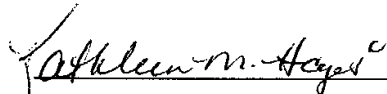




SOUTH CAROLINA
ANNUAL PROGRESS AND SERVICES REPORT for FY 2010
on the
FY 2010 – 2014 CHILD and FAMILY SERVICES STATE PLAN

Submitted June 30, 2010 by:

The South Carolina Department of Social Services

A handwritten signature in cursive script that reads "Kathleen M. Hayes". The signature is written over a horizontal line.

Kathleen M. Hayes, Ph.D., State Director

Date: 6/30/10

South Carolina Child and Family Services Plan 2010-2014

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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 Community Services and Human Services, as well as based on information from partners.

Agency Structure

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

SCDSS has lost over \$48 million dollars in state funds since July of 2008. In addition to the state budget cuts, SCDSS was notified on September 28, 2009, that \$16 million dollars in Supplemental Temporary Assistance for Needy Families (TANF) funds would not be available for South Carolina. South Carolina had previously accessed these funds from the TANF contingency fund. TANF funds are used in child welfare for such programs as family preservation programs or other supportive programs to maintain children in their own homes.

In order to meet these budget reductions, the department has implemented furloughs of five days and ten days, affecting all employees, implemented a Reduction in Force, continued a hiring freeze and eliminated vacant positions, reducing the DSS workforce by 500 at a time DSS caseloads have increased dramatically especially in the area of economic services, reduced operating budgets across the board, and reduced services to families and children through a third reduction in all contractual services.

SCDSS administers 15 core programs:

- ABC Child Care Program
- Adoption Services
- Adult Protective Services
- Child & Adult Care Food Program
- Child Care Services
- Child Protective & Preventive Services
- Child Support Enforcement
- Domestic Violence
- Electronic Benefits Transfer (EBT)
- Family Independence
- Supplemental Nutrition Assistance Program (SNAP)
- Foster Care
- Foster Home & Group Home Licensing
- Independent Living
- Out-of-Home Abuse & Neglect Investigations (OHAN)

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 Community Services Deputy Director. 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.

Vision for South Carolina Child and Family Services

“Within South Carolina, community agencies and organizations are partnering for the preservation and connections of families and communities - changing lives, giving hope, and building stronger families together.”

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.”

SCDSS guiding principles mandate the following:

Principle: 1. To respect the humanity and dignity of each person for whom the agency delivers quality services.

Principle: 2. To respect the humanity and dignity of each staff person.

Quality Service

It is the policy of the Department of Social Services to promote a work environment that encourages each staff person in the Department of Social Services to perform each duty exactly as required or cause the requirement to be officially changed to what the agency and its clients really need.

SCDSS Child Welfare Services policy and procedure manuals for Child Protective and Preventive Services, Foster Care, Adoptions, and Licensing all contain mission statements, philosophies and principles which either encompass, restate, or reinforce the child and family principles outlined in Federal Regulations: 45 CFR 1355.25.

South Carolina Child Welfare Services Practice Model

The South Carolina Child Welfare Services Practice Model sets forth a vision for the services that are delivered by the South Carolina Department of Social Services. A clearly articulated practice model was identified as an area in need of improvement in the Second Round of the Child and Family Services Review as well as in the recommendations coming from the quality assurance project conducted by Southern Institute funded by The Duke Endowment. South Carolina Department of Social Services plan to reinforce the communication of the practice model to the child welfare field through the following methods:

- a. Development and distribution of Child Welfare Belief Statements via a video distributed on the agency's intranet.
- b. The We Believe video was delivered at the Meeting the Challenge Child Welfare Conference on May 11 and May 13, 2010.
- c. A session entitled Family is a Key to Creating Change: Ensuring Safety and Achieving Permanency was delivered at the Meeting the Challenge Child Welfare Conference held on May 11 and May 13, 2010
- d. Develop and distribute 5 Belief Statement "Pocket Cards" for staff
- e. Develop and distribute 5 Belief Statement Posters for all 46 Counties

The practice model is central to our decision making; present in all of our meetings; and a part of every interaction that we have with a child or family. Decisions that are based on the practice model will be supported and championed. Guided by this model, our process to continuously improve services for children and families will be rooted in the best of practices, the most accurate and current data available, and with the safety and well-being of children and families as the fixed center of our work.

❖ **We believe that all children deserve to be safe.**

- Safety comes first. Every child has the right to live in a safe home, attend a safe school and live in a safe community. Ensuring safety requires a collaborative effort among family, agency staff, and the community.
- We value family strengths, perspectives, goals, and plans as central to creating and maintaining child safety, and recognize that removal from home is not the only way to ensure child or community safety.
- In our response to safety and risk concerns, we reach factually supported conclusions in a timely and thorough manner.
- Participation of parents, children, extended family, and community stakeholders is a necessary component in assuring safety.

- We separate caregivers who present a threat to safety from children in need of protection. When court action is necessary to make a child safe, we use our authority with respect and sensitivity.
- ❖ **We believe that children do best when raised in families and families are engaged in every part of the process.**
- Children should be reared by their families whenever possible.
- Keeping children and families together and preventing entry into any type of out of home placement is the best possible use of resources.
- Children are best served when we provide their families with the supports necessary to raise them safely. Services to preserve the family unit and prevent family disruption are family-focused, child-centered, and community-based.
- People can and do make positive changes. The past does not necessarily limit their potential.
- Children and families have the right to have a say in what happens to them and will be treated with dignity and respect. The voices of children, youth and parents are heard, valued, and considered in the decision-making regarding safety, permanency, well-being as well as in service and educational planning and in placement decisions.
- Each individual's right to self-determination will be respected within the limits of established community standards and laws.
- We recognize that family members are the experts about their own families. It is our responsibility to understand children, youth, and families within the context of their own family rules, traditions, history, and culture.
- Children have a right to connections with their biological family and other caring adults with whom they have developed emotional ties.
- We engage families in a deliberate manner. Through collaboration with families, we develop and implement creative, individual solutions that build on their strengths to meet their needs. Engagement is the primary door through which we help youth and families make positive changes.
- ❖ **We believe that children need and deserve a permanent home**
- When children cannot live safely with their families, the first consideration for placement will be with kinship connections capable of providing a safe and nurturing home. We value the resources within extended family networks and are committed to seeking them out.
- When placement outside the extended family is necessary, we encourage healthy social development by supporting placements that promote family, sibling and community connections.
- Children's needs are best served in a family that is committed to the child.
- Placements in non-family settings should be temporary, should focus on individual children's needs, and should prepare them for return to family and community life.
- Lifelong family connections are crucial for children and adults. It is our responsibility to promote and preserve kinship, sibling and community connections for each child. We value past, present, and future relationships that consider the child's hopes and wishes.
- Permanency is best achieved through a legal relationship such as parental custody, adoption, kinship care or guardianship. Placement stability is not permanency.

- Planning for children is focused on the goal of preserving their family, reunifying their family, or achieving permanency with another family.
- Permanency planning for children begins at the first contact with the children's services system. We proceed with a sense of urgency until permanency is achieved.
- We support families after permanency to ensure that family connections are stable.
- ❖ **We believe in partnering with others to support child and family success in a system that is family-focused, child-centered, and community-based.**
- We are committed to aligning our system with what is best for children, youth, and families.
 - Our organizations, consistent with this *practice model*, are focused on providing supports to families in raising children. The *practice model* should guide all of the work that we do. In addition to practice alignment, infrastructure and resources must be aligned with the model. For example, training, policy, technical assistance and other supports must reinforce the model.
 - We take responsibility for open communication, accountability, and transparency at all levels of our system and across all agencies. We share success stories and best practices to promote learning within and across communities and share challenges and lessons learned to make better decisions.
- Community support is crucial for families in raising children.
 - We are committed to working across agencies, stakeholder groups, and communities to improve outcomes for the children, youth, and families we serve.
 - Services to families must be delivered as part of a total system with cooperation, coordination, and collaboration occurring among families, service providers and community stakeholders.
- All stakeholders share responsibility for child safety, permanence and well-being. As a system, we will identify and engage stakeholders and community members around our *practice model* to help children and families achieve success in life; safety; life in the community; family based placements; and life-long family connections.
 - We will communicate clearly and often with stakeholders and community members. Our communication must reinforce the belief that children and youth belong in family and community settings and that system resources must be allocated in a manner consistent with that belief.
 - We are committed to working collaboratively to ensure that children with disabilities receive the supports necessary to enable them to receive their special education services within the public schools. We will collaboratively plan for children with disabilities who are struggling in public school settings to identify services that may prevent the need for private school placements, recognizing that the provision of such services will maximize the potential for these children to remain with their families and within their communities.
- ❖ **We believe that everyone should be treated with dignity and respect.**
 - We are responsible for creating and maintaining a supportive working and learning environment and for open, respectful communication, collaboration, and accountability at all levels
 - The people who do this work are our most important asset. Children and families deserve trained, skillful professionals to engage and assist them. We strive to

build a workforce that works in alignment with our *practice model*. They are supported in this effort through open dialogue, clear policy, excellent training and supervision, formal and informal performance evaluation and appropriate resource allocation.

- Our organizations are focused on providing high quality, timely, efficient, and effective services that show respect to the children and families we serve.
- Relationships and communication among staff, children, families, and community providers are conducted with genuineness, empathy, dignity and respect.
- The practice of collecting and sharing data and information is a non-negotiable part of how we continually learn and improve. We will use data to inform management, improve practice, measure effectiveness and guide policy decisions. We must strive to align our laws so that collaboration and sharing of data can be achieved to better support our children and families.
- As we work with children, families, and their teams, we clearly share with them our purpose, role, concerns, decisions, and responsibility, which ensures respect for everyone.

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 2005 and budgeted for 2011 is \$951,000.
- b) The amount of State expenditures of non-Federal funds for foster care maintenance payments for 2005 and budgeted for 2011 is \$317,000.
- c) $\$4,523,489 @ 10\% = \$452,348$

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) $\$6,577,151 @ 10\% = \$657,715$
- c) South Carolina's 1992 base year amount for State and local share expenditures were \$713,000 while 2008's amount was \$608,000.

The budget information for this area is as follows:

CFS-101, Part I: Annual Budget Request for Title IV-B, Subpart 1 & 2 Funds, CAPTA, CFCIP, and ETV

Fiscal Year 2011, October 1, 2010 through September 30, 2011

1. State or Indian Tribal Organization (ITO): South Carolina Department of Social Services		2. EIN: 1-57-600-0286-C2
3. Address: P.O. Box 1520 Columbia, SC 29202-1520		4. Submission: <input type="checkbox"/> New <input checked="" type="checkbox"/> Revision
5. Total estimated title IV-B Subpart 1, Child Welfare Services (CWS) Funds		\$ 4,523,489
a) Total administration (not to exceed 10% of estimated allotment)		\$ 452,348
6. Total estimated title IV-B Subpart 2, Provides Safe and Stable Families (PSSF) Funds. This amount should equal the sum of lines a - f.		\$ 6,577,151
a) Total Family Preservation Services		\$ 1,332,436
b) Total Family Support Services		\$ 1,329,000
c) Total Time-Limited Family Reunification Services		\$ 1,329,000
d) Total Adoption Promotion and Support Services		\$ 1,329,000
e) Total for Other Service Related Activities (e.g. planning)		\$ 600,000
f) Total administration (FOR STATES ONLY: not to exceed 10% of estimated allotment)		\$ 657,715
7. Total estimated title IV-B Subpart 2, Monthly Caseworker Visit (MCV) Funds (FOR STATES ONLY)		\$ 390,558
a) Total administration (FOR STATES ONLY: not to exceed 10% of estimated allotment)		\$ 39,055
8. Re-allotment of title IV-B subparts 1 & 2 funds for States and Indian Tribal Organizations:		
a) Indicate the amount of the State's/Tribe's allotment that will not be required to carry out the following programs: CWS \$ 0, PSSF \$ 0, and/or MCV 0		
b) If additional funds become available to States and ITO, specify the amount of additional funds the State or Tribes requesting: CWS \$ 900,000, PSSF \$ 900,000, and/or MCV \$ 100,000		
9. Child Abuse Prevention and Treatment Act (CAPTA) State Grant (no State match required): Estimated Amount plus additional allocation, as available. (FOR STATES ONLY)		\$ 387,171
10. Estimated Chafee Foster Care Independence Program (CFCIP) funds		\$ 1,436,571
a) Indicate the amount of State's or Tribe's allotment to be spent on room and board for eligible youth (not to exceed 30% of CFCIP allotment)		\$ 430,971
11. Estimated Education and Training Voucher (ETV) funds		\$ 481,613
12. Re-allotment of CFCIP and ETV Program Funds:		
a) Indicate the amount of the State's or Tribe's allotment that will not be required to carry out CFCIP Program		\$ 0
b) Indicate the amount of the State's or Tribe's allotment that will not be required to carry out ETV Program		\$ 0
c) If additional funds become available to States or Tribes, specify the amount of additional funds the State or Tribe is requesting for CFCIP Program		\$ 340,000
d) If additional funds become available to States or Tribes, specify the amount of additional funds the State or Tribe is requesting for ETV Program		\$ 86,000
13. Certification by State Agency and/or Indian Tribal Organization.		
The State agency or Indian Tribe submits the above estimates and request for funds under title IV-B, subpart 1 and/or 2, of the Social Security Act, CAPTA State Grant, CFCIP and ETV programs, and agrees that expenditures will be made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the Children's Bureau, for the Fiscal Year ending September 30, 2010.		
Signature and Title of State/Tribal Agency Official		Signature and Title of Central Office Official

CFS-101, Part II
 U.S. Department of Health and Human Services
 Administration for Children and Families
CFS-101 Part II: Annual Estimated Expenditure Summary of Child and Family Services

Attachment D
 OMB Approval #0980-0047
 Approved through July 31, 2011

State or Indian Tribal Organization (ITO) South Carolina Department of Social Services _____ For FFY OCTOBER 1, 2010 TO SEPTEMBER 30, 2011

SERVICES/ACTIVITIES	TITLE IV-B			(d) CAPTA*	(e) FCIP	(f) ETV	(g) TITLE IV-E	(h) STATE, LOCAL, & DONATED FUNDS	(i) NUMBER TO BE SERVED	(j) POPULATION TO BE SERVED	(k) GEOG. AREA TO BE SERVED	
	(a) Subpart I- CWS	(b) Subpart II- PSSP	(c) Subpart II- MCV*									
1) PREVENTION & SUPPORT SERVICES (FAMILY SUPPORT)	167	1,329		94				499	0	11,301	Children & Families	Statewide
2) PROTECTIVE SERVICES	478			147				159	34,051	0	Report of Abuse & Neglect	Statewide
3) CRISIS INTERVENTION (FAMILY PRESERVATION)	478	1,332		77				603	17,616	0	Children & Families	Statewide
4) TIME-LIMITED FAMILY REUNIFICATION SERVICES	956	1,329		16				762	5,085	0	Children & Families	Statewide
5) ADOPTION PROMOTION AND SUPPORT SERVICES	72	1,329						467	1,717	0	Pre & Post Adoptive Families/Children	Statewide
6) FOR OTHER SERVICE RELATED ACTIVITIES (e.g. planning)	238	600						279	0	0	N/A	N/A
7) FOSTER CARE MAINTENANCE: (a) FOSTER FAMILY & RELATIVE FOSTER CARE	0						6,115	2,253	4,320	0	All Eligible Children	Statewide
8) ADOPTION SUBSIDY CARE	951						5,645	2,396	3,343	0	Foster Children	Statewide
9) GUARDIANSHIP ASSIST. PMTS.	0						12,019	3,945	5,642	0	Adoptive Children	Statewide
10) INDEPENDENT LIVING SERVICES	0						0	0	0	0	N/A	N/A
11) EDUCATION AND TRAINING VOUCHERS	0	0					0	338	850	0	Foster Children (16-21)	
12) ADMINISTRATIVE COSTS	452	658	39				24,154	24,537				
13) STAFF & EXTERNAL PARTNERS TRAINING	731	0		53	85	0	649	914				
14) FOSTER PARENT RECRUITMENT & TRAINING	0	0		0			307	102				
15) ADOPTIVE PARENT RECRUITMENT & TRAINING	0	0		0			77	26				
16) CHILD CARE RELATED TO EMPLOYMENT/TRAINING	0						0	0	0	0	N/A	N/A
17) CASEWORKER RETENTION, RECRUITMENT & TRAINING	0	0		351			0	117				
18) TOTAL	4,523	6,577	390	387	1,436	481	48,966	37,517	72,760	11,301		

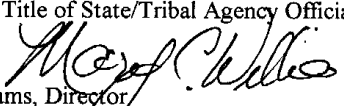
* States Only, Indian Tribes are not required to include information on these programs

CFS-101, PART III: Annual Expenditures for Title IV-B, Subparts 1 and 2, Chafee Foster Care Independence (CFCIP) and Education And Training Voucher (ETV) : Fiscal Year 2008; October 1, 2007 through September 30, 2008

1. State or Indian Tribal Organization (IT/O): South Carolina Department of Social Services		2. EIN: 1-57-600-0286-C2		3. Address: P.O. Box 1520, Columbia, SC 29202-1520			
4. Submission: <input type="checkbox"/> New <input checked="" type="checkbox"/> Revision							
Description of Funds	Estimated Expenditures	Actual Expenditures	Number served		Population served	Geographic area served	
			Individuals	Families			
5. Total title IV-B, subpart 1 funds	\$ 4,620,615	\$ 4,542,859		11,349	All Eligible Children	Statewide	
a) Total Administrative Costs (not to exceed 10% of Federal allotment)	\$ 462,061	\$ 361,759					
6. Total title IV-B, subpart 2 funds (This amount should equal the sum of lines a - f)	\$ 7,741,635	\$ 6,628,738	81,071	0	Children & Families	Statewide	
a) Family Preservation Services	\$ 1,614,770	\$ 1,659,081					
b) Family Support Services	\$ 1,467,408	\$ 1,325,747					
c) Time-limited Family Reunification Services	\$ 1,467,408	\$ 1,325,747					
d) Adoption Promotion and Support Services	\$ 1,467,408	\$ 1,659,081					
e) Other Service Related Activities (e.g. planning)	\$ 587,048	\$ 76,441					
f) Administrative Costs (FOR STATES: not to exceed 10% of total allotment after October 1, 2007)	\$ 733,000	\$ 582,641					
7. Total Monthly Caseworker Visit Funds (STATE ONLY)	\$ 404,593	\$ 98,405					
a) Administrative Costs (not to exceed 10% of Federal allotment)	\$ 40,459	\$ 33,029					
8. Total Chafee Foster Care Independence Program (CFCIP) funds	\$ 1,234,697	\$ 1,277,115					
a) Indicate the amount of State's allotment spent on room and board for eligible youth (not to exceed 30% of CFCIP allotment)	\$ 383,134	\$ 383,134	974	0	Foster Children (0-21)	Statewide	
9. Total Education and Training Voucher (ETV) funds	\$ 424,623	\$ 430,192	156	0	Foster Children (6-21)	Statewide	
10. Certification by State Agency or Indian Tribal Organization (IT/O). The State agency or IT/O agrees that expenditures were made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the Children's Bureau, for the Fiscal Year ending September 30, 2010.							
Signature and Title of State/Tribal Agency Official		Date		Signature and Title of Central Office Official		Date	

CFS-101, Part I: Annual Budget Request For Title IV-B, Subpart 1 & 2 Funds, CAPTA, Chafee Foster Care Independence Program (CFCIP) and Education and Training Vouchers (ETV):

Fiscal Year 2005, October 1, 2004 through September 30, 2005

1. State or ITO: S.C. Department of Social Services	2. EIN: 1-57-600-0286-C2
3. Address: Post Office Box 1520 1535 Confederate Avenue Extension Columbia, South Carolina 29202-1520	4. Submission: [] New [X] Revision
5. Estimated title IV-B, Subpart 1 Funds.	\$ 4,687,548
6. Total Estimated title IV-B, Subpart 2 Funds. (This amount should equal the sum of lines a - f.)	\$ 7,287,776
a) Total Family Preservation Services.	\$ 1,457,555
b) Total Family Support Services.	\$ 1,457,555
c) Total Time-Limited Family Reunification Services.	\$ 1,457,555
d) Total Adoption Promotion and Support Services.	\$ 1,457,556
e) Total for Other Service Related Activities (e.g. planning).	\$ 1,251,696
f) Total Administration (not to exceed 10% of estimated allotment).	\$ 205,859
7. Re-allotment of Title IV-B, Subpart 2 funds for State and Indian Tribal Organizations	
a) Indicate the amount of the State's/Tribe's allotment that will not be required to carry out the Promoting Safe and Stable Families program. \$ -0-	
b) If additional funds become available to States and ITOs, specify the amount of additional funds the State or Tribes is requesting. \$ <u>900,000</u>	
8. Child Abuse Prevention and Treatment Act (CAPTA) Basic State Grant Only (no State match required)	
Estimated BSG Amount \$ <u>410,489</u> , plus additional allocation, as available.	
9. Estimated Chafee Foster Care Independence Program (CFCIP) funds (20% State match required).	\$ 1,258,597
10. Estimated Education and Training Voucher (ETV) funds.	\$ 430,096
11. Re-allotment of CFCIP and ETV Funds:	
a) Indicate the amount of the State's allotment that will not be required to carry out CFCIP \$ -0-	
b) Indicate the amount of the State's allotment that will not be required to carry out ETV \$ -0-	
c) If additional funds become available to States, specify the amount of additional funds the State is requesting for CFCIP \$ <u>135,000</u> for ETV \$ <u>250,000</u>	
12. Certification by State Agency and/or Indian Tribal Organization. The State agency or Indian Tribe submits the above estimates and request for funds under title IV-B, subpart 1 and/or 2, of the Social Security Act, CAPTA BSG and CFCIP, and agrees that expenditures will be made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the ACF Regional Office, for the Fiscal Year ending September 30.	
Signature and Title of State/Tribal Agency Official  Mary C. Williams, Director Division of Human Services	Signature and Title of Regional Office Official
Date <u>05/04/05</u>	Date

CFR-101, PART II: ANNUAL SUMMARY OF CHILD AND FAMILY SERVICES
 State or IT South Carolina Department of Social Services

For FFY OCTOBER, 2004 TO SEPTEMBER 30, 2005

OMB APPROVAL # 0980-0047
 Approved through 07/31/2005

SERVICES/ACTIVITIES	TITLE IV-B		CAPTA*	CFCP*	TITLE IV-E	TITLE XX (SSBG)	TITLE IV-A (TANF)	TITLE XIX (Medicaid)	Other Fed Prog	State Local Donated Funds	[X] NUMBER TO BE SERVED Families	(j) POP. AREA TO BE SERVED	(n) GEOG. AREA TO BE SERVED
	(a) LCWS	(b) IL-PSSF											
1) PREVENTION & SUPPORT SERVICES (FAMILY SUPPORT)	200	1,457	51			9,678	1,940	0	0	529	9,100	Children & families	Statewide/Reservation
2) PROTECTIVE SERVICES	1,450		323			10,847	11,611	0	0	492	43,474	Reports of abuse/neglect	Statewide
3) CRISIS INTERVENTION (FAMILY PRESERVATION)	514	1,457	36			3,777	2,959	22,446	0	10,980	21,052	Children & families	Statewide
(A) REPLACEMENT PREVENTION	514	1,238	36			3,777	2,959	11,180	0	5,376	12,952	Children & families	Statewide
(B) REUNIFICATION SERVICES	0	219	0			0	0	11,256	0	5,284	8,100	All children in foster care	Statewide
4) TIME-LIMITED FAMILY REUNIFICATION SERVICES	541	1,457	0			0	0	0	0	633	7,440	Children & families	Statewide
5) ADOPTION PROMOTION AND SUPPORT SERVICES	106	1,458				153	204	5,285	219	2,768	1,870	Pre- & post-adoptive fam & child	Statewide
6) FOSTER CARE MAINTENANCE: (A) FOSTER FAMILY & RELATIVE FOSTER CARE	0				2,663		3,243	20,483	0	17,931	4,010	All eligible children	Statewide
(B) GROUP/INSTR CARE	951				1,371		1,670	10,552	0	8,602	4,120	Foster children	Statewide
7) ADOPTION SUBSIDY PMTS.	0				10,542					10,928	4,485	Adoptive children	Statewide
8) INDEPENDENT LIVING SERVICES	0	220		1,895	0					483			
9) ADMIN & MGMT	834	1,055			6,665					7,230			
10) STAFF TRAINING	91	183	0	4	5,427	88			0	3,055			
11) FOSTER PARENT RECRUITMENT & TRAINING	0		0		3,440	0			0	2,741			
12) ADOPTIVE PARENT RECRUITMENT & TRAINING	0		0		300	0			0	300			
13) CHILD CARE RELATED TO EMPLOYMENT/TRAINING	0				3,000				66,107	13,810	47,215	Eligible Children & Families	Statewide
14) TOTAL	4,687	7,287	410	1,899	33,408	24,543	21,627	58,747	66,326	80,172			

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

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.

