC, Foster Care Review Board, SC Department of Mental Health, the Department of Alcohol and Other Drug Abuse, the Department of Juvenile Justice) and SCDSS. A site visit was arranged for a team to visit Texas to observe several family engagement interventions: FGC, Circles of Support and Family Team Meetings (FTM).

Deployment:

Internal and External Stakeholders participated in Business Process Mapping facilitated by Casey Family Program. SCDSS staff; SCFF staff, members of the Regional Advisory Committees along with external stakeholders, the Guardian Ad Litem and Foster Care Review Board along with the Center for Child and Families Studies participated in 3 sessions to outline our processes work flow. These processes have been implemented and are adjusted as needed as the process evolves organically through experience and lessons learned. The processes mapped included:

- Family Group Conference Referral
- Matching A FGC Coordinator to a Family
- Contract Process
- Deliver Family Group Conferencing Services
- Family Ops Out
- Closure
- Family Plan Implementation
- Payment Process
- Post FGC paperwork
- Family Group Conference Coordinator Certification
- Family Group Conference Roll Out to Counties

As referrals continue to grow, SCFF becomes more visible, adjustments may be needed in some of the processes mentioned above. Casey has offered to assist with updated these processes during 2011.

An Internal Communication Plan has been developed and is being implemented on both the state and county levels as new counties are enrolled in SC Families First:

State level communication includes initial overview and periodic updates at key leadership levels of the agency: Executive Management team meetings, Senior Managers meeting, Child Welfare Policy Council meetings, state policy meetings (Meeting the Challenge), and Regional Managers meetings. Power point presentations with DVD from Hennipen County Department of Children's Services are often used as tools for orientation and updates. Other means of communication include monthly status and progress reports, One Voice articles and emails to update key state level staff.

Regional level communication includes overview and updates to regional management staff through County Director meetings and regional supervisory staff meetings. Power point presentations with DVD used for general overview. Specific case and county

specific examples and status updates used for periodic updates. Other means of communication include monthly status and progress reports and emails to key staff to include the regional advisory committees.

Regional Advisory Committees (RAD) were assembled in the initial 2009 pilot counties representing various levels of direct care and county management from each county within the 2 pilot regions: county directors, supervisors, and caseworkers. Regular meetings are led by the SCFF Regional Coordinators to share information and solicit input on implementation. The role of the RAC will play a significant role in the implementation of family group conferencing by providing feedback and direction at the county level. Their role as the “resident expert” will be very helpful to their colleagues in understanding and effectively using FGC for their client families.

County level investment and ownership is crucial in successfully deploying family group decision making as well as other engagement strategies. While SCFF can provide the FGC technology and provider infrastructure, it is the county staff under the leadership and guidance of the county director where engagement with families, referrals for FGC and adoption of the Family Plan as the agency plan are key to successful implementation. County level communication includes initial program in-service using the power point presentation and DVD with a county specific focus on the referral process. County members of the Regional Advisory Committee are encouraged to keep dialogue going with colleagues and serves as the “resident expert” on SCFF and FGC. County Directors will be asked to ensure that families are informed of FGC services, offered referrals to SCFF and track referrals through their designated contact and SCFF support. SC Families First FGC in-services have been completed for 30 of the 34 counties to be on board by July 2011. The remaining 4 county in-services are scheduled to be completed by this date.

A comprehensive External Communication Plan has been implemented to increase visibility of SC Families First deployment of Family Group Conferencing. Presentations have been held and are being scheduled at the Child Welfare Advisory Council as well as state child welfare and county level external stakeholder meetings, state conferences, legislative and agency summits and trainings. These meetings and conferences are recorded in quarterly progress reports completed for Casey Family Programs. The in-service power point and DVD are often used and tailored toward specific populations in these venues.

Each county director is asked to convene a county level stakeholder/partner meeting to introduce SCFF and family group conferencing to their local service providers. SCFF staff members are present to provide this in-service, answer questions and begin discussions around stakeholder support for family group decision making practices, particularly family group conferencing. The external stakeholders include those that provide oversight; Guardian Ad Litem Program and The Foster Care Review Board; members of the interagency community such as the Department of Mental Health, Department of Juvenile Justice, the Department of Alcohol and Other Drug Abuse Services, Children Advocacy Centers, Domestic Violence Shelters and agencies, the SC

Center for Fathers and Families, parent advocacy groups, Schools, private and public residential and community service providers; influencers such as the Judicial, Legislative and other community leaders as well as foundations and other potential funders.

Marketing materials have been developed and distributed as part of both the internal and external communications plans. A press release has been developed and provided to counties to increase positive coverage and visibility of agency activities toward a more family centered practice.

Plans are underway to create and implement both formal and informal opportunities for parent and youth involvement to include participant feedback in FGC, stipend supported inclusion in conferences and presentations, and testimonials on the FGC process in marketing materials. Connections have been made with Parents Anonymous and other parenting advocacy groups and efforts will be ongoing to connect parents and parent advocates to the family group decision making movement. Testimonials will also be included in agency publications such as One Voice.

Stipends have been provided to consumers for their participation in Coordinator trainings and professional panel presentations. These include family members serving as members of panels for county in-services and the National Citizen Review Panel Annual Conference: A Force for Change. Non Custodial fathers and a mother have also received stipends for participating and consulting with program staff and coordinators around effective engagement strategies.

A FGDM Docutrainning has been identified as a unique way of impacting FGDM efforts for South Carolina. Initial Casey Family Program funding has enabled the agency to seek a sole source provider to develop this innovative and powerful training tool. A contract was initiated with the American Humane Association for the production of the Family Power Docutrainning. This tool will be available to a variety of end users to include agency staff, other professionals and members of the family group themselves. Through the engagement of members of family groups, teaching basic FGDM concepts and strategies while motivating individuals toward their own change and care for their children, the Docutrainning, a proven social change training format, has numerous possibilities of assisting family members in leadership roles around decision making affecting their children. This could significantly impact prevention efforts by bringing families together before issues rise to the level of child protection involvement.

SC Families First

An evaluation component is included in the deployment of FGC to objectively evaluate our FGC efforts and outcomes. The primary research team led by the Center for Child and Family Studies, University of South Carolina includes national partners, CFP and AHA, along with SCDSS representatives along with the Center for Child and Family Studies developed an inclusive quasi-experimental evaluation design with data collection beginning January 2010. The evaluation will focus on three primary questions related to the purpose of the initiative identified in the funding proposal.

- a. Has the SC Family Group Conference Model been developed and implemented? Does the model include the five core elements of family group conferencing recognized by the American Humane Association?
- b. Has the training curriculum for conference coordinators been developed?
- c. Does family group conferencing result in better outcomes for children and families?

Analyze and Disseminate evaluation results and publish findings:

Once the evaluation is completed by the Center, the results will be incorporated into Best Practice standards in strengthening both policy and practice as the agency continues deployment of family engagement strategies, specifically; family meetings, kinship navigator, family locator, and family group conferencing. The evaluation table is included as an attachment.

Concurrent planning is intended to facilitate permanency through establishment of alternative permanency options for children as their families work toward reunification. Should reunification prove inappropriate to be an inappropriate plan, the alternative plans should help permanence be realized more quickly. The agency will execute these goals through improve case worker practice from the innovation county that has a permanency focus on expedited permanency under the South Carolina Program Improvement Plan. The second level of execution is the permanency roundtables. The permanency roundtables will be facilitated by permanency experts from Casey Family programs. It is the agency's desire to begin the roundtables by the end of summer 2011. The agency has held several meetings with the county directors and regional managers regarding this goal. Additionally, the agency leadership has held two meetings with the agency attorneys so that all parties involved in the permanency process are in sync with the wildly important goals on behalf of children in foster care.

Relatives are licensed to receive full benefits of foster care funding and supportive services. Policy and statute provides that relative placement should be a priority and that relatives should be made aware of the benefits and process of licensure – as well as provided information related to potential adoption subsidy should the child become free for adoption. For children not in the custody of the agency, supports for kinship placements potentially include: Medicaid and TANF (including child only cases); supervision and monitoring of the placement; and support to the caregiver. Relatives who adopt privately may also be eligible for non-recurring costs for adoption expenses. However, the agency continues to evaluate its' ability to provide additional support to relatives through the Fostering Connections Option for Subsidized Guardianship.

Independent living has been addressed through the John H. Chafee Foster Care Independence Program, which offers important opportunities for expanding the competencies, resiliency, and self-confidence of youths transitioning from foster care towards independence. These youths are typically in need of services and support to assist with their education, physical health, mental health, employment, housing, and personal support needs. As a means to assist families and youth toward maintaining connections and providing support to assist with education, employment and skill

building the state will explore the use of Chafee funds for older youth (ages 16 and over) that will support youth who safely exit foster care to positive permanency (reunification, adoptions and permanency custody with a relative / guardianship).

Specialized Therapeutic Foster Care Services are provided regionally by the IFCCS Foster children with serious emotional and/or behavioral problems are served by the DSS Intensive Foster Care and Clinical Services Division (IFCCS) from fifteen offices spread throughout the four DSS regions of the state. A child is referred to the Intensive Foster Care and Clinical Services division if he/she exhibits emotional and/or behavioral difficulties of such intensity that a specialized placement or need for intensive treatment services appears to be imminent. Once the child is referred an interagency staffing (including representatives from Community Mental Health) is convened to determine if the child qualifies for the Interagency System for Caring for Emotionally Disturbed Children (ISCEDC; see state Section 63-11-1510), and to identify the therapeutic treatment needs of the child. Specialized Foster Home Services program and are similar to the Therapeutic Foster Care services provided by private child placing agencies. Specially recruited DSS_foster parents are given additional training and support to serve foster children who have serious_emotional, behavioral, developmental or medical needs but who can be safely cared for in an appropriately trained and supported foster home. As of June 1, 2010, there were 92 foster children who have special care needs being served by this program. In addition, IFCCS has access to Medical Therapeutic Foster Care_services (MTFC) through private child placing agencies, as well as access to a statewide Medicaid waiver program for Medically Complex Children (MCCW) that provides coordination of medical, rehabilitative and personal care services to foster children who have serious medical conditions. At any given time approximately 90 DSS foster youth are served through MTFC and MCCW.

The agency have taken a number of steps to ensure resources and customized services focusing on reunification of children and families are available. The results have been increased availability of intensive in- home family services; wrap service expansion and increased use of flex funding at the local level. In addition the Department has continued emphasis on permanency needs of individual children and individualized needs assessments for each child and family member twice per year. All permanency services are provided statewide, through a combination of the agency county and regional offices.

Services Provided Through Other Agencies

Mental Health (MH) services are available statewide through 17 state-run Mental Health centers located throughout the state. The MHC's have a presence in every county through the operation of satellite offices. In addition, Mental Health Counselors are co located in eleven county SCDSS office to provide on-site mental health services to child welfare clients.

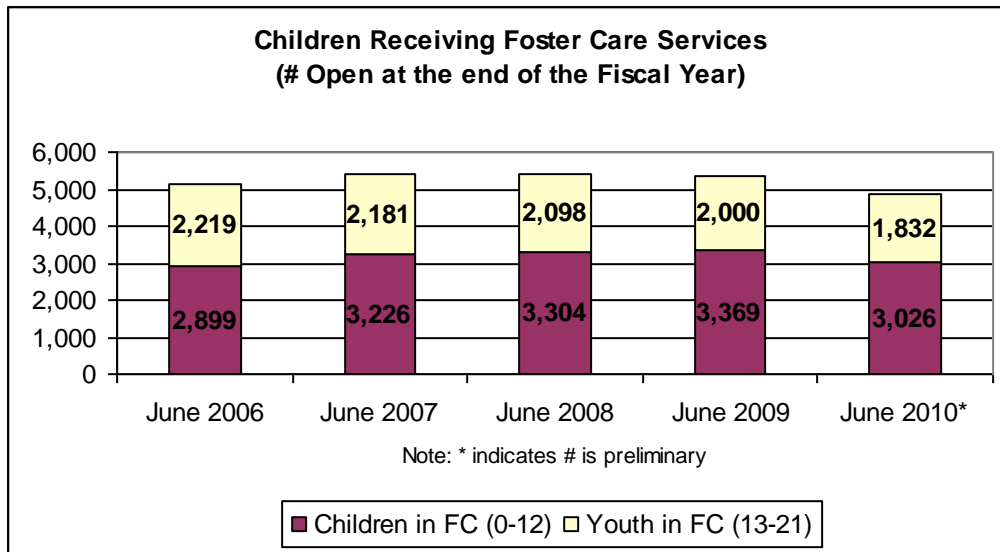
Alcohol and other Drugs treatment services are provided statewide through the SC Department of Alcohol and Other Drug Abuse Services (DAODAS) network of local contract providers. The agency has a contract with this state agency to provide residential treatment services for women that are involved in child welfare.

Health screenings are provided by Dept of Health and Environmental Control and other programs on a local basis. Agencies provide services to the child, the family from which they were removed, and the provider family as needed or appropriate.

The department has a contract with **The Columbia Urban League** to assist foster care youth in the **Youth Leadership Institute**. This eleven year public- private partnership includes The Youth Leadership Institute program. The Institute program consists of tutoring, mentoring and employment components. As part of the department’s contract with SC Foster Parent Association, included is an allotment for computers for youth.

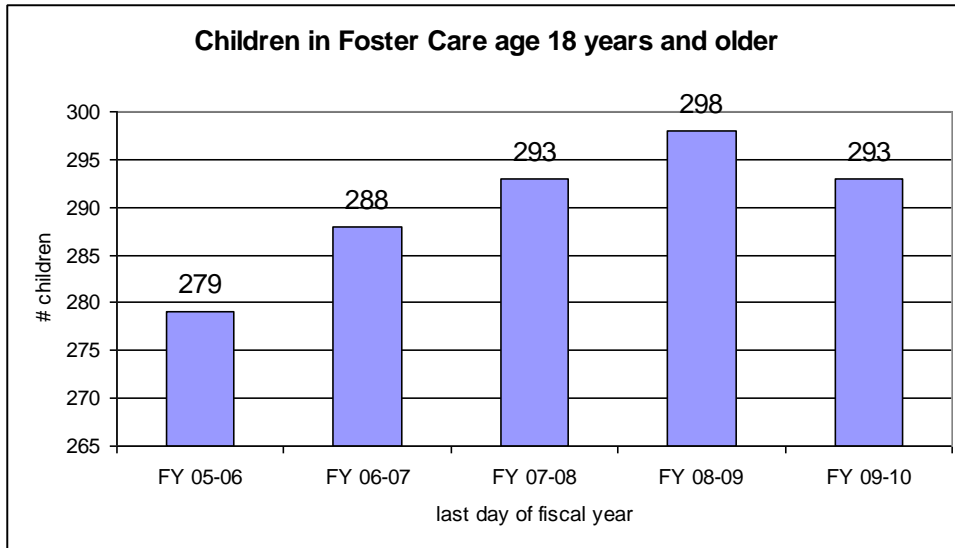
Trend Demographics and Performance Data for Foster Care

The following charts help illustrate the state foster care population demographics. Additionally charts are provided related to various permanency outcome items.



The chart above is from the SC Accountability Report and indicates the number of foster care youth ages 13 – 21 in comparison with the general foster care population.

Youth ages 18 – 21 represented 5% of the SC FY07-08 foster care population. See chart below.



The agency has a focus on expedited permanency and positive permanency. The second wildly important goal centers on achieving adoptions for special children in foster care.

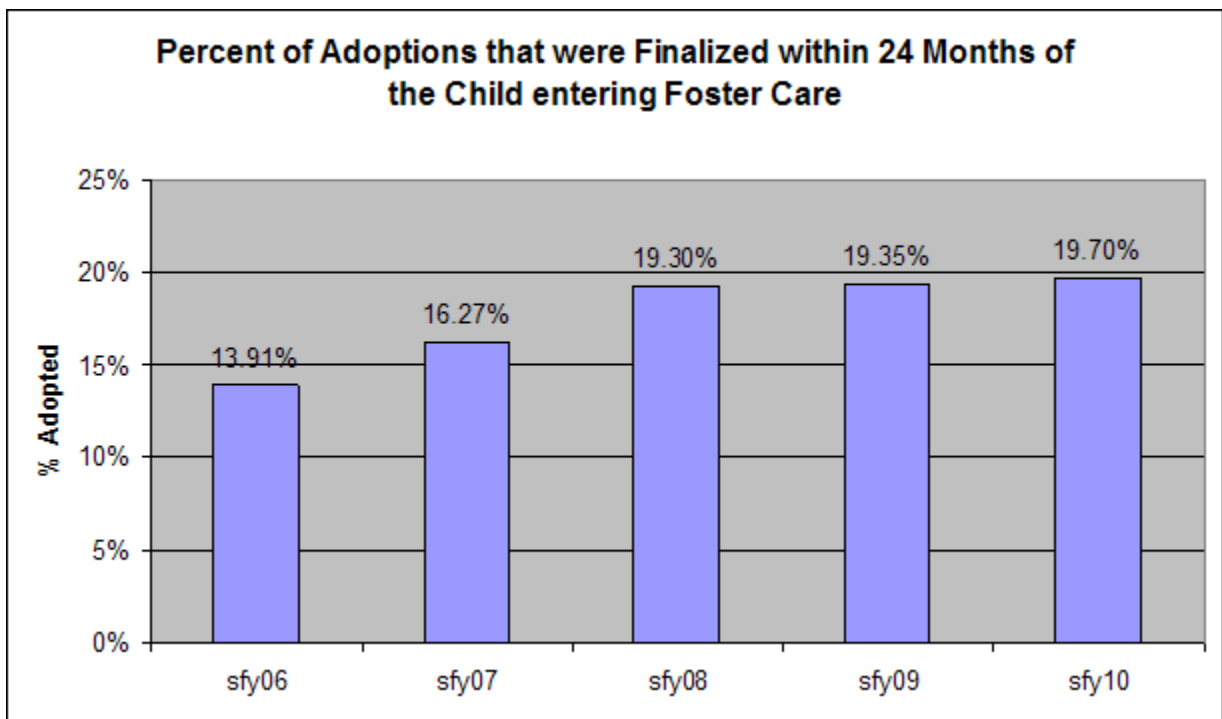
Goal #2: Increase FY 2010 adoptions by 50% by June 30, 2012

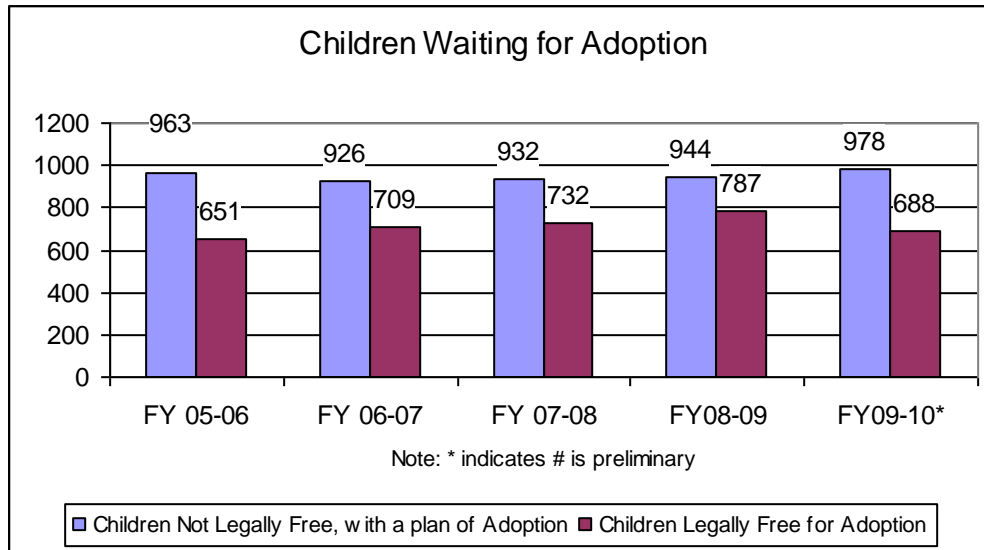
- Currently there are 615 children who are legally free who have not been adopted. Only 53.5% of children who are legally free become adopted in less than 12 months.
- There are currently, 783 children with a plan of adoption who are not yet legally free.
- In FY 2010, 533 children were adopted. Our goal is to increase by 50% that number resulting in a total of 799 children being adopted.

The following charts also illustrate some of the above information on adoptions, but using state fiscal year reporting.

Months Since TPR By Age

Months since TPR	Total	<6 Yrs.	6-12 Yrs.	13-18 Yrs.	>=18 Yrs.
STATE TOTAL	615	202	232	176	5
Less than 2 months	28	24	4		
>= 2 and < 6 months	105	75	18	12	
>=6 and <12 months	121	54	47	20	
>=12 and <24 months	154	35	86	32	1
>=2 and <4 years since TPRd	135	13	54	65	3
>=4 years since TPRd	72	1	23	47	1





Adoption Services (includes Adoption promotion, support and post adoption)

The Department has also implemented a number of program enhancements in the provision of adoption services to birth parents who wish to make a voluntary plan for their child, to children in need of permanence through adoption, and to adoptive families. Adoption workers are established in four regional offices to concentrate on adoption activities for all counties. These staff respond to and provide services to birth families who wish to make an adoption plan for their children; provide foster care case management to the children they serve; prepare children for the adoption experience; recruit and prepare adoptive families; and provide pre-placement, placement and post placement adoption services to families and their children.

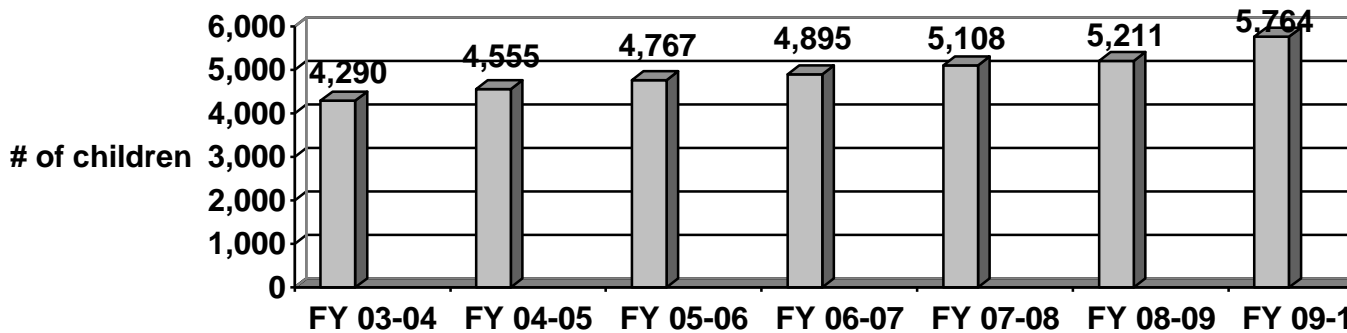
The service delivery between the county foster care units and the area adoption offices is coordinated with regularly scheduled staffing between the two divisions. The county may refer a child/ren to the adoption division at any point in the case, including prior to the merits hearing if the child’s plan appears to be Termination of Parental Rights (TPR)/ Adoption. Concurrent planning staffing are held within 60 days of the child’s entry into care. If at that point or any point in the foster care case, the parent appears to be failing to meet the treatment plan, adoption will accept a referral. Adoptions will simultaneously work with the child toward a high legal risk foster to adopt placement to assure timeliness in the achievement of a permanent plan. During this pre TPR status, the adoption division and the county foster care staff are working as a team to provide services to the family and child to ensure permanency. Once TPR has occurred, the case management transfers from the county foster care to the adoption division. The adoption division maintains case management until finalization of the adoption. If the plan, for the child, changes to APPLA or the child’s needs merit services from Intensive Foster Care and Clinical Services (IFCCS), then the case management is transferred to the county or IFCCS.

In addition, the agency provides financial support to stabilize adoptions through supportive services such as non- Medicaid medical services, post adoption and respite

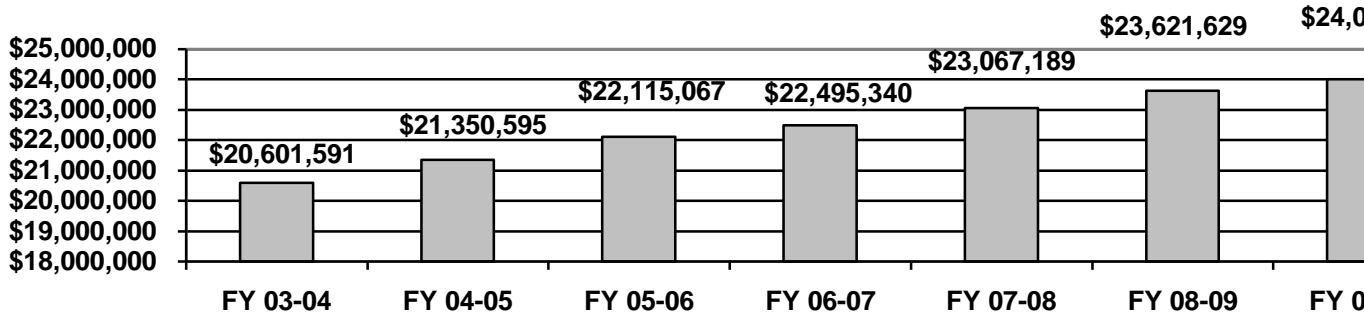
services placement/permanency planning, and to assist staff in developing a plan that would bring these children to permanence. Medicaid coverage for all children eligible for Adoption Assistance is provided. The Medicaid coverage is dependent on the special needs for the child. Services such as medical services, psychological, and psychiatric services (including counseling, residential and hospitalization services) are available to support the adoptive placement.

SCDSS provides post legal adoption services to families who have adopted children from the foster care system. The service array may include referral services to private therapists, group support; private agency services referrals to Children Unlimited for weekend retreats for the teens as well as education and support to families. Payment for out of home therapeutic treatment if needed may be offered.

**Children Receiving Adoption Subsidies
(number of children at end of fiscal year)**



Annual Adoption Subsidy Payments



Collaborations for Adoption Recruitment

Status of Foster and Adoptive Parent Licensing, Recruitment, and Retention

The State has standards for foster family homes, group homes, and child care institutions that were established by State statute and are reflected in SCDSS policy and licensing procedures. This item was rated Strength in South Carolina's 2003 CFSR. South Carolina is in substantial conformity with this systemic factor in the 2009 CFRS. However, the state continues to focus on recruitment activities at the state and local level.

Key Findings of the 2009 CFSR

South Carolina met the systematic factor for Recruitment and Licensing in the 2009 CFSR. The agency in 2010 developed an internal server system to maintain the state adoption resource web site to include a photo listing, "Seedlings" of available children for adoption. South Carolina's waiting children are also referred to the National Adoption Exchange, ADOPTusKIDS. The agency contracts with the Children's Foster Care Review Board (FCRB) to manage the **South Carolina Heart Gallery**. This is an innovative recruitment program developed to connect waiting children with adoptive families. Working together, this partnership creates a new system of adoption advocacy for children in foster care in South Carolina. The agency also contracts with **Children Unlimited**, which manages the "Wendy's Wonderful Kids" through the Dave Thomas Foundation. This contract involves child specific recruitment for the children.

The agency also contracts with the **South Carolina Foster Parent Association** for recruitment. The association has a web based information page that incorporated the agency foster/adopt commercial and they refer inquires to the counties and provide a detailed quarterly report to the marketing liaison on inquires to foster/adopt in our state. The agency director and the Executive Director of Foster Parent Association collaborated on a letter to all active foster and adoptive parents in seeking assistance in becoming recruiters for new foster parents. This reached out to 5,000 homes across the state of South Carolina and included a financial incentive to recruit and license a new home.

Each Regional Adoption Office has a designated recruiter whose job functions are to recruit foster and adoptive parents for the agency's children and to educate the general public as to the needs of children in the foster care system. These staff persons work collaboratively with Foster Care recruiters and community organizations in their efforts to enhance public awareness and increase the number of available foster and adoptive homes for SC children.

Program Initiatives for 2010-2011

Recruitment

Adoption services will continue the joint efforts with county foster care licensing divisions to enhance recruitment and identify a larger number of families for our agency's foster and adoptive children. These efforts will be enhanced by expanding our collaborative efforts with both private and public sector resources such as churches, colleges, and private industry.

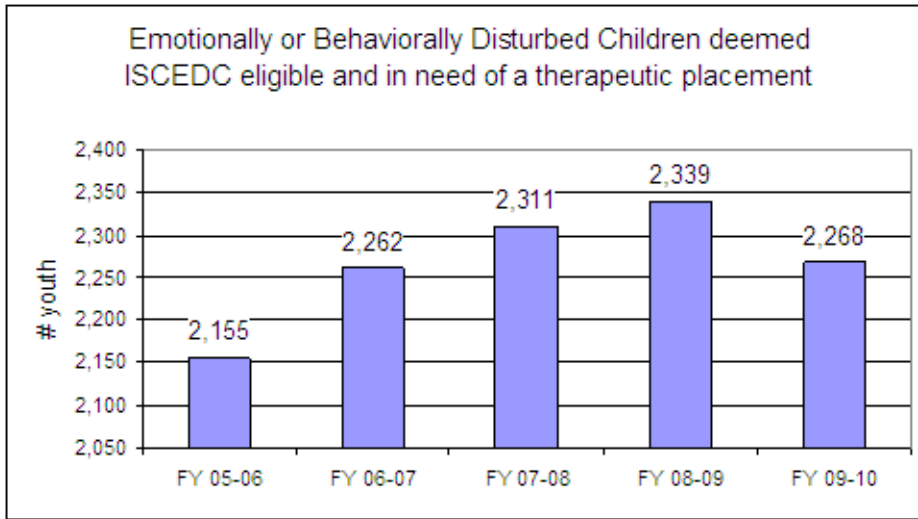
One Voice One Agency

The agency has taken steps in the past five years to develop a consistent application and training process for both foster and adoptive families. While we are not dually licensing all families, the goal is to assure the highest standards for both programs are met in each program area. Cross training for adoption and foster care licensing staff will continue on a regional basis. The training curriculum is being updated by the USC Children and Family Services Center and will continue to be enhanced as needed. Family participation in the development of the curriculum has been sought and will continue to be encouraged.

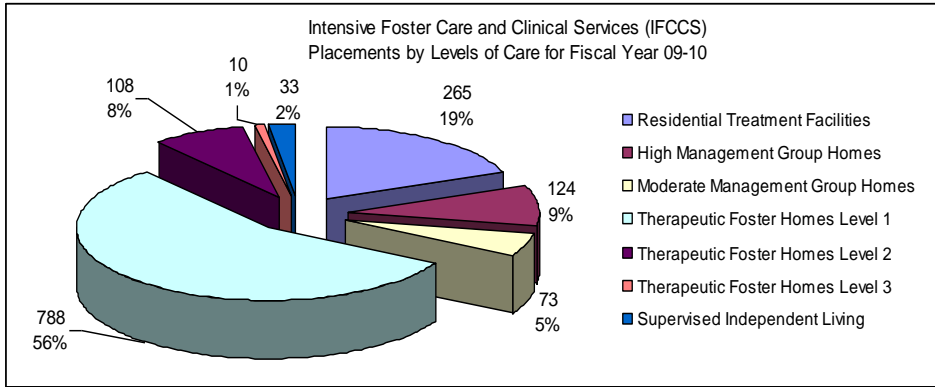
Concurrent Planning for Older Youth- Maintaining Family Connections

The adoption division has committed to the enhancement of practice and policy development for the older legally free youth to search for lost family members for the possibility of reconnecting these youth to their biological families. If a biological family member cannot be located, efforts to assure connections of significant adults from the youth’s past will be developed. While adoption planning will continue and will be assessed with all identified resources, the goal will be that the older youth will be connected to someone who will be available to them as they age out of the system, if adoption is not accomplished.

In 2009-10, 2268 foster children were identified by local interagency staffing teams as emotionally or behaviorally disturbed and deemed ISCEDC eligible. Many of the state’s older youth are case managed by Intensive Foster Care and Clinical Services.



The chart below shows the numbers and types of therapeutic placements for children receiving these services during fiscal year 2010.



Collaboration with Partners Across the Spectrum of Child Welfare Services

SCDSS will continue its collaboration with agencies within and outside of South Carolina to improve the Child Welfare System of reporting, investigating and treating children and families identified with child abuse and neglect concerns. This includes but is not limited to the following Child Protective Services, Foster Care and Adoption Activities. The following is a list of key stakeholders.

Campaign to Prevent Teenage Pregnancy – Faith Matters Partnership
Casey Family Programs
Center for Child & Family Studies, College of Social Work, USC
Child Advocacy Centers (SC Network of)
Child Fatality Review Teams/Health & Safety Councils
Child Welfare Advisory Committee
Children’s Justice Act Task Force
Children’s Law Center, USC
Children’s Trust Fund (CBCAP, EBHV, and ACA MIEC HV)
Citizen Review Panel (CRP)
Coker College
Columbia Urban League
CPS Treatment Practice Improvement Work Group
DDSN (Department of Disabilities and Special Needs)
DSS/DJJ Breakthrough Series
Domestic Violence Organizations
Duke Foundation
Evidenced Based Home Visitation
Eyes on the Child
Foster Care Review Board (Governor’s Office)
(SC) Foster Parent Association
Guardian ad Litem Program for SC (Governor’s Office)
State Housing Authority
Immigrant Victim Network Statewide Coalition
Law Enforcement Protocols
Mental Health
Medical University, Palmetto Richland and Palmetto Easley Hospitals
National Policy Academy on Safely Reducing Numbers of Children in Care
Pro Parents
Richland School District I (Mentoring)
Safe Families
South Carolina Association of Children’s Homes and Family Services
South Carolina Heart Gallery
South Carolina Center for Fathers and Families (Fatherhood Organizations)
“Sponsor a College Kid” (Pack a SACK Project)
Word of God Ministries Training Program
South Carolina Court Administration and Bench-Bar Committee
Agency and Tribal Connections – Catawba Indian Nation

Agency and Youth Connections – Youth Involvement Opportunities
Advisory Committees

Independent Living Advisory Committee
The Youth Advisory Committee – GOALL (Go Out and Learn Life)
SC Foster Parent Association
The Center for Child and Family Studies (University of South Carolina)
The Youth Leadership Development Institute—Columbia and Charleston Urban League
Coker College

The agency has on- going and significant partnerships with both private and public agencies to support the foster care and adoption programs. A summary of the collaboration and coordination with other agencies are as follows:

Administration with Children and Families Region IV Child Welfare Collaboration Initiative is collaboration with states in the Region IV to include representatives of all areas receiving federal funding for child welfare services.

BabyNet/First Steps:

BabyNet is the IDEA Part C Early Intervention program for South Carolina as of January 1, 2010, SC First Steps for School Readiness, is the lead agency. All state agencies with a role in serving children with educational or developmental disability concerns as well as parents and community representatives are represented on the SC Interagency Coordinating Council (SCICC). This includes DSS, DHEC, Department of Disabilities and Special Needs (DDSN), Department of Education (DOE), SC School for Deaf and Blind (SDB), Department of Mental Health (DMH), Department of Alcohol and Other Drug Abuse Services (DAODAS), University of South Carolina (USC), in addition to private organizations such as First Steps, child day care providers, speech and hearing therapists, Family Connections, Parents Anonymous, and others. The SCICC functions as the guiding board for BabyNet with oversight responsibility as prescribed by IDEA. All members are appointed by the Governor. Each involved agency participated in the development of a Memorandum of Agreement (MOA) that outlines statutory requirements and responsibility of each entity involved in services to children under the IDEA. As part of ongoing collaboration with First Steps regarding the implementation of IDEA Part C and CAPTA, state level CPS, DDSN, DOE, DHEC, and Baby Net program managers meet quarterly to discuss issues and concerns regarding communication and collaboration. These meetings provide an opportunity to discuss overall management concerns from county offices regarding the referral and service delivery system. In addition, the local BabyNet offices meet monthly to discuss issues relating to specific cases and service delivery barriers. County DSS staff are invited and encouraged to participate with the county BabyNet program managers to discuss specific cases and to reduce barriers and enhance communication between agencies regarding the needs of children and families. BabyNet is a statewide program.

SC Citizen Review Panels:

Collaboration with the SC Citizen Review Panels with a focus on CPS intake, mandated reporters, and services to foster children is on-going with the agency. While the establishment of Citizen Review Panels is required under CAPTA, we recognize that the

Panels provide a unique opportunity for collaboration and community support. We continue to voice the agency's full support for the Panels and value their input. The purpose of the panels is to provide new opportunities for citizens to play an integral role in ensuring that States meet their goals of protecting children from abuse by reviewing the child protection system. South Carolina's three panels are the Midlands CRP, the Low Country CRP, and the Upstate CRP. The panels are supported and facilitated through the agency's contract with the University of South Carolina, Center for Child and Family Studies. Recruitment has been a major focus of the three panels over the past year. In the coming year, emphasis will be placed on recruiting for membership adult former victims of child abuse or neglect.

The chairpersons for the three Panels are members of the Child Welfare Advisory Committee. The coordinator for CRP is also on the CWA Child Well Being sub-committee and the CWI Permanence sub-committee, participates in monthly CWCI (Child Welfare Collaboration Initiative) meetings, and attends the quarterly CWA meetings.

SCDSS CPS and Foster Care program managers, the USC facilitator of the Panels, and the three Panel chairpersons meet monthly to coordinate information sharing, discuss activities and identify support needs. During the summer of 2011, this meeting will be used to plan for the coming year's activities. The annual joint retreat will be held in October 2011 and the agenda include strategic planning for the coming year, using DSS staff for resource. We believe that opportunities such as this Retreat advance the goal of collaboration and coordination of efforts to serve children and families.

The Department of Social Services received the 2010 Annual Report of the Citizen Review Panels on May 2, 2011. The Department has begun its review of the report and to develop the agency's response to the recommendations made by the Panels. The CRP recommendations in the 2010 Annual Report generally are issues that were discussed and addressed during the past year through the monthly administrative meeting. We will continue to use those meetings to address issues and program improvement concerns as they arise. A formal response from DSS will be provided to the Panels no later than six months from the date the agency received the annual report

Campaign to Prevent Teenage Pregnancy – Faith Matters Partnership: This partnership with the SC Campaign to Prevent Teenage Pregnancy. The purpose of the Faith Outreach Project Partnership is to engage the faith community of South Carolina through education and training to promote awareness and advocacy in the prevention of adolescent pregnancy and risky behavior of youth. Shared resources from SCDSS and the Campaign have significantly increased the capacity to provide faith based initiatives to educate and mobilize faith groups in the state. The goal is to engage traditionally under-targeted markets in the faith community, to become more active in the prevention of teen pregnancy and risky behaviors that threaten our youth, many currently being served by DSS and the Department of Juvenile Justice. The faith community plays an instrumental role in influencing youth behavior and can serve as an important resource for many communities. This project is designed to increase comfort levels and capacity

levels within communities of faith to address these critical issues. Preventing adolescent pregnancy is fundamental to improving the social and economic well being of South Carolina. According to the National Campaign to Prevent Teen and Unplanned Pregnancy, a child born to an unmarried adolescent mother who has not finished high school is nine times more likely to live in poverty throughout his or her life than a child whose mother does not have those risk factors.