Services Provided Through Other Agencies

The Children's Trust is the primary prevention agency in the state and is the CBCAP lead.

The Children's Trust also in 2008 received an Evidence Based Home Visitation grant from ACF to fund the enhancement of the Nurse Family Partnership (NFP) home-visiting program. This program is being funded by private foundation dollars and is currently in 6 sites serving 9 counties. NFP is offered to at-risk 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 is coordinated with the First Steps to School Readiness program. Current sites include Anderson, Greenville, Horry, Spartanburg, a combined site for Berkeley, Charleston, and Dorchester, and a combined site for Lexington and Richland counties. In addition, the grant has facilitated the convening of a Home Visitation (HV) Team that is comprised of representatives of the different models of home visitation found in SC including: Healthy Families, Parents As Teachers, Parent Child Home, Head Start, Healthy Start, Triple P, IDEA Part C, and the ECCS coordinator for South Carolina. The goal of the HV team is to develop a system of “in take and referral” that can help a case worker make appropriate referrals according to the needs of the family. The team will pilot the system in one county in 2011. 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.

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. DSS adoption staff is prepared to provide these services when approached by parents.

Prevention 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 permanency in a substitute family if the custodial family cannot be preserved without serious risk to the child.

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.

The public awareness activities around Child Abuse Prevention Month will continue to be the primary focus for SCDSS in the area of child abuse prevention. SCDSS has a strong collaboration with the Children's Trust for South Carolina, the prevention organization in South Carolina. The activities of the past five years have included joint press conferences and legislative breakfasts, participation at rallies and trainings to focus the public's attention on prevention. The distribution of printed resource material for parents and other caregivers, recognition pins or other items, as well as television and radio public service announcements and interviews have been and will continue to be major initiatives in the state's efforts to inform the public. The Children's Trust is coordinating a "Train-the-Trainer" training in June 2010 using the Strengthening Families curriculum developed by the Idaho Children's Trust Fund. This curriculum was developed for child care workers using the Five Protective Factors as the basic building block for prevention and teaches them how to recognize and assist families who are at risk – before an incident occurs. Thirty people will be trained and will perform two trainings in their community and then will be given the "toolkit" to provide further trainings. The Children's Trust will work with The Center for Child Care Development over the next year to keep track of the communities that receive training. CAPTA funds will be used in part to fund these activities.

SCDSS was granted a no-cost extension to complete the work with the Southern Institute on a Quality Improvement Project in two counties in South Carolina through a grant from The Duke Endowment. The no-cost extension took the project into FY 09-10. Greenwood and Hampton Counties were the pilot counties for the project. The purpose of the project was to examine child welfare services and to determine ways to make the system work more efficiently in an effort to protect children in a better way. The project consisted of work with the Human Services Staff of DSS at the state and local levels as well as developing a Community Engagement Component. In the final phase of the project, the staff from the Southern Institute assisted DSS to integrate the recommendations to streamline the work process to make it more efficient and effective.

One recommendation of the project was to use process mapping to enhance the flow of work. Several counties have implemented this tool and both families and workers are reporting a positive change in efficiency as well as effectiveness of intervention.

Other recommendations focused on improving and enhancing communication between state and local agencies in order to improve the child welfare system. These recommendations have resulted in the development of an agency Child Welfare Practice Model, the establishment of DSS Supervisory Council to provide input into agency decisions, and state level support for actions to assist county level agencies to resolve concerns with non-responsive partners at the local level. As a result of their efforts from the project, both pilot counties have reported

improved coordination and communication as evidenced by the establishing of multidisciplinary teams to assist with difficult cases as well as improved participation in the family meetings. One county has documented an increase in participation in the Citizen Review Panel as a result of improved communication and their effectiveness in involving others in the child welfare system.

Another recommendation resulted in a change in agency policy regarding scheduling of visits with families in in-home treatment cases. There was a perception that all visits must be unannounced and a belief that policy was not clear. While agency policy does require unannounced visits during the investigative phase in an attempt to assess for safety of children, there is now a clear agency and practice expectation that staff will develop relationships with families during the delivery of services and therefore be able to schedule visits in the home. Scheduling of visits is more family-centered as it is respectful of families' time and it includes families in the planning process to a greater degree.

The final report concluded that while the project outcomes were successfully completed, the findings highlighted that there are still areas that require consistent, diligent work if the achievements of the project are to be sustained and additional improvements made. It is the agency's plan to replicate the project outcomes in other counties in South Carolina as fiscal resources allow. The agency will continue its effort to improve the delivery of services through the Program Improvement Plan and counties' Continuous Improvement Plans.

Safe Families, a collaborative project with Clemson University, was designed to serve as a resource for families not meeting criteria for service under indicated abuse and neglect cases but who would benefit from outside services as a preventive measure. The program's services are intended to prevent abuse or neglect and to enhance children's wellbeing outcomes. Currently there are 102 partner family volunteers available to support families under the Safe Families program. These volunteers have provided support to 71 families which include more than 250 family members. The families receiving support present a level of need that would in all likelihood have resulted in reports of child neglect without the support. This past year's work included a focus on the growing Hispanic/Latino communities in Greenville and Anderson Counties. Thirteen Latino volunteers have been recruited and the program has served four Latino families. Services have included general resources such as food, clothing, diapers and other baby items; in-home and respite care; transportation; and special support to families of incarcerated persons. Some families received a combination of these services. The program is supported by churches and other community volunteers and will continue into FY 10-11.

Principles of Parenting Successfully Program (POPS) is an intensive, holistic, long-term, in-home parenting education visitation program for families of young children, ages birth through five years of age. The target population includes children with risk factors for poor academic outcomes such as abuse/neglect; on public assistance; children of teen mothers; children exposed to substance abuse by caregivers, children of parents with mental or intellectual disabilities; children who have experienced domestic violence and children who experienced low birth rate due to serious medical issues. The program uses evidenced based home visitation models to improve parental capacity to meet children's educational, physical and emotional needs within the home. DSS provides staff to deliver case management, parenting skills training, and direct assistance in managing households and budgets. All families are connected with a medical

home. Approximately 30 families are served at any given time. The program has been in existence since 2002 and is funded by a First Steps Grant matched with Federal IV-B funds. Oconee County has the only First Steps contract for this service.

The Breakthrough Series Collaborative involving Crossover Youth is a project under The Center for Juvenile Justice Reform at Georgetown University. South Carolina was one of eleven jurisdictions across the nation selected to participate in the Crossover Youth Practice Model Initiative supported by Casey Family Programs. South Carolina was selected based on the joint application submitted by the SC Department of Juvenile Justice (DJJ) and DSS. The application demonstrated a clear commitment on the part of both agencies to improve outcomes for crossover youth. Crossover youth are those who are known to both child welfare and juvenile justice systems.

Implementation of the practice model is expected to result in:

- a reduction in the number of youth reentering child welfare from juvenile justice placements,
- a reduction in the penetration of juvenile justice by foster youth,
- a reduction in the use of out of home placements,
- a reduction in the rate of recidivism,
- a reduction in the number of incarcerations of youth of color,
- an increase in the use of joint assessments,
- an increase in youth and parent satisfaction with the process, and
- an increase of the family voice in decision-making.

State and local staffs from DSS and DJJ are involved in developing this model.

Fetal Alcohol Spectrum Disorder 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.

Intervention and Treatment Services:

Program Description:

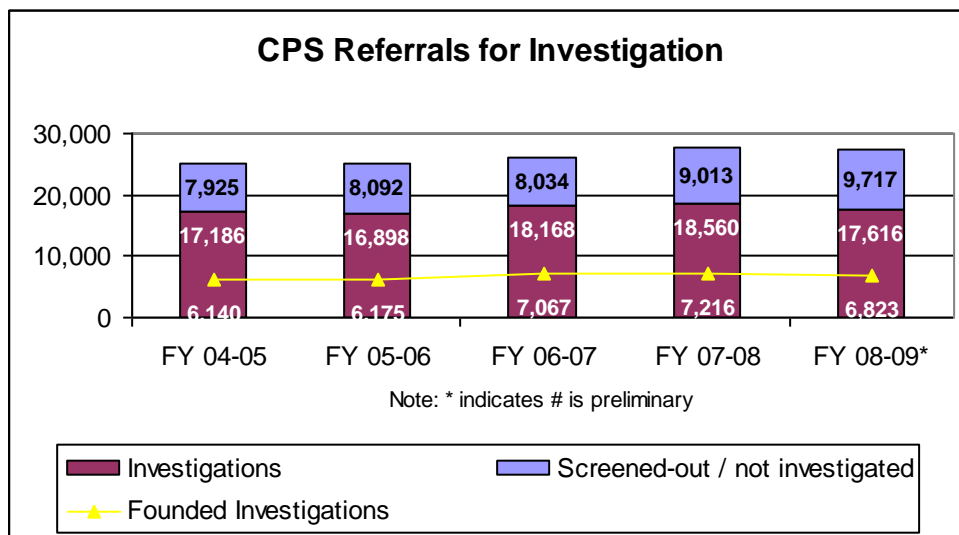
Child Protective and Preventive Services are offered to families by the South Carolina Department of Social Services, which is mandated by law to protect children from abuse or neglect within their families, in foster care, or by persons responsible for the child's welfare as defined by statute. Services 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.

During the past fiscal year and as reported to the Governor and SC General Assembly in the SCDSS Accountability Report for FY 2008-09, DSS child protective services (CPS) intake handled 27,333 calls of concern for children living in South Carolina. After standardized screening criteria were applied to the information obtained at intake, 6,823 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 CPS is needed.

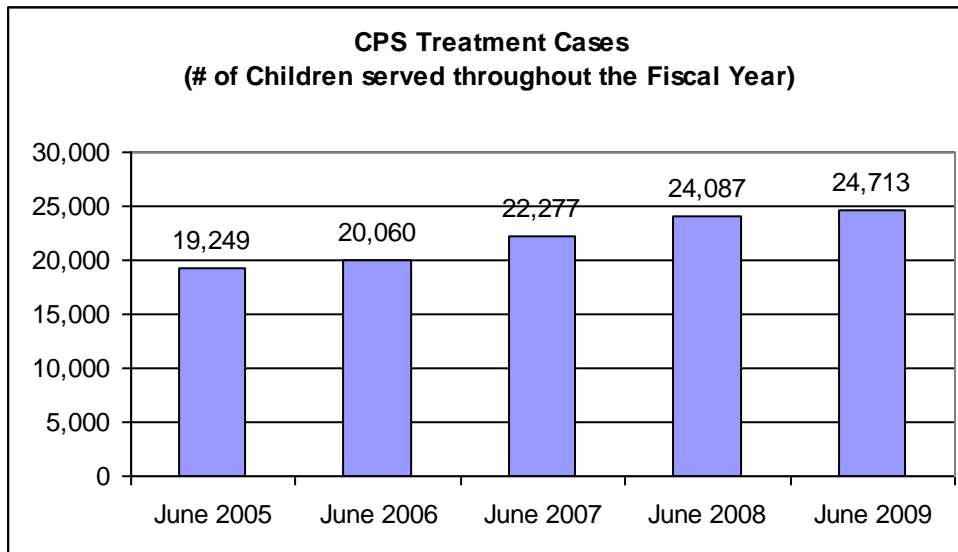
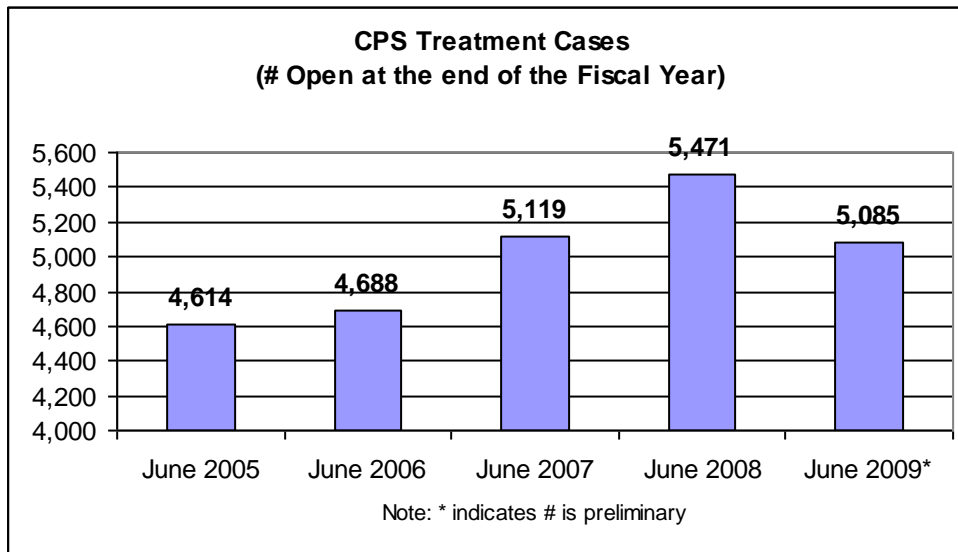
Of the over 27,000 calls handled by CPS intake, 17,616 referrals were investigated as reports of suspected child abuse and/or neglect. Of the reports investigated, 6,823 reports or 39% were indicated. A report is indicated when a preponderance of the evidence supports that abuse, neglect or some other 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, 2009, there were

5,085 open in-home treatment cases. However, a total of 24,713 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.

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. We will provide statistics regarding this shift in responsibility in the 2011 APSR.

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.

Out of Home Abuse and Neglect Assessment Unit (OHAN)

Note: * indicates # is preliminary

OHAN	FY 04-05		FY 05-06		FY 06-07		FY 07-08		FY 08-09*	
Total # of Referrals	600		823		894		834		968	
Investigation Type	Accepted	Indicated	Accepted	Indicated	Accepted	Indicated	Accepted	Indicated	Accepted	Indicated
Not documented	1		5		4	1				
Child Care	93	21	117	17	195	15	146	15	150	25
Foster Home	115	22	163	23	214	16	178	14	214	19
Group Home / Institution	114	19	130	16	159	15	106	5	113	11

Central Registry of Child Abuse and Neglect

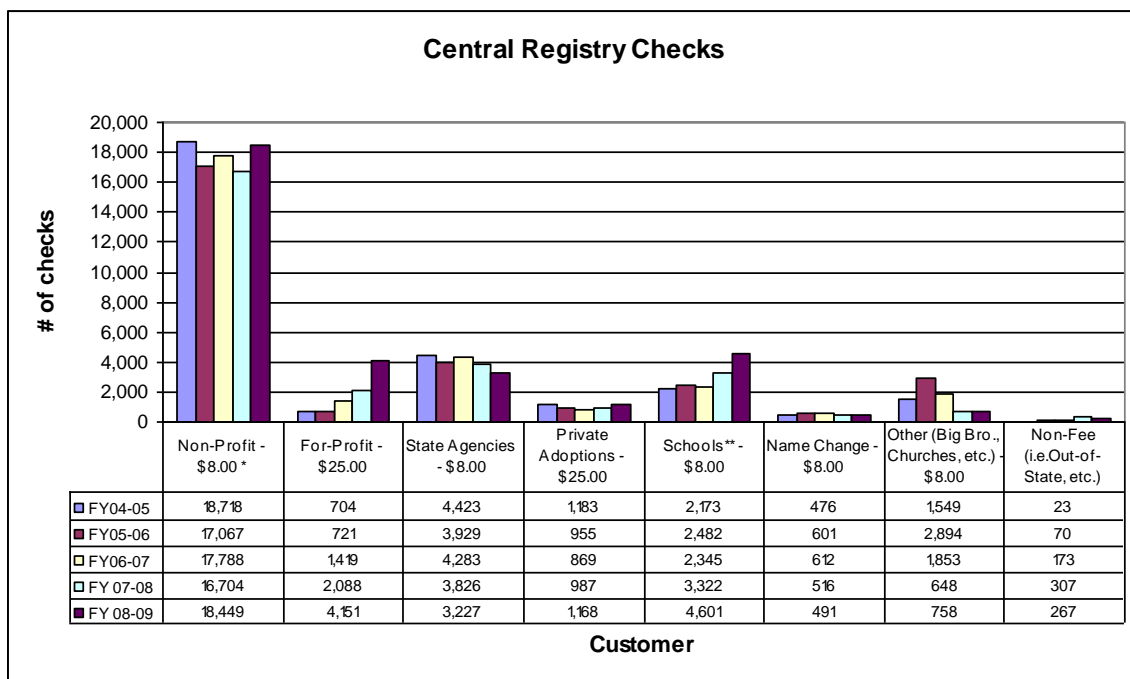
The Central Registry is a statewide confidential database that maintains records of confirmed incidents of abuse and neglect in South Carolina. An individual’s name is listed on the Central Registry only by order of the family court or criminal court or after an Administrative Appeals process has been 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.



* 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.

NOTE: DSS began charging fees on September 20, 2004.

Program Initiatives Update for 2009-2010:

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. We have 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. The focus of the work with the NCSACW is the coordination and facilitation of collaboration with other agencies that provide services to families and to improve the joint work with families. During FY 09-10, NRCCPS, NRCFCPP, and NCSACW conducted a review of the CPS policy and procedural manual which included revisions to the manual specific to interaction with families where substance abuse is an issue, as well as safety and risk issues, and family assessment. Feedback from all three agencies supports that SCDSS' policies and procedures for CPS staff represent state of the art practice guidelines.

The work with the NCSACW started in April and May 2009 with an onsite visit that included representatives from the Department of Alcohol and Other Drug Abuse Services (DAODAS) for a discussion about the most effective way to work together. Conference calls to continue the planning have been held and will continue as a specific plan is being developed.

The focus of the work during FY 2009-10 with NRC CPS and FCPP has been to evaluate the effectiveness of the CFASP and to increase the capacity of the child welfare supervisors in the area of critical thinking and clinical supervision. This phase of development, implementation, and evaluation began in May 2009, with an onsite visit by NRC consultants to begin the review of cases to evaluate how effective the agency is in assessing and re-assessing the needs of children, parents, and foster parents and how effective the agency is in using assessment information to develop behaviorally written case plans in conjunction with the family and provide appropriate services. The evaluation continued in September and October 2009 with onsite visits to meet with supervisors of all 46 counties and IFCC regional offices. The site visits involved direct consultation on specific cases to examine the implementation of the process. Telephone conferences with specific counties took place in October, November, and December 2009.

This evaluation process was designed to build the capacity of county child welfare program supervisors and state office technical assistance staff to assess the agency's effectiveness in working with families. 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. Attached to the CFSP is the report of this evaluation process submitted to SCDSS by the NRCCPS and NRCFCPP.

Based on the report of the evaluation of implementation of the CFASP conducted through a review of cases, SCDSS and the National Resource Centers are developing a plan for specific technical assistance that will be provided over the next year to address specific issues identified. The work with the National Resource Centers will continue over the next year for the evaluation and practice improvement efforts with an understanding and acknowledgement that changing practice will take time as the work force continually changes.

CPS Intake

SC DSS 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. DSS 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, Professional Development & Leadership (PD&L) trainers, and Community Services representatives worked with the Children's Law Center (CLC) in winter 2010 to develop and deliver training regionally on the CPS intake process. Community Services provided input on the content of the training and the training was delivered by PD&L and CPS TA staff. This training focused on the issues and concerns identified through county case record review and technical assistance on site visits. Questions raised during the regional training were compiled into a FAQ Policy Clarification that was provided to all counties as a follow up to the onsite training.

As previously reported in the APSR, the SC Citizen Review Panels studied the issue of CPS intake through surveys of DSS workers and mandated reporters. The CRP intends to follow up with a survey of original participants to see if the DSS' efforts to improve the intake process have had the impact intended. 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 FY 09-10, there were 4,956 professionals and mandated reporters provided training in 101 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. 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. A survey of the state's hospitals was completed during 2008-09. 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. DSS in coordination with the SC Hospital Association initiated this survey and has sent a reminder notice to hospitals in an effort to get 100% participation.

This training for mandated reporters is an ongoing effort to improve the reporting of suspected child abuse and neglect.

In-Home Treatment Caseloads:

DSS plans in the coming year to focus attention on the caseloads of in-home treatment workers as we move to count cases by children rather than by families. We want to determine if national standards have made the shift to looking at caseloads by children and if new standards have been developed. 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. DSS 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.

Between June 2008 and December 2009, the South Carolina Department of Social Services (DSS) has had a reduction of \$48,439,973 in State funds and has lost Federal matching funds. To meet these budget reductions, DSS has implemented furloughs of five days and ten days, affecting all employees; implemented a Reduction in Force, continued a hiring freeze and eliminated vacant positions; reduced operating budgets across the board; and reduced services to families and children through a third reduction in all contractual services. The concern here is that the agency's available staff is being reduced while the number of children identified as needing protection is increasing.

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

In November 2009, The Supreme Court amended SC Appellate Court Rule 608 substantially. Rule 608 governs attorney appointments for indigents in all sorts of cases—criminal and civil. The change deleted references to appointing attorneys to serve as Guardians 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. The change is effective July 1, 2010.

This change in court rules will ensure maximum compliance with the CAPTA requirement that the Guardian ad Litem receive training appropriate to the job. Effective July 1, 2010, all GALs will be appointed from the SC GAL Program or Richland County CASA Program. This will ensure that every GAL appointed in SC has completed appropriate training. Both the Richland County GAL and the State GAL program required mandatory training for all volunteers prior to the acceptance of an appointment in a child abuse case.

Currently and in anticipation of this change, the State GAL Program and the Richland County CASA Program are working diligently to increase the number of available and trained volunteers to serve as Guardians ad Litem in Family Court proceedings starting July 1, 2010. Both programs expect to be ready to serve the children of South Carolina in this expanded capacity. 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.

Drug Endangered Children Protocol:

During FY10-11, DSS and other involved agencies will 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 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 Drug Enforcement Agency reported 161 drugs busts of methamphetamine labs across the state from October 2009 until June 1, 2010. Information from county DSS offices is incomplete at this point in time making it difficult to compare LE information with child protection cases. We will continue to use this data to determine how better to track this information across the state.

PROGRAM GOALS AND PERFORMANCE MEASURES

The Child Welfare Services Review for South Carolina was completed in July 2009 and the state's Program Improvement Plan is being developed. There may be some changes in the program goals as a result of the PIP work but currently, the CPS Program goals and performance measures remain consistent as described in this section. 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.

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.

Additionally, South Carolina received the final CFRS report in March 2010. The results of the Final CFRS are below:

Table 1. South Carolina 2009 CFRS Ratings for Safety and Permanency Outcomes and Items

Outcomes and Indicators	Outcome Ratings			Item Ratings	
	In Substantial Conformity?	Percent Substantially Achieved*	Met National Standards?	Rating**	Percent Strength
Safety Outcome 1: Children are, first and foremost, protected from abuse and neglect	No	83.3	2 Yes		
Item 1. Timeliness of investigations				ANI	87.5
Item 2. Repeat maltreatment				Strength	94
Safety Outcome 2: Children are safely maintained in their homes when possible and appropriate	No	58.5			
Item 3. Services to protect children in home				ANI	72
Item 4. Risk of harm				ANI	58
Permanency Outcome 1: Children have permanency and stability in their living situations	No	25	1 Yes, 3 No		
Item 5. Foster care reentry				ANI	80
Item 6. Stability of foster care placements				ANI	57.5
Item 7. Permanency goal for child				ANI	67.5
Item 8. Reunification, guardianship, and placement with relatives				ANI	63
Item 9. Adoption				ANI	18
Item 10. Other planned living arrangement				ANI	50
Permanency Outcome 2: The continuity of family relationships and connections is preserved	No	38.5			
Item 11. Proximity of placement				Strength	100
Item 12. Placement with siblings				ANI	72
Item 13. Visiting with parents and siblings in foster care				ANI	45
Item 14. Preserving connections				ANI	55
Item 15. Relative placement				ANI	50
Item 16. Relationship of child in care with parents				ANI	30

* 95 percent of the applicable cases reviewed must be rated as having substantially achieved the outcome for the State to be in substantial conformity with the outcome.

** Items may be rated as Strengths or as Areas Needing Improvement (ANI). For an overall rating of Strength, 90 percent of cases must be rated as a Strength.