Center for Child & Family Studies, College of Social Work, USC

SCDSS contracts with The Center for Child and Family Studies (CCFS) for a multitude of activities in the areas of training, research, program evaluation, and program development. CCFS collaborates with SCDSS Staff Development and Training (SD&T) to develop and evaluate training curricula, and to deliver training to foster and adoptive parents and to SCDSS staff members providing services in child welfare, managed treatment services, adult protective services, homemaker services, and family independence. CCFS plans and delivers conferences and legal education seminars, develops media, and is working with SCDSS in development of capacity for e-learning opportunities for staff. A CCFS staff member facilitates the youth advisory committee called GOALL (“Go Out and Learn Life”), coordinating monthly meetings and managing specific tasks related to its program planning. This staff member works closely with the SCDSS Independent Living coordinator to identify opportunities for youth to have a voice in agency programs and planning. CCFS provides interpretation and translation services and training through DSS HABLA and the Interpreter Qualification Project (IQP). The E-Tech program addresses educational needs of foster children through its work with foster parents, and continues to provide computers for children and youth in foster care. CCFS staff members work with the SCDSS education liaison through the Education Subcommittee on education issues related to training, policies, and procedures. E-Tech is working with various agencies that are involved in providing or monitoring educational services to identify and address service gaps and establishing guidelines for addressing educational needs of children and youth in foster care.

SC Network of Children’s Advocacy Centers

Under state statute, the South Carolina Network of Children’s Advocacy Centers has codified the standards established by the National Children’s Alliance. The SC Network of Children’s Advocacy Centers is an accredited chapter of the national network. In addition to CAPTA funds that support the work of Children’s Advocacy Centers in SC, the CAC network is supported by the South Carolina Children’s Justice Act Task Force and grant funds as described in the report of the CJA Task Force. This joint funding and mutual support of the CAC network goes toward improving and enhancing the investigations of child abuse and neglect in South Carolina. Local SCDSS offices use the children’s advocacy centers located in their areas to assist in the forensic interviewing of child victims particularly in sexual abuse cases, although they can assist in any case. The coordinated investigations and interviewing of victims enhances the quality of sex abuse, serious physical abuse or physical neglect investigations. The South Carolina Network of Children’s Advocacy Centers has continued to formalize and improve its organizational structure, including incorporation as a nonprofit corporation. Through coordination with the Network, the Duke Endowment made grants available to accredited centers and

worked toward development of common outcome measures for an evaluation process Such as Project Best. The Network is also working collaboratively with the South Carolina Children's Hospital Collaborative to fully implement the Child Abuse & Neglect Medical Response System, which will provide and coordinate medical resources statewide for response to victims of child maltreatment. As part of this effort, SCDSS and the SC Network are currently working to finalize a working protocol to define and guide the coordination of services. The increased visibility and utilization of Children's Advocacy Centers is expected to lead to more fully coordinated investigations with a reduction of the number of interviews children must experience, and ultimately to improved outcomes for child victims. The Network serves all of the state through 18 centers, thirteen of which are fully accredited Children's Advocacy Centers with five associate members. Every county DSS office has a CAC reasonably accessible to its office in order to quickly serve children and families.

Child Fatality Review Teams/Health & Safety Councils

Local child fatality and near fatality review teams were established through a collaborative effort of the State Law Enforcement Division (SLED), the South Carolina Department of Social Services and the Department of Health and Environmental Control (DHEC). The State Child Fatality Advisory Committee has statewide impact, serving all citizens of South Carolina. The Child Death Review coordinator, position funded by CAPTA, reports that currently there are local child death review teams in 11 of the 46 South Carolina counties. There are 10 Children's Health and Safety Councils and one child death review team associated with the Safe Kids county organization. Local child death reviews take place in Richland, Charleston, Greenville, Greenwood, Dillon, Horry, Lancaster, Kershaw, Marion, York, and Hampton counties. Jasper and Lexington Counties have requested assistance in forming and re-establishing child death reviews teams for their respective counties. The protocol for death review developed by the National Center for Child Death Review is provided to each county with a local team or to a county that wants to start a local team. In an effort to address Shaken Baby Syndrome, state law was passed to encourage reduction of child deaths due to shaken baby syndrome. The statute requires state agencies to create a video specifically about shaken baby syndrome and is expected to reduce fatalities through education of the general public and foster and adoptive parents. The videos are also to be made available to hospitals throughout the state. Additional videos were duplicated and made available during FY 09-10 on request from individuals and county DSS and public health offices. SCDSS published the video on its website under resources for ease of access.

Child Welfare Advisory Committee

The Child Welfare Advisory Committee that originated prior to the first round of the CFSR (Child and Family Services Review). During the past year, it has continued to grow and evolve into a broader advisory group for consultation to assist the agency in addressing identified challenges. The agenda for the meetings included updates to the stakeholders on the agency's First Round Program Improvement Plan activities. The preliminary and final findings from the Second Round of the CFRS was shared with the members. The members of the advisory committee participated in the Second Round of the CFSR and the development of the child welfare system Program Improvement Plan.

This collaborative includes representatives from Mental Health, Children's Trust Fund, United Way, Department of Alcohol and Other Drug Services, Child Advocacy Centers, Foster Care Review Board, Citizens' Review Panel, Law Enforcement, Catawba tribe, Department of Education, Housing Authority, CASA, SC Guardian ad Litem program, Department of Juvenile Justice, youth, SC Court Administration, etc. Over 75 persons are invited to each meeting, with an average 50% participation rate at the meetings or subcommittees. Many recommendations from the sub committees were incorporated into the agency's state assessment report for the second round of CFSR and Program Improvement Plan.

The three (3) work groups established to do intensive, creative, collaborative problem-solving on three issues that present significant challenges for South Carolina Department of Social Services include: (1) Child Well-Being, (2) Permanency, and (3) Recruitment. The committee structure was expanded to include Family Engagement.

The Safety Work Group is co-chaired by The Children's Trust of South Carolina and Department of Social Services Child Protection Services State Office Staff. This group was developed to coordinate the services and strategies developed in the Performance Improvement Plan. Focus was on prevention partners developing localized "lunch and learn" training sessions for child welfare professionals and agency staff. Currently the subcommittee has been working with the agency on developing an informational tool for staff to use in their work with families.

The Recruitment sub committee is chaired by a Foster Care Review Board coordinator and includes membership from State Foster Parent Association, foster care and adoption program and county staff, and other members from the CWA advisory group and has spent the past year focusing on the agency's recruitment plans and strategies and making any necessary recommendations. The agency has implemented many of these recommendations (See Recruitment section of APSR).

The Permanency subcommittee initially began with a focus on relative placements and then expanded to permanency issues in general. The sub committee is chaired by an assistant director from Foster Care Review Board. The subcommittee completed a comparison review of FCRB data trends and agency data trends (per AFCARS and CAPSS- the agency's SACWIS database) as relates to entry into care, re-entries into care, and exits from care. Additionally the subcommittee drafted a Permanency Options brochure for agency and public use.

Children's Justice Act Task Force

The South Carolina Children's Justice Act Task Force has been fully functioning since its establishment in 1995. The CJA Task Force completed its annual report detailing progress toward implementing the recommendations of the three year report submitted May 2009. The current application was submitted May 31, 2011. The Task Force consists of 35 members, reflecting all of the disciplines required by federal legislation. Formal By-Laws were developed in 2006 and implemented. Members serve three-year terms and are required by the by-laws to actively participate. The task force meets quarterly,

with committees meeting separately as scheduled. Committees currently established are : ((1) Children with Disabilities; (2) Criminal Systems/ Prosecution; (3) Child Protection; and (4) Legislative. In addition, the SC Alliance for Children’s Advocacy Centers, a state chapter of the National Children’s Alliance, began as a sub-group of the Task Force and continues to be represented. The Children’s Law Center provides office space for the Network as recommended by the Task Force. SCDSS child protection and foster care staff serve on the CJA Task Force and incorporate recommendations into agency policy and practice. The CJA Task Force serves the state.

Children’s Law Center, USC

The Children’s Law Center (CLC) of University of South Carolina has been an integral part of agency partnerships since its founding in the early 1990s as the Children’ Law Office. SCDSS and USC School of Law were the primary partners in establishing the CLC. A major achievement for the CLC was to attain “Center” status at the University of South Carolina which goes toward validating its presence and acknowledging its importance in the community.

The Children’s Law Center (CLC) continues to provide logistical support to the SC Children’s Justice Act Task Force and interfaces between the child protection agency (DSS) and the Task Force to ensure coordination and communication between and among all agencies and entities in the child welfare system in South Carolina. Staff from CLC also actively participate in the quarterly Child Welfare Advisory (CWA) meetings and meet regularly with the CWA subcommittee for Permanence. The CLC is under contract with the agency to deliver a multitude of training opportunities for child welfare and legal staff, as well as community child welfare professionals, especially Guardian ad Litem and attorneys participating in the child welfare system. In addition CLC is additionally sub-contracting with Court Improvement Program (CIP) on a specific training grant that expands the training opportunities for attorneys and family court judges.

Child First (formerly Finding Words) South Carolina: South Carolina continues to deliver the training on forensic interviewing and investigation team building now known as Child First, a comprehensive forensic interviewing training curricula modeled after the training originally developed through the National Center for Prosecution of Child Abuse. This training is provided through the Children’s Law Center of the University of South Carolina, which receives funding through the Children’s Justice Act. CJA funds assist with the Child First forensic interviewing course. Four one-week sessions were held during FY 09-10, involving a total of 85 child protection workers, law enforcement officers, children’s advocacy center interviewers, and prosecutors.

Another important collaboration with the Children’s Law Center is through the DSS training contract with USC funded in part by CAPTA. Through this contract, the CLC in the USC School of Law provides training to mandated reporters of child abuse and neglect. For FY 09-10, a total of 4,956 participants in 101 sessions were provided child abuse and neglect information in an effort to enhance the skills of mandated reporters across the state. During FY 10-11, mandated reporter training was provided to 3,227 participants in 79 sessions statewide. Over the past six years, the CLC has provided

training statewide to 22,513 mandated reporters. This is a substantial increase in the training effort to equip professionals who are mandated to report Suspected child abuse and neglect as well as major collaboration effort and partnership.

Children's Trust of South Carolina

The South Carolina Department of Social Services and The Children's Trust of South Carolina (CTSC) have worked collaboratively for the past 10 years to promote awareness during Child Abuse Prevention Month. SCDSS and the Children's Trust will continue their collaboration to promote awareness during Child Abuse Prevention Month and throughout the year. CAPTA funds will be leveraged with other funds at CTSC during 2011-2012 and used to support statewide prevention messaging throughout the year with culminating activities in April, including a Virtual Prevention Relay promoting the local service array throughout South Carolina communities.

Key elements within the 2011-2012 CAP month plan include adding depth to the social media communications strategy with the addition of a parent resource portal, *OneToughJob.com*, on The Children's Trust's website, hosting a collaborative blog and continued presence and posting on Facebook and Twitter messages in a manner that is both proactive yet responsive to the state's current events affecting children and families in SC.

The Children's Trust will ensure relevant response to current events by CTSC and state leaders, promote Kids Count data, and launch a Virtual Relay as part of Child Abuse Prevention Month.

CTSC Funders Collaborative

SCDSS served as an integral member of the Funders Collaborative led by CTSC. The Funders Collaborative is made up of private and public funders across South Carolina. It expects to:

1. Assist foundations/funders in achieving a sound knowledge base regarding current issues and opportunities related to improving the status of children in South Carolina
2. Update funding strategies so that they are in line with facts and promising practices
3. Improve the status of children by expanding the critical mass of investors who are also top influencers in our state

Members included fifteen individuals representing The SC Grantmakers Network, the Duke Endowment; Mary Reynolds Babcock Foundation; Sisters of Charity Foundation; and the SC Departments of Education, Health & Environmental Control (Title V Maternal and Child Health Bureau), Juvenile Justice, Mental Health, and Social Services, along with SC First Steps for School Readiness.

The impact of the recession and pending elections guided a "learning phase" of work for the Collaborative. This time was used for knowledge building and further understanding of each agency's initiatives, evidenced based programming, and child well being data. Presentations included the Sisters of Charity Foundation, Joint Council on Adolescents

and Children, SC Department of Education's parenting and volunteer programs. Additionally, members learned about the *Nurturing Parent Program*, *Triple P*, and *Incredible Years*. It gained further understanding of Temporary Assistance for Needy Families Reauthorization, South Carolina Kids Count data, the Early Childhood Comprehensive System's Implementation Plan, and Child Well Being data for South Carolina in comparison to national data among other topics. As a result, the Collaborative decided to focus its united efforts on parenting and professional development across systems.

Members also strived to understand the human services professional development system across South Carolina. As a result, CTSC's Director of Training began collecting data to draft a matrix of training activities across agencies. The Funders Collaborative intends to explore cross training and training availability across agencies with the aim of:

- Fostering cooperation amongst professionals across disciplines
- Raising professional development capacity and accessibility
- Avoiding duplication and fragmentation
- Uniting diminishing resources in a non-threatening method

Evidence Based Home Visitation - CTSC

The Children's Trust received a five-year Evidence Based Home Visitation grant from the Administration of Children and Families in 2008. This program serves at any time 600 at-risk women (Medicaid eligible) experiencing their first pregnancy. The program promotes family health, early education and child abuse prevention. Services offered through this program include screening for risk factors for abuse, home visits from pregnancy through the child's second birthday, child development training for parents, parenting education, along with referral for well-baby screenings, immunizations and developmental screenings. The program is voluntary and serves families involved with DSS as well as those referred by hospitals and other agencies. This grant incorporates infrastructure building as well as evaluation of six sites (some using hospital programs and some using health clinics) utilizing the Nurse Family Partnership model. Private funders, Duke Endowment and Blue Cross Blue Shield Foundation are currently funding these services which are leveraged through CBCAP. Over \$3 million was leveraged during 2010-2011. The six NFP sites are coordinated by a coordinator at the SC First Steps to School Readiness program, with a clinical Nurse dedicated to these sites at the State Health Department (DHEC). Currently, six NFP sites cover ten counties including the following counties: in the Upstate: Anderson, Greenville, and Spartanburg; in the Midlands: Lexington and Richland, and in the Lowcountry: Horry and a combined site for Berkeley, Charleston, Colleton and Dorchester.

Additional infrastructure constructs include CTSC's Home Visitation Team which built an inventory of home visiting programs across South Carolina. Coordinated by CTSC the Home Visitation Team brought together representatives from the following organizations/programs:

- The Duke Endowment
- Early Childhood Comprehensive Systems
- Early Head Start

- Family Connections
- Healthy Families
- Healthy Start
- Parent Child Home
- South Carolina Department of Disabilities & Special Needs
- South Carolina Department of Education, Even Start Program
- South Carolina Department of Education, Parents As Teachers Program
- South Carolina Department of Health & Environmental Control, Maternal and Child Health Bureau
- South Carolina Department of Social Services
- South Carolina First Steps for School Readiness, Parenting Programs
- South Carolina Head Start Collaboration Office
- South Carolina State Budget & Control Board, Office of Research & Statistics
- South Carolina Nurse Family Partnership
- Triple P

The team's evaluation of the continuum of services led CTSC and its partners to gain a broader view and understanding of evidenced based services across the state and proved instrumental in understanding maintenance of effort requirements for the ACA MIEC initiative

Through these sites, with funds from private funders providing direct services, approximately 850 young, at-risk, first time moms were served. The work, the experience and the collaboration with Home Visitation providers proved to be the testing ground for CTSC's designation as the state entity to administer the new ACA MIEC Home Visitation funds.

ACA MIEC Home Visitation

Additionally, as the lead agency for coordination of the new maternal infant child health home visiting funding, The Children's Trust worked alongside South Carolina Department of Health & Environmental Control, SC's Title V agency, to submit *South Carolina's Evidenced Based Home Visiting Needs Assessment*
<http://www.scchildren.org/public/files/docs/9.20.10NeedsAssessment.pdf>

SCDSS serves on the CTSC ACA MIEC Home Visiting Coalition which plans to enhance current systems that extend into rural areas as opposed to placing programs in areas where no systems exist. The ACA MIEC plan will require communities to address home visitation through a multi-county, multi-program effort. Of the seven evidenced-based, federally-approved models, South Carolina currently has five that are being implemented with fidelity (Healthy Families America, Healthy Steps, Nurse-Family Partnership, Early Head Start, Parents As Teachers.) CTSC plans to afford opportunity for all these models to expand and implement in subsequent years.

Additional criteria for the initial year's funding will include, but not be limited to:

- site-readiness and community buy-in;
- willingness to collaborate with additional and/or future home visiting models in catchment area;

- linkages to (or potential to) other early childhood systems in catchment area.

Coker College

The college facilitates monthly meetings for foster youth group (Growing Up and Out) from five counties (Darlington, Florence, Chesterfield, Lee, and Marion). See more under Youth Connections.

Columbia Urban League

The Urban League handles the Youth Leadership Development Institute, a project undertaken to offer agency youths to include foster care children a curriculum encompassing summer employment, career counseling and individualized counseling, transportation, and a year round mentoring and tutoring program. Staff from the Urban League also attends the quarterly CWA meetings and the IL Advisory Committee meetings.

CPS Treatment Practice Improvement Workgroup

In March 2008, CPS established an in-home treatment work group to focus on the concerns noted in the CFSR and the state's Child Welfare Services Review of county programs. The CPS Treatment Practice Improvement Workgroup has reviewed current in-home treatment practices and developed a working guide for staff to assist in adequately addressing the Safety, Permanency and Well-being of children who are in their own home. This guide supports and supplements the process provided in the CFASP tool. The work group is made up of county directors, county program managers and frontline workers, state office program specialists, and training staff. The goal is to improve CPS in-home treatment outcomes and enhance support to our treatment case managers. The workgroup produced a practice guide for working with families and has concluded its work.

DDSN (Department of Disabilities and Special Needs)

SCDSS has just this year (2009) finalized a MOA with DDSN to serve and resolve agency issues on behalf of disabled youth and to include young adults over age 21. Both agencies are in the process now of distributing and implementing the MOA.

DSS/DJJ Breakthrough Series

DSS and DJJ worked together under grant funding to improve and establish working relationships around children and families being served by both agencies. The process included developing protocols and procedures to facilitate communication between families, agencies and the court, delivery of services and transfer of cases for youths that are served by either child welfare or juvenile justice. Georgetown, Charleston and Berkeley counties are participating in this program for Cross Over Youths. A key component of this initiative is the use of the family engagement model for other both agencies. The Center for Juvenile Justice Reform will issue a final report on the initiative over the summer. The SC project was identified as an innovative project and will receive additional funding and technical assistance to continue its work.

Changing Lives Christian Center

Sponsored “Mother’s of the Community Project” was created to support abused/neglected and/or Foster Care children. The purpose of “Mother’s of the Community Project” is to encourage and inspire women of faith to support abused/neglected or Foster Care children by collecting and donating personal care items/toiletries.

Partnership with the South Carolina Center for Fathers and Families

SCDSS and the SC Center for Fathers and Families are working collaboratively as the results of the findings from the Second Round of the CFRS. The agencies have joined together to promote family engagement by locating and engaging non custodial fathers in child welfare cares. The two agencies have developed an initiative evaluation tool to track the child welfare outcomes for this initiative to be shared with other counties throughout the state.

Foster Care Review Board (Governor’s Office)

The State Coordinator meets monthly with state level DSS staff to discuss systemic issues or concerns (in conjunction with GAL and state foster parent association leaders). Additionally, similar meetings are held at the local levels in an effort to resolve case specific or local systematic issues. Two state level staff are chairpersons for CWA subcommittees for Permanence and Recruitment. State level staff are members on all CWA subcommittees. The agency consults with FCRB for their input and assistance on federal and state legislative issues. Additionally, the local FCRB volunteers have provided extensive support to foster parents and foster children by providing child care at FCRB meetings and with donations to foster children. The agency has a contract with FCRB as relates to the SC Heart Gallery, a collaborative effort for the recruitment of adoptive homes.

(SC) Foster Parent Association

State FPA representatives meet monthly with state level DSS staff to discuss issues or concerns (in conjunction with FCRB and GAL leaders) and provide feedback. State FPA representatives participate on CWA Recruitment subcommittee. State FPA representatives attend quarterly CWA meetings. Local FPA representatives meet at least quarterly with local DSS, FCRB, and GAL staff to discuss issues or concerns.

The State Foster Parent Association has a leadership role in the development, coordination and delivery of training for foster parents. The South Carolina Foster Parent Association has a strong partnership with the state to include the provision of several scholarships yearly for foster youth; coordinates “buddy” system of support, as well as program support for county FPAs; provides “household or college showers” for those youth moving out on their own or going off to college (includes laptops for college students); participate on the IL statewide advisory committee; coordinates provision of computers for youth in foster homes.

Guardian ad Litem Program for SC (Governor’s Office)

State Coordinator meets monthly with state level DSS staff to discuss issues or concerns (in conjunction with FCRB and FPA leaders) and provides feedback. Several GALs are

chairpersons for local CRPs. GAL staff attend our quarterly CWA meetings. Local GAL staff meet at least quarterly with local DSS, FCRB, and FPA staff to discuss issues or concerns. Consult with GAL program staff for their assistance and input on federal and state legislative issues. Additionally, the GAL program is a key partner in the Fostering Connections Grant that includes family locator program for older youths.

Immigrant Victim Network Statewide Coalition

This collaboration is to further develop policies and practice to better serve immigrant consumers. The network reaches across a broad spectrum of community partnerships to address the individualized needs of immigrants who are identified as child welfare and/or crime victims.

Law Enforcement Protocols

State statute requires that DSS and local law enforcement agencies collaborate to develop protocols to address at a minimum the sharing of information and communication between and among agencies, staffing of cases, and the development of procedures to handle removal of children and immediate placement when necessary.

Drug Endangered Children Protocol: In coordination with the Governor's Office, federal, state, and local law enforcement agencies, Department of Alcohol and Other Drug Abuse Services (DAODAS), Emergency Medical Services (EMS) and other medical facilities, and the Children's Law Center, the Drug Endangered Children Protocol (SCDEC) was completed. The protocol was signed in September of 2005 and a Meth Summit was held in November 2005 to address the protocol to all counties.

The SCDEC Protocol is designed to guide intervention particularly in situations when children are found in homes or situations where methamphetamine is being manufactured exposing children to hazardous materials. Because the number of cases reported by state law enforcement involving methamphetamine has increased in the past few years, the state believed this protocol was necessary to ensure coordinated services to children. During FY09-10, DSS and the involved agencies and organizations will establish the organizational home for this initiative so that changes can be tracked and programs coordinated between and among all agencies that are involved in the delivery of services to children and families impacted by substance abuse. The work with the National Center on Substance Abuse and Child Welfare will incorporate this aspect into the technical assistance and facilitation provided to the state.

The State Committee for Endangered Children (a partner in the protocol) has provided training annually at a conference on substance abuse. This conference is well attended by CPS program and county staff, law enforcement, medical personnel, emergency services and alcohol and drug abuse specialists.

This initiative impacts on law enforcement and CPS offices and the children and families they serve in all forty-six counties.

State Department of Mental Health

State level staff attends quarterly CWA meetings. State level staff participates on CWA subcommittee for Child Well Being. Mental Health staff are co-located in eleven county DSS offices and this has been expanding as State level staff meet quarterly with to discuss co-location program issues. Additionally, next action steps include cross agency training and further collaboration with Mental Health's rural initiatives and school based programs to increase MH presence in child welfare cases. Joint collaboration between the two agencies on a local level is included in the South Carolina's Program Improvement Plan.

Medical University, Palmetto Richland and Palmetto Easley Hospitals

In partnership with the Medical University of South Carolina (MUSC), and Palmetto Health Richland and Palmetto Health Easley Hospitals, the secures intensive specialized care and care coordination services for medically complex children in foster care or adoption who reside in or near Charleston, Richland, and Greenville Counties. The program serves as the medical home for these children. In addition, SCDSS contracts with these Children's Hospitals to provide specialized training to foster parents of medically fragile children. The specialty medical and developmental training, including pediatric CPR training, is made available to other foster parents as well.

Pro Parents

The Department has a partnership with Pro-Parents to address the special education issues affecting foster care children. The agency has a "LINKS" curriculum taught by pro-parents directly to foster care parents. The curriculum outlines special education issues for foster parents including advocacy tools to be used at the school district level.

Richland School District One

SCDSS received a three year grant to pilot mentoring services in schools in Richland County School District One. This grant will target at-risk youth and build on the existing mentoring program in Richland County School District One.

Safe Families

This collaborative project with Clemson University was designed to serve as a resource for families not meeting criteria for service under indicated abuse and neglect but who would still benefit from outside services. The program's services are intended to prevent abuse or neglect and to enhance children's wellbeing outcomes. The program is supported by churches and other community volunteers and will be continued into FY 10-11.

South Carolina Coalition Against Domestic Violence and Sexual Assault

SCDSS and the Coalition have a long standing relationship regarding the awareness of child abuse, domestic violence to include child witnessing of domestic violence. This public private partnership developed several years ago. The organizations have a contract for the provision of domestic violence liaisons. A domestic violence advocate from each shelter is required to assist the agency with the staffing of child welfare cases where domestic violence is an issue. The shelters are available to accept referrals from the agency for victims of domestic violence to include shelter services and counseling. The

contract was been rewritten to better define the roles and responsibilities of the liaisons to include a reporting requirement back to the agency.

Safe Families-Safe Homes Initiative of South Carolina

South Carolina was one of five states chosen to participate in this pilot project. Safe Families Safe Homes is a cross-disciplinary training model developed to strengthen the coordinated, community response for young children exposed to domestic violence. The primary partners for effort are the Head Start Programs, child protective services, and the domestic violence coalitions. The training teams will have an understanding of the interrelationship between child abuse and domestic violence.

South Carolina Association of Children's Homes and Family Services

The SC Association of Children's Homes and Family Services (SCACHFS) is a non-profit 501(c)(3) membership organization composed of private providers. Private sector members offer a continuum of services that benefit the agency, including: residential treatment, group care intensive, group care intermediate and low management residential care, therapeutic foster care, supervised independent living, wrap-around and intensive family services. The Association has a unique identity in the state and is actively involved with policy and program development as it relates to our members and their needs. It is also aggressively involved in child welfare legislation and appropriations, and helps members keep abreast of current best practices and their application to our state's service providers. The Association sponsors training events and frequently invites presenters to South Carolina to stimulate thinking and to improve the ways in which we train our service providers.

Additionally, SCACHFS is a strong advocacy partner for DSS with the legislature and in the community. The organization assisted the agency with the passage of the Foster Care Children Education Bill of Rights. The organization is a key partner in the implementation of SC Connecting 4 Kids grant. SC Connecting 4 Kids is an Administration for Children's grant under Fostering Connections.

SCACHFS members joined with DSS in three collaborative efforts. Three committees were formed: (1) Funding; (2) Older Adolescents, and (3) High End Service Users. At the initial meeting of the Funding Committee, three smaller workgroups were formed to look at very specific funding issues. These were: (1) IV-E Funding Across Levels of Care; (2) Leveraging Funding, and (3) Specialty Care. Association staff provided administrative support for all of the meetings. A work plan with goals and strategies was developed by each committee and implementation of strategies began in 2010.

This partnership is strong because both are committed to developing a continuum of care for all children and to assuring that children do not grow up in foster care. Organizations and the Agency are jointly developing strategies to create and fund an array of services that strengthens families and all organizations which work with foster children.

We both believe on working to improved assessment instruments and processes to determine what placement arrangements best meets the needs of the child. Workers need

flexibility and access to an appropriate continuum of services for children and families. Some children experiencing more serious behavioral issues may require a more structured residential placement setting where they can receive intensive treatment services. The placement of children requires an on-going assessment process that allows children to freely move to less restrictive settings as soon as possible in the treatment process. Permanency should be the goal for all foster children and family reunification, or placement with a family is the best option for many children.

South Carolina Heart Gallery

Established in 2005 hundreds of foster children in the custody of the South Carolina Department of Social Services are legally free for adoption. In a collaborative effort with the Foster Care Review Board to locate permanent adoptive homes, Heart Gallery photographers volunteer their time and talents to create unique portraits showcasing these children. The portraits are displayed at various locations around the state in order to raise public awareness.

“Sponsor a College Kid” (Pack a SACK Project)

This partnership with the SC Foster Parent Association, DSS State Office, and local participating organizations, serves Foster Care students in college. Faith based and/or community organizations are identified to take part in this effort by sponsoring college students who have been in foster care by supporting them and providing various items for them while they are away at college. Many of these students have overcome many obstacles and situations in their short lives and this project is designed to support them as they continue to strive for success in life. College can be a wonderful experience but it can also be lonely, especially for someone with limited family connections. Providing this ongoing support and care items for students can enhance relationships and maintain connection with their community. A supporting organization can “Pack a Sack” with toiletries, school supplies, snacks for study, entertainment items, greeting cards, etc.

Word of God Ministries Training Program

This partnership with The Word of God Ministries, Richland County DSS, and DSS State Office, serves families by assisting clients in getting work experience and training to equip them with the tools to secure gainful employment. In many instances these individuals have children in the Foster Care and/or Child Protective cases. Successful completion of this program empowers clients by helps them to gain financial independence and the ability to provide for their children.

Agency and Court Administration Connections

SCDSS has a long term relationship and partnership with the South Carolina Court Administration. Representatives from South Carolina Court Administration along with the Family Court Judges participated in the CFSR process. Case Review was rated as an Area In Need of Improvement in the 2009 CFSR Final Report. Staff from South Carolina Court Administration attends the CWA (Child Welfare Advisory Committee) quarterly meetings. Additionally, the two agency representatives meet on a quarterly basis to discuss systemic permanency issues to include legal administration issues and/or training for legal staff. Representatives of the Children’s Law Center attend this meeting. The

Children’s Law Center delivers the training portion of the Court Improvement Grant for the Family Court Judges. A representative from South Carolina Court Administration participated in the on-site federal Child and Family Services Review. The following initiatives were developed as the result of these meetings: development and issuance of the court report (monthly report on overdue merits and permanency planning hearings issued to legal and judicial staff); program requirements for the child abuse and neglect cases for the Family Court case management system under Title IV-D; application of the Court Improvement Grant for the agency legal case management system; discussion of the findings from the CFRS and other local programmatic issues that impact on permanency; and the development of the joint judicial and legal summit on permanency. The legal case management system is currently operating statewide. The legal summit was held in December 2010. Representatives from the National Resource Center on Legal and Judicial along with the National Resource Center for CPS provided an overview of the Bench Book regarding Safety.

Additionally, the state has the Bench-Bar Committee. The Chair is Bench-Bar Committee is a Family Court Judge. The vice-chair is the State Director for SCDSS. The committee includes family court judges, private attorneys, DSS attorneys, Guardian ad Litem and the Foster Care Review Board. One of the major initiatives from Bench-Bar was the developed of the Best Legal Practice Guide. This guide is practice recommendations for the legal system in child abuse and neglect cases. The Supreme Court has endorsed the Best Legal Practice Guide. Several elements of the Best Legal Practice Guide is now a requirement for the attorneys (full time and contract). The attorneys are required to meet the following expectations:

- all probable cause, merits and permanency planning orders will be prepared accurately and filed timely
- first permanency planning hearing must be held and conducted within 9 months of the child coming into foster care
- all notice of hearings to foster parents, adoptive parents and relatives as required by state and federal law
- all TPR petitions are to be filed within 60 days from the receipt of the order approving adoption as the permanent plan.

Agency and Tribal Connections – Catawba Indian Nation

Representative from the Catawba Indian Nation have participated in the IL Advisory Committee and Child Welfare Advisory Committee. A representative from the Tribe participated at the local on-site CFRS. The tribe has worked very hard this year on Independent Living Services and adoptions. The agency is working with the Catawba Indian Nation on getting tribal staff approved as Certified Investigators for the licensing and adoption assessment. Additionally, the two partners are exploring more extensive training initiatives and grant funding opportunities for the tribe.

The state continues its collaborative efforts with the tribe to include notifying representatives of the Catawba Nation when a Native American family is involved in child welfare. There are three counties in close proximity to the Catawba Nation (York, Lancaster and Chester). The county staff will contact the ICWA representative during the

initial investigation for all tribal families. State has policy and training in place for the same protocol for the rest of the state. The tribe currently has two licensed foster parents for placement of Native American children. With the assistance of the counties, the tribe has been able to place five foster care children in Native American homes. The tribe is currently providing assistance to nine Native American children who are foster care. As mentioned earlier the tribal representatives are in the process of being approved as certified investigators in order to approve both foster and adoptive home placements. The Catawba Nation and the counties have worked collaboratively to provide reasonable efforts to include due diligence search for relatives prior to children being removed to foster care. [There are 12 children in relative placement instead of foster care.](#)

The tribal representative and agency representatives will continue to involve the tribe in ACF activities and ascertain the tribe's plans for the future in accordance with the CFSP/ APSR.

Agency and Youth Connections – Youth Involvement Opportunities

Advisory Committees

The **Independent Living Advisory Committee** provides oversight, technical assistance, and guidance to the Independent Living Program. The composition of the committee currently consists of agency (administrative, supervisory and direct service) staff, university staff, Foster Parent Association, Association of Children's Homes and Family Services, group care providers, and representatives of other child serving agencies.

Membership also includes two slots for youth (one currently in foster care and a foster care graduate). Issues affecting youth in foster care and Aftercare are addressed and supported across agencies, and program information is shared for further dissemination statewide. Currently the advisory committee is reviewing the agency foster care policy and ways to enhance the program for older youth in foster care.

The Youth Advisory Committee – GOALL (Go Out and Learn Life) consists of youth who are or have been in foster care who represent the voice of youth in care. This committee continues to provide the youth perspective on the foster care program, its impact on their lives and needed changes. GOALL assists in conference planning for the annual youth training as well participate in the panel discussions at a variety of professional events throughout the year.

Youth Advisory Committees—Local Boards

In addition to the State Youth Advisory Committee, there are several local youth advisory committees (sometimes referred to as youth associations, boards or youth groups). Of South Carolina's 46 counties, 14 are represented by youth advisory committees. These youth groups consist of 13 – 21 year old youth who are in foster care, and they function as liaisons between the youth in the counties and the county directors and supervisors. Members participate in the development of training for youth and leadership classes for themselves.

The SC Foster Parent Association has a contractual agreement with the agency to provide household showers for youth who will be emancipated from the foster care system or who will be attending college. When an adolescent has been identified, the

foster parent association plans a household shower to include current and former caseworkers, foster families, and other attendees identified by the youth. This program continues to be extremely successful. During the period 2010-2011, the SCFPA has provided over 140 showers for youth either setting up an apartment or moving into a college dorm. In addition, the Foster Parent Association, along with the USC/College of Social Work is assisting in the purchase of computers to be accessed by youth in foster homes in ten disadvantaged counties in South Carolina. Youth access to transportation was determined to be barrier for possible self-sufficiency (education and employment). The SCFPA developed On the Road Again program. This program was developed to provide youth exiting foster care with automobiles.

Coker College has the multi-county youth association (Growing Up and Out) continues to meet on the Coker campus with an average attendance at the monthly meetings of 20 – 30 youth from the counties of Darlington, Florence, Chesterfield, Lee and Marlboro.

Program Improvement Plan through the Four Innovation Counties and Technical Assistance from the National Resources and Provision of Technical Assistance to the Individual Counties

Safety Goals - Performance Measure 1 – Initiating CPS Investigations

Goal: To ensure that reports of suspected child maltreatment are responded to quickly and within the statute mandate and policy requirements in order to assess child safety.

Objective: 100% in ≤ 24 hours (State Law)

Outcome: SCDSS provides a statistical report called the Dashboard for all counties based on the counties' input into the data system. Each month's report consists of a rolling 12 month period for consistency. For the purposes of the APSR, the 12 months used here are from June 2010 through May 2011. This report shows that 97.2% of all cases in 46 counties met the goal of initiating the CPS investigation timely.

South Carolina law requires that all investigations of alleged child maltreatment be initiated within 24 hours of the agency accepting a report. Agency policy requires that a response priority be given to each case accepted for investigation. If the allegation suggests that a child might be in immediate danger, the investigation must be initiated within 2 hours. If the allegation suggests that a child is not in immediate danger, the investigation must be initiated within 24 hours. State policy requires that, if at all possible, the investigation be initiated with a face-to-face contact with the child. If that is not possible, the investigation may be initiated with a face-to-face contact with the parent or caregiver or with someone who has knowledge of the child's situation and condition.

Performance Measure 2 - Timeliness of Investigation Determinations

Goal: To ensure all investigations of suspected child maltreatment are completed in 45 days (60 if extension approved) to comply with state law and practice standards of assessing safety of children.

Objective: 100% in 45 days or less (or 60 days if an extension was **approved**)
(State Law)

Outcome: As of May 30, 2011, a little over 98% of all cases in 46 counties met this goal for this time frame.

Performance Measure 3 - Closed Treatment Cases with No New Indicated Reports

Goal: To ensure that a report of suspected child maltreatment is adequately investigated and services provided so that a child remains safe in their own home with no additional maltreatment in 12 months.

Objective: 90% of the cases have no new indicated intakes within 12 months of the time the case was closed.

Outcome: –As of May 30, 2011, 90% of the all cases in 46 counties had no new indicated intake within 12 months of the time the case was closed.

Status of Safety Outcome 2

South Carolina is not in substantial conformity with Safety Outcome 2. The outcome was substantially achieved in 58.5 percent of the cases reviewed. This percentage is less than the 95 percent required for a determination of substantial conformity.

Item 3. Services to family to protect child(ren) in the home and prevent removal or reentry into foster care

Measure: Of all treatment cases that were closed during the year reporting period, what percentage did not have a new founded intake within 12 months of the treatment case being closed?

Objective: 90% of the cases have no new indicated intakes within 12 months of the time the case was closed.

Outcome: As of May 30, 2011, 90.5% of the all cases in 46 counties had no new indicated intake within 12 months of the time the case was closed.

Rating Determination

Item 3 was assigned an overall rating of Area Needing Improvement. In 72 percent of the cases, reviewers determined that the agency had made concerted efforts to maintain children safely in their own homes. This percentage is less than the 90 percent required for a rating of Strength. Item 3 also was rated as an Area Needing Improvement in South Carolina's 2003 CFSR.

Performance Measure 4 - Time in CPS Treatment Services –

Goal: To ensure that indicated cases of maltreatment receive adequate and appropriate services quickly so children can remain in their own home.

Objective: Less than 90% of the cases are to be opened for less than 12 months

Outcome: As of May 30, 2011, 78.3% of all cases in 46 counties were open for less than 12 months.

Rating Determination

Item 4 was assigned an overall rating of Area Needing Improvement. In 58 percent of the applicable cases, reviewers determined that the agency had made diligent efforts to assess

and address the risk of harm to the child. This percentage is less than the 90 percent required for a rating of Strength. Item 4 also was rated as an Area Needing Improvement in South Carolina’s 2003 CFSR.

**South Carolina Child and Family Services Review Data Profile: March 28, 2011
Federal FY 2010ab**

The findings pertaining to the items assessed under Permanency Outcome 1 are presented and discussed below.

Conformity of Statewide Data Indicators With National Standards			
National Data Indicators	National Standard (Scaled Score)	State Score (Scaled Score)	Meets Standards?
Composite 1: Timeliness and permanency of reunification	122.6+	139.1	Yes
Composite 2: Timeliness of adoptions	106.4+	123.8	Yes
Composite 3: Permanency for children and youth in foster care for extended time periods	121.7+	83.6	No
Composite 4: Placement stability	101.5+	79.2	No

Item 6. Stability of foster care placement

Performance on the Individual Measures Included in Composite 4: Placement stability

The data below are presented to provide additional information about placement stability. There are no national standards for performance on these measures individually. National standards have been established only for the scaled composite score.

For the target 12-month CFSR period established for the data indicators, South Carolina’s performance on the individual measures included in Composite 4: Placement stability was the following:

- C4.1: 76.8 percent of the children in foster care for at least 8 days but less than 12 months experienced two or fewer placement settings. This percentage is less than the national median of 83.3 percent.
- C4.2: 44.4 percent of the children in foster care for at least 12 months but less than 24 months experienced two or fewer placement settings. This percentage is less than the national median of 59.9 percent.
- C4.3: 23.1 percent of the children in foster care for at least 24 months experienced two or fewer placement settings. This percentage is less than the national median of 33.9 percent.

Item 7. Permanency goal for child Case Review Findings

Rating Determination

Item 7 was assigned an overall rating of Area Needing Improvement. In 67.5 percent of the applicable cases, reviewers determined that the agency had established an appropriate permanency goal for the child in a timely manner and had met ASFA requirements. This percentage is less than the 90 percent required for a rating of Strength. Item 7 also was rated as an Area Needing Improvement in South Carolina's 2003 CFSR.

Performance on the Individual Measures Included in Composite 3: Permanency for children in foster care for extended time periods

The data below are presented to provide additional information about permanency for children in foster care for extended time periods. There are no national standards for performance on these measures individually. National standards were established only for the scaled composite score.

For the target 12-month CFSR period established for the data indicators, South Carolina's performance on the individual measures included in Composite 3: Permanency for children in foster care for extended time periods was the following:

- C3.1: 26.4 percent of the children in foster care for 24 months or longer at the start of the 12-month CFSR target period were discharged from foster care to a permanent home (adoption, reunification with parents or other relatives, or guardianship) by the end of the target period. This percentage is greater than the national median of 25.0 percent.
- C3.2: 92.8 percent of the children exiting foster care during the target period who were legally free for adoption at the time of exit were discharged to a permanent home. This percentage is less than the national median of 96.8 percent.
- C3.3: 52.1 percent of the children who were discharged from foster care during the 12-month target period with a discharge reason of emancipation had been in foster care for 3 years or longer at the time of discharge. This percentage is greater than the national median of 47.8. (For this measure, lower percentages reflect higher levels of performance.)

Item 7. Reunification, guardianship, or permanent placement with relatives Case Review Findings

Performance on the Individual Measures Pertaining to Timeliness Included in Composite 1: Timeliness and permanency of reunification

The data below are presented to provide additional information about the timeliness of reunification. There are no national standards for performance on these measures individually. National standards have been established only for the scaled composite score.

For the target 12-month CFSR period established for the data indicators, South Carolina's performance on the individual timeliness measures included in Composite 1: Timeliness and permanency of reunification was the following:

- C1.1: 73.6 percent of the reunifications occurred in at least 8 days but less than 12 months of the child's entry into foster care. This percentage is less than the 75th percentile of 75.2 percent.
- C1.2: The median length of stay in foster care for children discharged to reunification was 6.2 months. This length of stay is less than the national 25th percentile of 5.4 months. (For this measure, a lower number of months reflect a higher level of performance.)
- C1.3: 62.3 percent of children entering foster care in the 6 months prior to the 12-month target period were discharged from foster care to reunification in more than 7 days but less than 12 months of entry into foster care. This percentage is greater than the national 25th percentile of 48.4 percent.

Performance on the Individual Measures Included in Composite 2: Timeliness of adoptions

The data below are presented to provide additional information about the timeliness of adoptions. There are no national standards for performance on these measures individually. National standards have been established only for the scaled composite score.

For the target 12-month CFSR period established for the data indicators, South Carolina's performance on the individual measures included in Composite 2: Timeliness of adoptions was the following:

- C2.1: 21.5 percent of the children exiting to adoption were discharged in less than 24 months from the time of entry into foster care. This percentage is lower than the national median of 26.8 percent.
- C2.2: The median length of stay in foster care for children adopted was 34.8 months. This median length of stay is greater than the national median of 32.4 months. (For this measure, a lower number of months reflect a higher level of performance.)
- C2.3: 20.2 percent of children who were in foster care for 17 months or longer on the first day of the year were discharged to a final adoption by the last day of the year. This percentage is same as the national median of 20.2 percent.
- C2.4: 11.6 percent of children who were in foster care for 17 months or longer on the first day of the year became legally free for adoption (i.e., there was a TPR for both mother and father) within the first 6 months of the year. This percentage is greater than the national 75th percentile of 10.9 percent.
- C2.5: 53.5 percent of children who were legally free for adoption were adopted within 12 months of becoming legally free. This percentage is greater than the national median of 45.8 percent but less than the 75th percentile of 53.7 percent.

Item 10. Other planned permanent living arrangement Rating Determination

Item 10 was assigned an overall rating of Area Needing Improvement. In 50 percent of the applicable cases, reviewers determined that the goal of OPPLA was being addressed

in an appropriate way. This percentage is less than the 90 percent required for a rating of Strength. Item 10 was rated as a Strength South Carolina’s 2003 CFSR.

The state agency has experienced significant financial strain in the last several years. However, South Carolina recognizes the need for continuous improvement even in very difficult economic times. Therefore, the agency chose four innovation counties to implement the state’s Program Improvement Plan. The innovation counties are Greenville, Oconee, Aiken and Spartanburg. Greenville and Aiken counties were counties selected for the on site of the Child and Family Services Review. Aiken, Oconee and Spartanburg counties were chosen based current child welfare staffing levels, strong leadership and experience of the county directors (all county directors have a long history and experience in child welfare) and the desire for system reform in child welfare. The counties selected represent a sample of small, medium and large offices in both rural and urban communities. Greenville County is the largest metropolitan county in the state. Greenville was chosen in order to show continuous improvement in the largest metropolitan county.

South Carolina’s intent is to develop and implement the Program Improvement Plan in conjunction with the continuous program improvement efforts already in process. South Carolina recognizes that true system improvement and reform can only be accomplished and sustained with efforts that extend beyond the two-year PIP implementation offered through the CFSR process.

Therefore, even though each innovation county has a set of specific strategies to be implemented it is the state’s expectation that each innovation county will implement all strategies as a part of the state continuous improvement plan. Once the strategies are refined in each of the innovation counties, those strategies will be shared with all other counties for statewide implementation as a part of the state’s continuous improvement plan.

Table 1 below shows the strategies assigned to each implementation county.

Table 1. Implementation County Assignments	
Oconee	<ul style="list-style-type: none"> Improve the capacity of Supervisors based on the SCCWS Practice Model for Child Welfare by way of coaching/mentoring competency through modeling to ensure that that worker visitation with children includes an evaluation of educational, health and mental health needs and services
Greenville	<ul style="list-style-type: none"> Improve the overall engagement of families in the child welfare process
Aiken	<ul style="list-style-type: none"> Improve the ability of Staff to identify and critically assess the risk and safety of children
Spartanburg	<ul style="list-style-type: none"> Improve the permanency outcomes of children in the foster care system

1) Primary Strategy 1: Through coaching and mentoring and support, strengthen child welfare supervision capacity/ skills in Innovation Counties.

Supervision and Management Goals:

Strengthen and support child welfare supervision capacity/skills especially as “coaches” for their staff through enhancement of caseworker visits with children and a focus on the well being needs, i.e., educational, physical and mental health needs of children.

By making systemic changes to improve supervision, SCDSS can stabilize the workforce and improve practice outcomes for children and families, especially in areas that have been identified in the CFSR as needing improvement through the enhancement of a supervisor’s model. The agency has submitted a concept paper to the Atlantic Coast Child Welfare Implementation Center to assist with the implementation of the Supervisors’ model. It is recommended that SCDSS adopt the *National Child Welfare Workforce Institute Leadership Model* and related *Leadership Academy for Supervisors (LAS)* on-line training curriculum as platforms for building supervisory core competencies. The ACF endorsed model and curriculum are designed specifically for child welfare supervisors using a strengths-based approach to develop leadership competencies. Building strength in leadership will enable supervisors to use collaboration, workforce development, data analysis and change management skills to achieve better outcomes for children and families. Developing core principles of leadership in all areas of child welfare supervision can create a new dynamic of communication and collaboration among agency supervisors. All child welfare supervisors should participate in the curriculum to foster a new peer to peer community in which members would gain knowledge of individual leadership strengths not tied to specific program areas. South Carolina strongly believes the technical assistance from the ACCWIC will move the implementation of the model to full scale statewide. Additionally, lessons learned from the Implementation science will aid the state in the development of the roll out plan for other three core strategies under the PIP.

Primary Strategy 2: Strengthen Risk and Safety Assessments and Safety Planning during intake, investigation and treatment through additional support and with other service providers in the Innovation Counties.

Safety Outcome One Item 1

Safety Outcome Two – Items 3, 4

The state must continually review the safety assessment process at various points throughout the life of the case. The child welfare system will continually review the need for adjustments to the process and make necessary changes. The goal is to improve the ability of staff to identify and critically assess the risk and safety of children. The state has requested the assistance of the National Resource Center for Child Protective Services. Specifically, the state will use the NRC for CPS to provide guided staffing though case review to identify the process, lessons learned and the process for risk and safety throughout the life of the case. The goal of the guided supervision process for

supervisors, state office technical assistance staff, trainers, and quality assurance staff is to enhance the skill of this staff to become experts at risk and safety. These individuals will be the practice experts at the Safety Roundtables.

3) Implement Family Engagement techniques and enhance the practice of Family Engagement through a multitude of intervention strategies to include but not limited to Family Meetings, Team Decision Making and Family Group Conference in the innovation counties.

A need to strengthen family engagement as evidenced in the following outcomes:
Well Being Outcome One – Items 17, 18, 19, 20

South Carolina understands that the effectiveness of any child welfare system is evaluated by how it assists and supports families in providing for their children's safety while enhancing their well-being. South Carolina believes that children's safety and well being is best provided and enhanced within the context of a permanent family and the continuity of family relationships. Further, South Carolina believes that it is through partnering with families that we develop and implement service plans that are effective and relevant. Therefore, South Carolina is proposing action steps to increase and support family engagement and involvement. Additionally, when youth are in foster care the family engagement and involvement processes must be further enhanced to preserve and support family connections. Family engagement and involvement is critical in the delivery of services. The steps in the PIP encompass our overall family engagement process to include the Families First and Fostering Connections models. SCDSS will also be working with SC Center for Fathers and Families program, Casey Family Programs and other stakeholders in the family engagement model.

4) Expedite permanency for children by improving the timely decision making to ensure that children have the appropriate permanent plan.

A need to improve permanency for children as evidenced in the following outcomes:
Permanency One Items 6, 7 and 10

South Carolina recognizes the importance of timely permanency for children. To achieve permanency, children must have an appropriate plan specific to their needs. Concurrent planning is the responsibility of all parties in the child welfare system. South Carolina proposes to redefine target populations and implement a new model of concurrent planning. SCDSS will be focusing in particular on those children entering care from in home treatment cases and those children experiencing reentry into foster care through our relationship with legal system stakeholders such as Family Court Judges, SC Court Administration, Foster Care Review Board and the Guardian ad Litem program. South Carolina will continue the partnership with SC Court Administration and Bench-Bar Committee to improve the timeliness hearings through assistance. The Family Court Bench-Bar Committee is the multi-disciplinary task force that serves as a focal point for collaboration among the courts, state child welfare agency, and other key legal partners in the child welfare system.

Expedited Permanency Goals:

1. Share Concurrent Planning concepts to all parties in the legal system from in-home treatment to Adoption
2. Implementation of the two wildly important goals;
 - a. Increase positive permanency by 50% by June 30, 2012
 - b. Increase FY 2010 adoptions by 50% by June 30, 2012

South Carolina has reached out to national resources for assistance with the implementation of the PIP. The National Resource Center on Legal and Judicial along with Permanency Planning and Fostering Connections had held two on site visits in the lead innovation county. Additionally, the legal representative from the NRCLJ has conducted several trainings on concurrent planning the Family Court Judges Association, State Guardian ad Litem program and the lead innovation county local bar association. The message regarding concurrent planning is disseminated throughout the legal community and not just the state child welfare agency.

SCDSS has identified specific strategies that will also have focused attention of the following CFSR Outcomes and or Systemic Factors:

- Placement Stability
- Permanency Two – Items 12, 13, 14, 15 and 16
- Case Review – Items 25, 27, 28 and 29

5) Improving the placement stability for children through communication efforts and analysis of data

6) Enhance the continuity of family relationships and connections through intervention strategies to include collaboration with The Center for Fathers and Families

7) Utilization of Supervisors and Data to ensure timeliness and notification and appropriate permanency plan

Through these efforts SCDSS believes that the state's child welfare system will have improved outcomes for children and families. These efforts are clearly articulated in the PIP Matrix and have identified partnerships with local organizations as well as the use of agency data to impact the practice changes. Beginning in October 2010 and through the life of the PIP, State Program Improvement Plan meetings will be held and led by State Deputy Director for Community Services. The purpose of these meetings to enhance the readiness of county leadership toward practice improvement specifically connected program quality reviews. The innovation counties leaders will share lessons learned from implementation of their individual themes and strategies throughout the life of the PIP. Participants include county, regional and program administrators along with state office program improvement and quality assurance staff.

Measures of Completion

The SCDSS will measure and report on progress through the agency's local child and family services qualitative reviews. Additionally, the state has a set of Dashboard quantitative measures that are based upon the federal requirements; for example,

timeliness of investigations and stability in foster care placements. The Dashboard measures are distributed to the county leadership statewide on a monthly basis.

South Carolina staff had noted the concerns as outlined by ACF staff in the Program Improvement Plan approval letter dated March 8, 2011. Specifically, there were concerns that the state measurement plan was based upon measures from statewide qualitative reviews as opposed to qualitative reviews from the four innovation counties. Therefore, South Carolina proposed to develop a revised baseline and continuous measurements for the entire Program Improvement Plan by reviewing the four innovation counties. Additionally, South Carolina has requested the assistance of the National Resource Center on Organizational Improvement for a review and on-site technical assistance of the quality assurance program. Therefore, the report on the quality assurance of the four innovation counties and the baseline will be available until January 2012.

Child Welfare Program Agency Technical Assistance Staff and Management Support

Our Child Protective Services, Foster Care, and Licensing program staff also assists counties with development and review of county Continuing Improvement Plans. There is additional management support for County and Regional Directors and Supervisors through the Regional Administrators.

The role of the Technical Consultant is to provide supportive services to the counties by interpreting applicable laws related to their program area and to develop, gather, analyze and disseminate policy and practical information in a format for county and regional staff. Technical assistance can be delivered by telephone, on site, desktop record reviews, or by case staffing.

Technical Assistance provides a conceptual framework of professional practice. This framework includes:

- Analyzing complex and highly emotional case situations;
- Organizing information to assess the whole situation;
- Providing a competent rationale for decision making;
- Promoting a systemic and orderly approach while working with clients;
- Facilitating communication among professionals internally and externally;
- Navigating through all automated systems to perform qualitative reviews of each county; and
- Responding to specific concerns or needs that have been identified by a particular county.

Quality Assurance System

PROGRAM GOALS AND PERFORMANCE MEASURES

The Child Welfare Services Review for South Carolina was completed in July 2009. South Carolina received the final CFRS report in March 2010. The PIP was approved in February 2011. Additionally information regarding the status of South Carolina's Program Improvement Plan is outlined under the Program Improvement Plan section of this report.

The agency has developed specific data measures related to the goals and information is collected and analyzed monthly. Please note that the outcomes and measures for child welfare were modified beginning with CY 2008 to focus attention on the critical issues. State outcomes and measures have been revised with elements collapsed where it has been found to be more appropriate and useful to county managers. The data reports are issued under the “Dashboard Reports” and are provided monthly to county management. Measures 1, 2, 3, 5, and 14b provided below are from the revised Dashboard Measures. Measure 4 deals with licensing and is not applicable here. These measures translate into the objectives for CPS. The Office of Accountability, Data and Research in collaboration with Human Services developed Push Alerts. These alerts are distributed to the human service managers every Sunday night as a planning tool for the coming week. The purpose of these alerts is to provide management staff with a quick overview at the beginning of the week notices of actions that need attention in CPS investigation, CPS in-home treatment and Foster Care services.

Each county receives a report monthly showing the individual case information for a rolling 12 month period of time in order to analyze more completely the actions of county staff and identify strengths or concerns. From the specific case data report, the county manager can work with an individual caseworker to correct any identified weaknesses or deficits in a specific case.

TRIBAL CONSULTATION

The Catawba Indian Nation is the only federally recognized Indian tribe in South Carolina. The Catawba Nation is located in the vicinity of York County where Department county and regional offices are located for agency services. Catawba Nation social service representatives had meetings with the counties in which the reservation is located or borders. The Catawba Indian Nation has not chosen to serve as an IV-E agency at this time. However, the agency stands ready to work and collaborate with the Catawba Indian Nation if they chose to participate as an IV-E agency. Invitations have been extended to the Catawba Nation for representation on the Independent Living Advisory Committee and the Child Welfare Advisory Committee. The tribal representative is an active member of these committees. The representative had previously work experience with the agency. A representative of the Catawba Nation participated in the Judicial Summit that was held in December 2010. The judicial summit theme focused on safety and permanency issues for children in foster care in accordance with the state’s Program Improvement Plan. The tribe has participated in several national meetings to include the implementation center update and Court Improvement. Members of the tribal staff participate in both the basic and on-going training for child welfare. Catawba Nation staff members are in the process of being approved as certified investigators by the agency. The staff will upon approval will have the ability to conduct home studies for both foster care and adoptive families for the Catawba Nation as well as other nationally recognized tribes. The agency continues to consult with the Catawba Indian Nation regarding Indian adolescent foster youth and pertinent issues.

The Catawba Nation in association with the agency will continue working on the development and delivery of a culturally competent training curriculum for foster families within their home county, as well as other activities that will provide a culturally

sensitive linkage between the child's culture and the state foster care system. Staff of the IL program provided information to the Catawba Nation on a training curriculum, *A Native Pathway to Adulthood* that is available through the National Resource Center on Youth Development.

Catawba Nation has been advised that funding for mentors of Indian heritage is available through services of the Independent Living Program. The Catawba Nation and the agency will work together to provide post foster care services for Indian children emancipating from foster care after reaching age 18. The Catawba Nation social worker and Department staff have agreed that self-identification of older youth be further addressed in collaborations with Catawba Nation to ensure that youth fully realize the benefits that they are entitled to receive through the Catawba Nation such as scholarships, housing and medical services. A representative of the Catawba Nation is the contact for youth mentor support and can be reached through contacting the Catawba Nation office.

Health Care Services

Consultation with Physicians – In Home and Foster Care Cases

The agency actively consults and involves physicians and other appropriate medical and mental health professionals.

- Agency foster care policy and procedure includes the requirement that a comprehensive medical assessment be completed within 5 days of a child entering foster care. There is a standardized form for medical professionals to use. Information from the medical provider and foster care provider are compiled in the Education and Health Passport. Follow ups can then be completed by appropriate parties. For those situations in which the agency is given the authority to consent to non-emergency surgery (such as when parental rights are terminated), specific information is documented including why the physician believes the procedure is needed and the risk associated with the procedure. The foster care manual includes information on minimum standards for medical and dental ongoing assessments.
- A mental health assessment is required at entry into foster care and includes an assessment of grief and loss for the child. Mental health staff are co-located in 13 county offices, with more being added this year. This facilitates sharing of information and communication between the therapist and the agency and promotes children returning to relative or biological parents. Home based treatment services are offered statewide as a Medicaid program. Intensive Foster Care and Clinical Services (IFCCS) provide intensive case management for children in DSS custody who require therapeutic placements. .
- Agency child protective services policy and procedure includes: specifically observing children under three for developmental delays and coordinating services with BabyNet to meet identified needs; reviewing available medical records on all involved children; and scheduling appointments with professionals for medical, psychological or psychiatric evaluations on family members as deemed appropriate by worker and/or supervisor, and other collaterals as appropriate. These evaluations are essential elements in the

investigative assessment and case decision. Building on information gathered through the professional evaluations leads to an informed treatment planning process.

- Quality Assurance Review Process (CWSR) monitors in-home treatment and foster care case files for documentation of medical and behavioral assessment and follow up with physicians and other professionals.

Following is the state's plan for health services for children in foster care.

SC Health Plan for Foster Children

South Carolina has not made any changes or modification to the health care oversight and coordination plan. The South Carolina Department of Social Services and the South Carolina Department of Health and Human Services (Medicaid Agency) have worked cooperatively to provide necessary and appropriate medical services to children in foster care in accordance with the Fostering Connections requirements. South Carolina was one of the first states in the southeast to provide Transitional Medicaid optional coverage for foster children ageing out of foster care (age 18 to 21st birthday). In addition South Carolina has provided an array of services to foster and other children with emotional and behavioral issues since the late eighties and expanding services in the early nineties. Youth transitioning out of care are provided information regarding a health care power of attorney and health care proxy and are provided guidance on how to execute such documents free of charge through the county legal office.

A Foster Care-Medical Home Collaborative has received a three year grant which began in 2009 with the first year for planning and year two and three for implementation and evaluation of recommendations. The grant from Duke Endowment and Kate B. Reynolds will cover planning and projects to improve services to foster children in South Carolina and North Carolina. Each state has its own Collaborative group with a core that meets jointly. This grant brings a group of interested parties in South Carolina to the table to review and propose improvements to the health care system for foster children in South Carolina. The planning group includes representatives from SCDSS, Medicaid (SCDHHS), Mental Health, SCAAP Chapter Pediatricians, USC Medical School, SC Foster Parent Association, DHEC, SC Solutions and other private organizations. While some items currently identified by this Collaborative will be included in this plan, other items will be further developed jointly with the Collaborative and included with annual up-dates to the South Carolina Child and Family Services Plan and Health Plan for Foster Children. The Collaborative will not only identify issues, but will propose solutions and pilot projects to test possible solutions before possible statewide implementation.

Issues

- Many foster children do not have a medical home.
- (Their health screening is done by DHEC or private physicians with many foster children not having a primary physician.)
- Often medical needs are not monitored and receive appropriate follow-up.
- (This usually occurs when a child moves or case workers change.)
- At times medical information is not obtained or shared with DSS.

- (Some clinics and others are reluctant to share information.)
- Many times DSS workers do not obtain appropriate medical information from parents, relatives or others to share with physicians thus causing duplicative efforts by health professionals. (In cooperation with physicians, we are looking at modifying the initial screening into a two part screen with one part addressing immediate health needs and the second part being a full medical screen within thirty days.)
- There is no electronic medical record system accessible to DSS at the current time.
- The agency does have a section in its CAPSS (electronic case record) for medical information but it does no interface with other systems and copies of tests and written documents are not on this system. DSS is working with SCDHHS to determine how we can better share health information.)
- Often dental and eye care is neglected for foster children.
- (Only a few dentists and ophthalmologists will see Medicaid clients in SC though this is improving.)
- There is no oversight of prescription medications including psychotropic drugs.
- (Often medical care is fragmented and no one professional is monitoring medications children are on. DSS is working with SCDHHS to review this area and how we can improve this area as well as developing medical homes.)

Until recently, South Carolina has not had a state-wide Medical Home Network (MHNs) managed care system. Under the limited Managed Care Organizations (MCO) system, it was difficult to transfer from one provider system to another provider system; therefore SCDSS chose to keep foster children in the regular Medicaid fee for service system. SCDSS is currently working with Medicaid to review this decision and consider enrolling foster children in the SC Solutions Managed Care System (or similar provider) if the foster child does not already have a medical home assessable to the child or the foster parent does not have a preferred medical provider. This will provide several advantages for foster children in that SC Solutions has an electronic case record system that can be accessed by their physicians state-wide. We will be reviewing other statewide providers to determine what they provide as well. DSS will work with DHHS and SC Solutions to look at gaining limited access to the medical record for foster children to provide updates for DSS foster children's case records either through the SC Solutions system or Medicaid's SCHIEX system. If this is accomplished, it will allow DSS to establish a medical home for each foster child and provide limited access to electronic health records. In addition, during the next year DSS will work with SCDHHS to determine if SC Solutions (SCS) health manager can provide ongoing oversight and coordination of health care services for each child in their system along with the DSS case manager.

The Foster Child Routine Health Services

- An initial comprehensive assessment by a physician must be arranged and completed within five working days of a child's entry into foster care. When possible, the child's regular medical provider should be used. The Comprehensive Medical Assessment must be obtained from the physician and

filed in the child's record and a copy is filed in the Education and Health Passport. All follow up services should be arranged and coordinated with medical providers as timely as possible.

- Minimal medical care for foster children
- DSS case managers must maintain monthly face-to-face contact with each foster child for the purpose of:
 - assessing appropriateness and safety of placement including the monitoring of illnesses, incidents or injuries (if interview with child indicates further questioning is needed outside of the foster care setting, do so);
 - b. assessing and monitoring progress of child's development educational, medical and social needs, and ongoing services;
- The above outlined contacts are for the purpose of:
 - a. Assessing provider's ability to maintain a safe and appropriate placement for a child
 - b. Identifying any services the provider may require to facilitate caring for the child and meeting the health needs of the child
 - c. Sharing and documenting information of unusual injuries, incidents or illnesses of a foster child with the licensing worker and other agency personnel who have an interest in the foster home
 - d. Reviewing the Education and Health Passport to ensure it is kept up to date
- Coordination and completion of initial comprehensive medical assessment (within five days of entry into care), initial mental health assessment (within 24-48 hours of entry into care), and any ongoing services identified as needed or required by the child.
- Arranges for completion of on-going medical assessments for a foster child according to the following federally (EPSDT Guidelines- Physician's Provider Manual, Section 2, PP. 59-60) approved standards:

Ages: Frequency:

- Birth to 2 years of age Annual screenings (EPSDT will pay for 9 total assessments/screenings). Vision and hearing should be a part of the screenings with child referred for appropriate care if issues are identified.
- 3 to 7 years of age Annual screenings
- 8 to 21 years of age Bi-Annual (every 2 years) screenings

Periodically update the file to be certain it contains the most recent medical information.

- Schedule minimum dental services for a foster child according the following federally (EPSDT) approved standards:
 - a) Two teeth cleanings per year from birth until 21 years of age.
 - b) Other dental treatments based on a physician's recommendations.
 - Monitoring of service delivery providers.

- Documents requests to providers for updates on progress of service delivery.
 - b. Continuous follow up to assure receipt of reports from providers for purposes of evaluation and providing copies to GAL and FCRB.
- Review the child's current treatment plan quarterly (DSS Form 30231). Assess child's medical needs every six months on child placement/treatment plan.

Medically Fragile Children

Foster children who have moderate to severe ongoing medical issues may be served either under a Medicaid Waiver program for children with complex medical needs, or as a non-waiver client (i.e. regular Medicaid) on a fee for service basis. The goal is to enable the child and his/her family to deal with medical problems in a highly supportive, individualized, and flexible placement, thereby assisting the child in moving to a less restrictive foster care setting, return home, or be placed adoptively. Medical Therapeutic Foster Care providers are specially recruited and trained (including appropriate medical training) to meet the individual needs of the foster child. DSS has a Medically Fragile consultant at the state level to work with county and regional staff to identify and obtain appropriate services. Foster Parents receive specialized training from medical professionals on the illness, medical issues and appropriate methods for working with and caring for the foster child. The foster parent becomes an integral and important part of the treatment team for the child.

HIV and Foster Care

When foster children come into the agency's custody from situations that placed them at risk of HIV (e.g. children born to parents already known to be HIV-Positive, those who have been subjected to sexual abuse by multiple contacts, those who have engaged in intravenous drug use, etc.), the agency should:

1. Sets up a supervisory staffing upon learning that a child entering care, or already in care, is at risk for HIV. The purpose of the staffing is to:
 - a. Determine the necessary steps to take in order to obtain a medical diagnosis that confirms or rules out a diagnosis of HIV, and to obtain this evaluation in a manner that is least traumatic for the child, and
 - b. Plan how to share the information with, and engage the placement provider, in assisting the department and the child with a continuing, supportive placement, and
 - c. Plan how much information to share with the age-appropriate child.
2. Upon receiving information that the child is HIV-Positive or HIV-Active:
 - a. Solicits all medical recommendations necessary to plan for the future medical treatment and home care precautions needed by the child, and
 - c. Consult with foster care program staff and/or Office of General Counsel on proceeding with advising the child's parents.
 - d. Counseling should be arranged for the child, providers, and parents.

3. Upon receiving information that a diagnosis of HIV has been ruled out, determine if there are any future medical tests or follow up needed. Inform the provider, parent, and age-appropriate child of this information.
- d. In the situation of children who are voluntarily engaging in behavior that places them at risk, counseling should be arranged.

Children Exposed to the Manufacture of Methamphetamines.

For children exposed to the manufacture of methamphetamines, SCDSS utilizes the procedures from the South Carolina Drug Endangered Children Protocol (SCDEC Protocol) which was developed to help coordinate services among different agencies in South Carolina. The procedure is outlined in policy. The directive serves only as a guide for the tasks and responsibilities of the Agency. After law enforcement has taken emergency protective custody of a child, the CPS and/or Foster Care worker must remain with the child through the medical assessment until they are appropriately placed. A child may have been exposed to hazardous chemicals.

Education and Health Passport

Based upon recommendations from the Citizen Review Panel the Passport was revised to make it user friendly and accessible to providers through the agency web page as DSS (form 30245) that can be downloaded and updated by the provider. It is designed to keep recent information regarding education, health, and adult/community connections easily accessible and organized. It is used to aid foster care providers when they are performing a child specific function (i.e. enrolling a child in school, taking a child to routine medical/mental health care, maintaining important family/community connections, etc.) and need to share information about the foster child.

Information regarding adult/community connections for the child is obtained during the family meetings and other contacts and is recorded in the Passport. How and with whom these connections will be maintained (i.e. frequency of contact, location) is the joint decision of the agency, foster care provider, and if appropriate, the child and parents. Safety of the child is paramount in determining connections to be maintained. Keeping the Passport current is the joint responsibility of the Agency and the foster care providers. The case manager must make sure all medical information as well as a copy of the passport is in the child's record as well as the information updated in CAPSS.

Foster Children with Emotional/Behavioral Issues

DSS has specialized workers [Intensive Foster Care and Clinical Services (IFCCS)] who take over the case management of the case (once accepted) for children with emotional/behavioral issues. The worker obtains a Protocol Assessment from Mental Health and completes a referral packet within five days. A full assessment is completed within thirty days of referral. They hold a staffing to identify the services needed and arranges for the provision of the appropriate services. The IFCCS worker provides follow-up and ongoing case management until these services are no longer needed.

Psychotropic Medications

SCDSS in conjunction DHHS and the Department of Mental Health continues its work to develop a “best practices” guide to ensure the proper use of psychotropic medications for children in foster care. The agency is researching information from other states for guidance and direction in this area to include but not limited to informed consent for older youths in care.

Pregnant Youth in Foster Care

The foster care policy manual outlines specific actions for the caseworker and supervisors in the management of a pregnant youth in care (Chapter 8, Section 833). Additionally, there are other case management guidance and policy direction for teen parents in foster care (Chapter 8, 833.01 Ongoing Services for Teen Parent in Foster Care and 832.01.01 Transition Planning prior to Emancipation).

Medical consent involving treatment for the baby is as follows:

1. The biological mother has a right to consent to medical treatment even if the mother is a minor.
2. Court intervention may be necessary if the mother refuses to consent for medical services for illnesses or injuries that are considered life threatening to the infant/child or the infant/child could suffer permanent harm without the services. This is a drastic step and must be evaluated on a case-by-case basis.

Transitional Planning Process for Youth Aging Out of Foster Care

If youth is age eighteen or older, the court no longer has jurisdiction, and the youth needs continued placement arrangements, he or she can sign a DSS-30136, Agreement for Continued Placement of Persons 18 to 21 years of age, provided:

- The foster adolescent age 18 requests to remain in placement through the agency; the youth entered care prior to the youth’s 18th birthday; the youth has no other alternative permanent plan option available and is not yet ready for emancipation; the youth is enrolled in a GED program, or is a full-time student in a post secondary educational setting or in vocational preparation training or youth has developmental, medical or psychiatric issues.

When the youth leaves care, he or she should have originals of their birth certificate, social security card, and Medicaid card (foster care youth in care on their eighteenth birthday can automatically qualify for Medicaid coverage until age twenty one-Transitional Medicaid).

Note: Special discharge planning is necessary for those teens that have developmental, medical and/or psychiatric conditions which will significantly prevent them from living independently. Staffing with Family Independence, Adult Services, relatives and other agencies involved with the teen must be coordinated to develop an ongoing supportive network for the teen. Additionally, the agency has issued policy on health care directive as required under the Health Care Act. .

Health Care Information and Training:

Training will be offered in emergency first aid appropriate to age and developmental level. Additional information will be given on use of medication and following prescriptions instructions. Information on use and dangers of tobacco, alcohol, and drugs also will be given along with a referral to support groups like ALANON and ALATEEN or to counseling groups, as needed. Information on sexually transmitted diseases, birth control information and family planning will be included. Information about routine dental care and how to access services will be available. Information to familiarization with health care systems, clinics, doctors, etc. will also be shared. Information and training on yearly physicals and/or how to get medical attention when needed. Information will be shared on health insurance coverage. (Medicaid can continue for youth if youth was still in foster care on 18th birthday.) The youth will be given information on biological parents' health history and genetic counseling, as needed.

Medical consent for foster children

Guidance for staff in the handling of medical consents for foster care children is outlined in Chapter 8, sections 835 and 835.02. In general, whenever a child is placed in the agency's custody by court order, the agency has the authority to make decisions concerning ordinary medical care and emergency care. Whenever a medically fragile child initially enters custody of the agency, consideration should be given to obtaining legal authority to consent to all medical treatments at the earliest court hearing. The agency continues to support and encourage parental involvement when consent is needed for a medical procedure.

Medical records

The child's case record must have a section to record and keep all medical information on the child. The record must include a copy of the Education and Health Passport, copies of all tests results available to the agency, medications, immunizations, copy of Medicaid card and all other pertinent medical information.

SUPPORTING INFORMATION

Foster and Adoptive Parents Recruitment:

The agency has a statewide recruitment plan in accordance with the CFSR. Recruitment was rated as strength under the CFSR. However, the state's recruitment goal continues as a net increase of 20% state wide in the number of foster/adopt families.

Program Improvement and Innovative Practices from 2009 through 2010 and on going

Each new or designated worker has to complete a three day licensing training program which was developed by the State IV-E licensing unit. Licensing workers are trained on policy, procedures, and developing a strong marketing approach to securing sufficient foster homes. Workers with Child Placing Agencies are also trained on the process so they can mirror the practice of the agency.

As part of SC's CFSP, the primary strategy involved hiring a state level recruitment coordinator to oversee diligent recruitment planning across the state. A coordinator was hired who began working with the counties and regional adoption offices on diligent

recruitment efforts and monitoring the process. The state also has a Statewide Marketing Liaison. The Marketing Liaison's collaborative efforts have increased public awareness of the need for foster and adoptive families through an aggressive statewide marketing campaign. Since 2004, the state has developed and implemented a comprehensive three tiered marketing plan for the recruitment of foster and adoptive families. This plan started with a county business manager working in his county to improve and document recruitment efforts and utilize marketing techniques. This manager then became a county director in a nearby county and implemented his strategies there. Subsequently his plan was implemented throughout that region and now the strategies are statewide. The strategy consists of a local, regional, and state plan. Each of the 46 county offices has created an individual recruitment and retention plan. The county offices complete a needs assessment in preparation of the development of annual plans. Each office provides quarterly reports of the progress towards obtaining goals, successes, and barriers. In each of the four regions, county offices, regional adoption offices, and Specialized Foster Home Services regional offices have joined together to pool resources. For an example, Region I has collaborated together (counties include Pickens, Anderson, Oconee, Spartanburg, Greenville, Adoptions, IFCCS to advertise in a local magazine *Upstate Parent*, that focuses on parenting and resources for parents. Each quarter the regions will submit a report on their progress to the Marketing Liaison. The state plan involves partnerships with entities whose coverage goes beyond regional lines and may benefit each county/regional office. These entities include businesses, faith based organizations, colleges/universities, and non profits. A monthly monitoring system is being used to track intake and inquiry source. The marketing liaison receives a monthly tracking report from each county and regional office. Those reports are compiled and a state monthly report is produced.

The marketing liaison and IV-E licensing Supervisor presented a special training for foster/adoptive parents on recruiting and partnering with the agency.

Quarterly regional meetings with county and regional licensing and recruitment staff are facilitated by the State Marketing Liaison (Pickens County Director) and the IV-E Supervisor and the State Adoption Program Manager. The regional meetings assist in maintaining structure and coordination for the state wide program. The state has also adopted a recruitment logo, developed an informational brochure, and produced a commercial for state wide airing, thru partnership with Fox WHNS TV and Ashley Furniture. The spokesperson for this campaign is Edwin McCain.