Table 2. South Carolina 2009 CFSR Ratings for Child and Family Well-Being Outcomes and Items

Outcomes and Indicators	Outcome Ratings		Item Ratings	
	In Substantial Conformity?	Percent Substantially Achieved	Rating**	Percent Strength
Well-Being Outcome 1: Families have enhanced capacity to provide for children's needs	No	33.8		
Item 17. Needs/services of child, parents, and foster parents			ANI	42
Item 18. Child/family involvement in case planning			ANI	44
Item 19. Caseworker visits with child			ANI	69
Item 20. Caseworker visits with parents			ANI	35
Well-Being Outcome 2: Children receive services to meet their educational needs	No	85.7		
Item 21. Educational needs of child			ANI	86
Well-Being Outcome 3: Children receive services to meet their physical and mental health needs	No	74.6		
Item 22. Physical health of child			ANI	82
Item 23. Mental/behavioral health of child			ANI	77.5

* 95 percent of the applicable cases reviewed must be rated as having substantially achieved the outcome for the State to be in substantial conformity with the outcome.

** Items may be rated as Strengths or as Areas Needing Improvement (ANI). For an overall rating of Strength, 90 percent of the cases reviewed for the item (with the exception of item 21) must be rated as a Strength. Because item 21 is the only item for Well-Being Outcome 2, the requirement of a 95-percent Strength rating applies.

Table 3. South Carolina 2009 CFSR Ratings for Systemic Factors and Items

Systemic Factors and Items	Substantial Conformity?	Score*	Item Rating**
Statewide Information System	Yes	3	
Item 24. The State is operating a statewide information system that, at a minimum, can readily identify the status, demographic characteristics, location, and goals for the placement of every child who is (or, within the immediately preceding 12 months, has been) in foster care			Strength
Case Review System	No	2	
Item 25. The State provides a process that ensures that each child has a written case plan to be developed jointly with the child's parent(s) that includes the required provisions			ANI
Item 26. The State provides a process for the periodic review of the status of each child, no less frequently than once every 6 months, either by a court or by administrative review			Strength
Item 27. The State provides a process that ensures that each child in foster care under the supervision of the State has a permanency hearing in a qualified court or administrative body no later than 12 months from the date the child entered foster care and no less frequently than every 12 months thereafter			ANI
Item 28. The State provides a process for termination of parental rights proceedings in accordance with the provisions of the Adoption and Safe Families Act			ANI
Item 29. The State provides a process for foster parents, pre-adoptive parents, and relative caregivers of children in foster care to be notified of, and have an opportunity to be heard in, any review or hearing held with respect to the child			ANI
Quality Assurance System	Yes	4	
Item 30. The State has developed and implemented standards to ensure that children in foster care are provided quality services that protect the safety and health of the children			Strength
Item 31. The State is operating an identifiable quality assurance system that is in place in the jurisdictions where the services included in the Child and Family Services Plan (CFSP) are provided, evaluates the quality of services, identifies strengths and needs of the service delivery system, provides relevant reports, and evaluates program improvement measures implemented			Strength
Staff and Provider Training	Yes	4	
Item 32. The State is operating a staff development and training program that supports the goals and objectives in the CFSP, addresses services provided under titles IV-B and IV-E, and provides initial training for all staff who deliver these services			Strength
Item 33. The State provides for ongoing training for staff that addresses the skills and knowledge base needed to carry out their duties with regard to the services included in the CFSP			Strength
Item 34. The State provides training for current or prospective foster parents, adoptive parents, and staff of State licensed or approved facilities that care for children receiving foster care or adoption assistance under title IV-E that addresses the skills and knowledge base needed to carry out their duties with regard to foster and adopted children			Strength

Systemic Factors and Items	Substantial Conformity?	Score*	Item Rating**
Service Array and Resource Development	No	2	
Item 35. The State has in place an array of services that assess the strengths and needs of children and families and determine other service needs, address the needs of families in addition to individual children in order to create a safe home environment, enable children to remain safely with their parents when reasonable, and help children in foster and adoptive placements achieve permanency			Strength
Item 36. The services in item 35 are accessible to families and children in all political jurisdictions covered in the State's CFSP			ANI
Item 37. The services in item 35 can be individualized to meet the unique needs of children and families served by the agency			ANI
Agency Responsiveness to the Community	Yes	4	
Item 38. In implementing the provisions of the CFSP, the State engages in ongoing consultation with Tribal representatives, consumers, service providers, foster care providers, the juvenile court, and other public and private child- and family-serving agencies and includes the major concerns of these representatives in the goals and objectives of the CFSP			Strength
Item 39. The agency develops, in consultation with these representatives, Annual Progress and Services Reports delivered pursuant to the CFSP			Strength
Item 40. The State's services under the CFSP are coordinated with services or benefits of other Federal or Federally-assisted programs serving the same population			Strength
Foster and Adoptive Parent Licensing, Recruitment, and Retention	Yes	3	
Item 41. The State has implemented standards for foster family homes and child care institutions that are reasonably in accord with recommended national standards			Strength
Item 42. The standards are applied to all licensed or approved foster family homes or child care institutions receiving title IV-E or IV-B funds			Strength
Item 43. The State complies with Federal requirements for criminal background clearances as related to licensing or approving foster care and adoptive placements and has in place a case planning process that includes provisions for addressing the safety of foster care and adoptive placements for children			Strength
Item 44. The State has in place a process for ensuring the diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the State for whom foster and adoptive homes are needed			ANI
Item 45. The State has in place a process for the effective use of cross-jurisdictional resources to facilitate timely adoptive or permanent placements for waiting children			Strength

* Scores range from 1 to 4. A score of 1 or 2 means that the factor is not in substantial conformity. A score of 3 or 4 means that the factor is in substantial conformity.

** Items may be rated as Strengths or as Areas Needing Improvement (ANI).

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: For calendar year 2009, 96.5% of all cases in 46 counties met the goal.

Based on 65 cases reviewed in 3 counties, South Carolina is not in substantial conformity with Safety Outcome 1. The outcome was substantially achieved in 83.3 percent of the cases reviewed. This percentage is less than the 95 percent required for a determination of substantial conformity. However, the State met the national standards for the data indicators pertaining to

the absence of maltreatment recurrence and to the absence of maltreatment of children in foster care by foster parents or facility staff.

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.

The results of the assessment of item 1 are presented in the table below.

Item 1 Ratings	Aiken County	Beaufort County	Greenville County	Total	Percent
Strength	6	4	11	21	87.5
Area Needing Improvement	0	0	3	3	12.5
Total Applicable Cases	6	4	14	24	
Not Applicable	11	13	17	41	
Total Cases	17	17	31	65	
Strength by Site	100%	100%	79%		

Item 1 was rated Strength in 21 cases when the investigation was initiated and face-to-face contact was made within the timeframes required by State policy. It was rated as an Area Needing Improvement in three cases when the investigation was not initiated within the required timeframes. In the three cases rated as Area Needing Improvement, all reports had been assigned as a 24-hour priority.

Rating Determination

Item 1 was assigned an overall rating of Area Needing Improvement. In 87.5 percent of the applicable cases, reviewers determined that the agency had initiated an investigation of a maltreatment report in accordance with required timeframes. This percentage is less than the 90 percent required for a rating of Strength. Item 1 was rated Strength in South Carolina 2003 CFSR.

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: CY 09-10 - 98% of all cases in 46 counties met this goal.

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: CY 09-10 - 89% of the all cases in 46 counties had no new indicated intake within 12 months of the time the case was closed.

Case Review Findings

The assessment of item 2 was applicable for 18 (28 percent) of the 65 cases in 3 counties. Cases were not applicable for this item if there was no substantiated or indicated maltreatment report during the period under review. For all applicable cases, reviewers were to determine if there had been a substantiated or indicated maltreatment report on the family during the period under review, and, if so, whether another substantiated or indicated report involving similar circumstances had occurred within a 6-month period before or after that identified report. The results of the assessment of item 2 are presented in the table below.

Item 2 Ratings	Aiken County	Beaufort County	Greenville County	Total	Percent
Strength	5	4	8	17	94
Area Needing Improvement	0	0	1	1	6
Total Applicable Cases	5	4	9	18	
Not Applicable	12	13	22	47	
Total Cases	17	17	31	65	
Strength by Site	100%	100%	89%		

Item 2 was rated Strength in 17 cases when there was only one substantiated or indicated maltreatment report on the family within a 6-month period. Item 2 was rated as an Area Needing Improvement in one case when there were two substantiated maltreatment reports on the family within a 4-month period.

In addition to the recurrence of substantiated maltreatment reports, reviewers reported the following findings with regard to the number of maltreatment reports on the family during the life of the case (“life of the case” refers to the time from the date of the first allegation of abuse or neglect to the time of the Onsite Review):

- In 38 cases, there were fewer than three reports.
- In 20 cases, there were at least three reports but fewer than eight reports.
- In four cases, there were at least 8 reports but fewer than 11 reports.
- In three cases, there were at least 11 reports, with one case having 22 reports.

Rating Determination

Item 2 was assigned an overall rating of Strength. In 94 percent of the applicable cases, there was no recurrence of substantiated or indicated maltreatment within a 6-month period. This percentage is greater than the 90 percent required for a rating of Strength. Item 2 also was rated Strength in South Carolina’s 2003 CFSR.

Safety Outcome 2

Outcome S2: Children are safely maintained in their homes whenever possible and appropriate					
Number of Cases Reviewed by the Team According to Degree of Outcome Achievement					
Degree of Outcome Achievement	Aiken County	Beaufort County	Greenville County	Total	Percent
Substantially Achieved	9	11	18	38	58.5
Partially Achieved	3	2	6	11	16.9
Not Achieved	5	4	7	16	24.6
Total Cases	17	17	31	65	
Substantially Achieved by Site	53%	65%	58%		

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.

Key Findings of the 2009 CFSR

The findings pertaining to the specific items assessed under Safety Outcome 2 are presented and discussed below.

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?

Outcome: CY 09-10 - 89% of all cases in 46 counties had no new indicated intake within 12 months of the time the case was closed.

Case Review Findings

An assessment of item 3 was applicable in 39 (60 percent) of the 65 cases reviewed in 3 counties. Cases were excluded if the children entered foster care prior to the period under review and there were no other children in the home, or if there was no substantiated or indicated maltreatment report or identified risk of harm to the children in the home during the period under review. For applicable cases, reviewers assessed whether, in responding to a substantiated maltreatment report or risk of harm, the agency made diligent efforts to provide services to families that would prevent placement of children in foster care and at the same time ensure their safety. The results of the assessment of item 3 are presented in the table below.

Item 3 Ratings	Aiken County	Beaufort County	Greenville County	Total	Percent
Strength	7	6	15	28	72
Area Needing Improvement	3	3	5	11	28
Total Applicable Cases	10	9	20	39	
Not Applicable	7	8	11	26	

Total Cases	17	17	31	65	
Strength by Site	70%	67%	75%		

Item 3 was rated as Strength when reviewers determined the following:

- Although no services were provided when the child was removed from the home, the removal was necessary to ensure the safety of the child (four cases).
- Services were provided to the family to ensure the safety of the child and prevent removal (18 cases).
- Services were provided after reunification (two cases).
- Efforts were made to provide services prior to removal and/or reentry (four cases).

Case review information indicates that a range of services was offered or provided to families. This included (but was not limited to) the following: day care services, domestic violence services, mental health services, substance abuse treatment, aftercare services, anger management services, parenting classes, financial assistance, vocational rehabilitation, translator services, and in-home nursing.

Item 3 was rated as an Area Needing Improvement when reviewers determined the following:

- Services were not provided to the family and the children remained at risk in the home (four cases).
- Services were provided, but they did not target the key safety concern in the family, leaving the children at risk in the home (two cases).
- Services were not provided after reunification to ensure children’s ongoing safety and to prevent reentry (one case).
- Services were not provided to protect the children in the home and the children were subsequently removed (four cases).

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 5 - Time in CPS Treatment Services – (Note that PM 4 does not apply to CPS so is not included here.)

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: CY 09-10 - 77.3% of all cases in 46 counties were open for less than 12 months.

An assessment of item 4 was applicable for all 65 cases reviewed in 3 counties. In assessing item 4, reviewers were to determine whether the agency had made, or was making, diligent efforts to address the risk of harm to the children involved in each case. The results of the assessment of item 4 are presented in the table below.

Item 4 Ratings	Aiken	Beaufort	Greenville	Total	Percent
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	County	County	County		
Strength	9	11	18	38	58
Area Needing Improvement	8	6	13	27	42
Total Cases	17	17	31	65	
Strength by Site	53%	65%	58%		

Item 4 was rated Strength when reviewers determined that the risk of harm to children was appropriately addressed by the agency through the following: conducting initial and ongoing assessments of risk and safety either in the children’s home or in the children’s foster home and addressing all safety-related concerns identified through the assessment.

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.

Performance Measure 14 b - Face-to-Face Visits w/ Children in CPS Treatment Cases

Goal: To ensure that all children being served in their own home are assessed for safety and risk concerns on regular basis and in compliance with agency policy.

Objective: 90% of all children receiving in-home treatment cases are to be seen at least one time during the calendar month.

Outcome: CY 09-10 - 65.8% of all children in in-home treatment cases in 46 counties had at least one visit during the calendar month.

Based on the CFSR on-site review Item 19 (Caseworker visits with child) was applicable for all 65 cases reviewed in 3 counties. In assessing this item, reviewers were to determine whether the frequency of visits between the caseworkers and children was sufficient to ensure adequate monitoring of the child’s safety and well-being, and whether visits focused on issues pertinent to case planning, service delivery, and goal attainment. The results of the assessment of item 19 are presented in the table below.

Item 19 Ratings	Aiken County	Beaufort County	Greenville County	Total	Percent
Strength	14	10	21	45	69
Area Needing Improvement	3	7	10	20	31
Total Cases	17	17	31	65	
Strength by Site	82%	59%	68%		

Item was rated Strength in 77.5 percent of the 40 foster care cases and 56 percent of the 25 in-home services cases. The item was rated Strength when reviewers determined that the frequency and quality of visits between the caseworkers and children were sufficient to ensure adequate monitoring of the child’s well-being and promote attainment of case goals. Item 19 was rated as an Area Needing Improvement when reviewers determined the following:

- The frequency of caseworker visits was not sufficient to meet the needs of the child, and if visits did occur, they did not focus on issues pertinent to case planning, service delivery, and goal attainment (four cases).
- The frequency of caseworker visits with children was not sufficient to meet the needs of the child, although when visits did occur, they were substantive (three cases).
- The frequency of caseworker visits was sufficient, but the visits did not focus on issues pertinent to case planning, service delivery, and goal attainment (12 cases).
- There were no visits with the child during the period under review (one case)

Specific information regarding the frequency of visitation is provided in the table below.

Typical Frequency of Caseworker Visits With Child During the Period Under Review	Foster Care Cases (Number and Percent)	In-Home Services Cases (Number and Percent)
Visits occurred at least once a week	1 (2.5%)	1 (4%)
Visits occurred less frequently than once a week but at least twice a month	9 (22.5%)	0
Visits occurred less frequently than twice a month but at least once a month	27 (67.5%)	20 (80%)
Visits occurred less frequently than once a month	2 (5%)	4 (16%)
There were no visits during the period under review	1 (2.5%)	0
Total Cases	40	25

Rating Determination

Item 19 was assigned an overall rating of Area Needing Improvement. In 69 percent of the cases, reviewers determined that caseworker visits with children were of sufficient frequency and quality. This percentage is less than the 90 percent required for a rating of Strength. Item 19 also was rated as an Area Needing Improvement in South Carolina’s 2003 CFSR.

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 09, 17,616 reports were investigated, with 5,085 families determined to need in-home treatment services. Services were provided to 24,713 children in these families.

Collaborations:

DSS will continue its collaboration with agencies within and outside of South Carolina to improve the 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.

- Region IV Child Welfare Collaboration Initiative – collaboration with states in the Region IV to include representatives of all areas receiving federal funding for child welfare services
- Children’s Law Center on reporting and equipping mandated reporters.
- BabyNet for the IDEA Part C Early Intervention program for South Carolina. The lead agency responsibility has changed from DHEC (Department of Health and Environmental Control to SC First Steps organization in recognition that much of the early intervention

services are focused on school readiness. First Steps organization is public-private collaboration. This change was effective January 1, 2010.

- Collaboration with the Catawba Tribe in South Carolina primarily for foster care services but also to include coordination for the investigation of suspected child abuse or neglect involving a tribal child. The Catawba Tribe is represented on the Child Welfare Advisory Committee in order to ensure sharing of information. All placements of children in the tribe are coordinated with the tribe leadership per protocol. Additionally, the agency is in negotiation with the Catawba representatives regarding their role in the development and/or presentation during the Basic Training for the Child Welfare staff.
- The Child Welfare Advisory Committee and in particular, the Subcommittee on Child Well-being that will continue its work on improving in-home treatment services.
- The South Carolina Children's Justice Act Task Force as it continues in the current three year cycle of activities that include coordination and collaboration with DSS around child abuse and foster care laws, policies and programs
- Collaboration with the SC Citizen Review Panels with a focus on CPS intake, mandated reporters, and services to foster children.

Program Support

Training Plans:

DSS completed the review and comprehensive analysis of its training programs and is working to complete and implement specific supervisor and case worker competencies into the training program. DSS will factor in any recommendations provided to the state through the CFSR process and the work with the National Resource Centers.

Technical Assistance Plans:

Program staff from state office will continue to monitor and assess county programs and any county program improvement plans and offer technical assistance on safety, permanency, and well being. The planned technical assistance from the National Resource Center for Family Centered Practice and Permanency and the National Resource Center on Child Protective Services will serve to enhance practice through adopting recommendations from the evaluation of the implementation of the Child and Family Assessment and Service Planning tool. During the past year, consultants from NRCCPS and NRCFCPP completed an initial evaluation of the CFASP tool to determine the effectiveness of its implementation. This evaluation included all 46 counties and the regional offices for Intensive Foster Care and Clinical Services. The activities included a comprehensive review of policies; telephone consultation with supervisors on specific cases to build supervisory and technical assistance skills; and on site visits to work with supervisors from all 46 counties and regional IFCCS offices. A report of the consultants' findings and recommendations was received in April 2010. An onsite visit is planned for early summer to develop the specifics of technical assistance in order to support the state's technical assistance consultants to serve as coach and mentors to the supervisors. This technical assistance will serve to further build agency capacity to enhance child welfare programs in South Carolina.

Information Systems Plans:

CAPSS is on-target at the current time for finishing the project in calendar year 2010. A major issue for child welfare will be the incorporation of the safety and risk assessment, family

assessment, and service planning tool into CAPSS to facilitate ease of access by workers and supervisors. Intensive meetings with child welfare program staff and CAPSS managers occurred during fall 2009 and winter 2010 to work out the specific needs for the program. This information was delivered to the programmers in February 2010 to begin the actual programming of CAPSS to incorporate the safety, family assessment and service planning requirements. The expected outcome is that the increased access for staff will encourage workers to document more comprehensively in the system.

Quality Assurance Plans: The agency quality assurance processes continue to provide county staff with feedback as to the quality of work and the meeting of agency strategic outcome measures. The Child Welfare Services Review process is modeled on the federal Child and Family Services Review to further assist South Carolina in our efforts to improve practice and protect children. As we use this system, we have evolved the process of immediate follow up with county and state persons who are involved in the review. County Directors and county program supervisors meet with the State Director, Deputy Directors and state program managers to discuss the findings of the review and begin the process of developing a plan to correct problems and improve practice. This includes a plan for technical assistance specific to the identified concerns.

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 Department has emphasized and set a priority for permanency planning that focuses on concurrent planning, 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. 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.

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.

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. Per the federal data profile for FFY 2005 through FFY 2007, an average of 100 young people emancipated each year from SC foster care at age 18 without a formal connection to family. 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. However, in SC there is a documented trend of more foster children opting to stay in foster care past their 18th birthday. This is discussed further in the CHAFEE section. The Alternate (or Other) Planned Permanent Living Arrangement situation for minor youth not able to exit foster care for reunification, adoption, or guardianship is discussed as Item 10, after Adoption Services.

Intensive Foster Care and Clinical Services: 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. If approved for services the case is transferred from the county worker to the IFCCS worker who will carry the case from this point forward. An array of treatment services are provided for this special population of foster youth through the use of Medicaid and state funding. These services include but are not limited to: Individual therapy; Intensive Family Services; Therapeutic Foster Care; and Specialized Foster Home Services Group Care Intensive – High Management; Group Care Intermediate – Moderate Management; Group Care Independent Living Services; Residential Treatment Facilities; Specialized Treatment Services for Sexual Offenders; and individualized “wraparound” services such as Behavior Management services, Tutoring, Vocational Assistance, and Independent Living Skills Training. At any given time, approximately thirty percent of DSS foster youth have been determined eligible for Intensive Foster Care and Clinical Services.

Specialized Therapeutic Foster Care services are provided regionally by the IFCCS Specialized Foster Home Services program and are similar to the Therapeutic Foster Care services provided by private child placing agencies. Specialized 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 a specially trained foster home. As of April 1, 2010, there were 112 special needs foster children being served by this program. In addition, in partnership with the S. C. Department of Health and Human Services, IFCCS has access to Medical Therapeutic Foster Care (MTFC) through private child placing agencies as well as a statewide Medically Complex Children’s Waiver Program (MCCW) to provide appropriate medical, ancillary and personal care to foster children who have serious medical conditions. At any given time approximately 100 DSS foster youth are served through MTFC or MCCW.

The department has 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 DSS office to provide on-site mental health services

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

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.

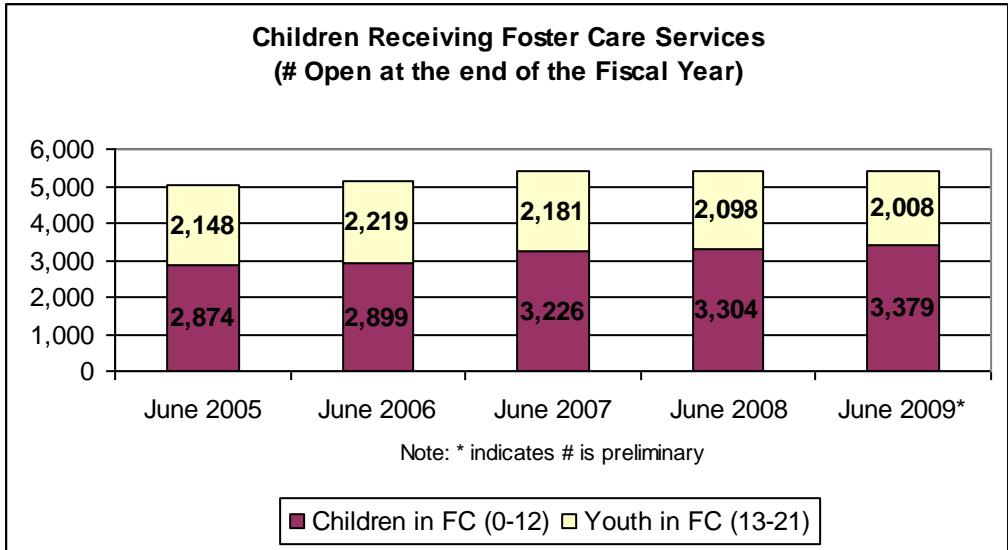
Intensive Family Services are offered primarily in the Intensive Foster Care and Clinical Services program under Medicaid for children and families upon referral and authorization by DSS.

The department has a contract with **The Columbia Urban League** to assist foster care youth in the **Youth Leadership Institute**. This ten 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.

The agency received one million dollars from the **South Carolina State Housing and Finance Authority**. The funds were used to benefit current and former foster care youths in housing assistance. The agency is currently collaborating with the State Housing Authority on a Memorandum of Understanding to include cross training, referrals and Section 8 HUD grant application for child welfare families and older youths. The **South Carolina Department of Commerce** agreed to a statewide policy and initiative to make youth aging out of foster care a priority in job training and employment services.

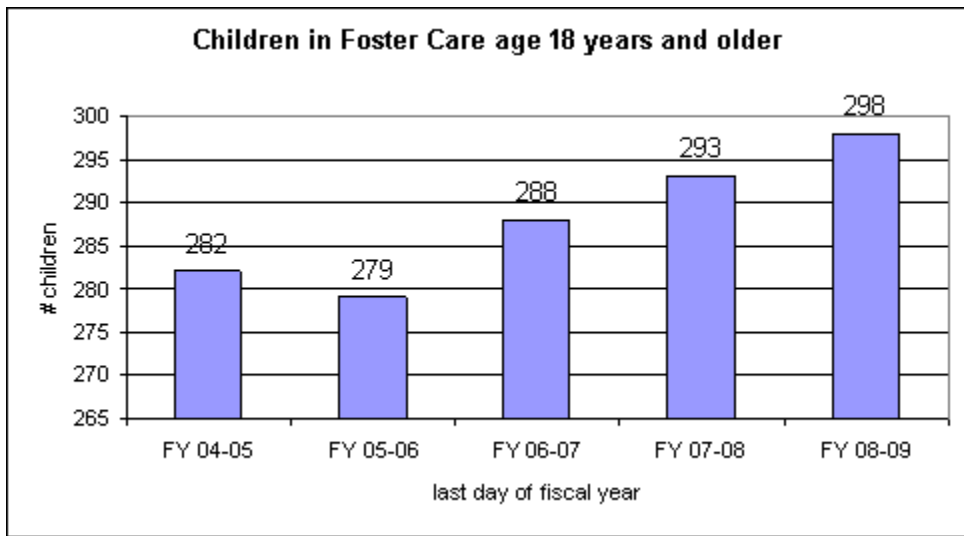
Trend Demographics and Performance Data for Foster Care

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.