<http://www.facebook.com/pages/South-Carolina-Heart-Gallery/99692854018>

A more detailed Recruitment Report is attached.

The numbers of Specialized Foster Homes (those county foster homes recruited and trained by regional Intensive Foster Care staff to provide therapeutic foster home services) at the end of each fiscal year are as follows:

June 2006 – there were 135 licensed homes

June 2007 – there were 114 licensed homes

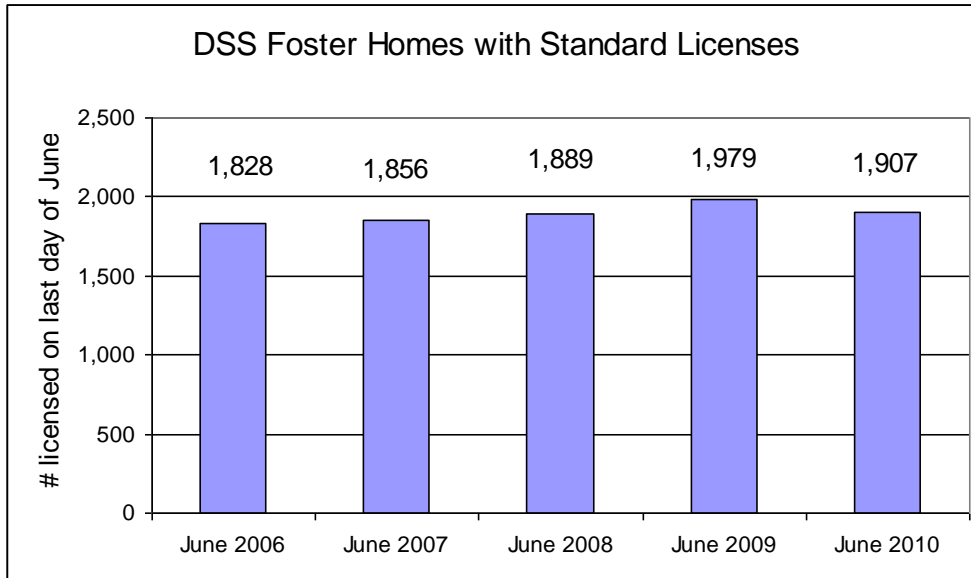
June 2008 – there were 130 licensed homes

June 2009 – there were 161 licensed homes

June 2010 – there were 145 licensed homes

These numbers are a subset of the total number of licensed homes.

The state had 1840 licensed foster/ adoptive homes at the end of FY 2010- 2011.



Counties, Regional Intensive Foster Care and Clinical Services (specialized and therapeutic foster care), and Regional Adoption Offices continue to team together to implement specific needs based recruitment plans for placement resources needed for children in each county.

Each plan also includes strategies to support and retain foster parents. County offices collaborate with local foster parents' associations to develop communication plans to specifically address communication between foster parents and department staff.

For families licensed to foster or foster/adopt, the plans include booths at community event, fairs and local festivals, picnics in which foster parents bring a someone interested in fostering, billboards, newspaper articles, speaking to local churches, faith based organizations, and schools. Some counties have received support of local TV stations for PSAs; this support benefits surrounding counties. The state continues offer a financial incentive when a foster parent successfully recruits a family that becomes licensed. Counties also focused on supporting families since satisfied foster parents make good recruiters.

Plans specifically related to adoption included, billboards, pamphlets, adoption walks, parties and fairs, waiting children spots on television, advertisements in newspapers and parent-focused magazines. Case managers are responsible for taking the children to regional adoption parties and sharing information at local community events. Examples of activities in the past year include having a specific day to finalize adoptions in family

court, and hosting a special day for children and adoptive families to interact at a college football game.

Child specific recruitment for adoptions is handled through State Office. These efforts include ongoing features across the state in newspapers, newsletters, and television. Children on referral are videotaped and featured on a regular, rotating schedule of segments on television newscasts in two areas of the state. Families who identify a child in whom they have an interest may call a toll free number and talk with an adoption recruitment coordinator who will assist them by providing adoption information and linking them with the child’s adoption specialist.

The state lead recruitment coordinator also coordinates state level activities during national foster care month, national adoption month and provides technical assistance to county and regional offices on recruitment and retention.

LICENSING WAIVERS:

The agency issued 70 waivers for families. The majority of the waivers issued were due to families moving and change in household composition. Each move resulted in new DHEC and fire inspection.

TIMELY HOME STUDIES REPORTING AND DATA

Date	# of Extensions Requested	Reasons	# Home Study Completed by Extension
FY 2006- 2007	13	No fingerprints 4 No Health Inspection 1 No SLED checks 1 Other Critical Information needed 7	1 1 1
FY 2007-2008	11	No Fingerprint 1 Other critical information needed 10	5
FY 2010-2011	40	Safety Check 34 Training 4 Home Studies 2	2

**Other critical information refers to information that has to be provided by the placement resource to the county office such as income documentation, medical information, and/or references.

The Actions taken by the State and any relevant Federal agency to resolve the need for an extended period are outlined below:

- The Office of Investigations for the South Carolina Department of Social Services (SC DSS) is implementing Live Scan and is providing criminal background checks quicker.
- South Carolina Department of Health and Environmental Control (DHEC) and the Fire Departments are cooperating more with SC DSS in providing timely inspections of residential homes for foster home licensing.
- The ICPC Unit for Interstate Compact on the Placement of Children (ICPC) trains on the importance of completing home studies within the time frames; and on the difference between a home study, which indicates the risk or safety issues of a home with limited information, and an ICPC home study which will recommend approval or denial when all information is available and/or when training and educational components have been completed.
- The ICPC Unit is consistently providing technical assistance to the county offices.
- In their training, the Foster Home Licensing Unit addresses the licensing of homes for out of state agencies; emphasizes the need for a home study prior to the completion of the licensing process; and indicates what information is needed to accommodate the timeframe.

Adoption Incentive Payments

In the past agency used the adoption incentive funds to support the work of certified investigators in the preparation of the home studies for foster and adoptive parents. The agency has historically utilized a portion of its incentive payments by issuing allocations to four regional areas of the state to fund recruitment initiatives. The agency sponsored learning opportunities for the adoption staff through a statewide training.

In the future, the agency plans to use the funds by working the South Carolina Foster Parent Association for child specific foster and adoptive recruitment activities.

Additionally, the foster parent training curriculum is being reviewed and revised to include Bridge families (resource families). The Bridge foster parents will model appropriate parenting behaviors and serve as mentors to biological parents. The Program Development unit closely monitors child welfare expenditures to include the adoption incentive funds. The unit staff will continue to work with program managers to ensure that all funds are obligated and spent in a timely fashion.

Information on Child Protection Services Workforce

1. Information on Child Protective Service Workforce: For child protective service personnel responsible for intake, screening, assessment, and investigation of child abuse and neglect reports in the State:
 - Information on the education, qualifications, and training requirements established by the State for child protective service professionals, including for entry and advancement in the profession, including advancement to supervisory positions;

Human Services Specialist II (frontline worker entry level):

Minimum Requirements:

(Note: Additional requirements may be applicable for individual positions in the employing agency.)

A high school diploma and relevant program experience. A bachelor's degree may be submitted for the required program experience.

Agency Minimum Requirements

For Human Services, IFC&CS, Adoptions; Day Care Licensing and Family Independence Programs

A bachelor's degree. Selected positions may prefer a master's degree

Hiring Level 04C: (Special hiring rate may apply to designated child welfare positions)

All other programs

A. A master's degree; or a bachelor's degree; or an associate's degree and two (2) years of clerical, administrative, social work, correctional, business administration, or general business experience; or a high school diploma and four (4) years of clerical, administrative, social work, correctional, business administration, or general business experience.

B. A master's degree; or a bachelor's degree and six (6) months of clerical, administrative, social work, correctional, business administration, or general business experience; or an associate's degree and two (2) years and six (6) months of clerical, administrative, social work, correctional, business administration, or general business experience; or a high school diploma and four (4) years and six (6) months of clerical, administrative, social work, correctional, business administration, or general business experience.

C. A master's degree; or a bachelor's degree and one (1) year of clerical, administrative, social work, correctional, business administration, or general business experience; or an associate's degree and three (3) years of clerical, administrative, social work, correctional, business administration, or general business experience; or a high school diploma and five (5) years of clerical, administrative, social work, correctional, business administration, or general business experience.

Human Services Coordinator I (supervisor):

Minimum Requirements:

(Note: Additional requirements may be applicable for individual positions in the employing agency.)

A bachelor's degree and professional experience in human services or social services programs.

Agency Minimum Requirements

A. A master's degree in social work, social welfare or a behavioral science; or a master's degree in any other field and one (1) year of professional experience in Human Services or Social Service Programs; or a bachelor's degree in social work, social welfare or a behavioral science and one (1) year of professional experience in human services or social service programs; or a bachelor's degree in any other field and two (2) years of professional experience in human services or social service programs. Selected positions may prefer supervisory experience.

B. A master's degree in social work, social welfare or a behavioral science and one (1) year of professional experience in human services or social service programs; or a master's degree in any other field and two (2) years of professional experience in human services or social service programs; or a bachelor's degree in social work, social welfare or a behavioral science and two (2) years of professional experience in human services or social service programs; or a bachelor's degree in any other field and three (3) years of professional experience in human services or social service programs. Selected positions may prefer supervisory experience.

C. A master's degree in social work, social welfare or a behavioral science and two (2) years of professional experience in human services or social service programs; or a master's degree in any other field and three (3) years of professional experience in human services or social service programs; or a bachelor's degree in social work, social welfare or a behavioral science and three (3) years of professional experience in human services or social service programs; or a bachelor's degree in any other field and four (4) years of professional experience in human services or social service programs. Selected positions may prefer supervisory experience.

Human Services Coordinator II (next level supervisor):

Minimum Requirements:

(Note: Additional requirements may be applicable for individual positions in the employing agency.)

A bachelor's degree and professional experience in human services or social services programs.

Agency Minimum Requirements

A. A master's degree in social work, social welfare, or a behavioral science and one (1) year of professional experience in human services or social service programs; or a master's degree in any other field and two (2) years of professional experience in human services or social service programs; or a bachelor's degree in social work, social welfare, or a behavioral science and two (2) years of professional experience in human services or social service programs; or a bachelor's degree in any other field and three (3) years of professional experience in human services or social service programs. Selected positions may prefer supervisory experience.

B. A master's degree in social work, social welfare, or a behavioral science and two (2) years of professional experience in human services or social service programs; or a master's degree in any other field and three (3) years of professional experience in human services or social service programs; or a bachelor's degree in social work, social welfare, or a behavioral science and three (3) years of professional experience in human services or social service programs; or a bachelor's degree in any other field and four (4) years of professional experience in human services or social service programs. Selected positions may prefer supervisory experience.

C. A master's degree in social work, social welfare, or a behavioral science and three (3) years of professional experience in human services or social service programs; or a master's degree in any other field and four (4) years of professional experience in human services or social service programs; or a bachelor's degree in social work, social welfare,

or a behavioral science and four (4) years of professional experience in human services or social service programs; or a bachelor's degree in any other field and five (5) years of professional experience in human services or social service programs. Selected positions may prefer supervisory experience.

- Data on the education, qualifications, and training of such personnel;

South Carolina Department of Social Services currently does not make a distinction between CPS intake, assessment/ investigation staff in terms of job description for Human Services. All child welfare staff are designated as Human Services. Therefore we cannot provide specific information for the CPS personnel at this time. We propose to spend the next year working with agency leadership to develop a process in order to provide specific CPS personnel demographic.

- Demographic information of the child protective service personnel; and

South Carolina Department of Social Services currently does not make a distinction between CPS intake, assessment/ investigation staff in terms of job description for Human Services. All child welfare staff are designated as Human Services. Therefore we cannot provide specific demographic information for the CPS personnel at this time. We propose to spend the next year working with agency leadership to develop a process in order to provide specific CPS personnel demographic.

- Information on caseload or workload requirements for such personnel, including requirements for average number and maximum number of cases per child protective service worker and supervisor (section 106(d)(10)).

South Carolina Department of Social Services has had a previous history of using the Child Welfare League standards for caseload size. However, there is not a state statute or policy requirement for caseload size. Therefore, this information is unavailable at this time. The state will assess the feasibility of setting a caseload or workload standard over the next federal fiscal year.

Juvenile Justice Transfers

There is no change in custodial responsibilities for DSS for foster children residing in juvenile justice facilities. SCDSS is not required under state law to facilitate case management services for youth in juvenile justice facilities who are not already in the custody of SCDSS.

(Source CAPSS)

Youth Who Were In Foster Care Placed in a DJJ During All or Part of the Stated Federal Fiscal Year

Accountability, Data, and Research (data from CAPSS on June 1, 2011)

	Youth Who Were in Care in FFY 2006	Youth Who Were in Care in FFY 2007	Youth Who Were in Care in FFY 2008	Youth Who Were in Care in FFY 2009	Youth Who Were in Care in FFY 2010
Foster Children	21	19	14	9	9

Inter Country Adoptions

Private ICPC \ Inter-country Adoptions are handled by the ICPC unit and children coming into the country are served by private licensed adoption agencies in SC. In 2010 there have been no disruptions in international adoptions .

MONTHLY CASEWORKER VISITS

South Carolina statute and SCDSS foster care policy require monthly face to face visits with foster children. The Agency management has been tracking the monthly face to face requirement for a number of years. Additionally, the Foster Care Review Board also tracks this information at the review board hearings. Per Directive Memo D07-20, all foster care staff were notified that the majority of the face to face contacts must take place in the home setting. Staff was given instructions on how to add this information into the agency's database. The monthly face to face report is a part of the agency's Dashboard report which provides aggregate data along with the ability to see detail related to specific cases. The Push Alerts were created in May of 2011. The Push Alerts are distributed to the counties every Sunday. The Push Alerts provide current data to the counties of the number of face to face visits conducted during the month. The Alerts provide the management with a timely report so that the required face to face visits will occur before the end of the month. Technical Assistance Program staff also review the reports with county management and discuss strategies for improvements in this outcome measure.

SCDSS foster care policy, Chapter 8, Section 819 and sub sections, states that the purpose of monthly face-to-face contact with a foster child is for:

- a. assessing appropriateness and safety of placement including the monitoring of illnesses, incidents or injuries (if interview with child indicates further questioning is needed outside of the foster care setting, do so);
- b. assessing and monitoring progress of child's development educational, medical and social needs, and ongoing services;
- c. assessing and monitoring the child's relationships and role within the foster care setting and with family of origin;
- d. providing Helpline Cards to children age five and older and explaining the circumstances and contacts for assistance.

South Carolina has thus far utilized the funding for caseworker visits in the following ways:

- (1) ;
- (2) Increased travel funds for the monthly visits; and

- (3) The agency began piloting voice recognition software for caseworkers in several counties. The agency will assess the impact on productivity related to this equipment prior to any statewide implementation.
- (4) The agency increased the contracts for additional wireless internet access cards.
- (5) The agency transitioned many of the agency staff computers from desktop to laptops to increase the mobility of our workers.
- (6) The agency decreased the need for travel for meetings by increasing access to Video Conference equipment.

Additional training conferences are being planned for staff.

SCDSS is using data from the CAPSS system to determine the (1) aggregate number of children served during the fiscal year, (2) the number of children visited each and every month in the same time period, (3) the number of visit months for children served in the time period, and (4) the number of visits months where the visit occurred in the child's residence. Calculations are completed according to federal instructions. See baseline data included further below, which was revised to incorporate runaways. The following benchmarks have been developed for the upcoming years to reach the 2011 goal of 90% of children being seen monthly, with more than 50% of those visits in the home setting:

FFY 08: 82% of foster children visited monthly; 36% of visits in the home setting

FFY 09: 84% of foster children visited monthly; 41% of visits in the home setting

FFY 10: 87% of foster children visited monthly; 46% of visits in the home setting

FFY 11: 90% of foster children visited monthly; > 50% of visits in the home setting

The agency is currently meeting its goals for face to face visits with foster children, as evidenced in the following FFY 10 chart as well as the percentage of those visits being in the home.

South Carolina Department of Social Services

Face-to-face contact with Children in Foster Care during Federal Fiscal Year 09-10

(eff. 20100601 / P&QA)

# children	# visited every month	% visited every month	Visit Months	Visit Months in Home	% of Visit Months in Home
6,761	6,092	90.1%	47,232	38,073	80.6%

South Carolina Department of Social Services

Face-to-face contact with Children in Foster Care during Federal Fiscal Year 09-10

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6,761	6,092	90.1%	47,232	38,073	80.6%

These numbers are calculated using the federal instructions.

Child Welfare Demonstration Projects

Evidence Based Home Visitation - The Children's Trust received an Evidence Based Home Visitation grant from ACF to fund a home-visiting program. This program will be offered to at risk single women (Medicaid eligible) experiencing their first pregnancy to promote family health, early education and prevent child abuse. Services offered through this program include screening for risk factors for abuse, home visits from birth through the child's third birthday, child development training for parents, parenting education, along with referral for well baby screenings, immunizations and developmental screenings. The program is voluntary and serves families involved with DSS as well as those referred by hospitals and other agencies. This grant incorporates infrastructure building as well as evaluation of several sites (some using hospital programs and some using health clinics) using the Nurse Family Partnership model. This grant is coordinated with the First Steps program in the Governor's Office. Current sites include Anderson, Greenville, Horry, Spartanburg, a combined site for Berkeley, Charleston, and Dorchester, and a combined site for Lexington and Richland. Additionally, the Children's Trust Fund was designated by the Governor as lead agency for coordination of the new maternal child health funding for evidence based home visitation services. The Children's Trust administrative ability for CBCAP and collaboration with other different agencies were cited as reasons for the Governor's choice.

SC Connecting For Kids

Through this demonstration project, South Carolina Department of Social Services (SCDSS) plans to become more intentional in engaging families, building on their strengths, providing resources for families and relatives, and ensuring that all children have a permanent connection with kin or fictive kin as they get older. As such, SCDSS's Connecting for Kids is implementing kinship navigator services in six counties, Family-finding in 11 counties, and developing training specifically for kin caregivers. Statewide implementation is the long range plan. An evaluation of these grant components is being completed by the Center for Child and Family Services at the University of South Carolina. A copy of the Semi Annual Report to the Children's Bureau is attached to this report.

Finding Families: The SC Guardian ad Litem Program will provide family finding (locator) services to increase relative/fictive kin connections for children. The initial target population is youth in danger of aging out of foster care without a supportive adult. Younger children are accepted thereafter. The eleven intervention counties for the grant are Aiken, Bamberg, Barnwell, Calhoun, Dorchester, Greenville, Greenwood, Newberry, Oconee, Orangeburg, and Spartanburg Counties.

Navigator Services: The SC Association of Children's Home and Family Services through its member agencies in 5 counties and in a sixth county (Charleston) HALOS will provide navigator services. The target population is relative/fictive kin caregivers of children diverted from foster care. Services are available for up to three months. The objective is for caregivers to be aware of and to access needed services. The USC Center for Child and Family Studies (CCFS) and its subcontractors will develop and deliver specific training for kin caregivers. United Way of SC will expand the 211 system

statewide. The six intervention counties for the navigator as specified in the grant are Aiken, Berkeley, Calhoun, Charleston Dorchester, and Greenville Counties.

CHILD ABUSE PREVENTION AND TREATMENT ACT (CAPTA)

The Child Abuse Prevention and Treatment Act (CAPTA) summary of activities, State Plan and Assurances are submitted under a separate report as required by the Children’s Bureau program instructions.

CHAFEE Foster Care Independent Living Program and Education and Transition Vouchers

These programs are interrelated and therefore combined in narrative.

Determining Eligibility for Benefits and Services:

Chafee Funds: youth, ages 13-21, in the agency’s custody that have independent living as a services plan, who have signed a Voluntary Aftercare Placement Agreement, are eligible for Chafee funds. Independent Living is an additional service plan for youth in foster care, but it is not a permanent plan. Youth who are adopted from foster care at age 16 or above are eligible for certain Chafee funds. There are two exceptions. Youths are eligible for Chafee funds that left the foster care system after reaching age 18. These youths are in need of independent living services before reaching the age of 21. Youth are entitled to these services if they aged out of foster care in other states at age 18 and moved to South Carolina for residency or educational purposes. The youth must complete the P.A.T.T.Y (providing assistance to transitioning youth) form as a part of joint planning and assessment with the foster care staff. The following factors are considered in assessing for Chafee funds:

- (1) The goal for which the funds are to be used and the plan for meeting the goal;
- (2) Whether the funds serve as a one- time expense that will lead to a greater independence for the youth
- (3) Total amount of the request.
- (4) Foster care youths who are undocumented aliens are ineligible for CFCIP services and funds.

In FY 2011-2012 the state will explore the use of Chafee funding for education, employment, independence, and skill building services for older youth (ages 16 and over) that will support the youth who safely exit foster care to positive permanency (reunification, adoption, legal custody with a relative or guardianship).

South Carolina currently has not established a trust fund program for youth receiving independent living services.

ETV Funds: Only youth in the custody of the agency with independent living services included in the case plan or youth who were in the agency’s custody at age 18 are eligible for ETV funds. The foster care youth must attend college prior to their 21st birthday. Youth are eligible for ETV funds until the age 23 as long as they are enrolled in a post secondary education and participating in the ETV program. If a foster youth was adopted on or after his or her 16th birthday, then they are eligible for ETV funds. The youths must meet the following criteria: 1) acceptance to a technical school, college, university, or

other program; 2) students who demonstrate academic achievement or show a marked improvement in educational functioning; and 3) the long term goal and plan for meeting the educational goal. Youths from other states must apply for ETV funds from their state of origin. Undocumented youths are ineligible for ETV services.

Chafee Foster Care Independence and Education and Training Voucher Programs – 2010 Report

The South Carolina Department of Social Services is the designated state agency that administers, supervises and oversees the Chafee Foster Care Independence (CFCIP) and Education and Training Voucher (ETV) Programs. Forty-six (46) county offices, regional Intensive Foster Care and Clinical Services (IFC&CS) Offices and Adoption Offices oversee the day to day operation and provision of services to protect children and maintain and support families. Programs are supervised in the county and regional offices but administered through central office.

In FY 10-11 the State Independent Living (IL) Coordinator and four IL Program Coordinators at central office provided technical assistance to all county and regional offices, reviewed and approved funding applications for each individual Chafee or ETV funded service in the state, developed education and employment support services, coordinated services with community organizations, developed and implemented IL trainings, developed a life skills pilot project, developed and coordinated the *Strength through Unity* partners event, implemented three regional forums for 600+ youth and their adult chaperones, and planned the NYTD Stay Connected Kick Off for June 2011.

The State IL Coordinator, Director of Program Improvement, and representatives of the State Youth Advisory Committee (GOALL), SC Court Administration and the Columbia Urban League participated as one of 11 state teams invited to the 10th Anniversary of the John H. Chafee Foster Care Independence Program in Washington, D.C. in December 2010. The teams met to discuss the successes and challenges of the Chafee Program, current efforts in states to implement the older youth provisions of the New Fostering Connections to Success and Increasing Adoptions Act, and future strategies to improve outcomes for older youth in foster care.

South Carolina is committed to an integrated approach and process of preparing youth for adulthood with permanent connections. Youth presently in care and former foster youth continue to be critical stakeholders in the state's Chafee Independent Living Program. South Carolina has designed its program to achieve the seven purposes of the Chafee Foster Care Independence Program (CFCIP). Beginning in October 2010, the agency will be participating in a national evaluation of the effects of the South Carolina program in achieving the purposes of CFCIP.

Purpose

The overall purpose of the South Carolina IL Program is to provide the developmental skills necessary for foster youth to live healthy, productive, self-sufficient and responsible adult lives. The program's overall goal is to provide foster youth with opportunities to learn needed independent living skills and increase the likelihood of

successful transition from the foster care system. Positive outcomes are more likely to occur if youth are supported in achieving the following basic premises of positive youth development:

- Identifying interests
- Developing skills
- Experiencing competence
- Gaining a sense of self-worth
- Having a voice in one's life – empowerment

Accomplishments achieved to-date in FY 2010 and planned activities for FY 2011 for seven purpose areas:

Purpose 1: Help youth transition to self-sufficiency

Each foster youth 13 and older must have independent living goals as a part of their case plan, regardless of the permanency plan. Youth in foster care, ages 13 and older, are to complete an annual life skills assessment. The assessment now required by SCDSS is the Ansell Casey Life Skills Assessment (ACLSA). The ACLSA provides an individual evaluation of the youth's skill levels and the services needed to improve the youth's skills, resulting in goals in the case plan. To increase utilization of the ACLSA, trainings have been offered to county and regional staff throughout the state by 27 certified ACLSA trainers. IL Program Coordinators have delivered 12 of the over 45 trainings provided in association with the agency's Professional Development and Leadership Division.

The South Carolina Foster Parent Association (SC-FPA) has provided a brief version of the ACLSA training to 122 foster parents in 31 locations statewide. The training acquaints foster parents with the ACLSA tools and ways to support youth in the development of life skills. The Foster Parent Association is active in all 46 counties of the state. This systemic approach by foster parents, staff, and providers will support youth in the development of life skills and will ensure that the ACLSA is being used statewide.

Daily Living Skills services funded through the Chafee IL Program to promote independence by teaching social skills and other life skills include the following:

- Life skills classes
- Mentoring services/expenses
- Esteem building activities that are connected with the youth's school or employment
- Summer camps that are school sponsored and required related to a youth's participation in such activities as ROTC, band, chorus, cheerleading or team sports.

The agency and the SC-FPA partnered to develop and grow independent living groups for youth in foster care. To contribute to measurable outcomes, our 5-year goal is for youth throughout South Carolina to have access to an IL group. Youth in ten (10) counties are now served and a youth group for two (2) additional counties is in formation.

Seven of the state's larger counties are targeted in the next fiscal year. Youth groups are created to support the development of the following life skills:

- Provide opportunities to learn and practice independent living skills
- Provide support for post secondary education
- Provide support for postsecondary education career planning
- Provide career preparation training and support, including development of a portfolio documenting experiences and skills that can be used in applying for postsecondary education programs or in career planning
- Provide training to develop and enhance budgeting and financial management skills
- Provide health education and risk-reduction training
- Provide housing and home-maintenance preparation and training
- Enhance social skills development by offering opportunities for youth to learn and practice appropriate communication skills, negotiation and compromise, making friends, and behaving responsibly
- Improve such leadership skills as decision making, problem solving, conflict resolution, goal setting, and working with others
- Normalize the foster care experience by providing a safe haven for youth to vent frustrations and examine gaps in service and support in the foster care system
- Provide an opportunity for youth to serve in leadership roles, take initiative in their own lives, and envision a pathway to independence
- Provide an opportunity for youth to be of assistance to other youth and to the foster care community

The Independent Living Program purchased for youth the Philip Roy Curriculum training packets with CDs to pilot through provider members of the South Carolina Association of Children's Homes and Family Services. The training series was used by group home providers as well as youth groups across the state. The evaluation found that youth self sufficient level was not sufficiently increased. The youth found the work to be enjoyable in the group setting. The youth enjoyed the group interaction and feedback. The agency made the decision to not purchase individual packets, but proceed purchasing of the group setting material.

Purpose 2. Help youth receive the education, training, and services necessary to obtain employment

IL staff continued to emphasize the agency directive in making referrals of youth who either enter the 11th grade or who reach age 17 to the local Workforce Investment Agency (WIA) One Stop Centers for orientation services. Youth are eligible to receive such services as job readiness, career interest assessments, employment assistance, job placement, and access to the Work Keys Program through the local One Stop Centers. The IL NYTD Stay Connected Kick Off in June 2011 will feature a career center where youth can interact with various career related organizations. The agency has continued to partner with the Columbia Urban League in the summer Youth Leadership Institute and explored expansion of services, particularly in collaboration with the WIA initiatives. In summer 2010, 189 foster and TANF youth obtained employment through the program with 63% foster youth representation. For summer 2011, 250 youth are enrolled with

73% foster youth representation. Most of the youth remain in the program year round and attend workshops, college tours, life skills classes, and academic workshops. Recognizing the invaluable experience and knowledge of foster youth, the agency has utilized youth as program and project consultants and trainers as much as possible. Youth (12) serving on the State Youth Advisory Committee, to further involve youth in the system, youth on GOALL have served as conference planners and workshop trainers in the statewide IL NYTD Stay Connected Kick Off in June 2011. In addition to working on the annual IL conference the youth also served as workshop presenters at the National Citizen's Review Panel Conference, South Carolina Association of Children's Homes and Family Services, SC Foster Parent Association Conference, Richland County DSS Fall Festival, Greenville DSS Future Youth Independence (FYI) Youth Association, and Sumter DSS Youth Association. Each GOALL youth receives a stipend for their participation and mileage reimbursement. The 2011 IL Conference moderator will be the GOALL president.

The IL program provides or obtains limited support services to include the following services needed by youth to obtain or maintain employment:

- Apprenticeship Programs if available
- Access to employment (transportation – time limited)
- Certification courses (such as electronic, plumbing, first aid, life guarding, etc.)
- Time limited child care
- Interview clothing
- Initial supply of work uniforms & footwear
- Car repair (if older youth has a personal car that is needed to access employment or education)
- Job skills training classes that relate to the youth's goals
- Vocational equipment
- Birth certificate necessary for employment
- Summer job opportunities
- Licenses/certification fees
- Job mentor as available
- Bicycles used for transportation to work or education

In FY 10-11, services in IL guidelines will be expanded to include: transportation for Adult Ed/GED, State ID's, driver's knowledge test and beginner's permit fees, and insurance assistance when youth (ages 18 to 21) owns a car and needs transportation assistance to school or work. The South Carolina Foster Parent Association has continued its program, *On the Road Again*, which awards vehicles to youth. The SCFPA accepts donated cars, repairs them, and awards the vehicles to youth between the ages of 18-21, and who are actively employed, pursuing a GED, or engaged in a secondary education program. Nineteen vehicles have been awarded to youths to this date.

Purpose 3. Help youth prepare for and enter post-secondary training and educational institutions

Education is an integral part of becoming self-sufficient. An Education Subcommittee of the Independent Living Advisory Committee was implemented to determine ways to

increase the graduation rate. The Committee continues to assess the services needed to support youth educational goals.

Examples of Chafee funded Education Support Services and Supplies needed to meet a youth's educational goals include the following:

- Tutoring – up to \$1,000 yearly
- Summer school to retake a class or to accelerate studies
- Books and supplies for specialized classes such as lab fees, special calculators, uniforms for classes such as cosmetology, nursing, etc.
- Expenses for school sponsored educational field trips
- Birth certificate necessary for school
- Senior expenses (with capped category amounts)
- Special recognition – funds for tuition, uniforms or other items needed to recognize and develop special achievements or talents of youth
- Pre-college expenses such as college applications and SAT/ACT fees

For FY 10-11, youth adopted at age 16 or older will be eligible for the first six services in the above list. Pre-college expenses will be expanded to include SAT-ACT preparation classes and College Bowl Sunday transportation. The Special Recognition category will be expanded to include scholars programs when youth is selected by school.

Adult Education services help the youth to attain a high school diploma or its equivalent, or youth may receive funding assistance to complete supplemental coursework to achieve goals include the following:

- Adult education
- GED programs
- Alternative educational schools
- Non-ETV college coursework
- Non-ETV vocational coursework

Additional services to be offered in FY 10-11 include tutoring for GED (up to \$1,000 yearly) and study skills training (up to \$200).

Youth are encouraged to pursue further education after obtaining a high school diploma or GED. As a means of encouraging youth to learn about financial aid, the Commission on Higher Education developed College Goal Sunday to provide an opportunity for college bound youth to learn about the financial options available to them, particularly how to apply for financial aid. The IL Program Coordinators promoted the event to county and regional offices for youth to attend one of the seven Saturday sessions. Transportation assistance is offered to support attendance for College Bowl Sunday.

As an incentive to encourage youth to graduate from high school and to pursue further education, a graduate award is presented upon graduation. The award for high school students is currently \$100 whether by diploma, certificate or GED. Vocational, technical school and college graduates are eligible for a \$200 award and college graduates are eligible for a \$250 award. A Graduate Recognition Ceremony was held at the IL NYTD Stay Connected Kick Off for June 2011.

Upon graduation, many youth are eligible to receive scholarships and federal grants based upon high school academic performance. Youth in foster care have priority status for the state's Need Based Grant. As a means of tracking and intervention, the South Carolina Commission on Higher Education and DSS formed a partnership. Youth entering post secondary education complete a waiver form on the Commission web site. The waiver requests permission to track the youth's personal demographics, institution selection, academic performance and financial information. The tracking allows the Commission to ensure that eligible foster youth attending a public institution are identified as eligible to receive financial aid assistance through the SC Need Based Grant.

Youth interested in furthering education through college, technical school or other training programs, have been provided the following assistance within funding guidelines:

- An annual college scholarship/ ETV Funds up to \$5000
- College Dorm Shower (provided by SC Foster Parents Association)
- Financial aid resource materials
- Educational information for youth, staff and providers regarding higher education opportunities
- Academic camps
- Workshops and the publication, True Independence, purchased through the National Resource Center for Youth Services

The independent living guidelines booklet and educational materials have been disseminated by Independent Living staff through workshops and TA assistance to DSS staff, foster parent associations, and child caring institutions and group home providers. Independent Living staff continues to support youth in educational pursuits by providing information regarding available resources, educational advocacy such as services of PRO-Parents, coordinating educational activities with the S.C. Department of Education, local school districts, and the S.C. Commission on Higher Education.

Purpose 4. Provide personal and emotional support to youth aging out of foster care through mentors and the promotion of interaction with dedicated adults

Independent Living is viewed within the context of permanence and as an adjunct to permanency planning and not as an alternate permanent plan. Current policy stipulates that Independent Living services are concurrently provided with continuing efforts to achieve return to parents, relative placement or adoption. Emphasis continues to be placed on identifying dedicated adults who will serve as ongoing connections to youth as they transition from care. Through proposed CAPSS enhancements, a screen section will be added to capture significant relationships and contact information.

In keeping with implementation of the Fostering Connections to Success and Increasing Adoptions Act of 2008, the agency developed policy outlining transitioning planning with all youth age 17 and up. A transition plan is to be developed with each youth, including services necessary for transition from care at age 18. Youth are to be assisted in identifying family and permanent connections to invite to the planning sessions for an ongoing system of support upon emancipation from care. Supplementary materials, such as, Getting Solid, available for purchase through the National Resource Center on Youth

Services, have been provided to youth and to adults to improve understanding of permanency and to generate discussion among youth and adults.

In collaboration with the IL Program, a training staff of the University of South Carolina Center for Child and Family Studies provides permanency training for foster care supervisors and case managers to support youth permanency planning.

While mentor relationships can exist at an informal level, formal mentor relationships continue to be funded through services of the Independent Living Program for mentors who are identified to meet the needs of individual youth, thus increasing self-esteem and/or achieving goals through the support of the mentoring relationship. County and regional offices match mentors with mentees and develop life skills learning plans by accessing the Casey Life Skills Guidebook. Relationships are supported by assisting with expenses of identified activities.

In FY 11-12, the IL Program will partner with SC Families First to pilot Circle of Support services using the Family Group Conferencing philosophy and practice. The resource will be available to a sample of youth preparing for transition from foster care. The concept will enhance transition planning as related to the Fostering Connections to Success and Increasing Adoptions Act of 2008. This program was delayed but will be pursued in 2011.

Purpose 5. Provide financial, housing, counseling, employment, education, and other appropriate support and services to former foster care recipients between 18 and 21 years of age to complement their own efforts to achieve self-sufficiency and to assure that program participants recognize and accept their personal responsibility for preparing for and then making the transition into adulthood

Aftercare services have been developed through input from staff, providers, youth surveys, focus groups, interviews, and youth self-identified needs. When youth emancipate from the foster care system, they are seldom able to immediately live on their own and need supportive services in the transition. Youth are eligible to receive P.A.T.T.Y. (Providing Assistance to Transitioning Youth) Aftercare services to age 21 upon leaving foster care at age 18 or older. If an individual leaves the system at or after age 18, they are also eligible to apply for an Educational and Training Voucher (ETV) until the age of 21 and until age 23 if enrolled at age 21 and already receiving ETV.

Housing and transition expenses are related to establishing a residence after becoming age 18. Youth are expected to be employed or working on education. The agency has assisted with rental deposits, furniture stipends, utility deposits, and limited rental housing payments. Basic household necessities through a household or dorm room shower are provided through the Foster Parents Association. For FY 09-10, the FPA will have completed approximately 140 shower requests.

No youth is to be discharged to homelessness. In extenuating circumstances, emergency services are provided to former foster youth in homeless situations. Youth are advised to go to a county DSS office where they are currently located to request a P.A.T.T.Y.

interview and Aftercare services. A case plan is to be developed with the youth that will outline roles, expectations and responsibilities of all involved parties.

Summer housing funds and holiday assistance have been available to college students (no longer in placement care of the agency) in need of summer housing while not in school or during the holidays when dorms are closed.

Set-up fees or an emancipation shower through the FPA have been available and provided to youth with disabilities in transition from foster care to housing with Disabilities and Special Needs or the Department of Mental Health. A set up fee has been available and provided to youth moving into a Supervised Independent Living placement for the purpose of life skills development.

Youth have the option to request a yearly Voluntary Aftercare Placement Agreement with the agency upon reaching age 18 if they have no other alternative permanent option available; are involved in further education, job skills program or new employment, or due to a disabling condition. Youth may also request a Voluntary Aftercare Placement Agreement within twelve (12) months after their emancipation up to age 21, dependent upon placement availability and status with legal justice system. Otherwise, youth who emancipate from care on or after their 18th birthday may return to the agency and complete a P.A.T.T.Y. interview for assistance at any point until their 21st birthday without re-entering the system.

As a surrogate parent, the agency has developed procedures to maintain an open door policy that includes services, resources and referrals, such as financial assistance, housing, counseling, educational support, employment and/or other appropriate supportive services. The overall services and service delivery system is continuously developed, defined and modified to better meet the identified needs of youth.

Purpose 6. Make available vouchers for education and training, including post secondary education, to youth who have aged out of foster care; and

Independent Living Coordinators have promoted the ETV program through technical assistance visits and distribution of information to DSS offices, foster parent association meetings, community organizations, youth groups, the youth conference, Independent Living Advisory Committee, and the State Youth Advisory Committee. The booklet, *Guidelines for Services, Chafee Independent Living Program and Educational and Training Voucher Program (ETV)*, is distributed to youth, caretakers and providers. The revised edition, June 2010, will be introduced at the IL Pathways Training Conference.