Key Findings of the 2009 CFSR

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

Permanency Outcome 1

Outcome P1: Children have permanency and stability in their living situations					
Number of Cases Reviewed by the Team According to Degree of Outcome Achievement					
Degree of Outcome Achievement	Aiken County	Beaufort County	Greenville County	Total	Percent

Substantially Achieved	4	4	2	10	25
Partially Achieved	6	6	16	28	70
Not Achieved	0	0	2	2	5
Total Foster Care Cases	10	10	20	40	
Substantially Achieved by Site	40%	40%	10%		

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+	140.4	Yes
Composite 2: Timeliness of adoptions	106.4+	91.2	No
Composite 3: Permanency for children in foster care for extended time periods	121.7+	77.0	No
Composite 4: Placement stability	101.5+	74.2	No

Status of Permanency Outcome 1

South Carolina is not in substantial conformity with Permanency Outcome 1. The outcome was substantially achieved in 25 percent of the cases reviewed. This percentage is less than the 95 percent required for a determination of substantial conformity. In addition to case review findings, although South Carolina met the national standard for timeliness and permanency of reunification, the State did not meet the national standards for the other three national data indicators pertaining to permanency, as shown in the table above. The State was not in substantial conformity with this outcome in its 2003 CFSR and was required to address the outcome in its Program Improvement Plan.

Item 5. Foster care reentries

Case Review Findings

An assessment of item 5 was applicable for 10 (25 percent) of the 40 foster care cases. Cases were not applicable if the child did not enter foster care during the period under review. In assessing this item, reviewers determined whether the entry into foster care during the period under review occurred within 12 months of discharge from a prior foster care episode. The results of the assessment of item 5 are presented in the table below.

Item 5 Ratings	Aiken County	Beaufort County	Greenville County	Total	Percent
Strength	2	3	3	8	80
Area Needing Improvement	0	0	2	2	20
Total Applicable Foster Care Cases	2	3	5	10	
Not Applicable Foster Care Cases	8	7	15	30	
Total Foster Care Cases	10	10	20	40	
Strength by Site	100%	100%	60%		

Item 5 was rated Strength when the child's entry into foster care during the period under review did not take place within 12 months of discharge from a prior episode. Item 5 was rated as an Area Needing Improvement when the child's entry into foster care occurred within 12 months of the date of discharge from a prior foster care placement episode. In one case the child reentered foster care within 11 months; in the other case the child reentered foster care within 6 months.

Rating Determination

Item 5 was assigned an overall rating of Area Needing Improvement. The item was rated as Strength in 80 percent of the cases reviewed. This percentage is less than the 90 percent required for a rating of Strength. Item 5 also was rated a Strength in South Carolina's 2003 CFSR.

Performance on the Composite 1 Measure Relevant to the Permanency of Reunification

The data below are presented to provide additional information about foster care reentry. There is no national standard for the measure of foster care reentry. National standards with regard to permanency have been established only for the scaled composite scores.

The measure of foster care reentry is part of Composite 1: Timeliness and permanency of reunification. The State's performance on Composite 1 is shown in the table for Permanency Outcome 1.

South Carolina's performance on the individual measure of foster care reentry (measure C1.4) included in Composite 1: Timeliness and permanency of reunification was the following: In the 12 months prior to the CFSR 12-month target period for the data indicators, 9.5 percent of children exiting foster care to reunification reentered foster care in less than 12 months from the time of discharge. This percentage is less than the 25th percentile of 9.9 percent. (For this measure, lower percentages reflect higher levels of performance.)

Item 6. Stability of foster care placement

Case Review Findings

All 40 foster care cases were applicable for an assessment of item 6. In assessing this item, reviewers were to determine whether the child experienced multiple placement settings during the period under review and, if so, whether the changes in placement settings were necessary to achieve the child's permanency goal or meet the child's service needs. Reviewers also assessed the stability of the child's most recent placement setting. The results of the assessment of item 6 are presented in the table below.

Item 6 Ratings	Aiken County	Beaufort County	Greenville County	Total	Percent
Strength	6	7	10	23	57.5
Area Needing Improvement	4	3	10	17	42.5
Total Foster Care Cases	10	10	20	40	
Strength by Site	60%	70%	50%		

Item 6 was rated as a Strength when reviewers determined that the child's current placement was stable and that the child either did not experience a placement change during the period under review (20 cases) or that the placement changes experienced were in the child's best interests (i.e., they were intended to further achievement of the child's permanency goal or to provide specialized services for the child) (three cases).

Item 6 was rated as an Area Needing Improvement when reviewers determined one or both of the following:

- The child was in multiple placement settings during the period under review, and at least one placement change was not planned by the agency to attain the child’s permanency goal (15 cases).
- The child’s placement setting at the time of the onsite CFSR was not stable (three cases).

Additional findings of the case review were the following:

- Children in 22 cases experienced only one placement during the period under review.
- Children in 10 cases experienced two placements during the period under review.
- Children in eight cases experienced three to six placements during the period under review.

Rating Determination

Item 6 was assigned an overall rating of Area Needing Improvement. In 57.5 percent of the cases, reviewers determined that children experienced placement stability. This percentage is less than the 90 percent required for a rating of Strength. Item 6 also was rated as an Area Needing Improvement in the State’s 2003 CFSR.

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. The State’s performance on Composite 4 is shown in the table for Permanency Outcome 1.

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: 74.5 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: 19.2 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

All 40 foster care cases were applicable for an assessment of item 7. In assessing this item, reviewers were to determine whether the agency had established a permanency goal for the child in a timely manner and whether the most current permanency goal was appropriate. Reviewers also were to determine whether the agency had sought TPR in accordance with the requirements of the Adoption and Safe Families Act (ASFA). The results of the assessment of item 7 are presented in the table below.

Item 7 Ratings	Aiken County	Beaufort County	Greenville County	Total	Percent
Strength	9	5	13	27	67.5

Area Needing Improvement	1	5	7	13	32.5
Total Foster Care Cases	10	10	20	40	
Strength by Site	90%	50%	65%		

Item 7 was rated a Strength when reviewers determined that the child’s permanency goal was appropriate, had been established in a timely manner, and, if relevant, that the agency had filed for TPR in accordance with the requirements of ASFA.

Item 7 was rated as an Area Needing Improvement when reviewers determined one or more of the following:

- The child’s permanency goal at the time of the onsite CFSR was not appropriate given the case situation and the needs of the child (seven cases). In four of these cases, the goal of OPPLA was established without the agency thoroughly exploring other options.
- The child’s permanency goal was not established in a timely manner (five cases). In one of the five cases, the initial goal was not established within 60 days. In the remaining four cases, the goal was not changed timely.
- The agency had not sought TPR in accordance with the requirements of ASFA, particularly with regard to documenting compelling reasons in the case file for not seeking TPR (four cases).

ASFA requirements with regard to filing for TPR were met in 80 percent of 20 applicable cases. The following case goals were identified for the 40 foster care cases:

- Adoption only (nine cases)
- Reunification only (including reunification with relatives) (nine cases)
- OPPLA only (10 cases)
- Concurrent goals of reunification with parents and reunification with relatives (two cases)
- Concurrent goals of adoption and reunification with parents (six cases)
- Concurrent goals of adoption and reunification with relatives (one case)
- Concurrent goals of adoption and OPPLA (two cases)
- Concurrent goals of reunification with parents and guardianship (one case)

In one case, the concurrent goal of reunification was achieved within 12 months; therefore, item 9, which pertains to the concurrent goal of adoption, was not rated.

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. The State’s performance on Composite 3 is shown in the table for Permanency Outcome 1.

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: 20.2 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 less than the national median of 25.0 percent.
- C3.2: 87.4 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: 55.1 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 8. Reunification, guardianship, or permanent placement with relatives
Case Review Findings**

Item 8 was applicable for 19 (47.5 percent) of the 40 foster care cases. In assessing these cases, reviewers were to determine whether the agency had achieved the permanency goals of reunification, guardianship, or permanent placement with relatives in a timely manner or, if the goals had not been achieved, whether the agency had made, or was in the process of making, diligent efforts to achieve the goals. The results of the assessment of item 8 are presented in the table below.

Item 8 Ratings	Aiken County	Beaufort County	Greenville County	Total	Percent
Strength	3	4	5	12	63
Area Needing Improvement	2	1	4	7	37
Total Applicable Foster Care Cases	5	5	9	19	
Not Applicable Foster Care Cases	5	5	11	21	
Total Foster Care Cases	10	10	20	40	
Strength by Site	60%	80%	56%		

Item 8 was rated Strength when reviewers determined that the goal had been achieved in a timely manner or that the agency had made concerted efforts to achieve the goal in a timely manner. Item 8 was rated as an Area Needing Improvement when reviewers determined that the agency had not made concerted efforts to achieve reunification or guardianship in a timely manner. Some of the concerns identified in the seven cases rated as Area Needing Improvement pertained to a general lack of effort to provide services to achieve reunifications, lost legal paperwork, failure to process Interstate Compact for the Placement of Children (ICPC) information in a timely manner, and extensions granted by the court.

Rating Determination

Item 8 was assigned an overall rating of Area Needing Improvement. In 63 percent of the applicable cases, reviewers determined that the agency had made diligent efforts to attain the goals of reunification, permanent placement with relatives, or guardianship in a timely manner. This percentage is less than the 90 percent required for a rating of Strength. Item 8 also was rated as an Area Needing Improvement in South Carolina’s 2003 CFSR.

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. The State’s performance on Composite 1 is shown in the table for Permanency Outcome 1

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: 77.6 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 greater than the 75th percentile of 75.2 percent.
- C1.2: The median length of stay in foster care for children discharged to reunification was 4.7 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: 54.4 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.

Item 9. Adoption

Case Review Findings

Item 9 was applicable for 17 (42.5 percent) of the 40 foster care cases. In assessing this item, reviewers were to determine whether diligent efforts had been, or were being, made to achieve a finalized adoption in a timely manner. The results of the assessment of item 9 are presented in the table below.

Item 9 Ratings	Aiken County	Beaufort County	Greenville County	Total	Percent
Strength	1	1	1	3	18
Area Needing Improvement	3	3	8	14	82
Total Applicable Foster Care Cases	4	4	9	17*	
Not Applicable Foster Care Cases	6	6	11	23	
Total Foster Care Cases	10	10	20	40	
Strength by Site	25%	25%	11%		

*Note: Although 18 cases had children with the permanency goal of adoption, only 17 cases were rated for this time because the concurrent goal of reunification was achieved within 12 months.

Item 9 was rated Strength when reviewers determined that the State had made diligent efforts to achieve finalized adoptions in a timely manner. Item 9 was rated as an Area Needing Improvement when reviewers identified one or more of the following:

- Delays in filing for TPR (five cases)
- Delays in the TPR process after filing (five cases)
- Delays in completing the home study (one case)
- Delays in the adoption process due to lack of concerted efforts by agency (one case)
- Delays in the ICPC process (one case)
- Adoption being the concurrent goal but not pursued (three cases)

Additional findings relevant to this item were the following:

- Of the 18 children with a goal of adoption, 4 achieved the goal during the period under review.
- Of the four children who had a finalized adoption during the period under review, two had been in foster care for less than 24 months. One of the children was in foster care for 11 months; the other child was in foster care for 16 months.
- Of the 14 children with a goal of adoption who were not adopted during the period under review, 5 had been in foster care for at least 24 months.

Rating Determination

Item 9 was assigned an overall rating of Area Needing Improvement. In 18 percent of the cases, reviewers determined that the agency had made concerted efforts to achieve a finalized adoption in a timely manner. This percentage is less than the 90 percent required for a rating of Strength. Item 9 also was rated as an Area Needing Improvement in South Carolina's 2003 CFSR.

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. The State's performance on Composite 2 is shown in the table for Permanency Outcome 1.

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: 15.6 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 38.7 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: 16.9 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 less than the national median of 20.0 percent.
- C2.4: 11.8 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

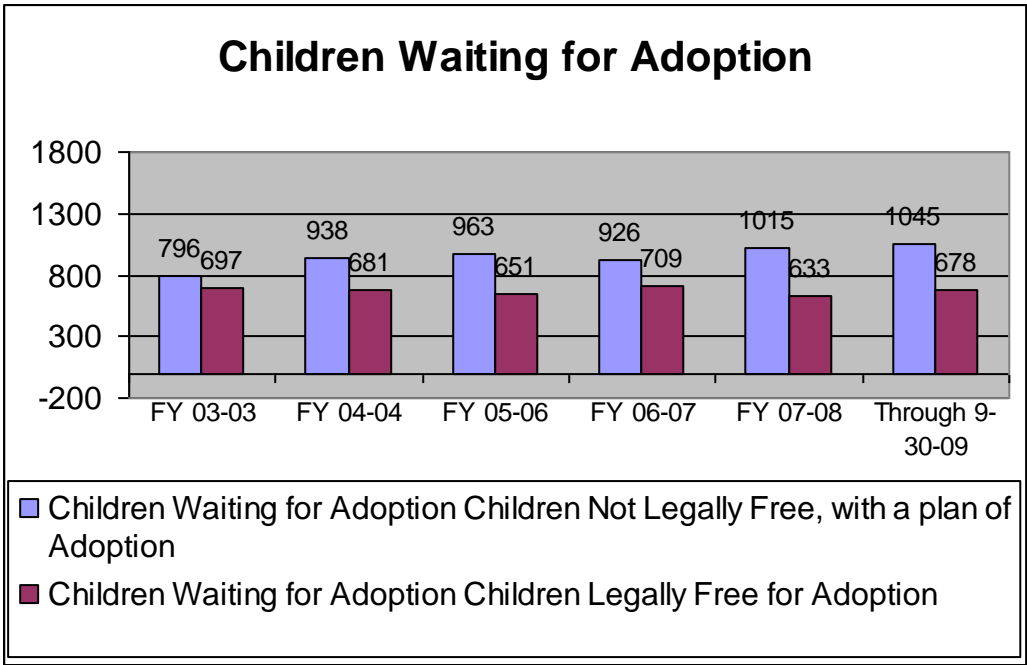
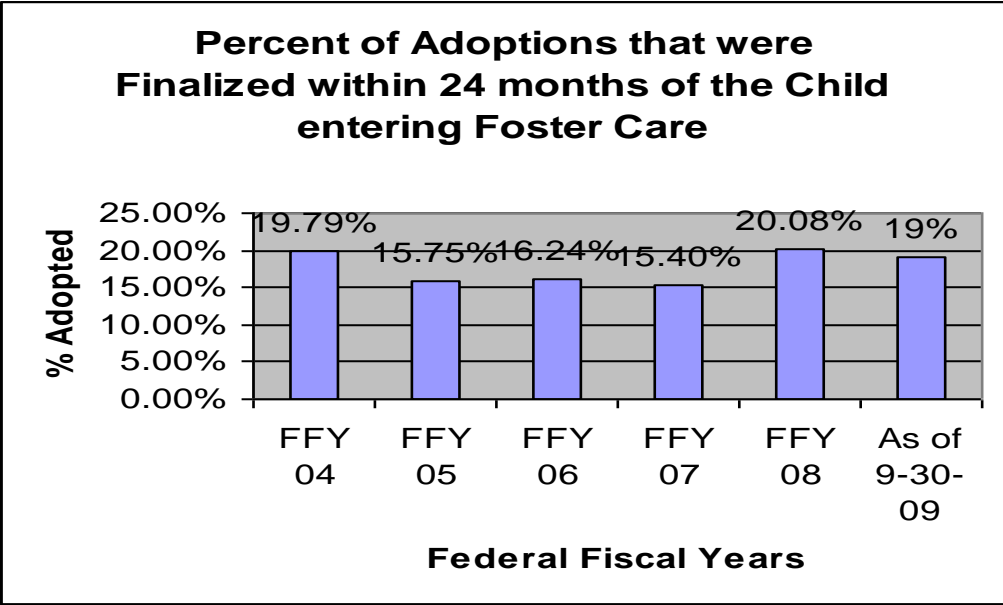
father) within the first 6 months of the year. This percentage is greater than the national 75 percentile of 10.0 percent.

- C2.5: 41.7 percent of children who were legally free for adoption were adopted within 12 months of becoming legally free. This percentage is less than the national median of 45.8 percent.

Shown by Federal Fiscal Years	FFY 2003	FFY 2004	FFY 2005	FFY 2006	FFY 2007	FFY 2008	As of 9-30-09
Children Legally Freed for Adoption	331	445	489	461	454	517	686
Children Receiving Final Decrees	294	394	419	431	435	533	532
Total Adoptive Placements	394	460	486	499	513	634	332
Adoptive Placements Closed	359	442	492	495	509	628	532
Adoptive Placements Disruptive	30	45	29	28	32	29	30
Disruptions As a Percentage Of Adoptive Placements Closed	8.36	10.18	5.89	5.66	6.29	4.62	5.6

Termination of Parental Rights and Adoptions Activity from October 1, 2002 through September 30, 2009

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



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

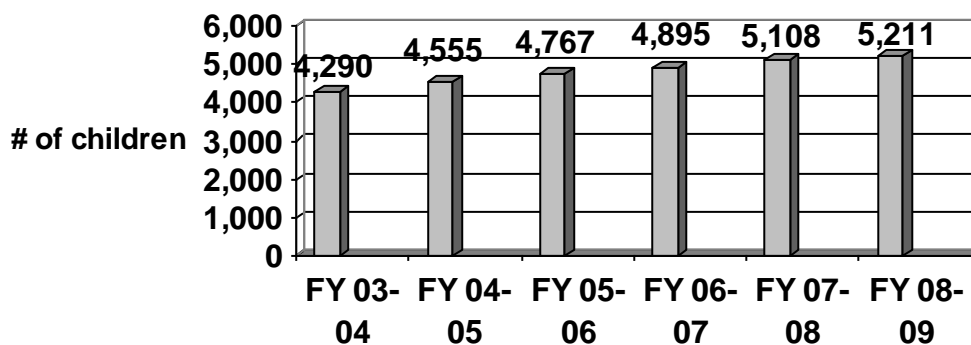
The Department has also implemented a number of program enhancements in the provision of adoption services to birth parents who wish to make a voluntary plan for their child, to children in need of permanence through adoption, and to adoptive families. Adoption workers are established in four regional 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.

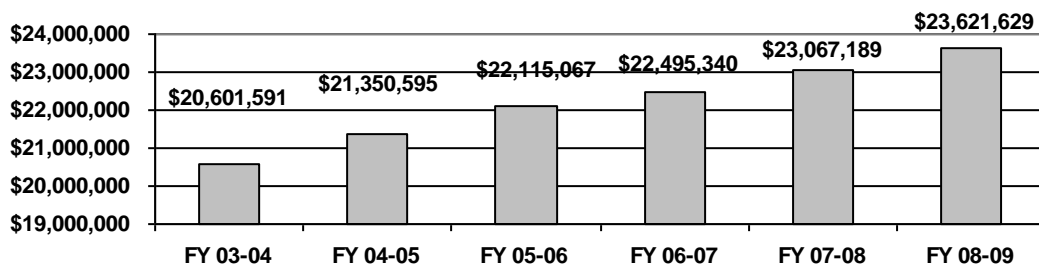
In addition, the agency provides financial support to stabilize adoptions through supportive services such as non- Medicaid medical services, post adoption and respite services placement/permanency planning, and to assist staff in developing a plan that would bring these children to permanence. Medicaid 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

The findings pertaining to the items assessed under Foster and Adoptive Parent Licensing, Recruitment, and Retention are presented and discussed below. The Department has a long-standing contract with the **Council on Adoptable Children** to maintain the state adoption resource exchange, web site and with Southeastern Adoption Exchange to maintain the regional "Seedling Book", a photo listing of available children. 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 department 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.

Adoption Conference

The Adoption division in collaboration with University of South Carolina Center for Child and Family Studies held a statewide adoption conference with focus on Fostering Connections for those youth freed for adoption without an identified family.

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 some one who will be available to them as they age out of the system, if adoption is not accomplished.

Item 10. Other planned permanent living arrangement

Case Review Findings

Item 10 was applicable for 12 (30 percent) of the 40 foster care cases. In assessing these cases, reviewers were to determine if the agency had made, or was making, diligent efforts to assist children in attaining their goals related to OPPLA. The results of the assessment of item 10 are presented in the table below.

Item 10 Ratings	Aiken County	Beaufort County	Greenville County	Total	Percent
Strength	3	2	1	6	50
Area Needing Improvement	0	1	5	6	50
Total Applicable Foster Care Cases	3	3	6	12	

Not Applicable Foster Care Case	7	7	14	28	
Total Foster Care Cases	10	10	20	40	
Strength by Site	100%	67%	17%		

Item 10 was rated a Strength in six cases when reviewers determined that the agency had made concerted efforts to ensure a long-term placement for the child and/or to provide the necessary service to prepare the child for independent living. Item 10 was rated as an Area Needing Improvement in six cases when reviewers determined the following:

- The agency had not established a permanent placement for the youth (three cases). In two cases the youth were 16 years old, and in the third case the youth was 17 years old.
- The agency had not provided adequate services to the youth to prepare for independent living (three cases). In one case the youth was 15 years old, in another case the youth was 16 years old, and in the third case the youth was 17 years old.

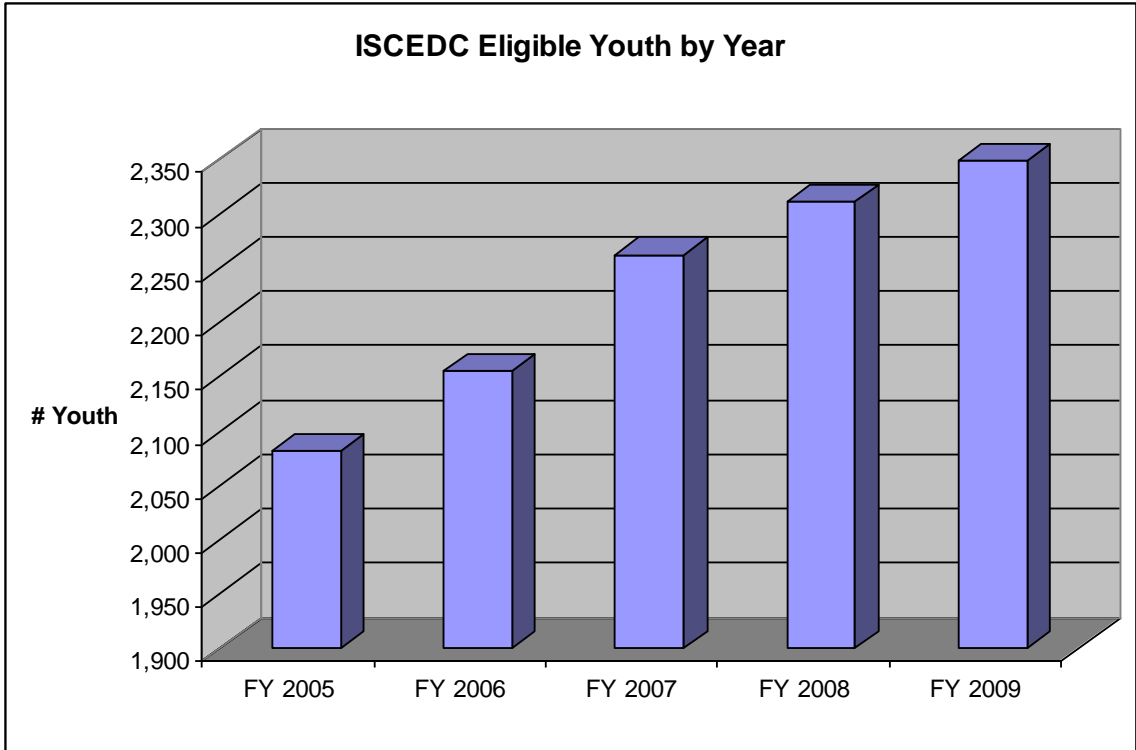
The information below provides data regarding the ages of the children at the time the goal of OPPLA was established.

- Ages 0-12: 0 cases
- Ages 13-15: 8 cases
- Ages 16 and older: 4 cases

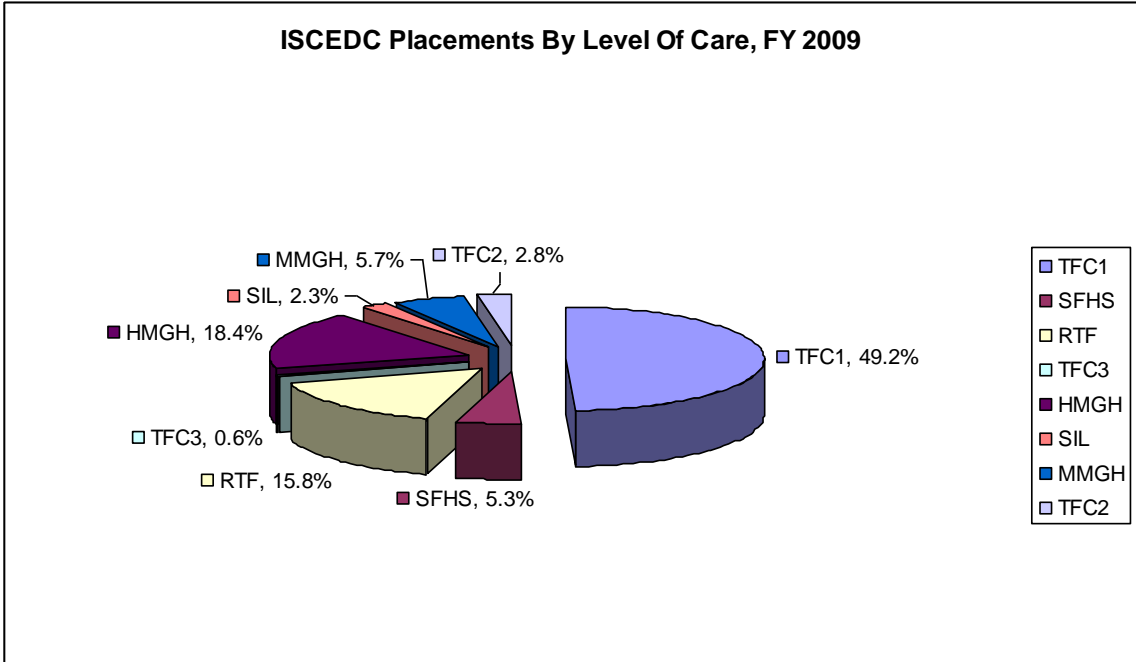
Rating Determination

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.

In 2008-09, 2348 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 2009.



Child Welfare Program Agency Technical Assistance Staff

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.

Our Child Protective Services, Foster Care, and Licensing program staff also assists counties with development and review of county Continuing Improvement Plans.

Currently the agency has program technical assistance staff for the program areas of:

Adoptions; CAPSS support; Adult Protective Services; Domestic Violence; Central Registry and CPS Alerts; Child Protective Services; Foster Care; IVE eligibility and Foster Home Licensing; Child Placing Agency and Group Home Licensing; Independent Living; Intensive Foster Care and Clinical Services; Interstate Compact and International Adoptions; Out of Home Investigations; Specialized Foster Home Services; and Program Development.

There is additional management support for County and Regional Directors and Supervisors through the Community Services Division.

CAPSS Support for Child Welfare Programs

The agency's SACWIS system is called CAPSS (Child and Adult Protective Services System). There is a CAPSS Support unit within the Program Improvement division which has a supervisor and three staff designated to assist field staff in data entry and corrections in CAPSS. This unit responds directly to CAPSS 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.

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.

Updates (via the CAPSS II rollout) have been made to the agency's CAPSS information system since the last CFSR, but these changes have primarily related to improving the user's ability to maneuver through the system and allowing the user to open multiple screens concurrently, all of which substantially increases usability. Another change enhanced the payment function for foster care board payments, to include payments that were previously made by the state Medicaid agency. There have also been improvements to facilitate ongoing maintenance and incorporate additional functions/information.

Quality Assurance Plans: The agency quality assurance processes continue to provide county staff with feedback as to the quality of work and the meeting of agency strategic outcome measures. The Child Welfare Services Review process is modeled on the federal Child and Family Services Review to further assist South Carolina in our efforts to improve practice and protect children. As we use this system, we have evolved the process of immediate follow up with county and state persons who are involved in the review. County Directors and county program supervisors meet with the State Director, Deputy Directors and state program managers to discuss the findings of the review and begin the process of developing a plan to correct problems and improve practice. This includes a plan for technical assistance specific to the identified concerns.

SC Ongoing Collaborative Initiatives

Community Stakeholders and Partners:

BabyNet as of January 1, 2010, SC First Steps is the lead agency
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) [recent merger w/ PCASC & Voices]
Citizen Review Panel (CRP)
Coker College
Columbia Urban League
COAC (Council on Adoptable Children)
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
Families First
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

"Sponsor a College Kid" (Pack a SACK Project)

Word of God Ministries Training Program

Agency and Court Administration Connections; 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

NGA (National Governor's Association)

Annual Independent Living Conference

BabyNet

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 and serve at his pleasure. 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 regarding the program, to include any 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.

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 DSS 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. However, too often communities of faith are unprepared or unwilling to address the sensitive issues of love, sex, relationships and risky behavior with youth in their congregations. 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.

CCFS staff members are involved with SCDSS and its participation with the National Governor's Association (NGA) Policy Academy. CCFS designs and conducts Transitions Survey of youth aging out of foster care, and provide support for the SC Citizen Review Panels.

Children's Advocacy Centers (SC Network of)

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 DSS 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, attainment of tax-exempt status through the IRS, revision of bylaws, and adoption of guidelines for forensic interview reports. 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. 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 Network includes fifteen fully accredited Children's Advocacy Centers and five associate members of the National Children's Alliance. Of the associate members, one is seeking full accreditation this year and two others plan to become accredited in the next year. 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 the fifteen accredited centers and 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 (DSS) 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. DSS 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 CFRS (Child and Family Services Review) has expanded its role. 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 include updates to the stakeholders on the agency's First Round Program Improvement Plan activities, status reports on any project or program of the agency, and opportunities for networking, solicitation of participants for the Second Round of the CFRS, discussions of the Preliminary Findings from the Second Round of the CFRS and participation in the development of the Second Round 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. Meetings of the work groups have been held quarterly since the initial meetings in April 2006. Over 75 persons are invited to each meeting, with an average 50% participation rate.

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 sub committee 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 sub committee initially began with a focus on relative placements and then expanded to permanency issues in general. Chairmanship recently changed and the sub committee is now chaired by an assistant director from Foster Care Review Board. The sub committee 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 sub committee drafted a Permanency Options brochure for agency and public use.

Many recommendations from the sub committees were incorporated into the agency's state assessment report for the second round of CFSR. Stakeholder input is being sought for the upcoming Program Improvement Plan as well as the APSR progress report.

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 26, 2010.

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) Policy/Research; (2) Criminal Systems/Prosecution; and (3) Child Protection. In addition, the SC Alliance for Children's Advocacy Centers which is accredited through the National Alliance for Children's Acvocacy Centers, receives support through the Task Force and functions as a sub-group of the Task Force.

DSS 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. 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.

The Children's Law Center will continue to provide Child First training in the coming year, no significant changes are anticipated. Additional sessions will be provided as the need is identified.

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. During state fiscal year 2006, the CLC provided 69 sessions and trained 3093 mandated reporters in South Carolina. 3,093 persons received training in FY 06-07 and during state fiscal year 07-08, the CLC provided 89 sessions that included 3,979 mandated reporters. During SFY 08-09, 7,258 professionals in 73 sessions were provided training. This training included special sessions with the School of Nursing and College of Social Work at the University of South Carolina in an effort to reach students in professional programs where the graduates will become mandated reporters. 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. Over the past five years, the CLC has provided training statewide to 19,286 mandated reporters. This is a substantial increase in the training effort to equip professionals who are mandated to report.

The CLC has continued the effort to reach mandated reporters who are not commonly touched by routine methods through the distribution of information packets and brochures developed specifically for film processors and computer technicians who are mandated reporters by SC state statute. In addition, a CLC staff attorney teaches a course at the USC School of Law around family court and child abuse issues as part of the state's ongoing efforts to ensure that attorneys who may work with abuse and neglect in family court cases or serve as Guardians ad Litem have received training to prepare them for that job.

Children's Trust of South Carolina

The South Carolina Department of Social Services (SCDSS) and the Prevent Child Abuse South Carolina (PCASC) organization have worked collaboratively for the past 10 years to promote awareness during Child Abuse Prevention Month. In October 2008, PCA merged with Voices for SC's Children and the Children's Trust Fund to create the Children's Trust of SC, one statewide advocacy organization with increased funding and broad-based support. In January 2010, the organization also became the state office for Safe Kids South Carolina. The Children's Trust now has affiliations with 47 community-based agencies in 23 counties across South Carolina. Specific details about agency collaboration with the prevention organization are provided in the CAPTA section.

CAPM Collaboration - Collaboration is essential to a successful Child Abuse Prevention Month in South Carolina. DSS and Children's Trust have established an excellent collaborative relationship which utilizes the many resources and affiliates available to the agency and the organization. Continuing this established relationship is vital to the continued growth of this grassroots public awareness campaign. Additional details about Child Abuse Prevention Month activities are detailed in the Prevention Section and CAPTA section.

The Children's Trust has united with several communities across the state with the aim of cross-system, cross-collaboration approach to advance effective policy development. The Children's Policy Council's unite the key leaders from children's serving areas (early education, k-12, child abuse prevention, health, juvenile justice, social services) alongside with other civic leaders (law enforcement, business, faith based, elected officials, and the public at large) to serve as a platform in identifying, and addressing, the preeminent challenges confronting the children in each community. The CPC's have three core goals: (1) promote, and practice, effective collaboration between various social service systems and agencies; (2) identify, and address, the most pressing areas confronting child well-being from a collective targeted approach; and (3) inform elected officials, and public at large, of developed recommendations to improve overall child well-being.

Interest from communities in developing a CPC is rapidly growing across all regions of the state. The Children's Trust is currently strategically planning an effective roll-out into communities with four fully developed councils in place by the conclusion of Fiscal Year 2011.

Citizen Review Panel (CRP)

Although the establishment of Citizen Review Panels is required under CAPTA, the state of South Carolina recognizes that the Panels provide important collaboration and citizen input into the child welfare system. 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 has three panels, the Midlands CRP, the Lowcountry CRP, and the Upstate CRP. All three panels experienced a loss of members during FY 08-09 and significant reorganization occurred within the panels during FY 09-10. The Panels have begun to stabilize during FY 09-10 with new leadership in all three Panels.

The panels are supported and facilitated through the agency's contract with the University of South Carolina, Center for Child and Family Studies where there was also a change in staff support to the panels.

To further support that collaboration, 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 CWA Permanence sub-committee, participates in monthly CWCI (Child Welfare Collaboration Initiative) meetings, and attends the quarterly CWA meetings.

The Department of Social Services received the 2009 Annual Report of the Citizen Review Panels on June 14, 2010. DSS will finalize a response within six months of receipt of the report. As required by the Program Instructions, a copy of the most recent annual report received (calendar year 2009) and the final agency response sent to the CRP in November 2009 to the 2008 Annual Report is included in the CAPTA section of the APSR. A Preliminary Response to the 2009 Annual Report is also included.

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 a youth 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.

COAC (Council on Adoptable Children)

The Department continues to have a contract with COAC (Council on Adoptable Children) to maintain the state photo listing of the Department's waiting children. COAC has a website which is linked to the Department's website. COAC also coordinates the listing of SC's children on the National Adoption Exchange's website, AdoptUSKids.

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.

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. This pilot involved one county with the plan of replication statewide. The SC project was identified as an innovative project and will receive additional funding and technical assistance to continue its work.

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 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 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 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 to School Readiness Program. Current county 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.

“Eyes on the Child” Program - The Department of Social Services, in partnership with The Seventh Episcopal District of the African Methodist Episcopal (AME) Church, established, “Eyes on the Child Program”, to address the educational and well-being needs of abused/neglected and/or foster children. When it comes to succeeding in school, abused and neglected children and children in foster care face unique challenges and obstacles beyond those faced by other children who have not been abused and/or neglected or in foster care, even the most economically disadvantaged. This program matches church volunteers/mentors with abused/neglected and/or foster children who have been identified by school officials as needing additional assistance in meeting educational goals. Implementation was initiated for the 2008-09 school year through a pilot program in two of Richland County School District One schools. In 2009-10 the program was opened to other counties and faith based/non-profit organizations. Richland County School District Two identified 4 schools to participate in the program; Charleston County School District, Be a Mentor and Charleston County DSS signed a Memorandum of Understanding and implemented the program; and Williamsburg County School Districts, Kingstree District of the AME Church and Williamsburg County DSS are working together to establish a program. Partnerships & Collaborations staff continues to work

with current partners, DSS County staff and the Department of Education to expand the program to ensure that we have extra caring eyes on our children statewide.

Columbia Rotary Club

Donated 30 backpacks stuffed with school supplies and personal items. This is the second year they have made this donation and plan to expand to provide more backpacks next year.

Changing Lives Christian Center

Sponsored “Mother’s of the Community Project” 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.

Families First

In 2008 South Carolina was selected by the National Governors Association Policy Academy, in partnership with Casey Family Programs, to participate in an initiative for “safely reducing the numbers of children in foster care”. In conjunction with this initiative, SCDSS applied and was approved for a Families First grant through Casey Foundation. Implementation in ten counties began fall of 2009. Implementation in 12 additional counties Spring 2010. The goal is to implement Families First statewide over the next five years.

Fatherhood Initiative

DSS and the SC Center for Fathers and Families have worked together to develop a Memorandum of Agreement to support programs involving fathers and specific training for staff. The MOA includes a protocol to guide staff collaboration and interaction.

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.

State Housing Authority

Through the NGA Policy Academy, SCDSS received a \$1,000,000 allocation from the State Housing Finance and Development Authority to assist youth in accessing affordable housing. A MOA was developed between the agencies to facilitate and monitor the granting of funds to specific entities and individual vouchers for youth. The agency is currently working on a statewide Memorandum of Understanding to include cross training and referrals to child welfare families and youths aging out of foster care.

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. Although all counties are required to develop such a protocol, the significantly high rate of turnover of staff in DSS and with local law enforcement means that the protocol must be revisited frequently. In 2007, DSS issued the directive that all counties are to annually review and renegotiate the DSS/LE Protocol to include any updates based on changes in practice, law, and local operating procedures. In SFY 06-07, the updates pertained to the issuance of the state Drug Endangered Children Protocol that was adopted by state agencies and state level law enforcement entities. In SFY 07-08, the updates were specific to coordination of reports and responses to emergency situations during a natural or

man-made disaster as well as addressing caseworker safety issues. There were no specific areas to be updated targeted in SFY 09-10.

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. MH 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, DSS 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.

National Governors Association Policy Academy for Safely Reducing Number of Children in Foster Care

In 2008 South Carolina was selected by the National Governors Association Policy Academy, in partnership with Casey Family Programs, to participate in an initiative for “safely reducing the numbers of children in foster care”. Through participation in this process SCDSS has worked through some of the specific tasks that will improve outcomes for children. The collaboration with Shareholders and the opportunity to communicate at the detailed level that has happened would not likely have happened without the opportunity of the NGA Policy Academy.

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

DSS 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 09-10.

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. 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 CFSR 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 are planning a joint judicial summit scheduled for December 2, 2010. The judges and legal staff will develop local administrative plans to improve permanency for children during the summit.

Additionally, the state has the Bench-Bar Committee. The Bench-Bar Committee is co-chaired by the State Director for SCDSS and a Family Court Judge. 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.

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 CFSR. 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 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** has continued to meet 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, university staff, service providers, Foster Parent Association, Association of Children's Homes and Family Services, group care providers, and representatives of the Department of Education (McKinney-Vento), Department of Mental Health (School-based MH Program and Transition Program), DHEC (Adolescent Health), DHHS (Medicaid), Governor's Office (Foster Care Review Board and Guardian ad Litem programs), and the Children's Law Office. A representative from the Department on Alcohol and Other Drug Abuse Services was added in August 2007. Membership includes two slots for youth – 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 also provided by additional providers such as Adolescent Health by DHEC State Adolescent Health Coordinator, Federation of Families, Mental Health America, and the Department Of Commerce. Two subcommittees of the Advisory Committee have been formed to address topics that require additional time and research to further inform the Advisory Committee: Subcommittee on Transportation and Subcommittee on Education.

The Youth Advisory Committee – GOALL (Go Out and Learn Life) consists of 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 their lives and needed changes. During past fiscal years, GOALL provided representatives to chair the Gaps in Services Committee for the NGA Policy Academy, panel participation for the S. C. Campaign to Prevent Teen Pregnancy Forum and the 2007 conference, and the panel on transition at the annual youth conferences. GOALL assists in conference planning for the annual conferences and completes an evaluation for follow up. 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, 10 are represented by youth advisory committees and another is in formation. 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. One youth from each board is invited to become a member of GOALL to help move their county's concerns to the state level. Members participate in the development of training for youth and leadership classes for themselves. Several youth who were members of GOALL and have now aged out of foster care remain supportive of the organization through involvement at the annual youth conference and through other goal oriented activities.

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. 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. During the period 07/01/06 – 09/30/08, the FPA has provided over 250 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. A program is being developed to provide youth exiting care with access to automobiles (On the Road Again). Two other programs, SACK (Sponsor a College Kid – churches provide cinch sacks filled with various items) and Where I Go from Here (a support program for youth and foster parents) have also been developed.

The Center for Child and Family Studies (University of South Carolina) has undertaken four projects in conjunction with the IL program that include a yearly survey, focus groups as needed, the logistical component of the IL program's yearly Independent Living Conference, and more recently E-Tech, a collaborative project to address educational needs and issues of youth in foster care. For the survey, the Center is involved in obtaining information from the targeted population in the foster care system as well as graduates of the foster care system through a written survey. The surveys began in March 2000. The results of the surveys have increased the knowledge level of staff and enabled policy to be modified to reflect the actual and perceived needs of youth who are exiting or have left the system. . The Center also works very closely with the agency on NYTD in preparation for October 2010. The conference planner of the Center assists the program with logistical needs of the IL yearly conference to include location, equipment, meals, packet preparation, and registration for the event. 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.

The Youth Leadership Development Institute is a project undertaken in conjunction with the Columbia Urban League, offers a youth curriculum encompassing summer employment, career and individualized counseling, transportation, and a year round mentoring and tutoring program. A similar initiative was developed in Maryland in connection with their IL program, UPS, and the Casey Foundation.

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.

National Resource Centers Technical Assistance

Child and Family Assessment and Service Plan (CFASP):

The agency's ongoing efforts to enhance the assessment and service planning process has continued with the agency receiving additional technical assistance from the National Resource Center on Child Protective Services and the National Resource Center for Family Centered Practice and Permanency Planning. This initiative involved staff from all 46 counties and will directly impact on the children and families served by the agency.

During state fiscal year 2007-08, South Carolina worked with the National Resource Center for Family Centered Practice and Permanency Planning, the National Resource Center on Child Protective Services and with seven counties who piloted the revised tool. The input and guidance from the National Resource Centers was invaluable to this process as was the input from county directors, program supervisors and frontline workers who put in the time and effort to refine the overall process. Program technical assistance staff completed the training of county staff during February, March and April 2008 with an implementation date of June 1, 2008. The NRCCPS and NRCFCPPP returned in 2009 to conduct a post implementation evaluation.

NRC representatives provided on-site assistance in September and October 2009 to begin the evaluation of implementation with child protective services, foster care, Intensive Foster Care and Clinical Services (IFCCS) supervisors, and Professional Development and Leadership (formerly Staff Development and Training) trainers. The evaluation process also included teleconferences with counties around specific cases. In December 2009, the consultants reviewed the changes to program policy manuals for consistency of terms and family-centered practice principles. This third-party review was most helpful in assuring that the enhancements made to the state's program were reflected in the policy changes. The state received the evaluation report in April 2010 and will use the outcomes to guide the next phase of technical assistance.

In the fall of 2007, the agency began engaging in strategy planning with the National Resource Center for Organizational Improvement (NRCOI) to identify and prioritize child welfare improvement strategies. To date, the agency has now been engaged with a number of national resource centers (NRC for Family Centered Practice and Permanency, NRC for Legal and Judicial Issues, NRC for Data and Information Technology, NRC for Youth Development). The Child Welfare Internal Work Group that met with NRCOI (and eventually began meeting monthly) was composed of agency program managers, Community Services managers, and several County and Regional Office Directors. Representatives from South Carolina Court Administration and Court Improvement Program were included as the process continued to evolve. The major child welfare improvement strategies identified were:

- Organizational culture reflects family focused and child centered practices focusing on safety, permanency, and well being
- Agency practice becomes outcome and performance driven
- Strengthen internal and external professional development capacity
- Case review system will support agency and court efforts to achieve timely permanency for children and ensure their safety and well-being
- Strengthen Internal Systems Development/ Capacity (CAPSS – agency's SACWIS)
- Assessment and further enhancement of independent living/transition programs

The agency has requested the assistance of the National Resource Center for Legal and Judicial to assist with the implementing the permanency issues in the state's Program Improvement Plan to include implementation of the Best Legal Practice Guide on concurrent planning and other permanency issues.

Additionally, the agency will take advantage of the leadership opportunities for middle managers as offered by the National Child Welfare Workforce Institute. The agency is evaluating the implementation center proposal at this time.

Program Improvement Plan

Building upon the findings from the state's self assessment and the Final 2009 CFSR report and through the agency's collaboration with Stakeholders and Partners we have been in development of the Program Improvement Plan that has identified 4 major themes that our strategies are built upon and those are as follows:

- ✚ Improve capacity of Supervision based on the SCDSS Practice Model for Child Welfare
- ✚ Improve the ability of Staff to identify and critically assess the risk and safety of children
- ✚ Improve the overall engagement of families in the child welfare process
- ✚ Improve the permanency of children in the foster care system

❖ Improve capacity of Supervision based on the SCDSS Practice Model for Child Welfare

An agency wide Policy Meeting, Meeting the Challenge: Achieving Positive Outcomes for Children and Families in Spite of Diminishing Resources was held in May 2009 to unveil these core practice values. The agency message was clearly articulated by Dr. Hayes throughout the agency during the state meeting to orient staff to these new directions. The core values exemplified in the SC Child Welfare Services Practice Model relating to the importance of these core beliefs:

- We believe that all children deserve to be safe.
- We believe that children do best when raised in families and families are engaged in every part of the process.
- We believe that children need and deserve a permanent home
- We believe in partnering with others to support child and family success in a system that is family-focused, child-centered, and community-based.
- We believe that everyone should be treated with dignity and respect.

Strategies could include the following:

- Establish HS Supervisor Council (Statewide and Regional) (County Supervisors, Community Services regional managers, Program TA)
- Utilize the HS Supervisor Council to improve the linkage of Policy and Practice
- Develop and finalize core child welfare supervisor competencies.
- Develop the Supervisor Assessment to identify the Lead/Model Supervisory Staff to utilize in a mentoring role/training

- Recognize the Supervisory Staff through inventive ways. Possibly attend the Leadership Academy through ACF.
- Utilize Peer to Peer mentoring – to include available resources, listserv and other resources (SharePoint)
- Streamline supervisory tools for case review to guide case practice.
- Provide Staff as opportunity to gain knowledge of Risk and Safety Assessments
- Technical Assistance staff will review a sample of screen-outs quarterly and will share findings with County management and during Regional Meetings for Q&A and feedback
- In consultation with National Resource Center for CPS develop a “training of trainers” curriculum for TA and others in training roles
- CW Program TA staff will prioritize emphasis on risk and safety issues thru review of random sample of investigation and in-home treatment cases and CAPSS data
- Focus group of CPS Supervisors, County DSS and contract attorneys, Planning and Quality Assurance Staff. Program staff to review data and practice related to the use of intervention hearings to achieve safety in in-home treatment cases. The goal will be to determine whether the agency is invoking the court’s authority appropriately.
- Develop a set of guidelines for attorneys and caseworkers related to the appropriate use of intervention hearings.
- Guidelines will be introduced and distributed during regional meetings with supervisors or the supervisors’ council.
- Use of NRC Legal and Judicial to improve risk and safety assessment and clarify the use of intervention hearings
- Negotiate with DAODAS and DMH for assessments and treatment as necessary
- Publish and link to the Resource List (211) on the intranet and internet

❖ **Improve the ability of Staff to identify and critically assess the risk and safety of children**

“Safety and Well Being for Children” as evidenced in the following outcomes:

Safety Outcome Two – Items 3, 4

Well Being Two and Three – Items 22, 23

Strategies for the above could include:

- Assess and monitor full implementation and utilization of new Child and Family Assessment and Service Planning tool
- Strengthen assessment of, and service referrals for, domestic violence and substance use/abuse issues
- Assessment of all adults impacting a child in his/her environment with emphasis on safety and stability in those environments
- Strengthen documentation of education, physical/medical and mental health issues

❖ **Improve the overall engagement of families in the child welfare process**

“A need to strengthen family engagement” as evidenced in the following outcomes:

Safety Outcome Two – Items 3, 4

Permanency Outcome Two – Items 12, 13, 14, 15, 16

Well Being Outcome One – Items 17, 18, 19, 20

Strategies for the above could include:

- Diligent efforts to identify, locate, assess, and engage non-custodial parents and relatives at the initiation of, and throughout the life of the case, are necessary.
- Recruitment strategies need to continue to focus on local community recruiting and placement strategies need to prioritize a child's school attendance zone and community, when in the child's best interest.
- Casework staff need strategies to engage and involve youth, foster parents, family members, relatives (and other potential partners such as GALs, churches, etc) in helping a youth maintain connections through visitations and other activities.
- Strengthen policy and practice on assessing relatives and promoting stability of relative placement.
- Strengthen engagement of, and planning with, youth and families through family meetings and visits
- Strengthen response and support to youth and families

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).