Education and Training Vouchers have been provided for foster youth pursuing post secondary education in an approved educational program. Only youth in the custody of the Department of Social Services with independent living goals as a part of the case plan, youth who were in custody of DSS at 18 years of age, and youth adopted on or after the 16th birthday, are eligible for these funds. Youth are eligible to apply for ETV funds as long as he/she is in college and has not reached the age of 21. Youth are eligible until

age 23 if they are enrolled in a post secondary education at age 21, already receiving ETV funds, and are making satisfactory progress toward completion of that program.

Youth may request an Aftercare placement agreement with the agency while continuing their education. If youth decide to leave care at age 18 or older, however, they remain eligible for Medicaid (dependent on continued funding) until age 21. The ability to sign yearly placement agreements and the benefit of Medicaid while enrolled in post-secondary education continues to be important supports to students and strengths of the South Carolina ETV program.

The following factors may be considered in determining ETV eligibility: (1) acceptance to a technical school, college, university or other approved program; (2) students who demonstrate academic achievement or show a marked improvement in educational functioning, and (3) the long term goal and plan for meeting that goal.

Youth are awarded up to \$5,000 per year through the Education and Training Voucher Program. As early as possible, youth are to complete the FAFSA forms so that they will have access to all state and federally based scholarships and grants. The awarding of ETV funds is determined based on the cost of the youth's school (cost of education) and the amount of other grants and scholarships the youth is to receive. ETV funds can be used for in-state or out-of-state colleges/universities.

DSS Form 30198 (revised June 2010) is the only form to be used for ETV funding requests for youth. Youth are to sign the form validating their involvement in the application process. Without the youth's signature, the application cannot be approved. Copies of the youth's billing statement from the school, financial aid award letter, and for acceptance letter for freshmen or when changing schools are to accompany the application.

The IL guidelines booklet designates June 30 as the deadline for applying for the fall semester to ensure that funds reach the county offices in time for the fall term and for the county's forwarding of payment to the schools. Although this deadline is advertised, applications continue to trickle in throughout the year due to youth not having all the necessary back up documentation, or due to youth moves and changes in college of attendance. College funds are generally appropriated for the entire academic year for fall/spring semesters. When youth plan to attend summer school, it is recommended that applications be submitted at least two months before the beginning of the summer session. ETV applications are required to be submitted to the IL program yearly.

The up to \$5,000 ETV award is to be applied to all costs associated with the cost of attendance to a post-secondary school or vocational program. The categories of assistance that may be funded include the following: college and/or dorm deposits, college placement tests, tuition and fees, books/supplies/uniforms, computer, meals, room and board on/off campus, parking fees, required educational computer software, lab equipment, school related travel, and personal allowance for food for commuting students.

For FY 11-12 , additional services under the Education and Training Voucher will include personal items (\$200 per semester), school medical plan for students (age 21 to 23), and child care for one month when youth if not receiving ABC Voucher.

South Carolina youth have priority status for the state's Need Based Grant. A waiver form is now available on the SC Commission on Higher Education web site. The waiver requests permission to track the youth's personal demographics, institution selection, academic performance and financial information. Tracking allows the Commission to verify that foster youth attending public institutions have been identified as eligible to receive assistance through the SC Need Based Grant.

ETV Collaboration

The agency established an Independent Living Advisory Committee to provide technical assistance and guidance to the Independent Living Program. The IL and ETV Five Year State Plan are distributed for committee input into development. The composition of the committee is far reaching and consists of both public and private providers, agencies, institutions and youth representation.

The Need Based Grant Coordinator of the SC Commission on Higher Education provides updates from the Commission and promotes youth participation in College Goal Sunday, an opportunity for foster youth to learn about options available to them, particularly how to qualify and how to apply for college financial aid.

The Youth Advisory Committee (GOALL) presently consists of 12 youth who are or have been in foster care. Several of the current GOALL members are enrolled in college. GOALL youth are active participants in the IL training conference for youth and frequently hold panel presentations for agency staff and foster parents. This committee continues to provide the youth perspective on the program, its impact on lives and needed changes.

To streamline educational support to foster youth, an Education Committee that formed to address the educational needs and issues of youth in foster care has merged with an Education Sub-committee of the Independent Living Advisory Committee. The Sub-committee is composed of representatives from the SC Commission on Higher Education, SC Department of Education, SC Foster Parents Association, USC Center for Child and Family Studies, SC Appleseed Legal Justice Center, SC Department of Health and Environmental Control, Pro-Parents of South Carolina, and group home providers.

Agency relationships with organizations, such as Center for Child and Family Studies, Coker College, SC Foster Parents Association, SC Association of Children's Homes and Family Services, and SC Commission on Higher Education, provide a means of feedback and recommendations to the ongoing development of the ETV program.

Program Support

Coordinators of the Independent Living Program provide technical assistance to DSS county and regional offices located throughout the state to support the administration of ETV program services to youth in foster care, as well as eligible youth who receive Aftercare services. Although technical on-sites visits are scheduled every six months, IL staffs are available daily for support through email and telephone contact.

Purpose 7. Provide services to youth who, after attaining 16 years of age, have left foster care for kinship guardianship or adoption

Youth who reach age 16 in foster care and leave care due to adoption are eligible for the Education and Training Voucher. As of June 2010, youth adopted at age 16 will be eligible for the following CFCIP education services:

- Tutoring – up to \$1,000 yearly
- Summer school to retake a class or to accelerate studies
- Books and supplies for specialized classes such as lab fees, special calculators, uniforms for classes such as cosmetology, nursing, etc.
- Expenses for school sponsored educational field trips
- Birth certificate necessary for school
- Senior expenses (with capped category amounts)

Serving Youth across the State

All foster youth within the targeted age range are eligible for services regardless of their geographic location in the state or type of foster care placement. Although the array of services are available to all youth between 13 and 21 years of age, the individual independent living focus varies according to the developmental and chronological age of each youth. Another population (within the stated age range) is young parents in the foster care system. The services for this population address parenting skills development and pregnancy prevention. All youth between the ages of 13 and 21 years in the system and all youth leaving the system after their 18th birthday are eligible. Services for 18-21 year olds are limited in duration and amount of assistance, but youth may return for booster assistance in a crisis situation at any point during this time frame. Services and responsibilities of involved youth are to be included in the P.A.T.T.Y. case plan.

Serving Youth of Various Ages and Stages of Independence

- Youth under age 16: the emphasis on adolescents between 13 and 15 years of age is on education (including tutoring), enhancement of self esteem, and acquiring basic daily living skills such as housekeeping, shopping, meal preparation, etc.
- Youth ages 16 to 18: the emphasis on adolescents between 16 and 18 years of age is geared toward education as well as summer job opportunities, apprenticeships when available, relationship building, pregnancy prevention, anger management, job skills preparation, the development of marketable employment skills and learning concrete skills for daily living, i.e., apartment search, home maintenance, banking information, cooking, etc.
- Youth ages 18 – 20: Assistance is to include financial, information and referral, housing, educational and employment support, counseling, etc., and is based on

the individual's need and situation. The service delivery system incorporates an emergency response for youths who have left the system but return for assistance due to an immediate or pending crisis, including homelessness.

- Youth who, after attaining 16 years of age, have left foster care for adoption: these youth will be served in FY 2010-11 will with certain educational support services. Youth adopted at 16 or older are already eligible for ETV services.
- Identification of state statutory and/or administrative barriers that need to be eliminated or amended in order to serve a broader range of eligible youth: South Carolina is exploring what legislative changes will be needed in order to further expand services to youth through age 20 in accordance with the Foster Connections to Success and Increasing Adoptions Act.

In FY 2011-2012, the state will explore the use of Chafee funding for education, employment, independence, and skill building services for older youths (ages 16 and over) that will support youth who safely exit foster care to positive permanency (reunification, adoption, permanent relative custody/ guardianship).

Room and Board Definition

Room and board includes monthly payment for housing, rental deposit, and utility deposits for youth ages 18 and older who are transitioning from foster care or return to the agency for assistance between the ages of 18 and 21. Emergency housing assistance is included under Room and Board. When room and board has not exceeded 30% of Chafee allowable funds for these youth, the agency may opt to apply CFCIP funds to costs of Aftercare Voluntary Placements (not to exceed 30% as stipulated in federal regulations).

Medicaid Coverage for Former Foster Youths Age 18 through 20

Information is to be provided to youth regarding continued Medicaid eligibility and how to maintain this coverage until 21 years of age, including information about Medicaid providers within the community. If youth return for P.A.T.T.Y. Aftercare services after emancipating from foster care and do not have Medicaid coverage, they are advised they are still eligible by virtue of being in foster care at age 18. Continuance of Medicaid, however, is contingent upon continued funding by the legislature. The staff who oversees the Medicaid Program for the South Carolina Department of Health and Human Services serves on the Independent Living Advisory Committee and provides updates to the Committee and IL Program.

Education and Training Vouchers Program

The South Carolina Department of Social Services is the designated state agency that administers, supervises and oversees the Education and Training Voucher (ETV) Program. County and IFC&CS offices throughout the state prepare ETV applications with youth (youth signature is required before approval of any application) and submit applications to Independent Living staff located at central office. The applications are reviewed to ensure that the total amount of educational assistance to a youth under this and any other Federal assistance program does not exceed the total cost of attendance and

to avoid duplication of benefits under this and any other Federal assistance program. The funding application is then submitted to the DSS Finance Department. The Independent Living Program maintains a database on youth in college and the DSS Finance Department manages funds and files federal and state reports. The S. C. Commission on Higher Education works in partnership with the agency in tracking youth in college that are receiving the state's Need Based Grant.

Consultations and Collaboration

Advisory Committees

The **Independent Living Advisory Committee** meets quarterly to provide oversight, technical assistance, and guidance to the Independent Living Program. The composition of the committee currently consists of agency (administrative, supervisory and direct delivery) staff, service providers, Foster Parents Association, Association of Children's Homes and Family Services, group care providers, and representatives of the Department of Education (McKinney-Vento), Department of Education (Adult Education), Department of Mental Health (School-based MH Program), DHEC (Adolescent Health), DHHS (Medicaid), Department of Commerce, Urban League, Governor's Office (Foster Care Review Board and Guardian ad Litem Programs), USC-Center for Child and Family Studies, Department on Alcohol and Other Drug Abuse Services, and the Department of Juvenile Justice. Membership includes two youth/young adults – one currently in foster care and, the second, a foster care graduate. Issues affecting youth in foster care and Aftercare are addressed and supported across agencies, and program information is shared for further dissemination statewide. At each meeting, a brief presentation is provided by additional providers. Subcommittees are formed as needed to address committee topics of concern and development. Currently, subcommittees have been formed to address and make recommendations regarding Employment, Education (increasing graduation rate), Health, Housing, and Permanency.

The Youth Advisory Committee – GOALL (Go Out and Learn Life) – In FY 09-10 GOALL membership has increased to 12 youth who are or have been in foster care . This committee continues to provide the youth perspective on the foster care program, its impact on the lives of its membership and recommendations for needed changes.

To recognize outstanding caseworkers, GOALL created a caseworker award, *Our Champion* that is now presented yearly at either the State Conference or the Regional Forums. GOALL publicizes that by presenting a youth nominated and selected caseworker/s of the year, the "system" will know what youth believe makes an outstanding caseworker. *Our Champion* was developed by youth with the purpose of highlighting caseworker characteristics, practices, attitudes and relationships that are of most support to youth. Several alumni remain supportive of the organization through meeting consultations, projects and involvement with the annual youth conference and/or Regional Forums.

In addition to GOALL, South Carolina promotes local youth groups (sometimes referred to as youth associations or youth boards). Youth in 14 counties now have access to youth groups and efforts continue to expand the number. These groups consist of foster youth

who are ages 13 and up. The groups are in a position to provide feedback to supervisors and/or county directors on local issues. One youth from each group is invited to apply for membership in GOALL to help move the group's concerns and recommendations to the state level. Local youth groups participate in life skills and leadership development. The groups enable support placement stability and allow youth to meet other youth in care.

Public and Private Sector Involvement

The agency continues to have extensive collaborative efforts with the public and private sectors. The basic premise for community-based programs is to reflect community diversity and to be more realistic in meeting the needs of youths within the community. Current collaborative efforts include the following:

The South Carolina Foster Parent Association has a contractual agreement with the agency to provide household showers for youth who will emancipate from the foster care system or who will be attending college. When an adolescent has been identified, the foster parent association plans the shower to include current and former caseworkers, foster families, and other attendees identified by the youth. The association then purchases concrete items from a wish list prepared by the youth, e.g. pots, pans, linens, sheets, silverware, microwave, etc. which are necessary to establish housekeeping. This successful program is reaching approximately 140 youth in FY 09-10. In addition, a partnership between the FPA and the IL Program provides post-secondary education youth with access to an enhanced laptop computer bundle that includes a computer with a 3-year service agreement, software, printer, and carry case. The FPA also provides sacks for individuals and community groups to fill to help college youth with items needed while they are away in school. The sacks are returned to the FPA and mailed to college students around the state. In collaboration with Cooperative Ministries, the FPA is now accepting donations of vehicles, making repairs, and donating the vehicles to foster youth who are at least age 18 and not yet age 21, to support access to employment and education. Five vehicles have been donated in FY 09-10. Annually, the FPA awards a graduating high school senior with a scholarship that can be used for any academic or training program that helps the recipient meet his or her goals. A different college student is recognized each month with a special gift and recognition in the FPA quarterly newsletter. The FPA Teen Recognition Committee also identifies a teen meeting certain criteria and deserving of recognition for contributions to their community, school, or church. The training division of the SCFPA continues to deliver a training program for local FPA meetings. The schedule includes presenters, such as the Urban League, Foster Care Review Board, PRO-Parents, Children's Law Office, Guardian ad litem, and Chafee IL Program.

The Center for Child and Family Studies (University of South Carolina) has undertaken several projects in conjunction with the IL program that includes the NYTD outcome survey pilot project, focus groups, and the logistical component of the IL program's yearly IL Conference. Steps with the National Youth in Transition Database (NYTD) are addressed in the final section of the Chafee report. When focus groups are needed, the Center identifies members that reflect the diversity of the foster care population, e.g. geographic, gender, race, age, adolescents in "regular" foster care versus

therapeutic care, etc. The purpose of these groups has been to learn from the experiences of youth, their perceptions of needed transitional skills and the identification of positive skills learned in foster care. For the IL conference or regional forums, the Center conference manager oversees all logistical needs to include location, equipment, meals, packet preparation, program printing, and registration for the event. The IL Program staff oversee program planning, procuring presenters, exhibitors, volunteers, conference participant materials, and the graduate recognition ceremony. A USC Center staff facilitates the State Youth Advisory Committee, GOALL (Go Out and Learn Life), coordinates the monthly meetings and manages specific tasks related to the group's program planning. This staff member works closely with the IL State Coordinator and the GOALL IL Liaison in identifying opportunities for youth to have a voice in agency programs and planning. The GOALL facilitator, also a trainer for the Center, provides permanency trainings to DSS foster care supervisors and case managers.

The Youth Leadership Development Institute, a project undertaken in conjunction with the Columbia Urban League, offers a youth curriculum encompassing employment and career, individualized counseling, transportation, and a year round mentoring and tutoring program. The program serves foster and TANF youth during the fiscal year, ages 14 – 19, in eight counties that include Aiken, Florence, Kershaw, Lee, Lexington, Sumter, York and Richland. Efforts continue to expand the project to other counties and to build a greater collaboration with the Urban League and Workforce Investment Area Centers. In summer 2010, 189 foster and TANF youth obtained employment through the program with 58% foster youth representation. For summer 2011, 250 youth are enrolled with 73% foster youth representation.

Coker College. The multi-county youth association (Growing Up and Out) has continued to meet on the Coker campus with an average attendance at the monthly meetings of 20 – 30 youth from the counties of Darlington, Florence, Chesterfield, Lee, Marlboro, and Marion. An oversight committee composed of Coker staff, foster parents, DSS staff and private provider staff provided a Fall Forum at Coker for youth and foster parents. The group engages in life skills work that is youth driven in topic selection.

Involvement of youth in the CFCIP plan and other agency efforts such as the CFSR/PIP process and the agency improvement planning efforts

The youth involvement and their voice has been an important part of the development of the annual IL conference. Youth are involved in the planning committee as well as participate in presentations. The youth provide assistance in policy development as it relates to foster care and independent living and participate in various advisory groups as their schedules permit.

Youth were an integral part of the development of the National Youth in Transition Database. Youth met in focus groups around the state, met with agency staff and contract providers to assist in the development of the survey and provided input for the best mode of delivery for this age group.

Efforts to coordinate with other Federal and State Programs for Youth

Exhibitor information to be available at the 2011 IL NYTD Stay Connected Kick Off includes representation from AmeriCorps, Columbia Urban League (mentoring and employment), Mental Health America of South Carolina (mental health support services) Midlands Workforce Development Board (employment), WIA Lower Savannah Council of Government (employment), SC Commission on Higher Education (post secondary education support), SC Department of Alcohol and other Drug Abuse Services (counseling), SC Department of Motor Vehicles (driver's license), South Carolina Department of Education (Office of Health and Nutrition), Pro Parents of South Carolina (special education), SC State Housing Finance and Development Authority (transitional housing), SC Vocational Rehabilitation (employment services), SC Youth Challenge Academy, SC Assistive Technology Program, Wachovia Corporation (financial services and counseling), GovKids International, SC Children Come First, SCDSS Domestic Violence Program, Growing Home Leaphart Place (transitional housing), Chafee Independent Living Program staff, GOALL and NYTD—Youth Voice.

Determining Eligibility for Benefits and Services

Chafee Funds: only youth, ages 13 – 21, in DSS foster care who have independent living as part of their case plan, or who have signed an Aftercare Voluntary Placement Agreement, are eligible for Chafee funds. There are two exceptions. Youth are eligible for Chafee funds that left the foster care system after reaching age 18 and are in need of independent living services before reaching age 21. Youth are also eligible that aged out of care in other states at age 18 (subject to verification) and moved to SC for residency or for educational purposes. To request services, youth are to complete the P.A.T.T.Y. (Providing Assistance to Transitioning Youth) form through an assessment interview with a DSS staff. The following factors are considered in determining Chafee eligibility: (1) The goal for which the funds are to be used and the plan for meeting the goal; (2) Whether the funds are a one time expense that will lead to greater independence for the youth, and (3) the cost. Youth who are undocumented aliens are ineligible for CFCIP services.

Notation 1: CFCIP funds are supplemental funds that are designed to provide services related to independent living preparation and to finance needs that cannot be funded elsewhere. If similar services are available within the community, these resources must first be requested.

Notation 2: the amount of money received by recipients can vary. Guidelines have been established but special circumstances may warrant staffing and consideration.

In June 2010, youth adopted from foster care at age 16 or older will be eligible for certain Chafee funded education support services as outlined above under Purpose 7.

ETV Funds: Only youth in the custody of the Department of Social Services with independent living as part of the case plan or youth who were in the custody of DSS at 18 years of age are eligible for ETV funds as long as they are in college and have not reached the age of 21, even if they are not in an Aftercare placement. Youth are eligible until age 23 if they are enrolled in post secondary education and already participating in

the ETV program. If a foster youth was adopted on or after his 16th birthday, then they are eligible for ETV funds. The following other factors may be considered in determining ETV eligibility: (1) Acceptance to a technical school, college, university, or other program that meets the ETV criteria; (2) Students who demonstrate academic achievement or show a marked improvement in educational functioning, and (3) the long term goal and plan for meeting that goal. Youth from other states are to apply for ETV funds from their state of origin. Youth who are undocumented aliens are ineligible for ETV services.

Independent Living Training

The agency continues to provide training for foster and adoptive parents, group care providers, and staff to address issues confronting independent living youth through partnership with the Center for Child and Family Studies at the University of South Carolina. In collaboration with the IL Program, the Center provides training on permanency issues and the Ansell Casey Life Skills Assessment.

The SC Foster Parents Association (SCFPA) continues to offer training to foster parents on adolescent issues and concerns by trainers from various organizations. Certified ACLSA trainers have introduced foster parents to the life skills assessment and IL staff continued to be available to provide training on independent living.

To build and uphold a standard of service to all adolescents in care, no matter where they are placed, the Independent Living Program partnered with the SC Association of Children's Homes and Family Services (SCACH&FS) in FY 09-10 to sponsor training in a centralized location to staff of group homes, child caring institutions, and therapeutic foster parents. The well attended training will be followed in June 2010 by ACLSA training to the same population. Workshops on independent living issues and services will continue to be provided in partnership with the SCACH&FS as needed.

Annual statewide Independent Living Conference or a statewide Independent Living Conference to train youth throughout the state continues to be planned and implemented yearly in collaboration with youth and the community. The annual event/s focus on skills development with topics such as, employment, education, housing and transportation, and other issues that are identified by youth and staff. Conference participants include youth, staff, foster parents and group home providers. The forums and/or conference provide an avenue for dissemination of information and training, and serves as a support group for 600 to 900 participants to build relationships across the state. The conference also provides another avenue for involving community partners in providing for the needs of foster youth. Conference highlights include a recognition ceremony honoring foster youth graduating from high school or college.

Further development of youth leadership skills will be offered through programs sponsored by organizations such as the SCFPA, Urban League, USC Center for Child and Family Studies, and thorough collaboration with SCACH&FS. FY 10-11 trainings sponsored by or associated with the IL Program have included the following: 2011 event focuses on NYTD

- Independent Living Regional Forums – 33 workshops (delivered in 3 sessions with 11 workshops per session or 18 workshops per day in three regions of the state). Attendees: youth, DSS staff, foster parents, and group home providers. Topics included Pathways to Graduation, Pathways to Higher Education, Career Pathways, Pathways to Skill Building, Money Management, and Finance 101.
- Independent living training to new SCDSS child welfare staff – monthly or as scheduled through PD&L
- ACLSA intro trainings for foster parents and workers – 122 at FPA meetings delivered by certified FPA trainers Permanent Connections training - 7 by USC Center staff to DSS supervisors and case managers at Children’s Center (3), IL regional forums (3), and SCFPA conference (1)
- IL staff workshop on NYTD Survey/ services at SCFPA annual conference – 2 workshops
- IL staff workshop on IL services at SCFPA annual conference—2 workshops

Preparation to Implement National Youth in Transition Database

The agency contracted with the Center for Child and Family Studies (CCFS) in the College of Social Work at the University of South Carolina (USC) to conduct the data collection for the National Youth in Transition Database (NYTD) outcome measures which will be used to assess States' performance in operating their independent living programs. The NYTD data collection began on October 1, 2010. The first reporting period ended on March 31, 2011. The second reporting period ends on September 30th, 2011.

The NYTD federal survey includes six outcome measures: financial self-sufficiency, experience with homelessness, educational attainment, and positive connections with adults, high-risk behavior, and access to health insurance. The CCFS NYTD Team developed a supplementary survey which is an extension of the NYTD survey. The additional survey further enhances the understanding of a youth’s transition of care by examining five additional outcome areas: educational attainment; relational connections and permanency; social support; concerns; and personal aspirations. In March 2011, IRB and DSS approval was granted and the supplemental survey was incorporated into the data collection system.

An internal data collection tracking and management system was created by the State NYTD Research Director at CCFS. CCFS received baseline population estimate files on a daily and weekly basis from the SC Department of Social Services (DSS). Weekly estimate files were reviewed, documented, analyzed and entered into CCFS internal data tracking system. The CCFS internal data collection system was monitored, assessed, and updated on a daily basis.

Completed surveys were tracked and recorded on a daily basis. The outcomes data were inputted into the data information management system and submitted to DSS on a monthly basis. The multi-phase data collection procedure involves delivery of information forms to youth and their providers three weeks before their 17th birthday,

phone calls to youth two weeks before their 17th birthday, administration of federal and supplementary survey on a youth's 17th birthday, survey follow-up ten days after a youth's birthday, and delivery of a \$50 gift card and the NYTD Transition Resource Kit upon receipt of a youth's survey.

The CCFS NYTD Team developed a protocol for entering NYTD data and ensuring accuracy of data entry. The State NYTD Research Director and State NYTD Coordinator held internal data tracking meetings on a weekly basis to discuss issues related to locating and surveying specific youth, follow up of return of surveys, and ongoing clarifications with DSS staff and Administration for Children and Families (ACF) NYTD staff. Daily phone calls and email communication with youth, group home staff, foster parents, caseworkers, counselors and therapists were made by CCFS NYTD staff to ensure that each youth in the baseline population received a birthday card and information letter, and received, completed, and returned a survey.

This intensive communication with caseworkers, foster parents, and group home staff on a daily basis served to educate our stakeholders about NYTD and strengthen partnerships. Daily communication with caseworkers was used to obtain the most recent information on youth in the baseline population that was not captured in CAPSS. This process assisted in the tracking and management of youth in the baseline population. An "UPDATE" folder for DSS was created to provide updated contact information about youth that the CCFS NYTD Team received from caseworkers or other parties that was not captured in CAPSS. This information was provided in the CCFS-SCDSS shared electronic folder and was updated on a case-by-case basis.

The State NYTD Research Director held weekly meetings with CCFS NYTD GA's to administer tasks and supervise duties. Duties included resource research and development, information management, and data entry.

The State NYTD Research Director and Project Coordinator consulted with the Administration for Children and Families about NYTD federal regulations and rules on a monthly basis.

The theme of the 2011 Independent Living Pathways to Success Training (formerly the IL Conference) is NYTD. The CCFS NYTD Team was responsible for managing and developing the content and workshops for the IL/NYTD ! Kick-Off. All workshops were based on the fourteen NYTD Independent Living categories. Workshop attendance of youth will be tracked and recorded by the CCFS NYTD Team. This data will be delivered to SCDSS to assist caseworkers in recording the June 2011 independent living services received by youth in DSS care. CCFS was also responsible for all facility planning and management related to the IL/NYTD! Kick-Off.

A website, www.NYTDstayconnected.com was developed by CCFS. The website was designed specifically to meet the needs of young adults making decisions about their futures and then later as youth begin their adult lives with continuing education, finding work, and/or finding a place to live. The SC NYTD Team has reviewed, assessed, researched, and included valuable and relevant resources on the SC NYTD website. These include, but are not limited to, SC high school diploma requirements, scholarships, higher education website links, county directories, hotlines, NYTD FAQs, etc. The web site offers an opportunity for youth to stay connected with the Center and DSS staff members who are interested in assisting them. South Carolina considers the data collection to not only serve as a means to drive future program development but to also serve in the present as a means of intervention and maintaining contact with youth.

Marketing tools/techniques utilized to educate youth about NYTD have included the following:

- Presentations at regional IL youth associations in Fall 2010, Winter 2011, and Summer 2011
- Involving IL youth associations by seeking their feedback on the SC NYTD website
- Commitment for an exhibit and inviting IL youth associations to serve as presenters at the state youth Independent Living/NYTD! Kick-Off in July 2010
- Developing SC IL youth association webpages on the SC NYTD website
- Presentations to GOALL (state youth advisory committee)
- Youth brochures for wide distribution
- Youth holiday postcards for baseline population
- Website: www.nytdstayconnected.com for South Carolina youth
- Toll-free NYTD phone line for South Carolina youth

- Distribution of colorful pens inscribed with website address and toll-free NYTD phone number

- Development of *Youth Compass County Directory* on the SC NYTD website. The Youth Compass County Directory includes the following categories: community website; community newspapers; secondary schools (high schools); clinics and community health centers; career counseling and job centers; housing services; spiritual and religious organizations; food banks and soup kitchens; shelters; social security office; public transportation; hospices; social clubs; hotlines

- Development of *South Carolina Youth in Transition Resource Kits*. The SC Youth in Transition Resource Kits include the following items: SC Youth in Transition Resource Kit – Sports Pack; Guidelines for Services: Chafee Independent Living Program & Educational and Training Voucher Program (ETV) booklet; Foster Care 411 (Foster Club Inc., 2009); Getting Solid (Foster Club Inc., 2007); Permanency Pact (Foster Club Inc., 2006); South Carolina High School Diploma Requirements; County Resource Directory; Hotlines List; Scholarships List; University of South Carolina - Visitors' Letter; Midlands Technical College - Visitors' Letter; South Carolina Youth NYTD Brochure

Marketing tools/techniques to educate stakeholder groups have included the following:

- NYTD Webinar (Part I) Design and Development in November 2010
- South Carolina Foster Parent Association (SCFPA) and CCFS NYTD Team meeting in November 2010
- NYTD information letters developed for the SCFPA newsletter, mailings, and website in December 2010
- SCDSS NYTD Webinar (Part I and Part II) delivered in December 2010
- South Carolina NYTD resources posted on the Administration for Children and Families (ACF) NYTD Community of Practice website in January 2011
- SCDSS IFCCS Regional Managers and Supervisors meeting with major NYTD training in January 2011
- National Resource Center for Youth Development Peer to Peer NYTD Conference Call in February 2011
- SC Association of Children's Homes and Family Services (SCACHFS) workshop on NYTD and permanent connections at SCACHFS annual conference in February 2011
- SCDSS Child Welfare Council meeting with NYTD feedback in February 2011
- SCDSS Richland County meeting with major NYTD training in April 2011
- SC Foster Parent Association (SCFPA) workshop on NYTD and permanent connections at SCFPA annual conference in April 2011
- NYTD Information Letters to Foster Parents, Group Home Providers, and Caseworkers residing/working with youth in the baseline population
- NYTD Services Booklet "NYTD Categories for Independent Living"
- NYTD Adult brochure for wide distribution to foster parents, group home staff, case managers, and others caring for youth
- Three adult workshops on NYTD developed for state IL training in June 2011
- SCDSS/NYTD Kick-Off! Independent Living Planning Committee
- SCDSS Independent Living Advisory Committee
- SCDSS NYTD Coordinating Committee

NYTD CCFS staff and NYTD DSS staff remain in close communication by phone, email, and in-person meetings regarding ongoing data collection activities, independent living services, and NYTD training.

FINANCIAL AND STATISTICAL INFORMATION

The IVB Part II service delivery percentages are as follows:

Family Preservation	20.22%
Community Based Family Support	20.20%
Time Limited Reunification	20.20%
Adoption Promotion & Support	20.20%
Planning and Service Coordination	9.18%

All the financial information is provided on the CFS 101 forms—Part I, II, and III.

(1) CWS Part I: award was less than estimate furnished by ACF.

(2) CWS Part II: Planning and administrative estimates were over actual expenditures. These under runs were used to fund additional family preservation, family support, time-limited family reunification, and adoption promotion and support services expenditures.

(3) CFCIP: entire 30% of allotment not needed for room and board and was therefore used to fund other parts of CFCIP.

(4) Education and Training Vouchers

Number of youth who received ETV awards FFY 09= 169

Number of youth who received ETV award FFY 10 = 144

For FFY 11, to date the number of youth who received an ETV award = 51

For FFY 11 to date the number of new ETV awards = 26

Training in Child Welfare

Training or Professional Leadership and Development were rated as Strength in the 2009 CFSR. This systemic factor was rated as Strength in 2003.

Training Processes and Policy

Consistent with the objectives in the CFSP, the State of South Carolina has made a significant long-term commitment to the professional development of its child welfare professional staff, foster and adoptive parents and partners in the child welfare system. The long-range goal of the agency's training is to promote individual development and advancement through programs designed to build and expand professional skills and knowledge. To that end, the agency in order to maximize resources has entered into an agreement with long term partner University of South Carolina's College of Social Work Center for Child and Family Studies program to develop all training for the agency. The training for child welfare includes Basic and Ongoing Training as required by both the CFRS and APSR. Additionally, the agency has support from other partners such as:

- the University of South Carolina's Children's Law Center

- the South Carolina Foster Parent Association

Professional Development Program

The South Carolina Department of Social Services (DSS) has specific policy requirements for new workers, core training for new workers as well as continuing professional development and re-certification requirements for the existing workforce. Currently, those requirements include the following:

Phase 1--Pre-training

Pre-training activities consist of assignments which are to be completed in the county office under the guidance of the supervisor. The purpose of this phase is to assure that there is a basic orientation to the agency, policy and procedures as well as specific exposure to the operation of the child welfare system at the local level. The assignments during this phase include the following:

- A review of the DSS and Child Welfare mission, policy and procedures, child welfare program outcomes, and requirements regarding confidentiality, HIPPA, Civil Rights, etc.
- Shadowing assignments which include observing experienced workers in their roles to include their efforts to prevent removal and promote reunification; home visiting, family engagement, as well as the assessment and case planning process. In addition, new workers review case records, learn about documentation in CAPSS, observe case staffing, and preparation for and participation in court hearings.
- Trainees prepare a written assignment after the shadowing and observational process. This “pre-training work” assignment is submitted during the core training registration process and is evaluated by the DSS training staff in order to assess the level of the individual learner and to make learning accommodations accordingly. It is also used during the Phase 2--Core Training to connect the learning content to previous case observations.

Phase 2--Core Training

Core Training is provided by staff from both DSS and the Center for Child and Family Studies. The training course consists of 64 contact hours over a three-week period. Of the three weeks, two weeks are in-classroom instruction and one week consists of ‘transfer of learning’ and on the job activities and assignments. This training, which takes place regionally, is offered to cohorts of up to 40 trainees and consists of the following:

- Week 1:

The first week forms the competency foundation for the new worker. The course reviews the mission and values of the agency and discusses basic cultural competency. There is significant focus on interviewing and communications skills as well as methods of building relationships by engaging families at all stages of the case process. Motivational interviewing skills are emphasized. By the fourth day, assessment skills and case planning strategies are presented. In addition, the fundamental knowledge base for child

welfare practice is covered; i.e., typologies of abuse and neglect. There is an introduction to substance abuse and an overview of attachment, grief and loss. The week concludes with worker safety as well as personal and workload management skill building.

▪ Week 2:

The second week consists of on the job activities and assignments. This ‘transfer of learning’ (TOL) is done with the direct assistance from the employee’s supervisor, with consistent communication from training staff. The TOL consists of the following:

- CPS Intake, Exercises
- CPS Intake Data Entry (CAPSS)
- CPS Assessment/Investigation
- Child Safety Assessment
- Court Hearing Observation
- Family Meeting Observation

Specific assignment completion forms must be completed and submitted by both the employee and their supervisor.

▪ Week 3:

The final week includes more program focus emphasis on the employee’s assigned job in addition to information from external partners and provider groups that are involved in DSS cases. These routinely include, but are not limited to, the Foster Care Review Board, the Guardian ad Litem program, and the Department of Education. New employees receive training on the following topics:

- Intake and assessment during an investigation
- Treatment for CPS in-home cases and foster care casework
- Policy and procedures
- Child welfare best practice
- CFSR principles around child safety, permanency, and well-being
 - Concurrent planning
 - Permanent plans
 - Visitation
 - MEPA
 - IV-E eligibility
 - Adoptions and Intensive Foster Care
 - Independent Living

- Interstate Compact
- CAPSS

The final day of class consists of a knowledge acquisition test. Workers must achieve a passing score of 75% to advance to the next phase.

Phase 3-Post Core

Further training is offered by DSS staff for foster care licensing and adoption recruitment workers on the licensing requirements and foster and adoptive recruitment activities.

- In order to complete basic certification, workers must complete a course on preparation for court and an additional ten hours of elective workshops.
- The University of South Carolina's College Of Social Work, Center for Child and Family Studies, provides an array of specialized courses which allow the child welfare worker to have specialized competency development in the various programmatic areas. The specialized workshops allow the worker to develop and refine competency in their specific areas of practice. It is expected that this ten hours will be completed during the employee's probationary one-year period.
- The University of South Carolina's Children's Law Center provides the legal training. The training includes an overview of the Family Court process and witness preparation to include a mock trial experience conducted by a retired Family Court Judge. This training is also available to new agency attorneys.

Phase IV or on-going case worker training:

In collaboration with SCDSS, The Center for Child and Family Studies (CCFS) develops and delivers ongoing training to enhance the knowledge and skills of child welfare workers and supervisors. Each year, DSS and CCFS work collaboratively to identify a list of training needs for staff. A training development team at CCFS is established that includes a trainer, curriculum writer, and training evaluator. When the training includes media and/or computer-based components, CCFS Information Design staff members are included in the development team. Relevant SCDSS staff members collaborate with and are part of the development team throughout the training development and delivery process. The development team identifies specific learning objectives, conducts research on content and best practices, has ongoing discussions with everyone involved in the development and delivery process, and creates a design for the effective delivery of content. All CCFS training honors the principles of adult learning and incorporates accelerated learning techniques. The training evaluator, with input from team members, designs an evaluation for the training. The training is piloted, evaluated, and revised as needed with input from everyone involved in the development and delivery process.

Child welfare caseworkers need knowledge in a number of areas in order to effectively work with families. The following courses offered by CCFS are intended to help caseworkers build a foundation of understanding in the areas of child and adolescent

development, childhood disabilities, mental disorders, substance abuse, family violence, cultural issues, specific issues associated with children in care, communication, interviewing, assessment, planning, workload management, working together with families, working with youth in care, and collaborating with other professionals:

Training for Child Welfare Staff: Child Protective Services, Foster Care Services, Intensive Foster Care and Clinical Services, and Adoption Services

Advanced Techniques for Identification, Intervention, and Prevention of Child Maltreatment

Description: This course helps participants apply their knowledge of indicators and dynamics of child maltreatment to differentiate between intentional and accidental injury and to practice case application for all typologies through intake, assessment, and treatment.

Target Audience: **Child Welfare case managers and supervisors**

Maximum: 25 per session

Length: 3 days (days are separated to allow transfer of learning between class days)

Frequency: 4 sessions

Total Training Days: 12

Location: Regional

All They Can Be: Children and Adolescents With Disabilities

Description: This course explores the most common concerns affecting children and adolescents with developmental and emotional challenges and those who care for them.

Target Audience: **Child Welfare case managers and supervisors**

Maximum: 25 per session

Length: 2 days

Frequency: 3 sessions

Total Training Days: 6

Location: Regional

Assessment and Treatment Planning: Children With Special Health and Mental Health Needs

Description: This course offers an overview of the indicators, treatments, and medications associated with the conditions of children who are medically fragile, have developmental disabilities, or have mental illness.

Target Audience: **Child Welfare case managers and supervisors**

Maximum: 25 per session

Length: 1 day

Frequency: 4 sessions

Total Training Days: 4

Location: Columbia

Child and Adolescent Growth and Development

Description: This course addresses the physical, cognitive, socio-emotional, and moral developmental stages from prenatal to adolescence.

Target Audience: **Child Welfare case managers and supervisors**

Maximum: 25 per session

Length: 2 days

Frequency: 3 sessions

Total Training Days: 6

Location: Columbia

Concurrent Planning: What It Means for Children, Families, and You

Description: In this course, participants will examine the process of concurrent versus sequential planning. They will leave with the knowledge of how to implement a concurrent plan and the skill of how to talk to birth parents, relatives, children, and foster and adoptive parents about concurrent planning. They will be better equipped to work together across departments to find stable, permanent homes for children.

Target Audience: **Caseworkers and supervisors in foster care and adoptions**

Maximum: 25 per session

Length: 2 days

Frequency: 4 sessions

Total Training Days: 8

Location: Regional

Confirming Safe Environments in Kinship Care and Foster Home Placements

Description: This course, delivered by ACTION for Child Protection, will demonstrate techniques and methods to achieve the workshop title's aim.

Target Audience: **Child Welfare case managers and supervisors**

Maximum: 25 per session

Length: 2 days

Frequency: 4 sessions

Total Training Days: 8

Location: Columbia

Creating Conditions for Client Change

Description: In this course participants learn how to help even "difficult" clients establish meaningful goals and reach their goals, thus building lasting strength.

Target Audience: **Human Services and Family Independence case managers and supervisors**

Maximum: 25 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia+ 1 region

Educational Challenges for Children in the Child Welfare System

Description: This course will not only cover the barriers that workers and caregivers encounter in getting children's educational needs met but also suggest ways to overcome them.

Target Audience: **Child Welfare case managers and supervisors**

Maximum: 25 per session

Length: 1 day
Frequency: 3 sessions
Total Training Days: 3
Location: Columbia

Enhancing Your Effectiveness: Tips and Tools for Effective Case Management

Description: In this course, participants gain practical ideas for managing their time and a personalized system for managing their workload.

Target Audience: **Human Services and Family Independence caseworkers and supervisors**
Maximum: 25 per session
Length: 1 day
Frequency: 4 sessions
Total Training Days: 4
Location: Regional

Enhancing Skills for Adoptive Parenting

Description: This course provides participants with information on developmentally appropriate parenting and behavior management principles that can be offered to adoptive and foster parents as they enhance their nurturing skills.

Target Audience: **Adoption and foster care case managers and administrators**
Maximum: 25 per session
Length: 1 day
Frequency: 1 session
Total Training Days: 1
Location: Columbia

Foundations for Caregiving: A Training of Trainers

Description: This certification training prepares participants to deliver *Foundations for Caregiving*, the 14-hour prelicensure-preapproval training for potential foster and adoptive parents.

Target Audience: **Designated foster care and adoption workers and contract trainers**
Maximum: 25 per session
Length: 4 day
Frequency: 4 sessions
Total Training Days: 16
Location: Columbia

Issues for Children in Care: Attachment

Description: This course equips participants with an understanding of attachment and its importance in healthy socio-emotional development of all individuals.

Target Audience: **Human Services and Family Independence case managers and supervisors**
Maximum: 25 per session
Length: 2 day
Frequency: 4 sessions

Total Training Days: 8
Location: Regionally

Issues for Children in Care: Preparing Children for Adoption

Description: In this course, participants learn how to help children understand the adoption process, the child's role in adoption, and the flood of emotions that accompany this major life transition.

Target Audience: **Foster Care and Adoption staff**
Maximum: 25 per session
Length: 1 day
Frequency: 4 sessions
Total Training Days: 4
Location: Regional

Medical/Psychiatric/Emotional Issues Affecting Children & Adolescents

Description: This course will increase your knowledge about common issues, and enhance your skills at deciphering reports so that you can more effectively work with children and families.

Target Audience: **Child Welfare case managers and supervisors**
Maximum: 25 per session
Length: 1 day
Frequency: 2 sessions
Total Training Days: 2
Location: Columbia + 1 region

Parenting Children Affected by Prenatal Substance Exposure

Description: This course is offered to Child Welfare staff working with families who parent children affected by prenatal substance exposure to alcohol, tobacco, and other drugs.

Target Audience: **Child Welfare staff members**
Maximum: 25 per session
Length: 1 day
Frequency: 3 sessions
Total Training Days: 3
Location: Regional

Preventing Disrupted Placements in Foster Care and Adoptions

Description: This course focuses on both the causes of disruption and the keys to successful placements.

Target Audience: **Child Welfare case managers and supervisors**
Maximum: 25 per session
Length: 1 day
Frequency: 3 sessions
Total Training Days: 3
Location: Regional

Permanent Connections: Expanding Permanency for Our Youth

Description: This course focuses on strategies for working with youth to find permanent connections.

Target Audience: **Supervisors and caseworkers who work with youth in transition**

Maximum: 25 per session

Length: 1 day

Frequency: 4 sessions

Total Training Days: 4

Location: Regional

Specific Drugs of Abuse: Marijuana and Prescription Medications

Description: This course provides information about marijuana and abuse of prescription medications, including the drug culture, drug-seeking behavior, and the physical impact of drug abuse.

Target Audience: **Human Services and Family Independence case managers and supervisors**

Maximum: 25 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia

Specific Drugs of Abuse: Cocaine and Methamphetamine

Description: This course provides information about cocaine and methamphetamine, including the drug culture, drug-seeking behavior, and the physical impact of drug abuse.

Target Audience: **Human Services and Family Independence case managers and supervisors**

Maximum: 25 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia

Substance Abuse Dynamics: Treatment and Recovery

Description: This course focuses on the dynamics of substance abuse and addiction in the context of casework practice.

Target Audience: **Human Services and Family Independence case managers and supervisors**

Maximum: 25 per session

Length: 1 day

Frequency: 4 sessions

Total Training Days: 4

Location: Regional

Sustaining Family Connections (SFC)

Description: This series addresses the relationships of children in care and their families. *SFC* is designed for caseworkers from foster care and adoption, birth parents, foster and adoptive parents, and SCDSS county and state administrators. Participants need to attend all four courses to receive credit.

SFC 1 Birth Families and Their Children in Care

This **one-day training** clarifies the vital role of birth parents in the lives of their children during placement and on the permanency planning team.

SFC 2 Attachment

This **one-day training** focuses on the crucial importance of "connection" for children and adolescents in care.

SFC 3 Visitation

This **one-day training** explains the role of visitation in maintaining attachment and ensuring healthy adjustment of children and adolescents.

SFC 4 Life Book

This **one-day training** reaffirms that the Life Book is an effective tool for helping children and adolescents cope with the past, deal with the present, and prepare for the future.

Target Audience: **Caseworkers from foster care and adoption, birth parents, foster and adoptive parents, and SCDSS county and state administrators**

Maximum: 25 per session

Length: 4 days

Frequency: 2 sessions

Total Training Days: 8

Location: Columbia + 1 regional

TRAINING FOR INDEPENDENT LIVING PROGRAM

B1. Ansell-Casey Life Skills Assessment

Description: The Ansell-Casey Life Skills Assessment is an online youth assessment tool completed by youth, caregivers, and staff to help youth move toward increasing independence. Participants learn how to apply the resources available to youth through Ansell-Casey.

Target Audience: **Supervisors and case managers of youth in foster care, ages 13 and older.**

Maximum: 25 per session

Length: 1 day

Frequency: 34 sessions

Total Training Days: 34

Location: Columbia

B2. Caseworker Power: Changing Your Practice With Youth in Transition

Description: This course addresses the new mandates regarding the National Youth in Transition Database (NYTD), how it will be implemented, and the tools and practical ideas workers need for helping youth successfully transition to adulthood. Specifically, participants will focus on strengths-based assessment and planning, the Ansell Casey Life

Skills Assessment, building relationships with youth, recognizing and using teachable moments, and identifying community resources.

Target Audience: **Caseworkers who work with youth in transition**

Maximum: 25 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia + 1 region

B3. Supervisor Power: Changing Caseworker Practice With Youth in Transition

In this course, supervisors learn how to support caseworkers as the new mandates regarding the National Youth in Transition Database (NYTD) are implemented. Specifically, supervisors focus on strengths-based assessment and planning, the Ansell Casey Life Skills Assessment, supporting relationships between workers and youth, recognizing teachable moments, and identifying community resources. Supervisors create an action plan for them to implement upon their return to their counties.

Target Audience: **Supervisors**

Maximum: 25 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia + 1 region

A. Training for Human Services Consultants, Supervisors, and Experienced Case Managers: Advanced Workshop Series

C1. Forensic Assessment

This workshop shows how assessments are done respectfully, correctly, and thoroughly to build cases that will sufficiently document evidence of child maltreatment for presentation of cases in court.

Target Audience: **Human Services Consultants, Supervisors, and Experienced Case Managers**

Maximum: 25 per session

Length: 1 day

Frequency: 4 sessions

Total Training Days: 4

Location: Columbia and Charleston

C2. The Impact of Violence on Children

This workshop analyzes the incidence and scope of domestic violence, its effects on children, and related risk and resiliency factors; it also offers a review of evidence-based and mental health practices for the treatment of trauma in children.

Target Audience: **Human Services Consultants, Supervisors, and Experienced Case Managers**

Maximum: 25 per session

Length: 1 day

Frequency: 1 session

Total Training Days: 1
Location: Columbia

C3. Medical Aspects of Abuse and Neglect

This workshop uses case situations to help participants recognize medical indicators of child maltreatment and how a medical provider approaches diagnostic challenges.

Target Audience: **Human Services Consultants, Supervisors, and Experienced Case Managers**

Maximum: 25 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia

C4. Personality Disorders

This is a presentation of information about personality disorders from a DSM perspective, with clinical and case implications of each disorder.

Target Audience: **Human Services Consultants, Supervisors, and Experienced Case Managers**

Maximum: 25 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia

C5. Psychological Testing and Interpretation for Other Disciplines

This workshop explains how psychological evaluations are conducted and interpreted and how to get the most useful reports for specific purposes.

Target Audience: **Human Services Consultants, Supervisors, and Experienced Case Managers**

Maximum: 25 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia

C6. Sexual Abuse: Consequences and Challenges

This workshop looks at dynamics and recognition of sexual abuse, caseworker and caregiver awareness of outcomes, and appropriate and accountable practice with affected clients.

Target Audience: **Human Services Consultants, Supervisors, and Experienced Case Managers**

Maximum: 25 per session

Length: 1 day

Frequency: 8 sessions

Total Training Days: 8

Location: Regional

C7. Treatment Strategies: Innovative Approaches

This workshop presents best-practice abuse-specific treatment methodologies ranked and described in a recent study in which MUSC played a leading role.

Target Audience: **Human Services Consultants, Supervisors, and Experienced Case Managers**

Maximum: 25 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia

D. Training for Supervisors

D1. The Art of Supervision in Human Services

This blended-learning program has both classroom sessions and online applications to enable supervisors to increase their competence in organizing, guiding, and supporting case managers. Supervisors should first take *Leadership for Today and Tomorrow*.

Target Audience: **New and experienced Human Services supervisors**

Maximum: 25 per session

Length: 4 classroom days (two sessions of two-days each), plus 1 webinar, plus online work

Frequency: 2 sessions

Total Training Days: 8+webinar+online work

Location: Columbia

D2. Leadership for Today and Tomorrow

This blended-learning program has both classroom sessions and online applications to give ideas and tools for effective leadership. Topics include developing a vision; supervisory roles; personality styles; crisis management; schedule management; leading through change; professional decision making for ethical practice; and networking.

Target Audience: **New supervisors in all program areas**

Maximum: 25 per session

Length: 6 days (three sessions of two-days each), plus 2 webinars, plus online work

Frequency: 4 sessions

Total Training Days: 24+webinars+online work

Location: Columbia

E. OTHER TRAINING

E1. Family Violence: The War Behind Closed Doors

Upon completion of this course, participants should be able to recognize behavioral indicators of family violence, discuss the dynamics and cycle of family

violence, discuss the impact of family violence on children, assess risks and protective factors, work with the adult victim to develop a safety plan and work effectively with law enforcement, domestic violence programs and other community resources to protect victims of family violence.

Target Audience: **Human Services and Family Independence staff**
Maximum: 25 per session
Length: 2 days
Frequency: 4 sessions
Total Training Days: 8
Location: Regional

E2. Family Violence Case Management: Advanced Skills Building

This interactive training is designed to build caseworkers' skills in working with adult and child victims of domestic violence to overcome barriers, plan for safety, and link with community resources. Participants will hear from a panel of representatives from agencies and organizations in the community that serve victims of domestic violence. Family Violence: The War Behind Closed Doors is a prerequisite for attending.

Target Audience: **Human Services and Family Independence staff**
Maximum: 25 per session
Length: 2 days
Frequency: 3 sessions
Total Training Days: 6
Location: Columbia

E3. Family Violence: Training for Child Day Care Staff

This training is designed to prepare childcare workers to recognize and respond appropriately to children and their families who may be experiencing domestic violence. Brief lectures, discussion, learning activities, and video presentations are used to encourage interactive learning among participants.

Target Audience: **Child Day Care Staff**
Maximum: 35 per session
Length: 1 day
Frequency: 14 sessions
Total Training Days: 14
Location: Regional

E4. Dealing with Difficult People in the Workplace

Difficult people can be found in every workplace and they can have a devastating impact on job satisfaction and productivity. In this workshop participants will increase their understanding of others and explore the reasons why some people just drive them crazy. Participants will learn effective strategies for managing relationships with difficult people while increasing their knowledge and understanding of various personality types including their own.

Target Audience: **Caseworkers and supervisors in Human Services and Family Assistance**

Maximum: 25 per session

Length: 1 day

Frequency: 4 sessions

Total Training Days: 4

Location: Regional

Foster and Adoptive Parent Training

In collaboration with SCDSS and the SC Foster Parent Association (SCFPA), The Center for Child and Family Studies (CCFS) develops and delivers ongoing training to enhance the knowledge and skills of state licensed foster and adoptive parents. Beginning in the 2008/09 contract year and continuing throughout the 2009/10 contract year, CCFS delivered training in three different formats: 1) full-day sessions—an approximate 5 hour training delivered regionally; 2) cluster training—an approximate 3 hour training, coordinated through the SCFPA at sites rotated amongst a small “cluster” of counties; 3) short sessions—an approximate 1 ½ hour training delivered in advance of local FPA meetings at varying locations throughout the state. Topics and frequency of delivery are determined on an annual basis and support parents ability to understand and address the issues impacting the children in their care and their ability to effectively carry out their role as caregiver in the foster care system.

1. Adolescent Development

This course provides an overview of healthy physical, cognitive, socio-emotional, and moral development for children ages 11–21. Topics include developmental tasks, family issues, adolescent sexuality, and preparing adolescents for adulthood. (5 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: 35 per session

Length: 1 day

Frequency: 1 session

Total Training Days: 1

Location: Regional

2. Adolescents and Adoption

Original Format: This course helps caregivers understand the importance of permanent connections through adoption for adolescents. Caregivers learn about the continuum of permanence, the negative consequences of discharging youths to their own care, and the roles and responsibilities of families and foster parents in the adoption/permanence process. Through case scenarios and discussions, participants learn about successful adolescent adoption and what factors support this success. (5 hours)

Current Delivery: A shorter version is currently being delivered locally to participants from several neighboring counties (2.5 to 3 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: None

Length: Cluster session

Frequency: 1 session

Location: Greenville

3. Building Empathy: Exploring the Impact of Foster Care Placement on the Child, Birth Parents and Foster Parents (formerly Issues for Children in Care: Grief and Loss)

The purpose of this course is to assist foster parents in creating a solid foundation for children in their care by promoting empathy for all parties involved. Participants will learn: to identify differences and commonalities in feelings for birth parents, foster parents, and foster children; strategies for identifying any personal biases toward birth parents that may negatively impact the child; and techniques for managing grief and loss issues associated with foster parenting.. (5 hours)

Current Delivery: A shorter version is currently being delivered locally at Foster Parent Association meetings (1.5 to 2 hours) and a slightly longer version to several neighboring counties

Target Audience: **Licensed foster and adoptive parents**

Maximum: None

Length: 1 cluster session + 1 short session

Frequency: 2 sessions

Location: Spartanburg + Dillon

4. Child Development

This course provides an overview of healthy physical, socio-emotional, intellectual, and moral growth and development from infancy through age eleven. Implications of these principles for parenting children in care are discussed. (5 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: 35 per session

Length: 1 day

Frequency: 1 session

Total Training Days: 1

Location: Columbia

5. Conflict Resolution

This course is designed to equip participants with practical communication and relationship skills critical to the successful parenting of children who have been abused and neglected. This course also offers introductory experiential strategies for collaborative partnering with service providers for the purpose of decision making and advocacy on each child's behalf. (5 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: 35 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Aiken + Columbia

6. Issues for Children in Care: Attachment

This course equips foster and adoptive parents with an understanding of attachment and its importance in healthy socio-emotional development. Participants learn how traumatic events, such as maltreatment, serious illness, and multiple placements, can negatively affect attachment in children and what caregivers can do to help children heal. (5 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: 35 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia + Georgetown

7. Issues for Children in Care: Parenting Children Affected by Sexual Maltreatment

Original Format: This course presents participants with current information on this type of abuse and its effects on children's lives. Ways that sexual maltreatment manifests itself in child and adolescent behavior is discussed, and specialized parenting techniques are presented. Strategies for managing child and adolescent behaviors associated with sexual maltreatment, including sexual acting out, are discussed. (5 hours)

Current Delivery: A shorter version is currently being delivered locally to participants from several neighboring counties (2.5 to 3 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: None

Length: 1 cluster session

Frequency: 1 session

Location: Dillon

8. Issues for Children in Care: Preparing Children for Adoption

Original Format: This training is designed to equip parents who are fostering and adopting with nurturing skills for use with children and adolescents during their transitions to permanency via adoption. Course content will integrate developmentally appropriate parenting, waiting for permanency, closure visits with birth parents, closure visits with foster parents (if adoptive parents are different), transitioning from foster care into adoption (if foster parents are adopting), and helping children, adolescents, and families in building strong, positive relationships with one another in and through the adoption process. (5 hours)

Current Delivery: A shorter version is currently being delivered locally to participants from several neighboring counties (2.5 to 3 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: None

Length: 1 cluster session

Frequency: 1 session

Location: Greenville

9. Issues for Children in Care: Transitioning from Foster to Adoptive Care

Original Format: This course guides parents who are fostering children through an overview of the adoption process. Pre- and post-adoption considerations, systemic concerns related to adoption, transitional issues affecting both parents and children, self and family assessments, and available resources to assist during and after the transition are discussed. Time for personal reflection and simple decision making are offered to participants through individual and group activities. (5 hours)

A shorter version is currently being delivered locally at Foster Parent Association meetings (1.5 to 2 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: None

Length: Short session

Frequency: 3 sessions

Total Training Days: 3 short sessions

Location: Horry, Summerville, Sumter

10. Issues for Children in Care: Visitation

Original Format: This course provides information about the importance of visitation for children and families. Included topics are: the role of visitation for the child, family, and agency; the important role that foster families perform in the visitation process; how visitation can help repair, sustain, and transfer attachment; legal bases for visitation; relationship between permanency planning and visitation; preparing the child for visitation; and strategies for dealing with pre- and post-visitation behaviors. (5 hours)

Current Delivery: A shorter version is currently being delivered locally to participants from several neighboring counties (2.5 to 3 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: None

Length: Cluster session

Frequency: 4 sessions

Total Training Days: 4 cluster sessions

Location: Bamberg, Florence, Georgetown, Jasper

11. Parenting Across Cultures (content from *Parenting and Poverty* and *Parenting With Cultural Competence* is included)

Original Format: This course focuses on helping participants better understand the framework by which poverty is defined and how that definition impacts children in foster care. The impact poverty has on the growth and development of children is addressed. Myths and facts regarding poverty are discussed, as are strategies that parents can use to help children cope and learn skills of self-care. (5 hours)

Current Delivery: A shorter version is currently being delivered locally at Foster Parent Association meetings (1.5 to 2 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: None

Length: Short session
Frequency: 4 sessions
Total Training Days: 4 short sessions
Location: Aiken, Darlington, Newberry, Union

12. Parenting Children With Disabilities: Physical and Emotional Challenges

This course presents information on the most common concerns affecting children and adolescents with developmental and emotional challenges. Participants learn about the differences between the terms “delayed” development and developmental disability, and will discuss how values, attitudes, and beliefs can impact parenting and family dynamics. Types of disabilities are defined, and the connection between disabilities and maltreatment are explored. Effective parenting strategies and resources are also discussed. (5 hours)

Target Audience: **Licensed foster and adoptive parents**
Maximum: 35 per session
Length: 1 day
Frequency: 2 sessions
Total Training Days: 2
Location: Columbia + Charleston

13. Parenting the Severely Traumatized Child

This training is designed to assist parents who foster and adopt in understanding the relationship between observed behaviors and traumas faced by children who have been abused and neglected. Tools and techniques are discussed to help parents create an environment where healing can safely occur. Other discussion topics include the role of therapy in the life of the child and self-care for parents who foster and adopt. (5 hours)

Target Audience: **Licensed foster and adoptive parents**
Maximum: 35 per session
Length: 1 day
Frequency: 2 sessions
Total Training Days: 2
Location: Columbia + Florence

14. Parenting Children With Prenatal Substance Exposure

Original Format: This course is offered to families who parent children affected by prenatal substance exposure to alcohol, tobacco, and other drugs. The curriculum helps parents understand the effects of prenatal substance exposure on children ages prenatal through 21. (5 hours)

Current Delivery: A shorter version is currently being delivered locally to participants from several neighboring counties (2.5 to 3 hours)

Target Audience: **Licensed foster and adoptive parents**
Maximum: None
Length: Cluster session
Frequency: 2 sessions
Total Training Days: 2 cluster sessions
Location: Cherokee + Newberry

- 15. Preparing This Child for Independent Living - Original Format:** This is an experiential course created to assist parents in learning how to facilitate and “coach” children ages 13–21 toward the learning of successful daily living skills for launching into the world of adulthood. Participants focus on topics such as connecting and communicating with adolescents in their care; housing and community resources; money management; self-care; social development; work-study skills; and employment preparation skills. (5 hours)

Current Delivery: A shorter version is currently being delivered locally to participants from several neighboring counties (2.5 to 3 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: None

Length: Cluster session

Frequency: 1 session

Location: Cherokee

16. Skills for Mentoring Birth Parents on Behalf of This Child

This is an experiential course in which participants learn about the concept of mentoring while practicing skills for enhancing the reunification process between birth parents and their children. Course content includes: developing trust; ethical issues in mentoring; effectiveness in mentoring; stages of family life (structure and communication patterns); family “red flags” and family strengths; importance of maintaining and preserving family relationships; communication styles and skills; engaging and involving family members in children’s lives; and “letting go.” (5 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: 35 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Charleston + Columbia

17. Understanding Documentation and the Family Court System

This is an experiential course that teaches participants effective ways to document and communicate on behalf of children in their care. The course will equip parents with a better understanding of the South Carolina Family Court system, juvenile justice system, the importance of accuracy in reporting practices, case planning, and legal rights and responsibilities of children and care givers. Confidentiality and its role in record keeping and reporting are clarified. (5 hours)

Target Audience: **Licensed foster and adoptive parents**

Maximum: 35 per session

Length: 1 day

Frequency: 2 sessions

Total Training Days: 2

Location: Columbia + Florence

Because of a continued economic recession, there is a statewide hiring freeze for all Department of Social Services' staff. However, the agency will take the opportunity to perform the following activities during this five-year grant period to incorporate any future state or federal law changes as well as the deficiencies noted from the onsite Child and Family Services Review which was held July 27 through 31, 2009. Staff development activities include, but are not limited to, the following items:

- An enhanced partnership with the University of South Carolina's College of Social Work Center for Child and Family Studies whereby training for basic child welfare services, ongoing policy knowledge transfer, and advanced educational opportunities are delivered by University staff who are actively engaged with both program and policy activities
- Revision of the child welfare curriculum model to include incorporating any state or federal legislative changes or policy recommendations in an ongoing effort towards continuous improvement in the quality of training received by staff and transfer of learning. Child welfare supervisor and case worker core competencies were developed in 2010 and will be utilized in the development of new curricula. In addition, it is intended that the professional development system for Child Welfare align with the goals established for the Department of Social Service's child welfare system including the CFSR outcomes.

Development of an enhanced learning program as well as a support program for child welfare supervisors The learning program will align with the Child Welfare Supervisor competencies developed over the course of the 2009/10 fiscal year, as well as with leadership initiatives currently in place and/or in development within the agency, such as the Leadership Academy and use of learning circles within the Intensive Foster Care and Clinical Services program.

- Development of an enhanced learning program for new child welfare initial certification. This revised program will be based on the review of models from other states and recommendations from National Resource Centers conducted in 2010. It will be competency-based, will include classroom, online, and on-the-job training components, and will allow for gradual absorption of cases on a closely supervised basis. Content will be coordinated with the instruction provided within the Child Welfare Consortium Scholars Program, developed by the South Carolina Professional Development Consortium.
- Promote the use of individual learning plans for staff that will be developed and accessible for monitoring via the DART eLearning system. Training will be developed and be available to supervisors specifically on how to develop individual learning plans, how to use the learning management system to monitor them, and how to support transfer of learning.
- Improved cost efficiency and effectiveness by utilizing a variety of learning transfer mechanisms; i.e., online/distance learning, video conference technologies, regional policy updates and trainings, supervisor coaching and mentoring, etc.
- Support enhanced training for family engagement strategies specifically the Family Group Decision Making Model adopted by the agency and employed by the Families First initiative.

- Delivery of Meeting the Challenge Policy Update, development of policy/skills-based refresher trainings, and additional on-going training as a result of findings from the Child and Family Services Review and/or other state and federal reviews
- Continue the robust review and evaluation of the training contracts in collaboration with contract providers
- Promote continuous quality improvement and consumer satisfaction based upon evaluation and feedback mechanisms, including a review and modifications of the DART system and a regular schedule of curriculum review.

ALL Workers

Defensive Driving, 4-Hour Refresher

Description: The purpose of this **4-hour refresher** training is to enhance the general knowledge, alertness, foresight, judgment and skill of agency employees driving state-owned vehicles. A trainer who has been certified by the South Carolina Chapter of the National Safety Council will present this refresher course.

Target Audience: All agency staff driving state-owned vehicles who have already taken the 8-hour course

Maximum: 25

Length: 4 hours

Frequency: varied

Total Training Days: varied

Location: Regional

Defensive Driving Course, 8-hours

Description: The purpose of this **one-day** training is to enhance the general knowledge, alertness, foresight, judgment and skill of agency employees driving state-owned vehicles. A trainer who has been certified through the South Carolina Chapter of the National Safety Council will present this 8-hour training course.

Target Audience: All agency staff driving state-owned vehicles

Maximum: 25

Length: 1 day

Frequency: varied

Total Training Days: varied

Location: Regional

First Aid/CPR Training

Description: This **one-day** training is to educate and influence staff to adopt safety, health and environmental policies, practices and procedures that prevent and mitigate human suffering and economic losses arising from preventable causes. *Class size is limited to 10 participants.*

Target Audience: All agency staff

Maximum: 10

Length: 1 day

Frequency: varied

Total Training Days: varied

Location: Columbia

Child Passenger Safety

Description: The purpose of this one-day training is to provide a basic understanding of the best practices for transporting children safely; an enhanced knowledge of sources of information and guidelines about child passenger safety issues; and practical, hands-on exercises for installing various types of child safety seats in different types of vehicles.

Target Audience: **Child Welfare staff**

Maximum: 25

Length: 1 day

Frequency: varied

Total Training Days: varied

Location: Regional

CAPSS – The Big Seven

This training focuses on enhancing competency in the use of the DSS Statewide Information System- CAPSS. CAPSS is the legal case file in which users document all case activity. Participants will receive hands-on training on maneuverability and data entry from Search, Creating Intake, Creating Cases, and much more.

Target Audience: **Caseworkers and supervisors in Human Services**

Maximum: 20-24

Length: 2 days

Frequency: 18 (2-day sessions)

Total Training Days: 72

Location: Regional (3 in Columbia + 1 regional simultaneously)

REFRESHER TRAINING

Assessment

Description: This CPS Assessment refresher course will review current policies and will also include exploring the family-centered assessment process. It will discuss tools to analyze family dynamics to better gain an understanding of the family's current situation to ensure a more effective outcome.

Target Audience: **Child Welfare staff**

Maximum: 20

Length: 2 days

Frequency: 8 sessions

Total Training Days: 16

Location: Regional

Concurrent Planning: From Permanency Planning to Permanency Action

Description: The purpose of this training is to provide an understanding to the importance of concurrent planning in obtaining permanency for children. Workers will learn the situations in which a concurrent plan does not apply and how to identify the plan that is in the best interest of the child.

Target Audience: **Child Welfare staff**
Maximum: 20
Length: 2 days
Frequency: 8 sessions
Total Training Days: 16
Location: Regional

Creating Good Documentation

Description: If it is not documented, it did not happen. The purpose of this training is to enhance workers ability to document case activities in a detailed objective manner that conveys efforts made to ensure the safety, permanency, and well-being of children.

Target Audience: **Child Welfare staff**
Maximum: 20
Length: 1 day
Frequency: 8 sessions
Total Training Days: 8
Location: Regional

Family Meetings and Family Engagement

Description: Family Meetings are utilized as a diversion to children entering foster care during the CPS Process and after children have entered foster care during the Foster Care process. Every worker and supervisor should have knowledge of who participates, what should be discussed, and how to work together with the family for the best interest of the child. This training will break down the critical times in which a family meeting must occur and the process of facilitating a successful meeting for positive outcomes for children and families.

This course emphasizes the importance of engaging the family throughout the life the case. It stresses the need of building a positive relationship with the family at initial contact that will set the tone for continued involvement. Workers will gain knowledge and strengthen skills to work with families.

Target Audience: **Child Welfare staff**
Maximum: 20
Length: 1 day
Frequency: 8 sessions
Total Training Days: 8
Location: Regional

In-Home Treatment

Description: This training focuses on understanding current policy and its application in practice. Conducting comprehensive family assessments is emphasized to guide the development of the case plan with the family, in addition, to identifying the behavioral changes necessary to reduce risk of maltreatment.

Target Audience: **Child Welfare staff**
Maximum: 20
Length: 2 days

Frequency: 8 sessions
Total Training Days: 16
Location: Regional

Intake

Description: Intake is a vital component of the CPS Process; it's the first step in the casework process and safety intervention planning. If you are an on-call CPS worker or rotate the Intake responsibility within your office, you must have a clear understanding of your role and responsibilities. Having knowledge and understanding of policy and procedures is important as well having the ability to apply it to varying situations. This training incorporates a discussion of policy changes and opportunities for practice application utilizing case scenarios.

Target Audience: **CPS Workers or other workers with Intake responsibility**
Maximum: 20 per session
Length: 1 day
Frequency: 8 sessions
Total Training Days: 8
Location: Regional

Safety Planning

Description: A safety plan is not a legal document but it is a written agreement between the family and the agency of how to manage safety threats while maintaining children in the home. There are many variables that must be considered when writing an effective safety plan: what led to the safety threat, protective capacities of caregivers, extent of involvement for extended family members. We will review these topics and much more to enhance our use of safety plans.

Target Audience: **Child Welfare staff**
Maximum: 20
Length: 2 days
Frequency: 8 sessions
Total Training Days: 16
Location: Regional

Policy Updates: Regional video conferences, as needed, to update child welfare staff and supervisors of any policy changes or introduction of new policy

ONGOING TRAINING

Training for Child Welfare Staff: Child Protective Services, Foster Care Services, Intensive Foster Care and Clinical Services, and Adoption Services

Advanced Techniques for Identification, Intervention, and Prevention of Child Maltreatment

Description: This course helps participants apply their knowledge of indicators and dynamics of child maltreatment to differentiate between intentional and accidental injury and to practice case application for all typologies through intake, assessment, and treatment.

Target Audience: **Child Welfare case managers and supervisors**

Maximum: 25 per session

Length: 3 days (days are separated to allow transfer of learning between class days)

Frequency: 3 sessions

Total Training Days: 9

Location: Regional

Child and Adolescent Growth and Development

Description: This course addresses the physical, cognitive, socio-emotional, and moral developmental stages from prenatal to adolescence.

Target Audience: **Child Welfare case managers and supervisors**

Maximum: 25 per session

Length: 2 days

Frequency: 3 sessions

Total Training Days: 6

Location: Columbia

Children in Care with Developmental Disabilities and/or Health Impairments

(formerly *All They Can Be: Children and Adolescents With Disabilities*)

Description: This course explores the most common concerns affecting children and adolescents with developmental and emotional challenges and those who care for them.

New additional content will include issues for children impacted by common health impairments such as HIV-AIDS or asthma.

Target Audience: **Child Welfare case managers and supervisors**

Maximum: 25 per session

Length: 2 days

Frequency: 3 sessions

Total Training Days: 6

Location: Regional

Concurrent Planning: What It Means for Children, Families, and You

Description: In this course, participants will examine the process of concurrent versus sequential planning. They will leave with the knowledge of how to implement a concurrent plan and the skill of how to talk to birth parents, relatives, children, and foster and adoptive parents about concurrent planning. They will be better equipped to work together across departments to find stable, permanent homes for children.

Target Audience: **Caseworkers and supervisors in foster care and adoptions**

Maximum: 25 per session

Length: 2 days

Frequency: 4 sessions

Total Training Days: 8

Location: Regional

Creating Conditions for Client Change

Description: In this course participants learn how to help even “difficult” clients establish meaningful goals and reach their goals, thus building lasting strength.

Target Audience: **Human Services and Family Independence case managers and supervisors**
Maximum: 25 per session
Length: 1 day
Frequency: 2 sessions
Total Training Days: 2
Location: Columbia+ 1 region

Customer Service for Child Support Enforcement Workers

Description: Customer service can be either a positive influence or a destructive force for the Child Support Enforcement Program. Child Support Enforcement workers represent the first contact the customer has with the agency and this is where the customer's opinion of an agency is formed. The Child Support Enforcement workers are a critical factor to program success and there is a demonstrated need for effective training in the customer service area.

The goal for this course (developed by ACF) is to provide comprehensive customer service training to Child Support Enforcement workers who are responsible for handling customer situations. This training will equip them with practical tools to improve their customer service skills and attitudes.

Target Audience: **Child Support Enforcement Workers**
Maximum: 25 per session
Length: 2 days
Frequency: 8 sessions
Total Training Days: 16
Location: Regional

Foundations for Caregiving: A Training of Trainers

Description: This certification training prepares participants to deliver *Foundations for Caregiving*, the 14-hour prelicensure-preapproval training for potential foster and adoptive parents.

Target Audience: **Designated foster care and adoption workers and contract trainers**
Maximum: 25 per session
Length: 4 day
Frequency: 4 sessions
Total Training Days: 16
Location: Columbia

Intimate Partner Violence: The War Behind Closed Doors (formerly Family Violence: The War Behind Closed Doors)

Description: Upon completion of this course, participants should be able to recognize behavioral indicators of family violence, discuss the dynamics and cycle of family violence, discuss the impact of family violence on children, assess risks and protective factors, work with the adult victim to develop a safety plan and work effectively with law enforcement, domestic violence programs and other community resources to protect victims of family violence

Target Audience: **Human Services and Family Independence staff**

Maximum: 25 per session
Length: 2 days
Frequency: 4 sessions
Total Training Days: 8
Location: Regional

Issues for Children in Care: Attachment

Description: This course equips participants with an understanding of attachment and its importance in healthy socio-emotional development of all individuals.

Target Audience: **Human Services and Family Independence case managers and supervisors**
Maximum: 25 per session
Length: 2 day
Frequency: 2 sessions
Total Training Days: 4
Location: Columbia

Nonviolent Crisis Intervention (NCI)

Description: This is a **6-hour training** conducted by IANCI Certified Instructors. It is a holistic behavior management system based on the philosophy of providing the best Care, Welfare, Safety, and Security for staff and those in their care. Staff is taught to respond effectively to the warning signs that someone is beginning to lose control, but also addresses how staff can deal with their own stress, anxieties, and emotions when confronted with these challenging situations.

Target Audience: **Caseworkers and supervisors in Human Services**
Maximum: 25 per session
Length: 6 hours
Frequency: 12 sessions, 1 per month
Total Training Days: 12
Location: Regional

Permanent Connections: Expanding Permanency for Our Youth

Description: This course focuses on strategies for working with youth to find permanent connections.

Target Audience: **Supervisors and caseworkers who work with youth in transition**
Maximum: 25 per session
Length: 1 day
Frequency: 4 sessions
Total Training Days: 4
Location: Regional

Psychological and Emotional Issues Affecting Children and Adolescents in Care (formerly Medical/Psychiatric/Emotional Issues Affecting Children and Adolescents in Care)

Description: This course will be revised to incorporate information about using the DSM-IV-TR as a resource for understanding psychological reports and as well as information about common psychological issues impacting children, with greater case application.

Target Audience: **Child Welfare case managers and supervisors**
Maximum: 25 per session
Length: 1 day
Frequency: 2 sessions
Total Training Days: 2
Location: Columbia+1 region

Substance Abuse and Its Impact on Children and the Family

Description: This training would include content from several trainings previously delivered, but would incorporate additional content. Information about the characteristics of commonly abused substances in SC would be provided, but not covered in detail within the training. Risk of harm to the child usually seen in abuse of each substance would be covered. The physical impact of substance exposure on the child, both before and after birth, and on their emotional well-being will be addressed. The impact of substance abuse on the parent(s) and family and the influence of the home and community environments will also be discussed.

Target Audience: All staff
Maximum: 25
Length: 2 days
Frequency: 4 sessions
Total Training Days: 8
Location: Regional

Sustaining Family and Community Connections

Description: The focus of this training will be ways to keep children in care connected to their extended families and other important adults in their lives, as well with their community of residence when they come into care (or where they have lived the longest).

Target Audience: Child Welfare staff
Maximum: 25
Length: 1 day
Frequency: 2 sessions
Total Training Days: 2
Location: Columbia+1 region

Visitation

Description: All types of face-to-face visits that workers are responsible for will be addressed. Participants should previously attend *Child and Adolescent Development*, so that they have an awareness of the child's developmental level, and *Attachment*, so that they understand how critical visitation with siblings, birth parents, extended family and other important adults is to the child's well-being. Visits with the child, with foster families, with birth parents, and child-parent, child-sibling visits will be addressed. The legal basis for visitation will be covered. Participants will learn how to structure, implement, support, and document appropriate visitation arrangements.

Target Audience: **Child Welfare case managers and supervisors**
Maximum: 25 per session
Length: 2 days
Frequency: 4 sessions
Total Training Days: 8

Location: Regional

TRAINING FOR HUMAN SERVICES CONSULTANTS, SUPERVISORS, AND EXPERIENCED CASE MANAGERS: ADVANCED WORKSHOPS

Forensic Assessment

Description: This workshop shows how assessments are done respectfully, correctly, and thoroughly to build cases that will sufficiently document evidence of child maltreatment for presentation of cases in court.