Key family engagement strategies have been developed to address the following CFSR outcomes where South Carolina was not in substantial conformity:

Permanency Outcome 2: The continuity of family relationships and connections is preserved for children. Several concerns were identified under this outcome:

- Children were not consistently placed with their siblings.
- The frequency and quality of visitation between children in foster care and their parents and siblings were insufficient to meet the needs of children and families.
- Children's connections with extended family, school, and community were not consistently preserved.
- The agency had not made concerted efforts to search for either maternal or paternal relatives as potential placement resources.
- The agency had not made concerted efforts to support the child's relationship with the mother or father while the child was in foster care.

Well-Being Outcome 1: Families have enhanced capacity to provide for their children's needs. Concerns identified in this outcome include:

- The State was generally effective in assessing and meeting the needs of children receiving foster care services. However, the State was not consistent in assessing and meeting the needs of children receiving in-home services, foster parents, mothers, and fathers.
- The agency did not make concerted efforts to involve children, mothers, and fathers in case planning in both the foster care and in-home services cases, although children in the foster care cases were more likely to be involved than children in the in-home services cases.
- The frequency and quality of caseworker visits with children were not sufficient to ensure the child's safety and well-being.
- The frequency and quality of caseworker visits with parents were not sufficient to monitor the safety and well-being of the child or promote attainment of case goals.

In addressing these outcomes, the primary strategy of increasing child, older youth and family involvement has been implemented. The goal identified to achieve this strategy is to enhance meaningful child, older youth and family involvement by engaging family members throughout the "life of the case". To achieve our goal and strategy, a comprehensive 5 year plan has developed and being implemented for 2010 – 2014. Although, Greenville was selected as the innovation county for the PIP, implementation in all counties within South Carolina will move forward. Evaluation results, lessons learned and other feedback obtained through our work with Greenville and other innovation counties will be used in "Best Practice" policy and practice model development for all counties. 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 program

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.

Orient staff to new directions in family engagement strategies:

To set the direction for family engagement, the agency has developed the SC Child Welfare Services Practice Model that includes specific family engagement strategies:

- ❖ **We believe that all children deserve to be safe.**

- ❖ **We believe that children do best when raised in families and families are engaged in every part of the process.**

- ❖ **We believe that children need and deserve a permanent home**

An agency wide Policy Meeting, Meeting the Challenge: Achieving Positive Outcomes for Children and Families in Spite of Diminishing Resources was held in May 2009 to unveil these core practice values while highlighting family engagement strategies and practice models related to each belief. The agency message was clearly articulated by DSS State Director throughout the agency during the state meeting to orient staff to these new directions in family engagement. The trainings programs offered focused on getting back to basics by providing fundamental skill-enhancing presentations. Those specifically focusing on engagement strategies included: *Family is Key to Creating Change, How Do We Make this Their Plan, Not our Plan?* and *How We're Making It Happen*.

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
Child Welfare Policy Council
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.

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.

- 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 had 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 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.

- Develop Memorandum of Understanding between SCDSS and the Center for fathers and Families to include specific strategies for engaging fathers and providing identified services to fathers:

The proposed Memorandum of Understanding will be finalized between SCDSS and the South Carolina Center for Fathers and Families (SCCFF) to establish a collaborative relationship in order to include and enhance services for fathers involved in the child welfare system. Working together, these two agencies have the shared goal of improving outcomes for children and safely reducing the numbers of children who are entering foster care each year by increasing the active involvement of noncustodial fathers in the care of their children and in the legal proceedings handled through SCDSS. These two agencies also have the shared goal of providing additional treatment and support services where possible to fathers who are being considered for placement of their child by SCDSS in accordance with state and federal law. The purpose of the MOU is to:

- Increase the active involvement of noncustodial fathers in the care of their children and in the legal proceedings handled through SCDSS.
 - Development of a written protocol for locating, notifying, and engaging noncustodial fathers when it is determined that a child must be removed from the home a custodial parent or guardian due to alleged abuse and/or neglect.
 - Conduct “father friendly” training with county and regional CPS and foster care caseworkers.
- Provide additional treatment and support services where possible for fathers who are being considered for placement of their child by SCDSS.
 - In order to meet Goal Two, the SCCFF and SCDSS will begin 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:

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. 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.

- 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:

The Governor's Task Force on Foster Care and Adoption was created in July 2007 by Executive Order of the Governor and tasked with identifying ways to improve the efficiency and quality of the state's foster care and adoption processes.

This politically appointed group included representatives from the interagency community, legal, judiciary, legislative, SC Foster Parents' Association, the Foster Care Review Board, private citizens and service providers joining with agency staff divided into 3 committees:

- Family Services Committee
- Legal Committee
- Foster Care Committee
- Adoption Committee

While each committee developed recommendations to address the identified deficiencies within the child welfare systems, enhanced family engagement strategies including family group decision making was recommended to address the family related items throughout the various committees. These strategies were recommended to preserve and reunify families, thereby reducing the numbers of children entering foster care and reducing the length of time in the foster care system while promoting safe return home, placement with kin or expediting permanency into adoption when appropriate.

National Governor's Association Center for Best Practices: South Carolina was one of 6 states accepted by the National Governor's Association to participate in a joint venture with Casey Family Programs while accepting the Goal to Safely Reduce the Numbers of Children in Foster Care by 50% by 2020. A team was assembled to represent South Carolina and included

representatives from the agency, our interagency partners; Department of Alcohol and Other Drug Abuse Services, the South Carolina Department of Mental Health, the Department of Juvenile Justice, the Children's Trust Fund and Darkness to Light and the chairman of the Governor's Task Force on Foster Care and Adoption. South Carolina's participation provided an ideal opportunity to learn strategies to meet our previous Task Force recommendations by learning successful strategies being used in other states through joint meetings and learning labs around the country. Family Group Decision Making was again identified as one of the most successful strategies being used by other states to meet their goals related to safe reduction of children in the foster care system. Implementing a FGDM program in South Carolina was identified as one of South Carolina's key strategies. As a result a proposal was submitted and accepted by Casey Family Programs to implement Family Group Decision Making.

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. An implementation schedule was developed through county operations by the agency's regional managers for the 4 year roll out.

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.

A Fixed Price Bid was developed and implemented through the Materials Management Office, the state procurement division and is used to develop a list of Qualified Providers of FGC.

The Family Group Conferencing certification process was implemented through the Fixed Price Bid process establishing a Qualified Provider List through state procurement.

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.

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.

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.

Deployment:

Internal and External Stakeholders participated in Business Process Mapping facilitated by CFP. 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

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 FCG 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.

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.

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.

Program evaluation design developed and implemented for SC Connecting for Kids and SC Families First:

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.

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 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?
 - Does SC have an adequate number of certified family group conference coordinators available to conduct the family group conferences?
 - Does family group conferencing result in better outcomes for children and families?
 - Do children achieve permanency more quickly?
 - Are there more relative placements?
 - Are the numbers of substantiated re-referrals reduced?
 - Are there fewer reentries into foster care once children are returned to family or placed with kin?
 - Is the length of time in foster care reduced for children of participating families?
 - Are families more compliant with the plan and more willing and able to implement the activities agreed upon?
 - Are fathers more willing and able to implement the activities agreed upon?
 - Does extended family/kin involvement in the plan result in better family participation in services needed?
 - Is the CFASP updated to include the family plan?
 - Are FFI families who are receiving both navigator and locator services experiencing more positive outcomes than those receiving only one or none of the services?
 - Are FFI families who are receiving navigator services experiencing more positive outcomes than those receiving only locator or none of the services?
 - Are FFI families who are receiving locator services experiencing more positive outcomes than those receiving only navigator or none of the services?
 - Has the agency adopted family group decision making as a primary strategy for family engagement?
 - Do frontline caseworkers and supervisors embrace family group decision making as a primary strategy for family engagement?
 - Are additional types of family group decision making efforts being implemented in targeted counties?
 - Is family group conferencing included in agency policies?

- Does the quality assurance system review consideration of family group conferencing?
- Do caseworkers involved in family group conferences believe they are making a difference in the lives of children and families on their caseloads?

The research team meets regularly to monitor the implementation of the evaluation design, review data and program feedback thorough the participant surveys, agency feedback and lessons learned from staff. The Center for Child and Family Studies is working closely with the research team developing the criteria for the comparison counties. Richland County has been selected as one of the comparison counties due to size and urban demographics. The remaining 2 comparison sites will be selected from counties participating in year 4 roll out.

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 findings and implications for practice will be disseminated throughout the agency and our interagency partner and interagency community via formal presentations, state, regional and local meetings and state and national conferences. A formal presentation will be held with the Child Welfare Advisory Council due to their specific role as CFSR stakeholders and contributors to the PIP and the state plan.

It is also believed that the findings will also have national and international implications contributing to the body of research accumulating toward the support of these family engagement strategies as evidence based practices, particularly the findings on Family Group Conferencing.

❖ **Improve the permanency of children in the foster care system**

“Continued emphasis on expedited permanency” as evidenced in the following outcomes:

Permanency One – to include concurrent planning issues, placement stability and timeliness of permanency planning hearings.

Strategies for the above could include:

- Evaluation of placement stability data in order to access the appropriate strategies to reduce the number of foster care placement for children along with enhances communication and support of the foster care providers.
- Strengthen responsiveness and support of provider families
- Enhancing the understanding and use of concurrent planning
- Improving timeliness of permanency hearings
- Obtain TA from NRC Permanency and Fostering Connections and Legal and Judicial on Concurrent Planning
- Identify role of partners in the concurrent planning process
- Develop a best legal practice language in the merits hearing orders for concurrent planning

- Provide an opportunity for staff to gain knowledge of concurrent planning
- Develop two permanency planning brochures to explain to families and relatives their role in the process and the second brochure would explain roles and process to attorney, GAL and other professionals.
- Study representative cases of the practice in regards to stability in foster care for children with more than 2 placements within a 12 month period and supporting demographic information
- After data analysis develops plan to address deficiencies in practice as appropriate.
- Enhance communication with foster parents
- Implementing portions of Best Legal Practice Guide on TPR practices
- Re-establish the South Carolina for Kids (2) tracking and monitoring system to include a review of data based upon the specific children entering foster care from CPS treatment and children re-entering foster care, setting date certain goals
- Review current Adoption assessment by creating a workgroup to include foster care and adoption staff, attorneys and stakeholders (to include foster care youth) to develop a protocol, if applicable, to adequately assess appropriateness of adoption
- Obtain assistance from the National Resource Center on Permanency and Legal and Judicial for technical assistance regarding best practices for the timeliness of hearings
- Meetings between SCDSS and Court Administration to include a review of the Court Report and other data regarding timeliness of permanency planning hearings.
- Joint summit with SCDSS and SC Court Administration on area of permanency for foster care children.
- Implement the Legal Case Management System and continue to review reports on the timeliness of permanency planning hearings

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) provides intensive case management for children in DSS custody who

require therapeutic placements. The intensive case management focuses on frequent consultations with multiple providers.

- 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.

In addition, CPS worked with the SC Alliance for Children's Advocacy Centers to implement the Medical Response System in South Carolina. In collaboration with DSS county offices and the Children's Advocacy Centers, DSS developed policy that outlines the protocol for medical evaluation and diagnosis of cases involving injuries to children as part of the investigative assessment process. The CPS program manual has been updated to reflect this information and necessary procedures to guide access to the CAC. The director of the Medical Response System, Dr. Olga Rosa, is a recognized expert in the field of child abuse and neglect and has provided training on recognizing the medical signs of child abuse and neglect for physicians and caseworkers in South Carolina.

- 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

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.

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.
- (DSS 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 DSS chose to keep foster children in the regular Medicaid fee for service system. DSS 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. This will likely require additional state funding for match and may need to be approved by the state legislature.

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

*Note: The above guidelines are intended to clarify the minimum standards for a child having medical screenings. Always defer to the child's physician if more frequent or intensive medical care is recommended.

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.), DSS will:

- a. 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:

1. 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
 2. 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
 3. Plan how much information to share with the age-appropriate child.
- b. Upon receiving information that the child is HIV-Positive or HIV-Active:
1. Solicits all medical recommendations necessary to plan for the future medical treatment and home care precautions needed by the child, and
 2. Follow up with the same task in a, 1 - 3 above.
 3. Consult with foster care program staff and/or Office of General Counsel on proceeding with advising the child's parents.
 4. Counseling should be arranged for the child, providers, and parents.
- c. 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, DSS 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 procedures listed below serve 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 FC worker must remain with the child through the medical assessment until they are appropriately placed. Because a child may have been exposed to hazardous chemicals there are special procedures that must occur.

- a. CPS/FC Staff must take age-appropriate clothing for the child because the child's clothing may have been contaminated by hazardous chemicals.
- b. Interview the parents and other adults (at the site) to collect health history information about the child. Document the information on: Form 4 - Medical Information and Form 5 - Medication for Children.
- c. Confer with a Drug Enforcement Administration certified or hazmat-trained personnel (law enforcement will help identify these personnel) to be certain that the child has been decontaminated, prior to transporting the child to receive medical care.
- d. Take the child to a medical provider for an immediate care assessment as soon as possible but not later than 6 hours of a child's removal from the scene of a methamphetamines lab. The medical facility to be used will depend upon the severity of the child's medical condition, the urgency of the problem, and the time of day. This initial screening needs to occur quickly because of the instability and volatility of certain hazardous chemicals and to be certain that the screening results are accurate as possible.
- e. Provide the health care provider with forms in #b (referenced above), the child's health

records, medications and any health equipment used by the child.

f. Prior to selecting a foster care provider, be certain the provider has some information about caring for children exposed to a methamphetamine laboratory. Providers need to be asked to monitor the child's physical, emotional, developmental well being and to watch for any latent or unusual symptoms that may arise.

g. Arrange for completion of a mental health screening to be conducted between 24 and 48 hours of the child's entry into foster care. This service may be performed by a qualified mental health professional or a pediatrician.

h. Arrange for completion of a baseline medical assessment* for the child within 24 to 72 hours of their entry into foster care. This assessment must be conducted by a provider affiliated with a regional child advocacy medical assessment center or a physician trained in SCDEC Protocol. Prompt medical assessment of a child is necessary due to the risk of toxicological, dermatological, neurological, respiratory, or other adverse effects to the child. (*Note: This medical assessment is much more intensive than a standard examination due to the child having been exposed to dangerous chemicals.)

i. Provide the following form to the physician examining the child: Form 6 -Exam Information Form.

j. Within 30 days of the child's baseline medical assessment, arranges for a mental health evaluation. This evaluation must be conducted by a mental health professional, psychologist, or a licensed therapist.

k. Arrange for completion of a 30 day medical follow-up visit (from the child's baseline medical assessment). The assessment is to identify any latent symptoms and to provide appropriate intervention.

l. Arrange for completion of a follow-up medical assessment within 12 months of the baseline medical assessment. The comprehensive physical and laboratory exam must include: (1) liver function; (2) respiratory function (includes history of respiratory problems, asthma, recurrent pneumonia, check for clear breath sounds); (3) neurological evaluation (4) developmental screen.

m. Arrange for completion of a follow-up mental health evaluation within 12 months of the baseline medical assessment to identify any latent symptoms.

n. Document the activities in the child's record.

Education and Health Passport

The Passport has been 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.

The passport includes:

- *Shot and test records
- *Doctors visits & screenings
- *Allergies and Medications
- *General data – height, weight, etc.
- *Adult/Community connections
- *Provider documentation

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

Over the next two years, DSS in conjunction DHHS and the Department of Mental Health will work to develop a “best practices” guide to ensure the proper use of psychotropic medications for children in foster care.

Pregnant Youth in Foster Care

- If a foster child comes into care or becomes pregnant after coming into care, the DSS case manager shall:
 - Coordinate a referral to a physician or to the local health department to confirm the foster youth's pregnancy.

- b. Refer, support, and assist foster care youth with obtaining prenatal services and related counseling on issues surrounding pregnancy.
- c. In conjunction with #2 above, if parental rights have not been terminated, notify parents that their daughter is pregnant.
- d. If the pregnant youth indicates a desire to seek an abortion, and if the youth is under age 17 and cannot obtain the requisite consent, refer to area adoption staff. The agency cannot consent to an abortion. As Medicaid is the primary insurer for foster children's health care, consult with Medicaid staff regarding any abortion procedure coverage.
- e. If the pregnant youth indicates a desire to relinquish the child for adoption, involve area adoption staff.
- f. Contact school officials as needed to determine how the specific school handles educational services for a pregnant youth.
- g. Meet with pregnant youth to discuss the following issues:
 - Preferences, placement options and plans for the care of the baby
 - Any array of resources available to the youth including parenting skills
 - Identification and the role and involvement of the biological father with the baby and mother
 - Alleged biological father to be informed by the agency of their rights to be aware of the pregnancy and to challenge paternity
 - Pregnant youth's educational needs and future employment goals

While the agency will make reasonable efforts to support a pregnant youth in a plan of caring for her baby while still in foster care, the agency has the responsibility to assess and determine if there are risk or safety issues that would prohibit such a plan.

Teen parents in foster care

- a. While services may vary by area, some general resources that need to be considered:
 1. county health departments offer a variety of services including prenatal checkups, children's health clinics, early and periodic screenings, diagnosis and treatment for children on Medicaid, immunizations, WIC (food supplement program), health education, screening for and treatment of sexually transmitted diseases, evaluation and treatment of children with physical handicaps or chronic illness.
 2. potential agency services include services from Family Independence staff, Medicaid, transportation for medical appointments for Medicaid eligible clients, Child Support Enforcement, adoptions and general case management.
 3. family members should also be considered as a potential resource to assist with adolescent care and transportation needs.
 4. referring biological fathers to fatherhood initiative programs.
- b. 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. Consult with the county attorney.

Foster youth turning 18 or moving to independent living

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 who 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 is evaluating the recent program instructions under the new 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

a. Whenever a child is placed in DSS custody by court order, DSS has the authority to make decisions concerning ordinary medical care and emergency care.

b. Whenever a child needs a medical procedure other than ordinary routine medical care, a review of the court order should be made to determine if DSS has been granted the authority to consent to such care. Even if such authority has been granted, priority should always be given to allowing parents to consent to any procedure if they are available to do so (unless parental rights have been relinquished or terminated).

c. Health care providers do not need consent to provide emergency care to a patient. When the delay involved in obtaining the consent of the appropriate DSS official or parent would present a serious risk to the health of the patient, emergency care should be provided. Authority to make decisions concerning major surgery or other high risk procedures remains with the parents (parental rights not relinquished or terminated) unless a court order gives DSS that authority. If a child is medically fragile or the Department is aware that the parents of the child cannot be located, the department should obtain the court's authority to consent to major medical procedures as soon as possible to prevent any delays in obtaining medical care for the child.

d. The Children's Code Reform Act of 1996 protects parent's rights (for children in the custody of the agency) to consent to major non-emergency medical and surgical treatment. When a medical professional recommends a procedure that requires a parent's or guardian's consent, the effort must be made to obtain the parent's or guardian's approval and involve them in that process. The only exceptions are when the parents have relinquished their parental rights, parental rights have been terminated or a court order contains specific language that gives DSS the parent's role in consenting. When DSS has the authority to make medical decisions for a child, the severity and degree of the medical procedure determine who shall make that decision.

e. **Medical Consent for Medically Fragile Children**

When 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. However when a child needs repeated medical treatments, and the parent(s) is/are not available or not willing to consent to recommended medical treatment(s), the agency should obtain the court's authority to consent to major medical procedures to prevent any delays in obtaining medical care for the child.

f. **Medical Consent for children in placement through a Voluntary Placement Agreement.** When a voluntary placement is made, the parents retain the authority to make decisions concerning medical care. When the parent's whereabouts are unknown, the agency should obtain the court's authority to consent to medical treatment.

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 to be 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>

The agency's foster care/adoption recruitment program has been recognized by the federal government for its innovative marketing campaign. DSS recruited 511 new foster/adoptive homes last year with a net gain of 74. 60% of the children adopted were adopted by foster families. The counties, through recruitment, were able to recruit enough homes to replace the foster to adopt homes that closed.

Recruitment Collaborations:

The state has partnered with the SC Foster Parent Association, SC Educational Television, the SC Foster Care Review Board, the University of South Carolina, Clemson University, SC State University, The Citadel, Newberry College, Claflin University, Furman University, North Greenville University, Wofford College, Southern Wesleyan University, Erskine College, the College of Charleston, Francis Marion University, the YMCA, the SC Treasurer's Office, Southern Conference Athletics, and AVON District 1371. More information on the partnerships with the colleges and universities are listed below.

Recruitment Partners include the following Universities:

Clemson University posted the foster parent recruitment advertisement on their video board "Football Paw Vision Graphic logo" two times during each football game for the 2008-2009 season – 7 home games. The University of South Carolina posted one video-board "Basketball Video Board Ads" for the Regional FHL Recruitment at all of their home men's and women's basketball games for the 2008-2009 season. Furman University sent 2,000 emails of the DSS Foster Parent Recruitment logo to all faculty, students and alumni in two separate occasions for the 2007 – 2010 year, and posted the ad in the Paladins Newsletter. North Greenville University agreed to a PSA on university radio station and runs agency advertisement in Skyliner Newspaper. Wofford College played a radio commercial with recording artist Edwin McCain several times during all of their football games on several radio stations (ESPN 1400 & 800 AM Radio). Southern Wesleyan University ran an ad for two weeks in a row in their newsletter to all faculty, staff & board members of the University. Winthrop University will share PSA during all home basketball games and email to staff, faculty and alumni free of charge regarding the need for foster and adoption parents. SC State University placed a ¼ color page advertisement in the football game program (5 homes games), and on the video scoreboard during their home games. The Citadel placed video board recognition with a PA read at their five home games. Newberry College placed a ¼ page black/white advertisement in the football game program (4 home games) with a football media guide and a PA read during the home football games. Claflin University in 2009-2010 will send out a mass email to all faculty, student and staff. They will also place a link to our home page on their page and place our ad in all of their newsletters. Francis Marion University agreed to send information out about the need for foster/adoption homes and includes information in a publication. Logo emailed to the Director of Publications and Marketing. Vorhees College will send out a mass email of our information and will put the information in their newsletters. They will also run PSA on their radio station. Lander University has agreed to play our PSA at all home athletic events. They will also read our PSA at all athletic events and will place our advertisement in all athletic event flyers.

Additional recruitment partnerships:

YMCA – 3 regions of the state YMCA programs have agreed to run advertisements in newsletters and message centers. They are also redoing membership fees for foster families.

FCRB added state's commercial to their website volunteers agreed to speak at various organizations to share the need for foster parents.

The South Carolina Heart Gallery, managed by the Foster Care Review Board while collaborating with DSS, also features professional quality photographs of children waiting for adoption at venues around the state such as public libraries, art galleries, performing art centers, stores and other sites. The Heart Gallery also maintains a web site so that children are featured for recruitment state wide and for out-of-state families who are interested in adopting. In 2008 the Heart Gallery work was being enhanced by employment of a full time coordinator through a new partnership between DSS and the State Foster Care Review Board, designed to expand the Heart Gallery (HG) to a statewide program. *In 2009, the HG website:*

- featured 142 children for child-specific adoption recruitment
- received 375 average daily visitors
- received 1447 inquiries from families interested in adopting

The state also benefits from the Wendy's Wonderful Kids grant through Children Unlimited (we presently have 31 children that are being recruited for), and state and national photo listing coordinated by the SC Council on Adoptable Children (COAC). Quarterly monitoring meetings with adoption liaisons and recruiters are held with the FCRB and SC COAC. The state has also partnered with a large church, Simpsonville First Baptist (in the upstate), and the church has implemented a special ministry - *A Home for Me* for recruitment purposes. The counties that benefit with this collaboration are Laurens, Spartanburg and Greenville.

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

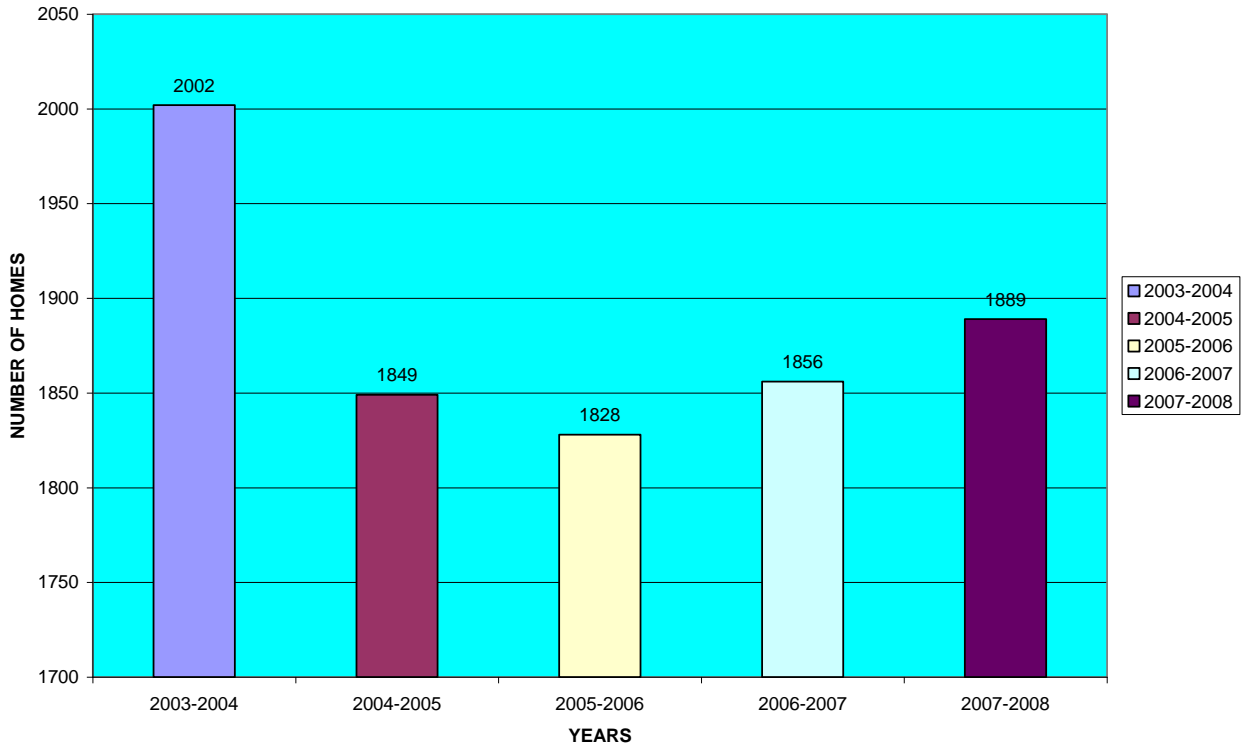
June 2008 – there were 130 licensed homes

June 2009 – there were 161 licensed homes

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

The state had 2002 licensed foster/adoptive homes at the end of the 2003-04 fiscal year, 1849 at the end of the 2004-05 fiscal year, 1828 at the end of the 2005-06 fiscal year, 1856 at the end of the 2006-07 fiscal year, and 1889 at the end of the 2007-08 fiscal year.

LICENSED FOSTER/ADOPTIVE HOMES



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.

Adoption Incentive Payments

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.

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.

Placements at end of State Fiscal Year	FY04	FY05	FY06	FY07	FY08
DJJ Facility	20	30	24	25	17

(Source CAPSS)

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.

Child Welfare Demonstration Projects

Evidence Based Home Visitation - The Children’s Trust received an Evidence Based Home Visitation grant in 2008 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.

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.

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. 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 between October 1, 2006 through September 30, 2007, (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 FFY09 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 08-09

(eff. 20100601 / P&QA)

# children	# visited every month	% visited every month	Visit Months	Visit Months in Home	% of Visit Months in Home
7,270	6,601	90.8%	42,864	33,207	77.5%

These numbers are calculated using the federal instructions. It is for federal fiscal year 08-09 using CAPSS data effective June 1, 2010.

LICENSING WAIVERS: We had 179 waivers, most this year have been people moving and needing DHEC inspection and Fire Inspection in their new home.

TIMELY HOME STUDIES REPORTING AND DATA

<u>Date</u>	<u># Of Extensions requests</u>	<u>Reasons</u>	<u>&</u>	<u>#</u>	<u># Of Home Study Completed By Extension</u>
FY 2006-2007	13	No Fingerprints		4	1
		No Health Inspection		1	1
		No SLED Checks		1	
		Other Critical Info. Needed		7	1
FY 2007-2008	11	No Fingerprints		1	
		Other Critical Info. Needed		10	5

**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.

- 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.

TRIBAL CONSULTATION

The Catawba Indian Nation is the only federally recognized Indian tribe in South Carolina. Training has been held with Department caseworkers and Catawba Indian Nation caseworkers on Child Protective and Preventive Services policy (section 723), Cases Involving Indian (Native

American) Children. Reference Policy Manuals – Section 754, Indian Child Welfare Act, Foster Care policy - Chapter 8, section 811, Indian Child Welfare Act, and Catawba Indian Nation policy. Staff also receive instruction on the Indian Child Welfare Act during Department’s training on concurrent planning.

The Department continues to consult with the Catawba Indian Nation regarding Indian adolescent foster youth and pertinent issues. The Catawba Nation is located in the vicinity of York County where Department county and regional offices are located for agency services. Staff of the Independent Living Program and Program Improvement met with representatives of the Catawba Nation. Catawba Nation social service representatives had meetings with the counties in which the reservation is located or borders. Invitations have been extended to the Catawba Nation for representation on the Independent Living Advisory Committee and the Child Welfare Advisory Committee. The Catawba social services director participated as a member of the review team for the CFSR. The representative had previously work experience with the agency.

The Catawba Nation will develop a youth cultural program for their adolescents in foster care. This will allow a connection to be maintained between the youth and their heritage. The agency may fund this as a self-esteem activity for Indian adolescents participating in and receiving independent living services.

Progress

Culturally relevant materials developed through the National Resource Center on Youth Development and provided to the Catawba Nation by Independent Living (IL) staff, are under review by Catawba Nation program staff. Catawba Nation staff will contact the Department regarding next steps and if additional materials are needed.

The Catawba Nation in association with the Department continues in the development of a culturally relevant package to distribute to Indian children in care, their caseworkers and foster parents. The Catawba have created a sixteen member Children’s Services Council composed of adult tribal representatives who will be able to serve as mentors to Native American youth.

A plan for recruiting Indian foster and adoptive families for Indian adolescents will be developed in collaboration with the Catawba Indian Nation.

Progress

The Catawba have worked with families on adoption placement. The agency is working with the Catawba Indian Nation to have the social work staff approved as Certified Investigators for foster care and adoptive licensing purposes.

The agency and the tribe will work together on training initiatives to include training for the social work staff as well as review of the current Basic Training curriculum to ensure that the identification of tribal issues along with other ICWA issues is appropriately addressed.

The Catawba Nation in association with the Department 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. Department staff working with other Indian youth are advised and are to be reminded of funding resources for mentors, as well as other services through the IL Program that can be tailored to address cultural needs of the youth, if needed.

Progress

Staff continue to be reminded that funding resources are available through the Independent Living program if resource is needed and no other resources are available. All services of the IL Program are available to Indian children on the same basis as to other children in the state.

The Catawba Nation and the Department of Social Services will work together to provide post foster care services for Indian children emancipating from foster care after reaching age 18.

Progress

Catawba Nation and the Department will continue to provide post foster care services for Indian children emancipating from foster care. A representative of the Catawba Nation is the contact for youth mentor support and can be reached through contacting the Catawba Nation office. It is anticipated that the new Children's Services Council will be able to assist with the transition planning. Culturally appropriate mentors for youth of Native American heritage are available by contacting the social work program at the Catawba Indian Nation, South Carolina's only federally recognized tribe. Assistance for expenses of the mentoring relationship is available through Chafee funds.

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.

CHILD ABUSE PREVENTION AND TREATMENT ACT (CAPTA)

Child Abuse Prevention and Treatment Act (CAPTA) funds continue to be used to improve the child protective services program in South Carolina. The Department continues to meet the requirements in section 432(a)(7) of the Act and Federal regulation at 45 CFR 1357.32 by focusing on the following program areas set forth in section 106(a). For FY10-14, SCDSS plans to use CAPTA funds to support the follow program areas.

A. Updates on Program Areas Selected for Improvement:

**(1) the intake, assessment, screening, and investigation of reports of abuse and neglect
Child Abuse and Neglect Investigations in Out of Home Situations:**

The South Carolina Department of Social Services, Out-of-Home Abuse and Neglect Investigations unit, a sub-component of Child Protective and Preventive Services in the Division of Human Services, conducts investigation of child abuse or neglect allegations in foster homes,

residential group homes and child day care facilities. These investigations are mandated by state statute to be assigned to a unit or units not responsible for selecting or licensing these entities. This assignment traditionally has been to the Out of Home Investigations Unit. As of January 1, 2010, the investigation of foster homes has been assigned to county DSS offices that did not license the home. The OHAN unit in state office suffered significant staff layoffs in FY 09-10 and the shift in foster homes investigations is expected to be a more efficient use of available resources.

CAPTA funds are used and will continue to be used to support and enhance the quality of investigations provided through this centralized unit and within county offices as the number of investigations continues to increase.

This is a statewide initiative and impacts on:

- 1,927 licensed foster homes;
- 34 licensed child placing agencies (CPA) which include adoption agencies) who license 1,564 foster homes which include therapeutic and non-therapeutic levels;
- 117 licensed group homes and residential facilities; and
- 1,813 licensed child day care facilities and 1,534 registered family child care homes in SC.

(2) creating and improving the use of multidisciplinary teams and interagency protocols to enhance investigations

South Carolina Child Fatality Review Teams/Children’s Health and Safety Councils: DSS will continue its support of local child death and near death review teams through the child fatality and injury prevention program specialist located at the SC Department of Health and Environmental Control (DHEC). The specialist has direct responsibility for working with existing local review teams and developing new local child fatality review teams building on the initiative originally developed through a collaborative effort of the State Law Enforcement Division (SLED), the South Carolina Department of Social Services (DSS) and the Department of Health and Environmental Control (DHEC). An objective of the local councils continues to be the examination of the circumstances around child deaths and near deaths for the purpose of improving existing local services, developing new services, and implementing public awareness measures that are designed to increase the counties’ capacity to protect children.

(3) enhancing the general child protection system by developing, improving, and implementing risk and safety assessment tools and protocols

Child and Family Assessment and Service Planning Tool:

The five year plan for CAPTA includes the evaluation of the Child and Family Assessment and Service Planning tool (CFASP). CFASP is South Carolina’s safety assessment and service planning model that incorporates family focused and child centered practice principles. The risk and safety assessment component was developed with the National Resource Center on Child Protective Services and is designed to improve the investigation of child abuse and neglect. CAPTA funds have been used to support the development of the CFASP tool that was provided to child protection and foster care workers in the field who deliver services to children and their

families. CFASP is a comprehensive tool that addresses not only safety assessments but the comprehensive family assessments and service planning and case progress evaluation.

Through the consultation provided in FY 09-10, SCDSS initiated the evaluation process of the safety and risk assessment tool. This process focused on evaluating how effective CFASP is in assisting workers to assess and re-assess the needs of children, foster parents, and parents and how effective the agency is in using assessment information to develop case plans and provide appropriate services. This evaluation process is designed to build the capacity of the agency's supervisors and program technical assistance staff to assess the agency's effectiveness in working with families. The technical assistance included direct mentoring and consultation on cases to build critical thinking skills and help program supervisors and TA staff gain confidence in applying law, policy and best practice guidelines to different situations. In addition, the NRC's consultation will serve to build the expertise of DSS technical assistance professionals as they model the case consultation process. This process will help to identify any strengths, barriers, or gaps that may exist in the process as a whole.

(4) developing, strengthening, and facilitating training opportunities and requirements for individuals overseeing and providing services to children and their families through the child protective system

Training for Child Protection Workers:

CAPTA funds will continue to be used to enhance the training opportunities that are available to child protection workers and are provided in addition to the basic child welfare training that is delivered by the agency's Division of Professional Development and Leadership (formerly Staff Development and Training). It should be noted that CAPTA does not fund the entire USC contract but is used to supplement the agency's capacity to provide specialized training. Advanced courses in child abuse and neglect are delivered by professional staff at the USC Center for Children and Families through the agency's contract with the University of South Carolina. All child welfare workers are required to complete a minimum of 20 hours of advanced training annually. These courses are designed to enhance the skills and understanding of workers and supervisors who work with children and families.

The courses provided in the child welfare advanced training sessions have been evaluated as part of the comprehensive review of the agency's child welfare training program. Improvements to the training program include defining the worker and supervisor competencies necessary to do the job and then to ensure that the training delivered to staff supports the competencies. These efforts will improve training overall to better serve workers and supervisors in the intake, investigation, and delivery of services.

Support of CAPTA Citizen Review Panels:

As part of the training contract with USC, staff support will continue to be provided to the Citizen Review Panels mandated by CAPTA. A facilitator will work directly with all three Panels to coordinate and provide training and logistical support to each individual Panel for their monthly meetings, recruitment and public awareness efforts, research and statistical analysis, and report writing. Under the contract and by arrangement with USC, the Panels are able to access a wide range of services through the Center for Child and Family Studies to support the work of

the Panels. Some of the USC staffs who provide advanced training also provide support to the CRP thereby maintaining program knowledge consistency. Funds are designated through the training contract to provide the resources necessary for identified members of each of the three Panels, representatives from USC, and child welfare program managers from DSS to attend the national CRP conference.

Training for Attorneys Appointed to Represent Children and Parents:

DSS will continue to work with the Children’s Law Center and the SC Court Administration to provide training to attorneys who volunteer to serve as guardians ad litem or who are representing children in family court. The Children’s Law Center will also seek additional funding to support this initiative.

5) improving the skills, qualifications, and availability of individuals providing services to children and families, and the supervisors of such individuals, through the child protection system, including improvements in the recruitment and retention of caseworkers;

Under this category, CAPTA funds are used to improve the skills, qualifications and availability of individuals providing services to children by supporting technical assistance professionals (TA) who operate out of the central office and who serve county offices that provide direct services to children and families. The TA professionals are individuals who have demonstrated a high level of expertise in child protection cases through either direct work in the field or related capacity. CAPTA also assists the TA for ongoing professional development when there are opportunities available.

This additional support and program expertise is one way that the agency expands its capacity to improve the system.

6) developing and delivering information to improve public education relating to the role and responsibilities of the child protection system and the nature and basis for reporting suspected incidents of child abuse and neglect;

Through the DSS training contract with USC funded in part by CAPTA, the Children’s Law Center (CLC) in the USC School of Law continues to provide training to mandated reporters of child abuse and neglect. In response to feedback from the Citizen Review Panels and the agency’s work with the SC Hospital Association, there will be an increased focus of the mandatory reporting training for the medical community to enhance the state’s response to substance exposed newborns. In addition to medical personnel, the CRP have identified a need to focus on mandated reporter training for clergy as well as to assist school districts to develop more effective guidelines for teachers regarding reporting of suspected child abuse or neglect.

This training is an essential step toward ensuring that persons required to report have an understanding of what to report, how to report, and what they can expect from the system. This increased emphasis on training of mandated reporters is in part in response to a recommendation from the Citizen Review Panels and we will continue our collaboration with the CRP on the training’s effectiveness.

(7) Developing and enhancing the capacity of community-based programs to integrate shared leadership strategies between parents and professionals to prevent and treat child abuse and neglect at the neighborhood level

DSS continues its collaboration with the state’s prevention organization to enhance the capacity of community-based programs to prevent child abuse and neglect at the local level. The SCDSS and the Children’s Trust of SC work together to collaborate on promoting the awareness of child abuse prevention during 2009 Child Abuse Prevention Month, both at the state and local levels. Although there is special and specific emphasis on child abuse prevention during April, this collaboration for prevention is an ongoing and year round initiative. The collaboration with the prevention organization allows SCDSS to maximize funds spent for prevention efforts.

During FY 09-10, CAPTA funds were used to enhance and provide specific prevention public information statewide. CAPTA funds were used to purchase a wide range of materials for free distribution across the state, to print the prevention resource booklet that is distributed to parents and professionals statewide, and to provide kickoff meetings at the state and local levels. Most county DSS offices provided special events to emphasize the importance of child abuse prevention to their communities.

PREVENTION ACTIVITIES FOR SFY 10-11 FUNDED BY CAPTA

2010 Child Abuse Prevention Month Activities

Theme: “Better Together for South Carolina’s Children”

The Children’s Trust of South Carolina (CTSC) and its Prevention Network, in collaboration with the SC Department of Social Services, disseminated information and materials about the prevention of child abuse & Neglect in a yearlong campaign (May 2009- April 2010) and culminating in a series of CAP month activities in month of April.

Strong Families Safe Children is to be an ongoing campaign. The Children’s Trust of South Carolina in partnership with its Prevention Network members will increase awareness and community involvement in the prevention of child abuse and neglect.

2009-10 Pinwheels for Prevention Campaign

The second year of this rebranding effort from Prevent Child Abuse America, the pinwheel replaces the familiar “blue ribbon” of past Prevent Child Abuse America and represents a new way to think about prevention. The pinwheel is a happy and uplifting symbol of childhood and can be used in a number of ways to draw attention to the issue of child abuse and neglect while focusing on celebrating the children we love rather than focusing on those who have been injured. After all, we want EVERYONE to see this as THEIR issue.

More than 10,000 pinwheels were distributed and displayed in communities across South Carolina. CTSC continues to share the idea of the ‘pinwheel garden, a community effort to send unified message that the pinwheel is reflective of the bright future all children deserve.

Pinwheels were distributed to:

- DSS office in each of the 46 counties
- Each member of the South Carolina legislature and their staff. Delivered in April with information about Child Abuse Prevention Month and an invitation to breakfast on 4-21-2010.
- Blue Cross Blue Shield of South Carolina, Columbia, SC
- Bright Beginnings/Clover Family Resource Center – Clover, SC
- Clemson University, Building Dreams Program, Clemson, SC
- Communities in Schools, Charleston, SC
- District 20 Parent Information & Resource Center – Charleston, SC
- Florence Crittenton Programs of South Carolina, Charleston, SC
- Florence School District I Parent Center – Florence, SC
- Greenville Co. Schools' Family Learning Program – Greenville, SC
- Greenwood Community Children's Center – Greenwood, SC
- Greenville Rape Crisis & Child Abuse Center – Greenville, SC
- Healing Species, Orangeburg, SC
- Heritage Community Services – Charleston, SC
- Kappa Delta Sorority, University of South Carolina, Columbia Campus
- Lighthouse Ministries – Florence, SC
- Parent Information & Resource Center – Lexington, SC
- The Parenting Place – Easley, SC
- ParentSmart Family Resource Center – Rock Hill, SC
- Prevent Child Abuse Pee Dee/Pee Dee Coalition – Florence, SC
- Safe Kids Florence County – McLeod Regional Medical Center – Florence, SC
- Safe Kids Trident Area (Charleston/Berkeley/Dorchester) MUSC Children's Hospital – Chas., SC
- Safe Kids Midlands (Lexington/Richland Counties) Palmetto Health Children's Hospital – Columbia, SC
- Sexual Trauma Services, Columbia, SC

Community Prevention Trainings

CTSC conducted professional development workshops in all counties of the state, part of this effort occurring in May, June and July of 2009. Though funded primarily through another partnership agreement with SC DSS, information relating to Child Abuse Prevention, in particular the 5 research based protective factors, was shared and the importance of prevention-before the incident- was emphasized.

2009 Prevention Conference

In collaboration with the Administration for Children and Families (USDHHS), SCDSS, Select Health, SC Head Start Collaboration Office, SC Parent Information and Resource Center, SC Department of Mental Health, SC Department of Health and Environmental Control, and The United Way Association of South Carolina, CTSC hosted a two day conference. Titled

“RELEVANCE, RELATIONSHIPS AND RESULTS, PREVENTION PRACTICES FOR STRENGTHENING FAMILIES”, this event provided 37 sessions related to the prevention of child abuse and neglect, unintentional injuries and strengthening families. A variety of professionals in the child welfare system attended making this a great opportunity to network and to learn across disciplines. Average attendance was 170 persons each day.

Palmetto Children’s Post

A new publication of The Children’s Trust of SC by the Director of Policy and Governmental Affairs, the Palmetto Children’s Post newsletter launched on November 24, 2009. Its intention is to “provide timely information on policy developments across the state and in Washington, DC impacting children and families.” Distribution at the end of April 2010 was more than 2900, an increase of 33% since its inception.

Prevention Messaging Online

The Children’s Trust of SC has a new website: www.scchildren.org. One of the main reasons it exists is make prevention information easily accessible 24/7 to the general public of South Carolina.

Featured on the website is information about abuse and neglect, how to get involved, how to become an advocate for children, and all educational opportunities that are open to the public. There is also a statewide events calendar that is available to any and all prevention partners who wish to publicize their events.

CTSC has also begun the use of social media- FaceBook, Twitter- to reach out to the younger generation. Young parents, teen parents, the next generation of parents- we want everyone to see that Strong Families and Safe Children are EVERYBODY’S concern.

Prevention Sunday, named as the 3rd Sunday in April from this point on.

Held April 18, 2010 in collaboration with the faith-based communities throughout the state, South Carolina churches and faith-based communities are asked take time in their services on the designated Sunday to highlight the issue of child abuse and neglect, to include the issue in prayer and to make the provided child abuse information available to their members/parishioners. Members of The Children’s Trust of South Carolina’s Prevention Network work directly with the faith-based community in their respective areas, they distributed prevention materials, bookmarks, blue ribbons, and the Prevention Resource Guide.

2010 Legislative Breakfast

This year represented our first attempt to make this an educational event for legislators. CTSC partnered with Casey Family Programs and the National Congress of State Legislatures to address the legislators about state level collaboration to safely reduce the number of children in foster care. In attendance was the Chair of the Senate Finance Subcommittee on Health and Human Services, Chair of the Joint Legislative Committee on Children, Chair of the Senate Finance Subcommittee on K-12 Education, and ranking Member of the House Ways and Means Committee.

2010 Child Welfare Summit: Better Together for South Carolina's Children

Systems change is hard, but the welfare of children is too important for us not to make the best possible decisions for South Carolina's children. The Children's Trust, along with Casey Family Programs hosted a child welfare summit: *Better Together for South Carolina's Children* to address how state child welfare agencies can enhance services through collaboration, and through utilizing best practices. Featured speakers include Dr. David Sanders, Executive Vice-President of Systems Improvement of Casey Family Programs, and Dr. Kathleen Hayes, director of the Department of Social Services. 185 people attended.

South Carolina Community Prevention Resource Guides

A key resource redesigned in 2009, this publication is now available online at www.sccchildren.org/empower/prevention_resource_guide/. The remaining copies of those published have been completely distributed with plans to strategically disseminate the 300 remaining Spanish language versions around the state. This resource has proved a valuable printed information tool for the public awareness of child abuse prevention.

State Laws: DSS reports no substantial changes have been made to the SC Code of Laws as they apply to child protective services for the SFY 09-10.

DSS reports no changes have been made to the State's provisions and procedures for criminal background checks identified in the State's CFSP for prospective foster and adoptive parents and other adult relatives and non-relatives residing in the household (Section 106(b)(2)(A)(xxii) of CAPTA.

CAPTA FUNDING PLAN FOR SFY 2010-2011

The South Carolina Department of Social Services will use CAPTA funding to support and enhance the child protection program. The following activities will be funded through CAPTA during SFY 10-11.

Personnel:

- ❖ Out of Home Abuse and Neglect Investigation staff to support and improve the investigation of child abuse and neglect with statewide impact.
- ❖ Child Fatality Program Specialist serving as staff to the State Child Fatality Advisory Committee and support to the local child fatality review teams with statewide impact.
- ❖ CPS Program Technical Assistance Specialists who work with frontline workers and supervisors to improve the delivery of services and model best practice methods.

Support to Citizen Review Panels:

CAPTA funds will be used to augment the agency contract with USC to support the Citizen Review Panels and provide funds for DSS program managers to travel to the CRP National Conference.

Training:

Funds will be used to enhance and improve the CPS training described under the agency training section, for training for mandated reporters of child abuse and neglect, and for continuing education for technical assistance staff who provide clinical support to county offices.

Travel:

DSS will use CAPTA funds for allowable travel for the State Liaison Officer to the ACF federal meetings. CAPTA will also support travel for Program Consultants for training events such as national conferences.