Target Audience: **Human Services Consultants, Supervisors, and Experienced Case Managers**

Maximum: 25 per session

Length: 1 day

Frequency: 3 sessions

Total Training Days: 3

Location: Columbia

The Impact of Violence on Children

Description: This workshop analyzes the incidence and scope of domestic violence, its effects on children, and related risk and resiliency factors; it also offers a review of evidence-based and mental health practices for the treatment of trauma in children.

Target Audience: **Human Services Consultants, Supervisors, and Experienced Case Managers**

Maximum: 25 per session

Length: 1 day

Frequency: 1 session

Total Training Days: 1

Location: Columbia

Sexual Abuse: Consequences and Challenges

Description: This workshop looks at dynamics and recognition of sexual abuse, caseworker and caregiver awareness of outcomes, and appropriate and accountable practice with affected clients.

Target Audience: **Human Services Consultants, Supervisors, and Experienced Case Managers**

Maximum: 25 per session

Length: 1 day

Frequency: 7 sessions

Total Training Days: 7

Location: Columbia & Charleston

TRAINING FOR INDEPENDENT LIVING PROGRAM

Ansell-Casey Life Skills Assessment

Description: The Ansell-Casey Life Skills Assessment is an online youth assessment tool completed by youth, caregivers, and staff to help youth move toward increasing independence. Participants learn how to apply the resources available to youth through Ansell-Casey.

Target Audience: **Supervisors and case managers of youth in foster care**, ages 13 and older.
Maximum: 25 per session
Length: 1 day
Frequency: 34 sessions
Total Training Days: 34
Location: Regional

Supervisor/Caseworker Power: Changing Practice With Youth in Transition

Description: This course addresses the new mandates regarding the National Youth in Transition Database (NYTD), how it will be implemented, and the tools and practical ideas workers need for helping youth successfully transition to adulthood. Specifically, participants will focus on strengths-based assessment and planning, the Ansell Casey Life Skills Assessment, building relationships with youth, recognizing and using teachable moments, and identifying community resources. Supervisors will learn how to support caseworkers in implementing these new mandates and will create an action plan for their unit.

Target Audience: **Supervisors and caseworkers who work with youth in transition**
Maximum: 25 per session
Length: 1 day
Frequency: 2 sessions
Total Training Days: 2
Location: Columbia+1 region

TRAINING FOR SUPERVISORS

SC DSS is committed to improving child welfare practice in South Carolina through development of a model for supervisory practice and the supports throughout the system to assist supervisors in fully implementing best practices in supervision, supporting worker decision making, and professional development. In partnership with The Center for Child and Family Studies, University of South Carolina, DSS anticipates working with the Atlantic Coast Child Welfare Implementation Center to implement systemic change in how supervision is conducted throughout the agency. Several initiatives have been implemented over the course of the 2009/10 fiscal year, including development of child welfare supervisor competencies, further development of the SC Professional Development Consortium (a consortium of all social work programs in the state of South Carolina), Leadership Development Institute, and a program of learning circles for supervisors in the Intensive Foster Care and Clinical Services division. Supervision has been an area of focus in the SC DSS Child Welfare Service Plan, the National Governor's Policy Design Academy, and the Child Welfare Program Improvement Plan. During the 2010/11 fiscal year, the current training model will continue to be followed, while at the same time the effort of system reform, including revision of the training model and associated curricula will be undertaken.

The following training opportunities will be available to child welfare supervisors during the 2010/11 fiscal year:

The Art of Supervision in Human Services

Description: This blended-learning program has both classroom sessions and online applications to enable supervisors to increase their competence in organizing, guiding, and supporting case managers. Supervisors should first take *Leadership for Today and Tomorrow*.

Target Audience: **New and experienced Human Services supervisors**

Maximum: 25 per session
Length: 4 classroom days (two sessions of two-days each), plus 1 webinar, plus online work
Frequency: 2 sessions
Total Training Days: 8+webinar+online work
Location: Columbia

Leadership for Today and Tomorrow

Description: This blended-learning program has both classroom sessions and online applications to give ideas and tools for effective leadership. Topics include developing a vision; supervisory roles; personality styles; crisis management; schedule management; leading through change; professional decision making for ethical practice; and networking.

Target Audience: **New supervisors in all program areas**

Maximum: 25 per session
Length: 6 days (three sessions of two-days each), plus 2 webinars, plus online work
Frequency: 2 sessions
Total Training Days: 12+4 webinars online work
Location: Columbia

The Center is working closely with the agency under the Program Improvement Plan to develop and implement a supervisor model based upon the *LAS*. Once the new model of practice and new training curricula are developed, the above classes will be revised or replaced.

University of South Carolina's College of Social Work Center for Child and Family Studies provides training for continuing education for agency supervisors and caseworker related training. The scope of work for this contract is reviewed on an annual and necessary adjustments are made to accommodate federal and/or state law changes, results from state or federal audits or practices in the field. The scope of work for the Center for Child and Family Studies conference services includes the following:

**SC DEPARTMENT OF
SOCIAL SERVICES
2010-2011 TRAINING
BUDGET FOR APSR**

	(A)	(B)	(C)	(D)	(E) (C)+(D)	(I)
FUNDING SOURCE	USC COLLEGE OF SOCIAL WORK	CHILDREN'S LAW CENTER CONTRACT	FOSTER PARENT TRAINING	ADOPTIVE PARENT TRAINING	SUBTOTAL FOSTER / ADOPTIVE TRAINING	TOTAL ALL TRAINING
IV-B, PART 1	624,184	106,979	-	-	-	731,163
IV-B, PART 2	-	-	817,466	158,295	975,761	975,761
CAPTA	53,790	-	-	-	-	53,790
CHAFEE FC IV-E FC/ADOPTION ASSISTANCE	85,042	-	-	-	-	85,042
SSBG	451,181	198,119	307,377	77,956	385,333	1,034,633
TANF-EA STATE/OTHER NON FEDERAL	1,794,374	162,231	-	49,500	49,500	2,006,105
	832,246	342,090	-	-	-	1,174,336
	693,949	233,777	374,947	78,751	453,698	1,381,424
TOTAL	4,534,766	1,043,196	1,499,790	364,502	1,864,292	7,442,254

Independent Living (IL) Foster Care Conference

Description: The SCDSS Foster Care/Chafee Independent Living (IL) Program sponsored a one-day conference for youth ages 15-21 in foster care, foster care caseworkers, IFC-CS supervisors, case managers, regional adoption offices, foster parents, and group home providers. The annual Independent Living Conference, entitled “Pathways to Success Training Conference: Lighting the Way to Education, Employment and Opportunity” was designed to promote positive youth development and life skills development. In the SCDSS IL Program’s on-going effort to build permanent connections for foster youth, the “Meet and Greet” offered youth a unique opportunity to reconnect with biological siblings, foster siblings, friends, family members, and/or to make new connections with others.

Target Audience: Foster Care Youth (ages 15-21), Foster Care and IFC-CS Supervisors and Case Managers, Regional Adoption Offices, Foster Parents, and Group Home Providers who serve eligible youth were encouraged to attend.

Maximum: 900

Length: 1-Day

Frequency: 1-Session

Total Training Days: 1

Location: Columbia

Continuing Legal Education Seminars for Attorneys

Description: The Continuing Legal Education (CLE) Seminars included presentations on: Immigration, Legal Case Management System Overview and Application, Family Drug Court Panels, How to Prosecute a Sexual Abuse Case, Current and Emerging Ethical Legal Issues, Legal Ethics Update, Role of GAL in Child Welfare Cases, Multi-Ethnic Placement Act (MEPA), and the Responsible Father Registry.

Target Audience: DSS attorneys (full-time employees (FTE), local, and TPR), DSS law clerks, and paralegals who handle abuse and neglect, permanency planning, and termination of parental rights matters

Maximum: 75

Length: 1-Day

Frequency: 3-Sessions

Total Training Days: 3

Location: Columbia

Paralegal Seminars

Description: The Paralegal Seminar included presentations on: Legal Case Management System Overview and Application, “Who Are These Guys and Why Are They Yelling at Me?” Panel Discussion and “Pesky Problems that Periodically Penetrate Our Perfect Plan”

Target Audience: DSS Paralegals who handle abuse and neglect, permanency planning, and termination of parental rights matters

Maximum: 40

Length: 1-Day

Frequency: 1-Session

Total Training Days: 1

Location: Columbia

South Carolina Professional Development Consortium

Begun in 2008, the South Carolina Professional Development Consortium is made up of representatives from Benedict College, Columbia College, Coker College, Limestone College, South Carolina State University, Winthrop University, and the University of South Carolina.

The goals of the consortium are:

1. To have better outcomes for families and children around safety, well-being, and permanency;
2. To have a competent and stable human service workforce to help families and children achieve better outcomes.

The Consortium will accomplish these goals by

- Developing the agency/universities partnerships that will increase the professional learning opportunities for all employees in the SCDSS system.
- Providing BSW and MSW graduates with the knowledge, skills, and cultural/ethnic sensitivity to become excellent human service workers in South Carolina.
- Increasing the number of BSW and MSW graduates hired by SCDSS.
- Increasing the retention of public human service workers at SCDSS.

The Consortium developed a logic model with goals and objectives, and a timeframe for implementation. The Child Welfare Consortium Scholars program is well under way with 16 scholars in the first year, 7 additional stipend scholars in the 2009-2010 academic year, and 9 stipend scholars in the 2010-2011 academic year. A policies and procedures manual was developed and published. Four key committees have been working since February 2008: curriculum, field placement, student recruitment, selection and retention, and evaluation.

Curriculum Committee

- Has developed learning objectives, which include competencies based on CFSR outcomes of safety, permanency and well-being, for two child welfare elective courses to be taught at each campus and a syllabus with assignments for the courses. The courses are being taught and are well received on all campuses.
 - Upcoming goals and objectives include:
 - Real life case scenarios from DSS staff will be developed for the students to review during class.
 - A representative from the Curriculum Committee will be assisting in development of the new basic child welfare certification curriculum for DSS.
 - Sharing of resources between universities and more use of technology in teaching course content.

Field Placement Committee

- Has developed a Field Instructor Orientation curriculum for training Consortium Scholars field instructors at SCDSS. An orientation is being developed for: County Directors, Field Instructors, potential Field Instructors, Scholar Students, and Field Coordinators from individual schools.
- Developed a video to be used in the recruitment and orientation of future field instructors.

The Recruitment, Selection, and Retention Committee

- Has developed criteria and a process for selection of scholars that all schools are using

- Upcoming goals and objectives include:
 - Development of a career ladder for the agency in collaboration with SCDSS staff
 - Offering professional educational opportunities to current SCDSS staff
 - Marketing – creating a short video to use as a recruitment tool featuring current scholars expressing their decision to enter the child welfare scholars program

The Evaluation committee

- Has developed the evaluation plan for the project. The long term plan is to do a quasi-experimental design to compare people who successfully complete the consortium certification process and those who did not go through the certification program by looking at how they perform at SCDSS a year or two after graduation. A pre-test/post-test has been developed for both courses to evaluate students’ knowledge acquisition and effectiveness of the course materials.

A needs assessment was completed by the project evaluator and presented to SCDSS. The four key committees are addressing the identified needs. The Consortium’s vision is to be responsive to the needs of the agency, and as the partnership continues, to become a strong force for helping develop and deliver high-quality service by working together to build the capacity of the SCDSS human resource capital.

Children’s Law Center Legal Training

The University of South Carolina, School of Law, Children’s Law Center (CLC) will provide legal training services to the South Carolina Department of Social Services (DSS) for its children’s services programs based on the deliverables described below.

A. Training for County Casework Staff

A. 1. Legal Component of Basic Caseworker Training / Mock Trial

CLC provided the three-day legal component of initial caseworker training which includes a didactic segment on the family court system and mock hearings in which participants testify and are cross-examined. Training topics include evidence, child protection hearings, termination of parental rights, and courtroom appearance. The training also includes a video-taped presentation of effective testimony. After testifying, participants receive feedback on their performance and are given a DVD of their testimony. The training is conducted in small groups to allow participants to testify and receive individual feedback. A retired family court judge and CLC attorneys, who perform the roles of DSS attorney and parents’ attorney, comprised the training team for each mock trial.

Due to limited hiring, this training was conducted once during the 2010-11 period. It was held in the Upstate area, where the newly hired workers were located. Ten caseworkers completed the training.

A. 2. Advanced Legal Training for Caseworkers

This one-day training was held for county casework staff that has completed the initial legal training and has experience appearing in family court. This training reinforces workers’ skills and confidence in preparing for court and handling legal aspects of the case process. General topics

emphasize the importance of substantive preparation for appearing as a witness, and include development of a case theory, understanding the court system, rules of evidence, MEPA requirements, and family court rules. It includes testifying in contested hearings and handling sensitive issues such as disagreement between worker/supervisor/agency positions on case. Advanced legal training sessions are utilized to emphasize areas identified as needing improvement in the CFSR, such as concurrent planning; the timeliness of permanency planning hearings; the selection of Other Planned Permanent Living Arrangement (OPPLA) as a permanency goal; the use and scheduling of intervention hearings; involvement of the parent and child in development of the case plan; the importance of visitation with parents and siblings; and diligent search efforts. Three regional sessions were held this year involving 27 caseworkers. Plans are being made to expand and focus advanced legal training for next year. The CLC will confer with attorneys and observe staff in court, using this information to design training specifically targeted to the needs of each county.

A. 3. Physical Abuse Investigation Training

This training for assessment workers covers the nuts and bolts of investigating physical abuse reports, including indicators of abuse, distinguishing between inflicted and accidental injuries, working with law enforcement, preserving evidence, and documenting investigative findings. Photographic images of various injuries and accidents are presented. This training, presented by a CLC trainer who has extensive law enforcement experience, is consistently rated very highly by participants. Nine one-day sessions were conducted this year in various locations throughout the state, with more than 200 DSS staff attending. Co-training with law enforcement officers will be emphasized in the coming year.

A. 4. Training on Forensic Interviewing

The CLC, in partnership with the Assessment & Resource Center of the Department of Mental Health, the National Child Protection Training Center, and Corner House, offers a basic one-week course on forensic interviewing of sexually abused children. This is an intensive course, which requires attendance at all sessions, completion of advance reading assignments, participation in mock interview sessions involving adult actors who portray the roles of sexually abused children, and passing a comprehensive end of course examination. The format of the course limits participation to 24 trainees per session, with 8 slots reserved for DSS staff who conducts forensic interviews. Two one-week basic sessions were held during the past year, including 6 DSS caseworkers. A session scheduled for August was cancelled due to low registration, believed to be a result of the economic downturn and less turnover among frontline workers. End of course and follow-up evaluations, along with feedback from prosecutors, indicate that it is significantly improving the quality of forensic interviews. Three basic and one advanced course are planned for the coming year.

A.5. Juvenile Justice Cross-Training

County casework staff participated in community collaborative sessions, which also included staff of the Department of Juvenile Justice, Department of Mental Health, and other agencies. These sessions were designed to improve interagency coordination and addressed such topics as the juvenile justice system, mental health needs of children in foster care, community resources, coordination of service delivery, and family involvement.

A.6. Training on Multi-Ethnic Placement Act

CLC provided comprehensive training for DSS staff involved in foster and adoption placements on the requirements of the Multi-Ethnic Placement Act and Title VI. All training sessions addressed federal and state law, regulations, and relevant policy on racial discrimination, application of the law, the harm of racial discrimination, and the harm that delayed placements cause to children. Training sessions also included SCDSS disciplinary policies, including the whistleblower provisions. Twenty-seven sessions were held with a total of nearly 700 participants.

A.7. Training Conferences

DSS staff has access to applicable general training events sponsored by the CLC, such as the annual Children's Law Conference. The conference this year was held on November 5, 2010, and focused on the theme of substance abuse, child maltreatment, and delinquency. Michael Nerney presented the morning keynote on adolescent brain development. Two hundred ninety-six multi-disciplinary professionals, including 94 caseworkers, attended the conference and rated it very positively.

A. 8. Immigration Issues

CLC offered joint training for casework staff and attorneys on handling cases that involve immigrant children and/or parents. Special immigrant juvenile status and the specific responsibilities of caseworkers and attorneys were discussed. Two one-half day regional sessions were held this year, with 20 participants.

A. 9. Educational Needs of Children in Foster Care

CLC offered training on meeting the educational needs of children in foster care, including aspects of the Fostering Connections for Success and Adoption Act of 2008. The training addresses both children who are eligible for special education services and those who are not. Topics included efforts to maintain child in the same school; the importance of obtaining school records; attending school meetings, especially IEP meetings; transferring records between schools; obtaining a surrogate parent when applicable; and ensuring that the educational needs of children with in-home services are also addressed. Three regional sessions were conducted this year.

A.10. Improving the Response to Children Who Are Maltreated and Have Disabilities

Four regional one-day training sessions were conducted for professionals who work with abused and neglected children on the identification of disabilities, modifications in intervention methods, and resources available. The morning session began with an overview of disabilities, including suggestions for interacting with children. The remainder of the morning session focused on investigation, interviewing, and court processing of abuse and neglect cases involving children with disabilities. This session addressed how methods may need to be modified when a disability is present, rather than providing basic techniques. The afternoon session addressed intervention needs and services available, including a resource fair of statewide and regional service organizations. The target audience was professionals who work in the child protection or criminal justice system. Over 500 professionals participated, including DSS child protective services workers, law enforcement officers, guardians ad litem, DSS attorneys, assistant solicitors, mental health staff, therapeutic foster care providers, group home staff, and staff of residential treatment facilities. Of these participants, 138 were DSS staff. This training was designed to improve the system's response to children who are abused or neglected and also have disabilities. Participants indicated that the training was helpful, rating its overall value between 4.2 and 4.5 on a scale of 1 to 5. The

number of speakers involved became logistically difficult, and some were rated much more highly than others.

B. Training for Child Care Licensing Staff

The CLC assisted DSS in conducting four regional training sessions for child care licensing staff. The portion presented by the CLC focused on mandated reporting responsibilities and basic interviewing techniques.

C. Training and Services for County Attorneys

C.1. Annual Children's Law Conference

DSS attorneys have access to applicable training events sponsored by the CLC, such as the annual Children's Law Conference. This year, 25 attorneys participated in the one-day annual conference which focused on substance abuse, child maltreatment, and juvenile delinquency.

C.2. Family Court Mini Summit

The CLC, in collaboration with DSS and Court Administration, sponsored a one-day Family Court Mini Summit involving family court judges, DSS county directors, and county attorneys. The Mini-Summit was designed in part to address areas identified as needing improvement in the CFSR. Sessions focused on safety assessment, permanency, educational needs of children in foster care, youth and foster parents being heard in court, and best practices. Forty-five DSS attorneys participated in this special training event.

C.3. Immigration Issues

Description: CLC offered joint training for casework staff and attorneys on handling cases that involve immigrant children and/or parents. Special immigrant juvenile status and the specific responsibilities of caseworkers and attorneys were discussed. Two one-half day regional sessions were held this year.

C.4. Educational Needs of Children in Foster Care

CLC offered training on meeting the educational needs of children in foster care, including aspects of the Fostering Connections for Success and Adoption Act of 2008. The training addresses both children who are eligible for special education services and those who are not. Topics included efforts to maintain child in the same school; the importance of obtaining school records; attending school meetings, especially IEP meetings; transferring records between schools; obtaining a surrogate parent when applicable; and ensuring that the educational needs of children with in-home services are also addressed. Three one-half day regional sessions were conducted this year.

C.5. Defenses in Abusive Head Trauma Cases

Upon the request of the Office of General Counsel, CLC conducted a segment at a county attorney CLE on combating defenses in abusive head trauma cases. A Senior Resource Attorney presented this session, which provided 1.5 CLE credit hours.

C.6. Resource Materials

In addition to the training sessions conducted, the CLC developed the following resource items to assist attorneys:

- Guide for Use of Expert Witnesses
- Updated the DSS Attorney Orientation Manual
- LCMS Quick Guide
- Guide to Special Juvenile Immigrant Status

C.7. Information and Assistance

CLC maintains a listserv for DSS attorneys and provides information on relevant issues. CLC resource attorneys are also available to assist DSS attorneys with legal research upon request.

D. Continuing Legal Education for Child Support Enforcement Attorneys

CLC sponsored two CLE program for attorneys in the Child Support Enforcement Division. Topics and speakers were selected in coordination with the Child Support Enforcement Division director.

E. Training for Foster Parents

Training is offered on legal issues relevant to foster parents, such as the rights of foster parents in child protection proceedings, an overview of the legal process, permanency planning, termination of parental rights, subsidies available (pre and post-adoption), medical coverage, visitation rights for parents and siblings, participation in case planning, education needs and services available. This training is offered in partnership with the S.C. Foster Parent Association's training collaborative and meets requirements for foster parent recertification. Local or cluster sessions are scheduled in coordination with county foster parent associations, licensure workers, or the state foster parent association. Nine sessions were conducted, with 136 participants.

F. Training for Mandated Reporters

CLC provides extensive training to professionals statutorily required to report child abuse or neglect. Topics include indicators of maltreatment, legal requirements related to reporting, handling the report, interface with DSS intake, documentation, brief summaries of the child protection and criminal justice systems, and discussion of reasons professionals may fail to report.

F.1. In-service Training

An overview of mandated reporting is offered as in-service training to school districts, medical facilities, and other groups of mandated reporters. Training is also offered to USC students who work with children in internships or are in a field of study rendering them likely to become mandated reporters. Approximately 60 -70 sessions are held each year for frontline mandated reporters and college students.

F.2. Online Mandated Reporter Training

An overview of mandated reporting is available online through the CLC website. Participants may choose from two options: (1) accessing the session, or portions of it, informally as frequently as desired; or (2) participating in the entire session for one hour continuing education credit. The second option requires registration and completion of an end-of-course test; certificates can be printed upon completion. Approximately 40 individuals complete the online training each month.

F. 3. Regional Mandated Reporter Training

Regional training sessions provide more intensive training for selected mandated reporters. This training includes a training-for-trainers segment, to equip professionals to provide training within

their agencies or communities. Four sessions were held this year, including one that was targeted to professionals who work with children who have disabilities.

F.4. Summer Institute for School Counselors

This six-day course provides an overview of laws affecting children and issues that counselors are likely to encounter, and equips counselors to respond appropriately to situations related to the law or court system. The course addresses laws affecting children, school specific laws, the juvenile justice system, abuse and neglect, child interviewing techniques, and mandatory reporting. A training-of-trainers session related to mandated reporting is included, and participants will receive a power-point presentation and other training materials that they can utilize in presenting in-service sessions in their schools. Participants must research and prepare a reaction paper on a selected topic and develop and present a project. Participants received recertification credit and have the option of earning 3 graduate credits through Winthrop University. Twenty-five school counselors completed the class work in June and will present their projects on July 8, 2011.

F.5. Online Daniel's Law Training

The CLC developed an online training session on Daniel's Law to hospitals, law enforcement, EMS, fire departments and churches to address the responsibilities of "safe havens" under the provisions of Daniel's Law. A link to DSS forms is be provided.

G. Training for External Legal Community

G.1. Training on Multi-Ethnic Placement Act

The CLC offers training on the requirements of the Multi-Ethnic Placement Act to members of the external legal community who participate in child protection and adoption proceedings. These training sessions are incorporated into ongoing continuing legal education programs offered through the Court Improvement Training Project and are targeted to family court judges, volunteer guardian ad litem, attorneys employed or contracted by volunteer Guardian ad Litem programs, and attorneys subject to appointment in child protection proceedings

G.2. Continuing Legal Education on Handling DSS Adoptions

This training serves as a primer for private attorneys who handle DSS adoptions. It includes a step-by-step description of the process and the attorney's responsibilities, and emphasizes the importance of timeliness. One half-day session was conducted in Conway this year involving 40 attorneys.

G.3. Parents' Attorneys

In collaboration with Spartanburg County DSS, the CLC sponsored a one-day workshop for attorneys who represent parents in child protection proceedings. The session provided a guide to the court process in these cases and practice tips for parents' attorneys. Twenty-five local attorneys attended the session. Additionally, the CLC assisted in sponsoring a brief continuing legal education program for parents' attorneys on concurrent planning.

G.4. Family Court Judges

At the request of DSS, the CLC developed a written Guide to IV-E Requirements and distributed it to all family court judges. The Guide explains requirements for contrary to the welfare and reasonable efforts findings.

The CLC also assisted in providing a brief session on concurrent permanency planning for family court judges at their summer meeting in June. Judge Joanne Brown, a consultant with the National Resource Center on Legal and Judicial Issues, presented this session.

All family court judges also participated along with DSS attorneys in the Family Court Mini Summit held on December 2, 2010.

H. Law School Courses

H.1. Course on Children and the Courts

A semester course on Children and the Courts was conducted during the 2011 spring semester through the USC School of Law. This course addresses issues related to children in the courts, with particular attention to children who are in criminal or family court as witnesses (including victims of abuse and neglect) and to children who are in family court as delinquents. Specific issues covered include an overview of legal systems, the role of counsel in representing children, evidentiary rules, and systemic issues involving children and the courts. Twelve second and third year law students took the course this year.

H.2. Law Student Externship

The CLC offered a child law externship during the spring semester to a limited number of third-year law students. The externship program includes placements in county DSS offices and provides students an opportunity to observe the handling of cases, gain a practical perspective, and further their interests in children’s law. In addition to their externship placements, students participated in a weekly class session to integrate learning.

H.3. Assistance to the Children’s Advocacy Law Society

The CLC provided assistance to the Children’s Advocacy Law Society, a law student organization that promotes interest in children’s legal services. Assistance will include coordination of guest speakers and provision of information on careers in children’s law, and assistance with special fundraising events.

Training funding for the CLC sessions for FY10-11 is as follows:

FUNDING SOURCE	CHILDREN'S LAW CENTER CONTRACT
IV-B, PART 1	106,979
IV-B, PART 2	-
CAPTA	-
CHAFEE FC	-
IV-E FC/ADOPTION ASSISTANCE	198,119

SSBG	162,231
TANF-EA	342,090
STATE/OTHER NON FEDERAL	233,777
TOTAL	<u>1,043,196</u>

The Foster Parent Association has a contractual agreement with the agency to provide Foster Parent Training, a statewide professional development conference, household showers for youth who will emancipate from the foster care system or who will be attending college, and laptop computers for these youth who are attending college. In addition to these services, the South Carolina Foster Parent Association uses private donations and additional funding resources to offer other programs to support the Agency work, foster parents, and children in care.

Foster\ Adoptive Parent Training

South Carolina Foster Parent Association (SCFPA) is a key collaborator with the agency and is the primary provider for foster care provider recertification training. SCFPA has a position for a training coordinator who works collaboratively with agency staff, other contract providers, and local and state organizations. SCFPA’s ultimate goal is to make educational opportunities more accessible to foster parents thus making it more likely that they will take advantage of the opportunities to expand their skills and knowledge. This will lead to the creation of a better prepared and equipped foster parent pool for DSS to call upon when needed. Foster parents are required to attend annual training for professional development at a minimum of 28 hours within a two year period in order to maintain certification. This training may include up to 8 hours of on-line training and 8 hours of home study modules as well as access to other training events. Generally these trainings are offered in the locality of their local DSS and under the sponsorship of their Local Foster Parent Association. Instructors for training include “SCFPA contracted” trainers and trainers from local and state organizations such as Pro-Parents (specific training to address special education needs), Children’s Law Office, Guardian ad Litem program, Palmetto Health, Baptist Easley, Children Unlimited, Heath’s Heaven, etc. SCFPA also sponsors a foster parent professional development conference each year. An estimated 600 foster parents and agency staff attend this conference on a yearly basis.

From January 1, 2010 – December 31, 2010 SCFPA and their collaborators provided 444 trainings, 57 of these were cluster (3 hour) trainings. For those trainings that SCFPA received sign-in sheets from a total of 3195 (range from 2 to 62) foster parents participated in the training. In addition to the information contained in SCFPA database the following has been reported to SCFPA.

- Pro-parents trained an additional 904 foster parents during this time period through SCFPA.
- Mental Health America trained 491 foster parents in QPR through SCFPA during this time period.
- Palmetto Health trained 675 foster parents and 37 agency staff.
- Baptist Easley trained 247 foster parents from July – December 2010.

The total number of foster parents who participated in training offered by the collaboration group for this period that we have documented is 5445. (Foster parents may have participated in more than one training session and are counted each time they participate in training.) In addition to

training offered, Baptist Easley mailed 1689 Home Study Modules and Palmetto Health mailed 317 Home Study Modules.

*Please note figures in this report are based on what has been reported to SCFPA – these figures do not reflect all services provided by individual agencies.

From January 1, 2011 – March 31, 2011 SCFPA and their collaborators provided 112 trainings, 17 of these were cluster (3 hour) trainings. For those trainings that SCFPA received sign-in sheets from a total of 866 (range from 2 to 61) foster parents participated in the training. In addition to the information contained in SCFPA database the following has been reported to SCFPA.

- Pro-parents trained an additional 258 foster parents and 42 DSS workers during this time period through SCFPA.
- Palmetto Health trained 253 foster parents and 8 agency staff.
- Baptist Easley provided an additional 34 classes.

The total number of foster parents who participated in training offered by the collaboration group for this period that we have documented is 1315. (Foster parents may have participated in more than one training session and are counted each time they participate in training.) In addition to the foster parents, the collaboration group has trained 112 others including DSS workers, GALs, and other agency staff. The total number trained is 1427.

In addition to training offered, Palmetto Health reported 168 foster parents completed 851 Home Study Modules and Baptist Easley mailed 1532 Home Study Modules.

*Please note figures in this report are based on what has been reported to SCFPA at this time – these figures do not reflect all services provided by individual agencies.

Trainings scheduled

The SC Foster Parent Association works with individual counties to identify needs related to ongoing training for provider families. An online training calendar is available for all providers. Examples of key areas of focus:

SCFPA Curricula:

DEVELOPED OR ADAPTED 2008- MAY 2011 BY SCFPA STAFF

Discipline 101: Why We Do It and How We Approach It

This training is intended to

- show how important discipline is in helping to prepare children for a successful future
- present discipline as teaching, not punishment
- help foster parents understand how their experience affects how they view and perform discipline
- present the points on discipline that are given in the handbook Time for Learning About Foster Care
- promote respect for the child in all discipline
- help foster parents understand proactive and reactive approaches to discipline
- understand the special discipline challenges foster parents face and how they can meet these challenges

Helping Foster Children Develop Self-Esteem

This training is intended to

- show the importance of self-esteem to children's development and well-being
- help foster parents understand what approaches do and don't promote self-esteem in children
- teach some specific techniques foster parents can use to help the children in their care develop self-esteem

Parenting Children with Attachment Disorders

This training is intended to

- Define and explain attachment disorders
- Help foster parents recognize problem behaviors associated with attachment disorders and why affected children behave as they do
- Give foster parents some basic information and strategies for parenting children with attachment disorders

Ansell Casey Life Skills Assessment (The ACLSA)

This training is intended to

- introduce foster parents to the ACLSA tools
- prepare foster parents to participate in the assessment and learning plan process
- prepare foster parents to assist youth in achieving their goals
- introduce foster parents to the resources available on-line

Meth-Affected Children in Care

This training is intended to

- explain the problems methamphetamine poses for children
- explain points from the official protocol for treating and placing meth-affected children
- offer practical advice to caregivers on safely settling these children into care and helping them with meth-related issues

Rights & Responsibilities in Foster Care: Foster Parents & DSS

This training is intended to

- demonstrate the importance of foster parents in their foster children's lives
- outline and distinguish between the rights and responsibilities of foster parents and DSS in placing and caring for foster children
- help foster parents understand the importance of the working partnership between foster parents and DSS in clarifying everyone's rights and responsibilities and seeing that they are fulfilled
- emphasize the importance of keeping records on foster children's activities, needs, treatments, and progress
- address specific questions that foster parents are unclear about

Internet Safety for Children, Teens, and Families

This training is intended to

- explain the ways the Internet can be both helpful and harmful to children, teens, and families
- present ways children, teens, and families can avoid potential problems from Internet use
- acquaint foster parents with suitable resources to help children, teens, and the whole family keep Internet use safe and fun

Dust & Clutter & Bugs & Other Facts of Life: A Family Affair

This training is intended to

- facilitate discussion of home maintenance challenges as common problems to help foster parents talk openly and honestly about them
- stress the importance and present the benefits of keeping these things under control
- offer and facilitate sharing of tips on handling the challenges and taking advantages of the teaching opportunities they present

SC Education and Health Passport for Children in Care

This training is intended to

- familiarize foster parents with South Carolina's Education and Health Passport, its benefits, and its use
- present South Carolina policy on the Passport
- show how the Passport fits into the comprehensive documentation accompanying a child through foster care

Vying with Lying: Best Parenting Approaches

This training is intended to

- help foster parents understand children’s lying
- offer best parenting approaches to dealing with lying

Dealing with Stealing: Best Parenting Approaches

This training is intended to

- help foster parents understand children’s stealing
- offer best parenting approaches to dealing with stealing

Connections: Present Safety, Future Support

This training is intended to

- Explain the meaning and importance of personal connections for children in care
- Define and distinguish between healthy and unhealthy connections and look at ways of assessing them
- Suggest effective ways to encourage and preserve healthy connections
- Emphasize the shared responsibility of the child, worker, foster parents, and agency in assessing and documenting connections
- Provide practice in documenting connections, as mandated, in the SC Education and Health Passport

Working with the Schools for Educational Success

This training is intended to

- Stress the importance of ongoing parental involvement in foster children’s schooling
- Offer tips and facilitate discussion on how to be involved in foster children’s education
- Explain and facilitate discussion on Personal Pathways, within the context of the new education laws
- Share Personal Pathways guidelines for each level of schooling, from kindergarten to adulthood
- Give foster parents links to additional resources

Living and Working with Teens Yes You Can

This training is intended to

- Engage participants’ memories of what it was like to be a teen and help them apply those memories to parenting and working with teens
- Present a general outline of adolescent development
- Facilitate discussion on the developmental challenges of adolescence, with emphasis on additional challenges for many foster teens
- Present the “ten tasks of adolescence” as a guide for what teens need to accomplish for successful and happy adulthood
- Emphasize the importance of relationship and connection in helping teens develop optimally and prepare for a successful future
- Offer a problem-solving model that can be taught to teens for their present and future use

- Present and facilitate sharing and discussion on tips for parenting and working with teens

Child Sexual Abuse and Its Implications for Foster Parents

This training is intended to

- Define child sexual abuse
- Explain and facilitate discussion on the signs and symptoms of child sexual abuse and how these fit into patterns of behavior
- Remind foster parents about on-line predators
- Offer some suggestions on parenting children and teens who have been sexually abused

Helping Our Children Deal with Anger

This training is intended to help participants

- Understand the nature and complexity of anger
- Distinguish between the emotions and the behaviors involved in anger
- Understand additional trauma-associated anger factors for many foster children
- Deal effectively with anger felt and expressed by the children in their care
- Help the children in their care learn to understand their anger and handle it constructively

Parenting with Cultural Competence

This training is intended to help participants

- Understand the meaning of culture and diversity
- Become aware of their cultural biases and able to deal with them positively
- Understand what cultural competence is and why it matters in life generally and parenting in particular
- Understand why it's important for the children they're parenting to develop cultural awareness, identity, and acceptance.
- Be able to parent with greater cultural awareness and competence
- Help their foster children develop their own cultural identity and become culturally competent in their own right

Parenting Children Who've Been Sexually Abused

This training builds on the earlier curriculum Child Sexual Abuse and Its Implications for Foster Parents. It is intended to help participants

- Review the nature, signs, and symptoms of child sexual abuse and how it affects development and behavior
- Understand the challenges and risks of foster parenting children and teens who have been sexually abused
- Know the best ways of helping children and teens who are sexually acting out
- Lessen the risks while helping children and teens who've been sexually abused get back on path developmentally and socially

Building a Bridge: Partnering with Birth Parents for Positive Outcomes

The objectives of this training are to help participants

- Identify their feelings about birth families
- Identify barriers to partnering with birth families
- Understand the benefits of working with birth families, or shared parenting
- Know some ways they can forge partnerships with birth families, to the extent possible
- Set specific personal goals toward shared parenting

DEVELOPED BY OTHERS AND PRESENTED BY SCFPA CONTRACT TRAINERS

Connect: Supporting Children Exposed to Domestic Violence

SCFPA contract trainers currently deliver this curriculum which was developed by the Family Violence Prevention Fund with support from Annie E. Casey Family-to-Family Initiative.

The Multiethnic Placement Act and Title VI: Training for SC Foster and Adoptive Parents

SCFPA contract trainers currently deliver this curriculum which was developed by The Center for Child and Family Studies, USC College of Social Work for the South Carolina Department of Social Services.

RISE BUILDING A BRIDGE STORIES ABOUT CONNECTIONS BETWEEN PARENTS AND FOSTER PARENTS

DEVELOPED BY SOME OF SCFPA CONTRACT TRAINERS AND DELIVERED THROUGH SCFPA

"IT IS WHAT IT IS"

THIS TRAINING FOCUSES ON EMPOWERING FOSTER PARENTS TO EXPRESS THE CHALLENGES THEY FACE WHILE PROVIDING HOMES FOR CHILDREN PLACED IN FOSTER CARE.

"THE YELLOW BRICK ROAD"

THIS TRAINING FOCUSES ON ASSISTING FOSTER PARENTS TO HELP CHILDREN INTEGRATE LIFE'S EXPERIENCES (GOOD AND BAD) TO HELP THEM COMPLETE THE CYCLE OF GRIEF. EVERY CHILD MUST MOVE AT THEIR OWN PACE WITH HELP FROM SIGNIFICANT ADULTS IN THEIR LIFE.

BUILDING BLOCKS THE FAMILY FOUNDATION

Day One Agenda	Day Two Agenda
<p>I. Session One: Understanding Your Child's Behavior</p> <ul style="list-style-type: none"> A. Purpose of Parents: Job Duties B. Clear, Reasonable and Realistic Expectations C. Behavior D. Introduction of Five Love Languages of Children <p>II. Session Two: Listening and talking to your child</p> <ul style="list-style-type: none"> A. Cultivating a healthy relationship with your child B. Completion of Five Love Languages of Children <p>III. Session Three: Discipline for Children</p> <ul style="list-style-type: none"> A. Tools for Successful Parenting B. Introduction of Personality Styles 	<p>IV. Session Four: Becoming the expert on your child</p> <ul style="list-style-type: none"> A. Building the bond between you and your child B. Ages and Stages C. Basic Brain Development D. Personality Styles continued <p>V. Session Five: Parenting Styles</p> <ul style="list-style-type: none"> A. What's your style? B. Conclusion of Personality Styles <p>VI: Session Six Rules</p> <ul style="list-style-type: none"> A. Rule Making 101 B. Enforcing the rules C. Setting Limits D. Dealing with conflict E. Anger Management

2010 training offered by topic with number trained

Training Title	Training Provider	Total Of Participant
5 C's of Motivation	SCFPA	11
5 Languages of Apology	SCFPA	12
ACLSA	SCFPA	122
Basic Brain Development	Heath's Haven	19
Building Partnerships	SCFPA	19
Building Strong Families	SCFPA	12
Car Seat Safety	Car Seats for Kelly	22
Cause and Effects of Child Abuse - Abusive Mothers	SCFPA	6
Challenging Behaviors	Heath's Haven	16
Children's Law Center	Children's Law Office	225
Connect: Supporting Children Exposed to Domestic Violence	SCFPA	108
Connections: Present Safety, Future Support	SCFPA	181
Connections: Present Safety, Future Support / Health and Education Passport	SCFPA	6
Cultivating the Spirit of the Child	SCFPA	37
Cultural Diversity	SCFPA	13
Darkness to Light	SCFPA	8
Dealing with Stealing	SCFPA	14
Depression	SCFPA	19
Discipline 101	SCFPA	59
Dust & Clutter & Other Facts of Life: A Family Affair	SCFPA	46
Five C's of Motivation	SCFPA	4
Five Languages of Apology	Heath's Haven	17
Five Love Languages of Children	Heath's Haven	3
From Your Home to Another: How to Help Your Child Move On	Children Unlimited	22
Going Platinum	Heath's Haven	3
Health and Education Passport	SCFPA	351
Health and Education Passport & Connections	SCFPA	10
Helping Foster Children Develop Self-Esteem	SCFPA	51
History of Child Welfare	GAL	81
How Your Child Can Be Successful in Life	Healing Species	18
I Live in a Zoo	SCFPA	25
In Spite of ...She's still my mother	SCFPA	26
Internet Safety	SCFPA	15
Juvenile Justice	Children's Law Office	19
Laws and Court	Dove/Barton Attorney Firm	30

Legal Rights of Foster Parents	Children's Law Office	47
Lifebooks	Children Unlimited	13
Listening & Talking to your child	Heath's Haven	5
Love & Logic	Children Unlimited	19
Mandated Reporting	Children's Law Office	32
MEPA	SCFPA	748
Meth Affected Children in Care	SCFPA	19
Parenting Children with Attachment Disorders	SCFPA	132
Parenting Children with Attachment Disorders and Internet Safety	SCFPA	12
Personality Styles	Heath's Haven	5
Personality Styles/ Love Language	Heath's Haven	18
Relationships in 3-D	SCFPA	54
Rights and Responsibilities of Foster Parents and DSS	SCFPA	66
Signs and Symptoms of Sexual Abuse	SCFPA	15
The Adoption Process: A Representation of the System from an Adoptive Parent	Rene Sharkey	44
Visitation	SCFPA	54
Vying for Lying	SCFPA	184
Vying for Lying / Dealing with Stealing	SCFPA	8
Working with Teens	SCFPA	27
Working with the Schools for Educational Success	SCFPA	35
Working with Youth: Building Sparks	SCFPA	24
TOTAL trained in 2010		3195
Total number of contact hours provided		6414

January – March 31, 2011

Training Title	Training Provider	Total Of Participant
Child Sexual Abuse and Its Implications for Foster Parents	SCFPA	37
Dealing with Stealing	SCFPA	44
Discipline 101	SCFPA	14
Education and Health Passport	SCFPA	31
Families First Group Conferencing	Families First	142
Five Languages of Love	Heath's Haven	1
From Your Home to Another	Children Unlimited	87
Helping Our Children Deal with Anger	SCFPA	22
High Times: New Trends in Adolescent Substance Abuse	Palmetto Health Adolescent Recovery Center	21

It Is What It Is	SCFPA	20
Meth Affected Children in Care	SCFPA	158
Parenting	SCFPA	22
Parenting with Love and Logic	Children Unlimited	72
Rights and Responsibilities in Foster Care & Working with the Schools for Educational Success	SCFPA	8
Sexual Abuse, The Silent Scream	SCFPA	17
The Yellow Brick Road	SCFPA	22
Visitation	SCFPA	17
Vying with Lying	SCFPA	61
Working with Teens	SCFPA	10
Working with the Schools for Educational Success	SCFPA	52
Zen at the Zoo	SCFPA	7
TOTAL Number of Participants		866
Total Number of Contact Hours Provided		1854

SCFPA will coordinate and provide training to include more than 440 training sessions through local associations and cluster groups for the 41 local foster parent association meetings and IFCCS by the end of 2011. SCFPA will work closely with the Agency to ensure that core topics are developed and delivered statewide.

Independent Living Showers

When an adolescent who will emancipate from the foster care system or who will be attending college has been identified, the foster parent association plans a household shower to include current and former caseworkers, foster families, and other attendees identified by the youth. The association then purchases concrete items from a wish list prepared by the youth, e.g. pots, pans, linens, sheets, silverware, microwave, etc. which are necessary to establish housekeeping. This program continues to be extremely successful. Between January 1, 2010, and December 31, 2010, SCFPA provided 103 Independent Living Showers. Between January 1, 2011, and April 30, 2011, SCFPA provided 28 Independent Living Showers. Through a generous donation SCFPA was able to purchase pieces of luggage for those youth who desired it. Between January 1, 2010, and December 31, 2010, SCFPA purchased 81 pieces of luggage. Between January 1, 2011, and April 30, 2011, SCFPA purchased 25 pieces of luggage.

Laptop Bundle

A partnership between the SCFPA and the Agency provides an opportunity for foster youth who are attending college to access a laptop computer bundle that includes a computer with a three year service agreement, software, printer, and carry case. Between January 1, 2010, and December 31, 2010, SCFPA ordered 12 Laptop Bundles. Between January 1, 2011, and April 30, 2011, SCFPA ordered 2 Laptop Bundles.

In addition to the above mentioned programs SCFPA sponsors the following:

Striving for Excellence Award

Through this initiative the South Carolina Foster Parent Association recognizes a different college student each month from September thru May. Recipients of this award receive a special gift. Between January 1, 2010, and December 31, 2010, SCFPA recognized 9 youth. Between January 1, 2011, and April 30, 2011, SCFPA recognized 4 youth.

SCFPA Teen Recognition

The Teen Recognition Committee of the SCFPA identifies a teen(s) currently in foster care that meets the set criteria and is deserving of this recognition for the contribution they make to their community, school or church. The winner(s) is recognized at the SCFPA Annual Professional Development Conference with a monetary award. SCFPA honored 2 youths at their 2010 conference and 3 youths at their 2011 conference.

SCFPA Scholarship

The Scholarship Committee of the SCFPA identifies a graduating high school senior(s) currently in foster care that meets the set criteria and is deserving of this recognition. The winner(s) is recognized at the SCFPA Annual Professional Development Conference with a scholarship that can be used for any academic or training program that helps recipient meet his or her goals. SCFPA awarded 5 scholarships at their 2010 conference and 4 scholarships at their 2011 conference.

Smart Summers, Strong Kids

In a state-wide needs assessment, foster parents named summer programs as their number-one need for the children in their care. SCFPA responded with Smart Summers, Strong Kids, an initiative to

- Help foster parents find the best summer opportunities for their children
- Promote local capacity-building in identifying and maximizing resources
- Establish a fund to help with program costs that can't be met otherwise
- Enable kids to take part in programs that can make them smarter and stronger

A summer program really can be a step out of the woods for a child when it's most needed. SCFPA sent 17 children to camp in the summer of 2010 and is currently processing 3 applications. The Smart Summers, Strong Kids coordinator has negotiated numerous scholarships and discounts from camps for the children and youth; this includes 10 scholarships from Clemson's Youth Learning Institute.

On the Road Again

SCFPA, in collaboration with Cooperative Ministries, accepts donated cars, repairs them, and gives them to foster care youth who are at least 18 and not yet 21 years old, actively employed, pursuing a GED, or engaged in a post-high school educational program. This project enables these youth to pursue their goals of continuing education and employment. Through this partnership SCFPA provided 6 youth with cars in 2010 and has given away 8 cars so far in 2011.

Pack A Sack

The SCFPA provides sacks for individuals and community groups to fill to help our foster youth with needed items while they are away at college. The Sacks are returned to SCFPA and mailed to college students all around the state. Between January 1, 2010, and December 31, 2010, SCFPA provided college students with 98 sacks and has provided 52 sacks so far in 2011.

Training funding for these training sections for FY10-11 are as follows:

FUNDING SOURCE	SUBTOTAL FOSTER / ADOPTIVE TRAINING
IV-B, PART 1	-
IV-B, PART 2	817,466
CAPTA	-
CHAFEE FC	-
IV-E FC/ADOPTION ASSISTANCE	307,377
SSBG	-
TANF-EA	-
STATE/OTHER NON FEDERAL	374,947
TOTAL	<u>1,499,790</u>

Quality Assurance/ Child Welfare Services Review (CWSR)

The Department of Social Services engages in a review of child welfare services in each county to:

- a) Determine to what degree services are delivered in compliance with federal and state laws and agency policy; and
- b) Assess the outcomes for children and families engaged in the child welfare system.

State law (§43-1-115) states, in part:

The state department shall conduct, at least once every five years, a substantive quality review of the child protective services and foster care programs in each county and each adoption office in the State. The county’s performance must be assessed with reference to specific outcome measures published in advance by the department. (Approximately 12 counties or offices are reviewed each year. The process allows for the agency management to request special reviews on an office if that office was not up for a current review but circumstances seemed to indicate a need.)

The information obtained by the child welfare services review process will:

- a) Give county staff feedback on the effectiveness of their interventions.
- b) Direct state office technical assistance staff to assist county staff with their areas needing improvement.
- c) Inform agency administrators of which systemic factors impair county staff’s ability to achieve specific outcomes.
- d) Direct training staff to provide training for county staff specific to their needs.

The Quality Assurance process for South Carolina Child Welfare Services has been modeled after the federal CFSR process. The Department of Social Services engages in a review of child welfare services in each county to: determine to what degree services are delivered in compliance with federal and state laws and agency policy; and to assess the outcomes for children and families engaged in the child welfare system. The agency’s quality assurance system has been rated as a Strength in the CFSR report.

Quantitative and Qualitative Data Sources

The county-specific review of child welfare services is both quantitative and qualitative.

The review is **quantitative** because it begins with an analysis of every child welfare outcome report for that county for the period under review. The outcome reports reflect the performance of the county in all areas of the child welfare program: CPS Intake, CPS Investigations, CPS In-Home Treatment, Foster Care, Foster Home Licensing, Intensive Foster Care and Clinical Services (IFCCS), and Adoptions.

The review is **qualitative** because it includes an analysis of information obtained from agency clients and stakeholders, and information obtained from a review of client records. Client and stakeholder information is obtained by focus groups, interviews and surveys. The questions posed to clients and stakeholders are designed to illicit information about the quality of the services rendered and the effectiveness of those services

All case samples are selected from agency data. The sample of foster care and CPS Treatment cases contains both open cases and cases closed during the period under review. The case sample for each county will be drawn from cases open for any period of time during a twelve month period. That twelve month period will begin one year prior to the onsite review. Forty-five (45) cases are selected for each county review.

Foster Home Licenses	10
Foster Care	10
CPS Treatment	10
Screened-Out Intakes	10
Unfounded Investigations	<u>5</u>
Total	45

Even though stakeholders do comment on specific cases that may be of particular concern to them, due to a lack of resources SCDSS does not conduct case-specific interviews as part of its CWS reviews. Stakeholders are interviewed to determine the effectiveness of the local service array and to evaluate the effect of systemic issues on child welfare service delivery. Both individual and group stakeholder interviews are conducted for each county or regional office review.

- 1) Foster parents – group interview
- 2) GAL – group interview
- 3) School representative
- 4) Law enforcement representative
- 5) FCRB – group interview

- 6) Mental Health representative
- 7) DJJ representative
- 8) Drug/Alcohol addition treatment representative
- 9) Attorney and paralegal
- 10) Family Court judge
- 11) Caseworkers – group interview
- 12) Supervisors – group interview

QA team coordinators (staff specifically assigned to the QA unit) conduct the stakeholder interviews – some individually, some as a group process.

Review teams are composed of supervisors from county, IFC&CS and Adoption offices, and program child welfare technical assistance staff. Supervisors shall not participate in a review of their own office’s child welfare services. To the degree possible, child welfare supervisors from adjacent counties will be assigned to the review team.

Two QA team coordinators are present for each review: to conduct secondary reviews of the onsite case reviewers case results; to field questions and ensure reliability of ratings; to conduct interviews; and to handle any other issues that arise. Specific Case Concerns identified during a review are brought to the attention of the county management staff immediately.

Review Coordinator Responsibilities

- 1. Schedule and manage the logistics of all county child welfare service reviews.
- 2. Work with county staff to identify clients, parents, staff and stakeholders to be interviewed, and schedule those interviews.
- 3. Work with Research & Planning staff to obtain case samples for on-site review.
- 4. Train review team members.
- 5. Interview county stakeholders and complete the Stakeholder Interview Guide.
- 6. Analyze all qualitative and quantitative information gathered and write the county Child Welfare Services Review report.
- 7. Facilitate the approval and publishing process (described below).

On-Site Review Schedule

On-site review team members will be away from their offices for five days. They will be required to focus exclusively on review activities for those five days.

Mon	Tue	Wed	Thu	Fri
Review cases & interview stakeholders	Review cases & interview stakeholders	Review cases & interview stakeholders	Review cases & compile findings	Morning: Exit Interview

Approval and Publishing Process

- 1. The county meets with reviewers for an exit interview.
- 2. The county has two weeks to offer corrections to the preliminary report.

3. At the end of that two-week period the preliminary report is distributed to state office administrators.
4. A debriefing on the county's performance with state office and county administrators is conducted within four weeks of the onsite review.
5. Within two months of the onsite review the final report on the county's performance is submitted to the county and published on the agency's web page.
6. Within 30 days of receiving its final report the county shall submit its program improvement plan to the Deputy Director for Human Services and to its technical assistance staff.

County (Program) Continuous Improvement Plans

Subsequent to a review, offices are required to develop a corrective action plan (aka Continuous Improvement Plans, or CIP). Development of a CIP should be a joint effort between the county program management staff, regional Adoptions, Intensive Foster staff, technical assistance staff and any community partners identified in the CWSR - with the county assuming lead responsibility.

The Deputy State Director for Human Services will notify the county director that the CIP has been approved. The County Director will designate a person in the county to be responsible for coordinating with Adoptions; Intensive Foster Care and community stakeholders to develop a quarterly report on CIP actions to be submitted in the timelines established when the county CIP was approved. Quarterly updates are required for a year – copies of which are distributed to program technical assistance staff and to community services managers for follow up as needed.

Strengths and Innovative Practices

The Peer Review component provides invaluable information for those supervisors from other counties as it allows them to “hands on” self evaluate their own county practices with that of others.

All county staff assigned to serve as reviewers will be child welfare supervisors. Consequently:

- Reviews will be done by staff directly involved in county-level service delivery.
- Supervisor reviewers will become well versed in the definitions of the criteria by which the agency and their own county's work are being judged.

State Office staff selected for on-site review teams come from the Human Services Program & Policy unit. Consequently:

- Technical assistance staff will help document the systemic issues affecting the quality of child welfare service delivery in the counties; and
- Technical assistance staff will become well versed in the definitions of the criteria by which the agency and the county child welfare programs are being judged.

QA and monitoring by state program licensing staff has significantly improved the consistency and quality of licensing requirements documentation and IVE compliance.

QA review final reports are published on the agency's website and are distributed to members of the General Assembly.

Since the first round of the CFRS the state has used the previously outlined quality assurance process. This process was previously found in substantial conformity in both the First and Second Round of the CFRS. However, the state requested technical assistance from the Children's Bureau and the National Resource Center on Organizational Improvement with the local child welfare quality assurance process. The state has requested on site technical assistance to review the quality assurance method from the case sampling, review instrument and the on site review process. The

NRC on Organizational Improvement staff provided on-site technical assistance beginning the last week of June 2011. The state staff along with staff from the University of South Carolina conducted an on-site review of Lexington County with the assistance of the NRC staff. Additional technical assistance was provided to the state during two local county reviews (Laurens and Kershaw). State has decided to use the federal review instrument during the case review as well as develop a secondary review level.

The state will review the four innovation counties (Greenville, Spartanburg, Oconee and Aiken) for the program improvement plan on a quarterly basis. 40 cases will be reviewed in Greenville and thirty cases each will be reviewed in Spartanburg, Aiken and Oconee. The state has worked with the University partner to assist with the local county reviews. The final schedule for the remaining counties is not published as the date of this report. The state will be in a better position to make recommendations for any significant practice change after the baseline is established for the innovation counties and a final schedule of reviews for the other 42 counties is established.

Additional Agency Support for Quality Practices

Dashboard Data

Previously the agency had been disseminating multiple data reports to the counties and regional offices, but the data was overwhelming and with extensive new staff and directors being hired and appointed, it was determined that the data needed to be more focused. The agency will focus on these values and outcomes for children in child welfare by creating a movement for excellence by making our values clear and holding ourselves accountable for acting on those. The agency has held “Data Tuesday” meetings since March 14, 2011. These weekly meetings were originally held with the state office (Office of Human Services and Planning and Research, regional managers) leadership and the four innovation county directors (Aiken, Greenville, Oconee and Spartanburg). Attendances at the “Data Tuesday” meetings are voluntary. The meeting has grown from the state office staff, innovation county directors, and the four regional managers to over sixty individuals to include agency partners. Key county directors, supervisors and regional managers from around the state attend these weekly meetings. The “Data Tuesday” meetings are divided into two parts. There is a review of key permanency data indicators in order to impact the two wildly important goals. The second half of the meeting is focused on leadership and accountability training. The training and accountability discussion is led by State Deputy Director of Human Services.

Leadership and Accountability Sessions

State Deputy Director of Human Services facilitates the discussion on accountability and leadership for change in child welfare practice as the second part of the weekly Data Tuesday meetings. Agency leadership from the four innovation counties, state office staff and over sixty managers from the counties and regional offices are working through *The Oz Principle: Getting Results through Individual and Organizational Accountability*. For example, at the April 13, 2011, Data meeting we discussed the Four Disciplines of Execution for Practice Change. The discussions are focus on enhancing the skills of the agency’s top managers in order to impact practice change. Additionally, the agency will begin Covey Leadership training the first week of July 2011. The discussions include diving deeply into the definition of accountability in order to implement the positive permanency goals for children in foster care. Accountability is defined as a personal choice to rise above one’s circumstances and demonstrate that there is an ownership necessary for achieving desired results. There is a healthy discussion of agency leadership (state and county) assuming accountability for the desired positive permanency results on behalf of children in foster

care. We will achieve these goals through the four disciplines of execution for Practice. The Data Tuesday meetings will be replaced in July with Palmetto Power sessions. The format is the same, however, other staff from around the state will participate in the process.

- e. Focus on the wilding important goals for your program. The agency has two wildly important goals for child welfare.
 - 3. Increase positive permanency by 50% by June 30, 2012 for children in care 17 months or more. In FY 2010, 785 children were in care 17 months of the last 22 months exited to positive permanency. Our goal is to increase by 50% will result in a total of 1177 children reaching positive permanency. There is an additional 392 children exiting to positive permanency.
 - 4. Increase FY 10 adoptions by 50% by June 30, 2012. Goal is to increase the current adoption from 533 to 799.
- f. Know what to do to reach the goal.
 - 6. Discussion of data and accountability at the weekly data Tuesday meeting.
 - 7. Bi-monthly meetings with the county and regional managers along with the legal staff to stay focus on the goal along with a discussion of accountability to impact the change in child welfare practice.
 - 8. Use data to guide our decision making
 - 9. Build the capacity for sustainable change to include a closure of practice gap to include but limited to the innovation counties.
 - 10. Leverage of all available resources (but staff and financial).
- g. Keep score (monitoring and evaluation of the progress toward the goal)
- h. Hold a cadence of accountability to include a focus on the desired outcomes.

Information Systems Plans:

CAPSS (Child Adult Protective Services System) is the agency's statewide automation system for child welfare. CAPSS is on-target at the current time for finishing the project in calendar year 2011. A major issue for child welfare will be the incorporation of the safety and risk assessment, family assessment, and service planning tool (CFASP) into CAPSS to facilitate ease of access by workers and supervisors. Intensive training on the new enhancements in CAPSS started in May of 2011 with all child welfare staff. The expected outcome of the enhancements will be increased efficiency in the caseworker work process and make the system more user-friendly. Caseworkers will be encouraged to document more comprehensively in the system.

There is a CAPSS Support unit designated to assist field staff in data entry and corrections in system. This unit respond directly to CAPSS and LCMS users in the field – providing instruction or and technical assistance on system usage. When field staff is unable to make certain file fixes or corrections, or need changes made for user access, CAPSS support staff do this for them.

Additionally the CAPSS support staff do user testing on new developments or changes to the system and act as liaisons with other divisions involved with CAPSS – requirements, information technology, training, and requests for computer services. There are also legal staff experts in the field that assist with any technical or user questions regarding the use of LCMS.

The various procedure manuals for child welfare contain instructions regarding data elements or information that are to be entered into CAPSS and when to enter such information. These instructions also identify the various CAPSS screens to access to record pertinent data entry. Additionally there is a CAPSS Users Guide online with easy access to the users’ guide while one is working with specific data entry. Additionally, a Share Point portal has established to documents, track, monitor and address system issues as they arise.

An overview of the activities on the projected was completed is included in the attachments. An update of the LCMS Project schedule for 2010-2011 is listed below.

LCMS PROJECT SCHEDULE

DATES	ACTIVITY
June 2010	LCMS implementation completed for entire State
July 2010	Help Desk SharePoint portal created to track and monitor all support issues.
September 2010	Help Desk restructured to provide a higher level of service
October 2010	Conducted refresher training for users
October 2010	Conducted refresher training for Adoptions staff
February 2011	LCMS software application updated by vendor with requested user changes
February 2011	Vendor conducted Administrator training
March 2011	Held user training for Region I and Region II
May 2011	Began publishing “tips and tricks” for paralegals and for attorneys
May 2011	Held both new user training and refresher training for Region III
June 2011	Held both new user training and refresher training for Region IV
June 2011	Began process to determine methods for making LCMS application accessible in Court

Summary

As system adoption improves, changes to the LCMS processes and systems are being identified and updated as soon as possible. The Help Desk, subject matter expert, and project management functions continue to be critical roles as the system evolves. The legal community has identified the below-listed system benefits.

Paralegals and attorneys who are successfully using the system report these advantages:

- ✓ Everything relating to a case is in one place/system
 - documents, case parties, when documents sent, etc;
 - all available with a click of a button;
 - don't have to track down pieces of paper

- ✓ Can track people better (who attended hearings, relationships, docs sent, etc); now can just look at system

- ✓ Can track people better (who attended hearings, relationships, docs sent, etc); now can just look at system

- ✓ Few counties using LCMS in court to prepare orders as they're taking place; makes turnaround for court orders much quicker

- ✓ Streamlines process—ticklers keep you on schedule; enters judge's request for next review and tickler reminds her

- ✓ Overdue report—uses to double check to see if missing any deadlines

The Children's Bureau staff conducted an AFCARS review during the week of September 20, 2010. The agency received the final AFCARS report on May 19, 2011. the AFCARS findings were separated into two categories: general requirements and data elements.

General Requirements (22)

Rating Factor	Foster Care (8)	Adoption (3)	Technical
4	5	2	9
3	2	0	2
2	1	1	0
1	0	0	0

Data Elements (103)

Rating Factor	Foster Care (66)	Adoption (37)	Total (103)
4	27 (41%)	12 (33%)	39 (38%)
3	12 (18%)	2 (5%)	14 (14%)
2	27 (41%)	23 (62%)	50 (49%)
1	0	0	0

A copy of the AFCARS preliminary Program Improvement Plan is submitted as an attachment.

Court Improvement Collaborations

SCDSS has a long term relationship and partnership with the South Carolina Court Administration. Representatives from South Carolina Court Administration along with the Family Court Judges participated in the CFSR process. Case Review was rated as an Area In Need of Improvement in the 2009 CFSR Final Report. Representatives from Court Administration attends the CWA (Child Welfare Advisory Committee) quarterly meetings. Additionally, the two agency representatives meet on a quarterly basis to discuss systemic permanency issues to include legal administration issues and/or training for legal staff. Representatives of the Children's Law Center attend this meeting. Court Administration subcontracts with the Children's Law Center to implement the Court Improvement Training Grant. Through this grant, ongoing training programs are provided to family court judges, volunteer guardian ad litem, parents' attorneys. Activities to be completed during 2011 included a statewide conference for volunteer guardian ad litem, a statewide training conference for attorneys, and development of a child protection bench book.

The following initiatives were developed as the result of these meetings: development and issuance of the court report (monthly report on overdue merits and permanency planning hearings issued to legal and judicial staff); program requirements for the child abuse and neglect cases for the Family Court case management system under Title IV-D; application of the Court Improvement Grant for the agency legal case management system; discussion of the findings from the CFRS and other local programmatic issues that impact on permanency; and the development of the joint judicial and legal summit on permanency. The legal case management system is currently operating statewide.

The agencies co-sponsored a joint judicial summit held on December 2, 2010. The summit included sessions on safety assessment, educational needs of foster care children, participation of youth and foster parents in court, and best practices for achieving permanency.

Additionally, the state has the Family Court and Bench-Bar Committees which makes recommendations intended to promote child protection and permanency planning for children and to support an informed and appropriately expeditious judicial process for child welfare cares. The Family Court Bench-Bar Committee serves as the advisory committee for the state's court improvement grants. Several judges from the Bench-Bar Committee participated during the on site interview stage of the Child and Family Services Review.

In accordance with the By-Laws, the chair is a family court judge and the vice-chair is the State Director for SCDSS. The committee includes family court judges, private attorneys, DSS attorneys, Guardian ad Litem and the Foster Care Review Board. One of the major initiatives from Bench-Bar was the developed of the Best Legal Practice Guide. This guide is practice recommendations for the legal system in child abuse and neglect cases. The Supreme Court has endorsed the Best Legal Practice Guide. Best Practice related to permanency will be included in the state's Program Improvement Plan. Child and Family Services Review issues were regularly discussed at the Child Welfare Advisory Committee, the quarterly meetings with Court Administration and the Bench-Bar Committee.

DISASTER PLANNING

States have been asked to submit their procedures for how the State would respond to a disaster for programs funded under title IV-B, subparts 1 and 2. The following criteria are to be addressed by States:

- identify, locate and continue availability of services for children under State care or supervision who are displaced or adversely affected by a disaster;
- respond to new child welfare cases in areas adversely affected by a disaster, and provide services in those cases;
- remain in communication with caseworkers and other essential child welfare personnel who are displaced because of a disaster;
- preserve essential program records; and
- coordinate services and share information with other States (Section 422(b)(16) of the Act).

Identify, locate and continue availability of services for children under State care or supervision who are displaced or adversely affected by a disaster; and

Respond to new child welfare cases in areas adversely affected by a disaster, and provide services in those cases:

1. All foster homes, per regulations and policy, must have written disaster plans in place prior to licensure and these plans are monitored for updates during quarterly visits by licensing staff. The plans must identify where the family plans to relocate during an evacuation or if there is a need for them to leave their residence. A Disaster Plan template for foster homes was finalized and given to all field staff and child placing agency staff. That form is to be incorporated into policy.
2. All foster homes have been given disaster brochures with pertinent information and the emergency hotline number and are required to contact this number to report their location upon evacuation.
3. Staff is required to locate alternative placement for any foster child in the event an evacuation order has been issued and a foster family is refusing to evacuate.
4. Staff are required to follow up with foster families and to further assure their safety in their residences or new locations.
5. All group homes and child caring institutions in the state are required per regulations and policy to have disaster plans in place. These are monitored by state level licensing staff at SCDSS. Copies of disaster plans for all group homes and all child placing agency foster homes have been submitted to state licensing staff at SCDSS and are on file.
6. State level SCDSS foster home, group home, and child placing agency licensing staff are required to be on call to assist in communication and relocation efforts for any displaced children. These same staff will follow up after a disaster to assure safety for children in group home facilities. State level SCDSS Licensing and Disaster Response staff have been meeting with group home managers and child placing agency managers and the SC Emergency Management Division to further develop an “All Hazards Disaster Emergency Operations Plan Development Guide” as relates to children in foster and group care. That guide is nearing finalization.

7. Child welfare (and other programs) staff statewide were required to be certified with specific online training courses and must keep their personal contact information updated in the event of an emergency. Staff are also certified with this coursework so they may assist in shelter operations when called upon.

8. In order to respond to new child welfare cases in areas adversely affected by a disaster, all reports of an emergency nature received during a time of disaster will be coordinated through local law enforcement to assist CPS to respond. State statute provides that reports of suspected child abuse and neglect can be made to law enforcement as well as to the Department of Social Services. Local law enforcement routinely provides coverage for after normal business hours emergency reports and this system is established in all counties. Reports of concern for a child's safety will be made to the local law enforcement emergency number. Child Protective Services offices will continue to have on-call staff that will be available to assist if the need arises.

Situations reported during a disaster can be anticipated to be of an emergency nature as everyone in the community likely will be affected by the disaster. Law Enforcement and other emergency services personnel may be the only people who are allowed to be at their place of work and law enforcement will be needed to make the necessary response to imminent danger, such as emergency protective custody action. If a child must come into care, this process segues into the foster care system as described above.

Ongoing services to a family in an active in-home treatment case will be triaged during the disaster period so that only emergency services will be provided, other situations will be responded to as soon as the immediate crisis is reduced. It is anticipated that few other routine services will be available during the time of disaster so the focus must be on responding to emergencies. Each county has been directed by Directive Memo to update the statutorily mandated DSS/Law Enforcement Protocol to clarify procedures for emergency responses in times of natural or man-made disasters. A new section is being added to the Human Services Manual, Chapter 7 – Child Protective and Preventive Services.

Remain in communication with caseworkers and other essential child welfare personnel who are displaced because of a disaster; and

Preserve essential program records:

SCDSS has a disaster response plan in place as relates to telephone service and computer system access. The agency's data network allows for agency staff to access program systems and information from locations outside of their own specific counties – should county staff need to relocate into other county offices. In this way, the majority of client information already on file, and the eligibility processes needed to process new referrals, can still be accessed after a disaster.

Coordinate services and share information with other States (Section 422(b)(16) of the Act): The South Carolina Department of Social Services (SCDSS) during 2007 trained over 3000 staff through independent study coursework from the Emergency Management Institute (and in conjunction with FEMA guidelines).

SCDSS Disaster Response staff have been meeting with the SC Emergency Management Division to further develop an “All Hazards Disaster Emergency Operations Plan Development Guide”. The guide is nearing finalization. Mock disaster exercises are being held.

For reference, the following procedures are taken directly from current policy manuals for Foster Care and Child Protective Services. The CPS section formalizes previously issued Directive Memos regarding CPS response to disasters. The policy regarding disaster planning is attached as a separate document.

VI. CUSTOMER INTERFACE

Introduction

State customer agencies were tasked with establishing a comprehensive disaster recovery program by July 1, 2001. Recovery of critical information systems is expected to be a key component of the individual customer agency recovery plans. CIO will work with customer agencies to interface agency plans to the CIO plan, but cannot address customer agency disaster recovery needs beyond the scope of the CIO Disaster Recovery Plan.

Customer Agency Disaster Recovery Contacts

CIO will interface with each customer agency through its assigned disaster recovery contact. This will include training and consultation on data backup and off-site tape storage practices, as well as coordination of disaster recovery testing exercises. In the event of a disaster declaration, CIO will work with the disaster recovery contact for each customer agency to expedite recovery activities. An alternate for the contact is required.

Refer to the section entitled Telephone Directory, section VII, for a list of customer agency disaster recovery contacts.

Emergency Communications

In the event of an emergency affecting CIO production services, CIO disaster recovery team members will alert the appointed customer agency disaster recovery contact. Status updates and recovery activity coordination will also be via the customer agency disaster recovery contact. In order to assure that contact can be made under a variety of unpredictable circumstances, CIO recommends that the customer agency identify a **Primary** contact and at least one alternate. These personnel should provide **all** of the following:

- Office telephone that is always answered during normal business hours and not subject to power outages (*i.e.*, Centrex telephone service, not electronic key or PBX without power back up).
- Job title
- E-mail address

CIO has provided a list of current customer agency disaster recovery contacts, refer to section entitled **Telephone Directory** that has been provided by our customer agencies. This list should be reviewed to ensure that the appropriate agency contact is listed. If there are any updates to this list, please contact Dietra Thomas, CIO Business Continuity Coordinator, at (803) 896-0177.

It is the responsibility of the customer agency disaster recovery contact to establish an internal notification process within the customer agency. **CIO will call only one designated agency disaster recovery contact.**

1. Executive Summary

1.1 Division of the State Chief Information Officer (CIO) State Data Center

The Department of Social Services has entered into an agreement with The Division of the State Chief Information Officer (CIO) for Disaster Recovery Services for the mainframe processing services the Department of Social Services currently utilizes.

The Division of the State Chief Information Officer (CIO) owns and operates a large computer center that supports data processing services for a number of South Carolina public agencies including the Department of Social Services.

The CIO is the custodian of these applications and their associated data assets, while DSS is the owner and ultimate beneficiary of the automated functions. The CIO is responsible for the physical environment and equipment assets. It employs generally accepted systems management practices in its daily operation and in its contingency planning.

A partnership between CIO and DSS is necessary to protect the applications and information assets within the data center. This partnership must extend to the design, implementation, validation and ongoing maintenance of a recovery capability.

In the event of a disaster that would render the computer center unable to provide normal production computing services, CIO has a goal to restore service in a timely manner. Toward that end, CIO has established a Disaster Recovery Program. This program exists to benefit CIO customer agencies and to encourage joint participation between CIO disaster recovery teams and key disaster recovery personnel within the agencies/departments that use CIO computing services.

Appendix A contains the Customer Guide to the CIO State Data Center Disaster Recovery Program and describes the roles and responsibilities for the State CIO and DSS.

1.2 Department of Social Services Division of Information Services

The DSS Division of Information Services provides network access and PC support to approximately 4000 end users located at 94 locations through out the state of South Carolina. This responsibility includes the Hardware and Software components of the Physical Networking, Wan Protocols, LAN Protocols, LAN Operating Systems and PC Operating Systems.

In the event of total loss of network operation at the State DSS Office located at 1535 Confederate Avenue the following action plan would be implemented:

By utilizing the state contract for pre approved vendors DSS would replicate the SAN and server configuration and host it at the State CIO located at 4430 Broad River Road. All necessary line and communication components would be redirected to the CIO State Data Center. LAN backups would be loaded on the new equipment.

After the infrastructure is tested and the connection is verified it will be made available for real time production work to the various DSS locations.

Appendix B contains the South Carolina Department of Social Services Information Technology Summary describing the Hardware and Software for which DSS is currently responsible.

Appendix C contains the Department of Social Services Disaster Recovery Contact List for the State Office.

Appendix D contains the Department of Social Services Disaster Recovery Contact List and Locations for the County Offices.

1.3 DSS County Office Information Services

In the event of total loss of a DSS county office the following action plan would be implemented:

By utilizing the state contract for pre approved vendors DSS would replace needed county hardware and software

Employees would be redirected to other DSS offices for system access until needed county hardware and software was replaced and operational. By using XP and Lotus Notes email an employee could access their desktop from any DSS agency computer.

3.1.15 CAPSS (Child and Adult Protective Services System)

CAPSS is a part of a nationwide project of SACWIS (Statewide Automated Child Welfare Information System) systems that were created to ease the reporting of federally mandated AFCARS (Adoption and Foster Care Automated Reporting System) and NCANDS (National Child Abuse and Neglect Data System) data. All states have a SACWIS unless the state opted out of this program.

CAPSS is used statewide by Human Services to maintain information on their clients regarding child welfare and family support services provided by the agency. CAPSS was implemented in October 2001 and currently supports approximately 1,500 users statewide.

CAPSS resides on the users' desktop and is also available via remote access through a dial up connection. CAPSS GUI presentation was developed in Visual Basic, yet CAPSS maintains data storage on the mainframe (ADABAS/NATURAL) and also requires some data entry for financial and other management functions on the mainframe as well.

Appendix C

DSS State Office Disaster Recovery Contacts

Primary Contact: Tim Smith

Title: Network and Communications Management Director

Office Phone: 803-898-7260

Work Cell Phone: 803-315-6051

Pager: N/A

Personal Cell Phone: N/A

Home Phone: 803-397-2069

Email: tsmith@dss.state.sc.us

Secondary Contact: Charley Reese

Title: Data and Telecommunications Manager

Office Phone: 803-898-7158

Work Cell Phone: 803-315-4484

Pager: N/A

Personal Cell Phone: 803-315-9663

Home Phone: 803-796-0984

Email: creese@dss.state.sc.us

Other Contact: Johnny Brunson

Title: Network Manager

Office Phone: 803-898-7322

Work Cell Phone: 803-315-6025

Pager: N/A

Personal Cell Phone: 803-682-4043

Home Phone: 803-536-9239

Email: jbrunson@dss.state.sc.us

Other Contact: David Stagg

Title: Notes Development and Helpdesk Manager

Office Phone: 803-898-7823

Work Cell Phone: 803-315-4734

Pager: N/A

Personal Cell Phone: 803-603-2324

Home Phone: 803-732-3813

Email: dstagg@dss.state.sc.us

Other Contact: Elaine McGwier

Title: Database Administration Manager

Office Phone: 803-898-7395

Work Cell Phone: N/A

Pager: 803-698-4012

Personal Cell Phone: 803-240-5642

Home Phone: 803-783-1900

Email: emcgwier@dss.state.sc.us

Other Contact: Carla Brooks

Title: Database Administration

Office Phone: 803-898-7316

Work Cell Phone: 803-315-4710

Pager: N/A
Personal Cell Phone: 803-606-1263
Home Phone: 803-755-1729
Email: cbrooks@dss.state.sc.us

Other Contact: Gregg Tanner
Title: Network Administration
Office Phone: 803-898-7328
Work Cell Phone: 803-315-6078
Pager: N/A
Personal Cell Phone: 803-546-5500
Home Phone: N/A
Email: gtanner@dss.state.sc.us