Child Abuse Prevention Month (CAPM) Activities:

The South Carolina Department of Social Services (SCDSS) and the Children’s Trust will continue their collaboration to promote awareness during Child Abuse Prevention Month. CAPTA funds will be used to purchase a wide range of materials for free distribution across the state, to print prevention resource booklet, to provide kickoff meetings at the state and local levels, and other activities as identified.

Proposed Budget - FFY 2010-2011 CAPTA Grant

Personnel /Contractual	\$269,237
Child Abuse Prevention Month	30,000
State Liaison Meeting Travel and Other National Meetings	6,221
Advanced Caseworker Training	85,305
TOTAL:	\$387,171

Citizen Review Panels:

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’ 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.

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. The Low Country CRP has a new chairperson who immediately turned her attention to the recruitment of old and new members to the Panel. The other two Panels are also putting effort into recruitment of new members and keeping current members involved. This coming year will be a time of revitalization of all three Panels.

DSS 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 2010, this meeting will be used to plan for the coming year’s activities. A joint retreat was held in October 2009 and the agenda included an inspiration presentation, an update on the CFSR outcomes by DSS, and a presentation on recruitment and retention of panel members by Dr. Blake Jones of the National Center for Citizen Review Panels. After these presentations, the Panel members engaged in strategic

planning for the coming year, using DSS staff for resource. Our time together was meaningful and we believe that opportunities such as this Retreat will advance the goal of collaboration and coordination of efforts to serve children and families.

During September through December 2009, SCDSS made significant revisions to CPS policy and procedures. The agency established a review process that included a committee of county directors and supervisors who studied the proposed changes thoroughly. In addition to seeking input from county staff, we engaged and involved the CRP, the National Resource Centers, and other state agencies in the extensive review and comment on the draft policies and procedures in order to get a broader perspective on the agency requirements for staff. This proved to be a productive and effective endeavor. Policy and procedures revisions were published in January 2010.

The Department of Social Services received the 2009 Annual Report of the Citizen Review Panels on June 14, 2010. The Department has begun its review of the report and to develop the agency's response to the recommendations made by the Panels. The agency's efforts will be part of the monthly meetings so as to get input and suggestions from the Panels. The agency's formal response will incorporate input from partner agencies and organizations impacted by the recommendations as well as from within DSS. 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.

Criminal Background Checks for Providers

As previously reported, state law provides for criminal background checks identified in the State's CFSP for prospective foster and adoptive parents and other adult relatives and non-relatives residing in the household as set forth under Section 106(b)(2)(A)(xxii).

SC Code of Laws Ann., Section 63-7-2340. (A) A person applying for licensure as a foster parent and a person eighteen years of age or older, residing in a home in which a person has applied to be licensed as a foster parent, must undergo a state fingerprint review to be conducted by the State Law Enforcement Division to determine any state criminal history and a fingerprinting review to be conducted by the Federal Bureau of Investigation to determine any other criminal history. The Department of Social Services may issue a temporary license to a person after the favorable completion of the State Law Enforcement Division fingerprint review if each person subject to the fingerprinting requirements affirms in writing on a form provided by the department that he or she has not been convicted of any crime provided for in Section 63-7-2350. The temporary license shall be valid until such time as the Federal Bureau of Investigation results are received by the department, and a permanent license is issued or denied, unless the department terminates the temporary license earlier.

(B) Any fee charged by the Federal Bureau of Investigation for the fingerprint review must be paid by the individual. The background check requirement is outlined in policy (Chapter 9, Sections 912 and 913).

CHAFEE Foster Care Independent Living Program Education and Transition Vouchers

These programs are interrelated and therefore combined in narrative.

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 09-10 the State Independent Living (IL) Coordinator and three 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 IL Pathways Training Conference for June 2010.

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 482 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 100 life skills training packets with CDs to pilot through provider members of the South Carolina Association of Children's Homes and Family Services. If deemed successful, the Independent Living Program will purchase packets for foster youth ages 16 and older in FY 10-11 to provide additional life skills support. Youth can work at their own pace with the materials that include 77 lessons, interactive activities, testing your skills, a report card, and a Certificate of Completion. The materials are designed to compliment the ACLSA.

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

Being able to obtain and retain a job is critical in achieving self-sufficiency.

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 WIA One Stop Centers for orientation of 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.

Due to South Carolina's "Pathways to Success" Program that is under implementation statewide through the Department of Education (DOE), the WIA One Stop Centers are collaborating with the Department of Education to also access results of the DOE interest assessments with students. Students are required to identify career interests that will lead to career pathways and a program of study. The state's 2009 Regional IL Forums attended by 600+ youth and adult chaperones included presentations on "Pathways to Success" as well as services of WIA.

South Carolina continues to build on the relationships that have been established with the Department of Commerce Workforce Investment Area Centers through the efforts of the NGA Policy Academy in 2006-2007. The State IL Coordinator continues to serve on the state Shared Youth Vision Team of the Department of Commerce (DOC), and a DOC staff is serving on the IL Advisory Committee, thereby increasing the dialogue between the two agencies to better serve youth in care. In summer 2009, 164 youth applicants in foster care were served between 05/01/09 and 09/30/09 in the Summer Employment/ Work Experience programs through WIA. Additional relationships have been forged through the Shared Youth Vision Team with the Adult Education Program of the Department of Education and the Department of Vocational Rehabilitation. All have been represented at the IL Program Regional Forums in FY 09-10 and

will be again at the IL Pathways Training Conference in June 2010 through presentations and/or exhibits.

The agency has continued to partner with the Urban League in the summer Employment Leadership Institute and explored expansion of services, particularly in collaboration with the WIA initiatives. In summer 2009, 189 foster and TANF youth obtained employment through the program with 58% foster youth representation. For summer 2010, 208 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, GOALL, have presented to DSS staff through panels at the CSFR Review Kick-off, Independent Living Forums, Adoption Conference, and the agency's Meeting the Challenge Conference on best practices. GOALL youth participated on two days of Meeting the Challenge with four sessions built into each day for a total of 8 sessions. The GOALL panel addressed issues of permanency, the youth voice in court proceedings, and what constitutes a good case manager. These opportunities empower youth, provide a sense of control and allow the agency to design programs that are reflective of the needs of youth within the system. To further involve youth in the system, youth on GOALL have served as conference planners and workshop trainers in the IL Regional Forums in 2009 and for the statewide IL conference held in June 2010. Each GOALL youth receives a stipend for their participation and mileage reimbursement.

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.

Access (transportation) to employment and to education is a major stumbling block for foster youth. Through collaborations established during the Policy Academy of the National Governors Association in 2006-2007, a number of organizations are supportive of legislation that has been drafted to enable youth to obtain learner's permits before emancipation from foster care. Any new driver in South Carolina must have a permit for six months before obtaining a full driver's license. An agency partner, Children Come First, has assumed lead in efforts to introduce the legislation during the next FY 10-11.

In support of youth transportation needs, the South Carolina Foster Parents Association, in collaboration with Cooperative Ministries, developed a program, *On the Road Again*, to award vehicles to youth who make application and meet the criteria. The SCFPA accepts donated cars, repairs them, and awards them to foster youth who are at least age 18 and not yet age 21, and who are actively employed, pursuing a GED, or engaged in a post-high school educational program. Five vehicles have been awarded to youth in FY 09-10. Two cars were presented by the SCFPA to older youths at the June 2010, Independent Living Conference. IL transportation services for education and employment access are expanding in FY 2010-11 to include car insurance assistance (\$300) yearly for youth (ages 18 to 21) who have title to their vehicles and meet agency guidelines.

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.

An Education Associate with the Adult Education Program of the Department of Education joined the Independent Living Advisory Committee and presented at all three IL Conference Regional Forums in 2009. The associate has been instrumental in IL Program access to computer labs in the Adult Education Centers throughout the state for the ACLSA trainings.

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. A Graduate Recognition Ceremony was held at all three 2009 Regional Forums and will be held at the 2010 statewide IL Conference.

For FY 10-11, the award amount for college graduates is increasing to \$250.

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.

Through a grant to the Orphan Foundation by the Duke Endowment, Independent Living Programs of South Carolina and North Carolina participated in an online mentoring program to support youth either planning to participate in post-secondary education or youth already

enrolled in post-secondary education. Although this project is concluding, many SC youth participants continue to receive ongoing mentoring support through the Orphan Foundation.

In FY 10-11, 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.

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 10-11, 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.

In FY 09-10, the Orphan Foundation of America was contacted to explore contracting for administration of the state's ETV Program. Discussion will continue in FY 10-11.

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.

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 10 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 2009, 189 foster and TANF youth obtained employment through the program with 58% foster youth representation. For summer 2010, 208 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.

Foster Club. A relationship between SC-DSS with the national organization, Foster Club, began in 2006 - 2007 when Foster Club youth trainers successfully led the youth workshops at the annual Independent Living Conference. The permanent connections publication and tool, Getting Solid, developed by Foster Club has been incorporated into South Carolina's Independent Living Program. Copies have been distributed to youth, DSS foster and adoptions staff, foster parents and various providers to support youth permanency efforts. Several South Carolina youth applied to the Foster Club All Star Program for summer 2010, and the college youth who was selected will travel to Portland, Oregon to being training in June 2010. Chafee funds have enabled the youth's registration fees to be covered for this educational and outreach experience. DSS and/or the USC/Center for Child and Family Studies will be entering into a media agreement with Foster Club Connect in efforts to maintain youth connections through the Foster Club website, thus further enabling youth participation in the National Youth in Transition Database outcomes survey to be launched in October 2010.

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

A CFSR Kickoff event that included foster care youth was held in October 2008. Over 200 invitees (representing 34 agencies) attended and participated in the day long event. Attendees chose to participate in one of four topic workgroups and there were two focus groups – one for foster care youth and one for foster/adoptive providers. The day wrapped up with reports from workgroups and a youth panel discussion. Before and after the CFSR Kickoff, the agency has continued working with key partners to conduct additional focus groups (foster parents and youths), training activities, surveys, and other activities that contributed to the self assessment. The Center for Child and Family Studies assisted the agency by coordinating and completing 6 additional focus groups with youth in both urban and rural areas of the state. A total of 65 youth across the state have been involved in these focus groups and the discussions focused on family connections and youth involvement in planning and review processes.

In FY 09-10, youth participating on GOALL, the state youth advisory committee, provided a panel at the agency's best practices conference, Meeting the Challenge, and focused on three topics: permanency, youth voice in court proceedings, and case management. The panel presented in 8 well attended sessions by DSS staff.

Efforts to coordinate with other Federal and State Programs for Youth

The State Housing Finance and Development Authority (SHF&DA) allocated one million dollars of state funds for rental assistance to benefit current and former foster youth. A Memorandum of Understanding was developed between the agencies to facilitate and monitor the granting of funds to individual vouchers for youth. The RAFT (Rental Assistance for Transition) funding ended on 09/30/09. The agency requested continued funding, however, due to the state's economic status, the funding was not reallocated. The project was deemed a success due to serving 215 youth with housing assistance.

Staffs of DSS and SHF&DA have been meeting in FY 09-10 to prepare a Memorandum of Agreement between the two state agencies in preparation for the next HUD Family Unification Program (FUP) funding announcement in the federal register. Foster youth are eligible for FUP Vouchers for 18 months duration. The SHF&DA will sponsor an information exhibit at the upcoming IL Pathways Training Conference that will feature their housing search website, www.schousingsearch.com. The website showcases affordable rental housing options in South Carolina, as well as wage formulas.

The IL State Coordinator is a member of the South Carolina Affordable Housing Coalition (SC-AHC) Intergovernmental Advisory Council. Through the association with SC-AHC, a proposal was written in 2009 by DSS and the Myrtle Beach Housing Authority (MBHA) for partnership in the HUD Family Unification Voucher Program (FUP). The application was not awarded in 2009, however, the agency and MBHA plan to reapply in the next round of funding.

The SC Department of Commerce participated in statewide policy and initiatives to make youth aging out of foster care a priority in job training and employment services. In summer 2009, 164 youth applicants in foster care were served between 05/01/09 and 09/30/09 in the Summer Employment/ Work Experience programs through WIA. The summer job program was promoted in FY 09-10, referrals were and are received for One Stop Orientation, and WIA representatives are involved in the IL Regional Forums and/or IL statewide training conference. The IL State Coordinator is a member of the Department of Commerce - Shared Youth Vision Team, and a Department of Commerce representative serves on the IL Advisory Committee.

Exhibitor information to be available at the 2010 IL Pathways Training Conference includes representation from Americorps, Columbia Urban League, Mental Health America of SC, Midlands Workforce Development Board, WIA Lower Savannah Council of Government, SC Commission on Higher Education, SC Department of Alcohol and other Drug Abuse Services, SC Department of Motor Vehicles, SC Department of Education (Office of Health and Nutrition), PRO-Parents of SC, SC State Housing Finance & Development Authority, SC Vocational Rehabilitation, SC Youth Challenge Academy, SC Assistive Technology Program, Wachovia Corporation, GovKids International, SC Children Come First, SCDSS Domestic Violence Program, Growing Home Leaphart Place, Chafee Independent Living Program, 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 Regional IL Forums 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 09-10 trainings sponsored by or associated with the IL Program have included the following:

- Independent Living Regional Forums – 54 workshops (delivered in 3 sessions with 6 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 DSS child welfare staff – monthly or as scheduled through PD&L
- ACLSA training- 48 one day trainings (delivered by IL staff (16), PD&L (11), other DSS certified trainers (18) and USC Center staff (3))
- ACLSA intro trainings for foster parents – 31 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 training on youth and permanent connections for Adoption staff - 2
- IL Staff training on IL program to provider members of SCACH&FS - 1
- IL Staff workshop on grief and loss at SCFPA annual conference – 2 workshops
- IL Staff training on IL program to DSS therapeutic home supervisors - 1
- IL Staff presentation on IL to SC Children Come First board members - 1
- GOALL panel presentations and training for DSS staff and providers - 12
- Independent Living Pathways Training Conference scheduled for June 2010 - 36 workshops on 18 titles with focus on educational support, career development, employment, money management, driver’s licenses, housing rights and responsibilities, permanent connections, vocational rehabilitation, education and youth with disabilities, adult education options, youth and the law, Foster Club 411, and NYTD. Each youth and adult chaperone will select three workshops – preparation for 900 participants.
- ACLSA training scheduled for SCACH&FS in June 2010
- IL Staff training on IL program planned for GAL Program in summer 2010 - 2

Preparation to Implement National Youth in Transition Database

The State IL Coordinator, CAPSS manager, and research staff of the USC Center for Child and Family Studies participated in the national NYTD meeting in Washington, DC in 2009. Staff of

SCDSS, including the Director of Planning and Quality Assurance, and Center staff will again participate in July 2010. Planning meetings for NYTD are conducted at DSS under the leadership of the Director of Planning and Quality Assurance in preparation for the data collection to begin in October 2010. CAPSS staffs have added preparation time for the reporting requirements in the calendar of work in 2010-2011.

A partners meeting, *Strength through Unity*, was held in January 2010 to connect certain IL program partners with each other so each group will know of the work being done by other groups and to further acquaint them with NYTD and services data collection.

The agency contracted with the USC Center for Child and Family Studies for the survey and data collection effort with youth at ages 17, 19, and 21 as one of their major Evaluation and Accountability contract deliverables. In preparation for the October 2010 required data collection, Center staff, teamed with DSS staff, have engaged in planning and have piloted strategies for efficiently and effectively collecting data with the goal of helping foster youth as they transition from care.

A multi-phase implementation of the survey component of the NYTD project occurred during FY 09-10. Phase I involved piloting the test questions to ensure they are understandable for all levels. Phase 2 involved piloting a sustainable project. Questions were tested with youth in GOALL (state youth advisory committee), youth in group homes, youth in local foster youth associations, and youth whose information, email address, and/or address/or phone numbers, were obtained during the 2009 Regional Independent Living Forums. Using this sample of youth has allowed for testing of the questions on a variety of reading and comprehension levels. In administering the questions, the following formats were used: online survey, print version mailed to youth, phone interviews, in person interviews at small gatherings, and combinations of phone/online and phone/print. A variety of methods will be necessary as no single method will work in administering the survey.

The services data component of the database and reporting system is being developed for inclusion in the CAPSS system as well, and will be completed during the FY 10-11 period. The services data will be merged with the survey component before reporting.

A website, www.NYTDstayconnected.com continues to be under development by the Center. The website is 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 web site offers 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.

DSS and the Center will be entering into an agreement with the national organization, Foster Club, to establish a link to their web site, Foster Club Connect, for an additional means of reaching youth on the move. Foster Club Connect offers a cost effective strategy to boost survey responses and help state IL programs stay connected with young people as they transition out of care. A South Carolina youth has been selected by Foster Club to participate in summer 2010 as one of 12 national Foster Club All-Stars. At the 2010 IL Pathways Training Conference, the All-

Star will invite youth participants to begin following her on the Foster Club website and blog. The connection with the SC All-Star will be helpful in reminding youth to stay connected and use their voice in the youth outcome survey. The Foster Club web site and the NYTDstayconnected web site will both be publicize the importance of responding to the NYTD youth survey and can prove to be an effective partnership.

Because youth are to be surveyed within 45 days of reaching age 17, 19, and 21, a list will be obtained from the DSS database each quarter that will report who is turning 17 and is to be surveyed in that quarter. Youth will be contacted with a birthday card two weeks before their birthday, and they will be mailed a letter and brochure advising of the data collection. Emails will be sent and follow up phone calls will be made to youth. The incentive for youth participation is a \$50 gift certificate.

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

- Exhibits and presentations at regional IL youth forums in summer 2009
- Recruitment of youth at the forums for piloting of survey online
- Involving youth by seeking their feedback on the survey
- Commitment for an exhibit and presentations at the state youth IL Conference in June 2010
- Presentations to GOALL (state youth advisory committee)
- Presentations to regional or county youth groups
- Youth brochures for wide distribution
- 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
- Groundwork to establish partnership and link www.nytdstayconnected.com with www.fosterclubconnect.com

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

- SC DSS Senior Managers meeting in July 2009
- Guardian ad litem presentation in September 2009
- *Strength through Unity* meeting with DSS partners in January 2010
- SC Association of Children's Homes and Family Services (SCACH&FS) members and staff with major NYTD training in March 2010
- South Carolina Foster Parent Association (SCFPA) workshop on NYTD and permanent connections at SCFPA annual conference in April 2010
- Presentation to SCFPA monthly county presidents' meeting
- SC DSS Independent Living Advisory Committee
- 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 conference in June 2010

The State IL Coordinator continues to inform NYTD planning group members of NYTD notifications from the National Resource Center on Youth Services. Independent Living staffs

continue to provide NYTD TA updates to county and regional offices in preparation for the 2010 data/outcome collection. SCDSS staffs are committed to work with all technological and program planning groups to support agency preparation and implementation.

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 from 07/01/08 – 06/30/09 = 136

Number of youth who received ETV award from 07/01/09 – 06/30/10 = 146

New ETV recipients for 07/01/09 – 06/30/10 = 72

Training in Child Welfare

Training or Professional Leadership and Development was rated as Strength in the 2009 CFRS. 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: Services

- 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 worker 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 the DSS staff. The training course consists of 95 contact hours over a three-week period. This training, which takes place in Columbia, 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 has more program focus with emphasis on the employee's assigned job. These courses include:

- 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

▪ Week 3:

The final week includes 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:

- 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: 3 sessions

Total Training Days: 9

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: 1day
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: 2 sessions
Total Training Days: 4
Location: Columbia

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: Regional (Columbia and Charleston)

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

The DSM IV TR: A Casework Resource

Description: This course is an introduction to the Diagnostic and Statistical Manual, Fourth Edition TR (DSM IV-TR), and its application to casework practice with children and adults.

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

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: 4 sessions

Total Training Days: 4

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: Regional (Charleston & Florence)

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: 1 session

Total Training Days: 1

Location: Charleston

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: 3 sessions

Total Training Days: 3

Location: Columbia

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: 7 sessions

Total Training Days: 7

Location: Columbia & Charleston

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: 2 sessions

Total Training Days: 12+4 webinars+online work

Location: Columbia

E. OTHER TRAINING

E1. The Culture of Poverty

This training is based on Ruby Payne's writings on poverty. The training focuses on helping participants understand the differences in beliefs and behaviors of people living in poverty, middle class, and wealth. Participants will have the opportunity to increase knowledge and skills in assisting clients in gaining, maintaining, and advancing in employment. The training will be offered in three one-day sessions to provide opportunities to apply knowledge and skills between the individual sessions.

Target Audience: **Family Independence and Human Services workers 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: Columbia

E2. 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

E3. 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

E4. 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

E5. 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

Training Completed July 1, 2009 through May 31, 2010

NAME OF TRAINING	AREA	# OF PARTICIPANTS
Creating Conditions for Client Change	CW	25
Child and Adolescent Growth and Development	CW	37
Advanced Techniques for Identification, Intervention, and Prevention of Child Maltreatment	CW	46
Substance Abuse Dynamics: Treatment and Recovery	CW	73
Specific Drugs of Abuse: Cocaine and Methamphetamine	CW	56
Specific Drugs of Abuse: Marijuana and Prescription Drugs	CW	57
All They Can Be: Children and Adolescents With Disabilities	CW	28
Issues for Children in Care: Attachment	CW	28
Foundation for Care giving: A Training of Trainers	CW	23
Enhancing Your Effectiveness: Tips and Tools for Effective Case Management	CW	44
Preventing Disruptions	CW	39
Medical, Psychiatric, Emotional Issues Affecting Children and Adolescents	CW	13
Issues for Children in Care: Preparing Children for Adoption	CW	36
Concurrent Planning: What It Means for Children, Families and You	CW	11
Parenting Children Affected by Prenatal Substance Exposure	CW	47
Enhancing Skills for Adoptive Parenting	CW	8
Permanent Connections: Expanding Permanency for Our Youth	CW	40
Assessment and Treatment Planning: Children with Special Health and Mental Health Needs	CW	50
Confirming Safe Environments in Kinship Care and Foster Home Placements	CW	75

Educational Challenges for Children in the Child Welfare System	CW	42
DSM-IV-TR: A Casework Resource	CW	62
Sustaining Family Connections	CW	16
The Culture of Poverty	FA	45
Family Violence: The War Behind Closed Doors	FV	65
Family Violence: Advanced Skills Building in Case Management	FV	8
Ansell-Casey Life Skills Assessment	IL	30
Caseworker Power: Changing Your Practice With Youth in Transition	IL	38
Supervisor Power: Changing Caseworker Practice With Youth in Transition	IL	9*
Leadership for Today and Tomorrow	MGMT	37
The Art of Supervision in Human Services	MGMT	38
Dealing With Difficult People	OTHER	56
TOTAL		1182

*5 additional IL supervisors were trained in a joint session of supervisors and caseworkers during an adapted session of *Caseworker Power* (they are included in the participant numbers for that session).

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: 7 sessions

Total Training Days: 7

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: 26 sessions
Total Training Days: 26
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: 6
Total Training Days: 6
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: 3
Total Training Days: 3
Location: Regional

CAPSS Big Six Training

Description: This is a hands-on training to prepare users for the upcoming changes to the Statewide Information System referred to as the Big Six. The Big Six encompasses changes made to areas of Assessment, Services, Eligibility, Provider, Contracts, and Payment. Users will have opportunities to practice maneuvering the system to increase proficiency and understanding of the data to be inputted and new fields.

Target Audience: **Caseworkers and supervisors in Human Services**
Maximum: 25
Length: 1 day
Frequency: 84
Total Training Days: 84
Location: Regional

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

CAPSS Mejora Training

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: 25

Length: 1 day

Frequency: 8

Total Training Days: 8

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 IANCICI 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 SCDSS 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

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 Services 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:

Adoption Conference

Description: SCDSS sponsored a one-day conference for Adoption, Foster Care, Intensive Foster Care, and Clinical Services staff. This advanced training opportunity focused on key issues in the adoption process. Virginia Sturgeon, MSW, has more than 30 years experience in the field of special needs adoption. She has extensive experience in the areas of trans-racial adoption, the adoption of adolescents and concurrent planning. She has trained nationally for over twenty years. She now works as a consultant and trainer with states and agencies focusing on the adoption of adolescents. She has been a trainer for The Child Welfare Institute, is a consultant for the National Resource Center on Adoption and developed curriculum for an ongoing connections grant administered by Adoptions Unlimited in Chicago in 2006. She also leads a support group for foster and adoptive parents. She not only has 30 years of professional experience in trans-racial/cross cultural placements, she also integrates into her training the personal experience of being an trans-racial adoptive parent as she and her husband adopted a 16 year old African American male in 1983. Her combined experiences as an adoption specialist and an adoptive parent provide a wide range of perspectives for workers and families to consider. She has placed more than 100 adolescents successfully for adoption. Her undergraduate and graduate work was done at the University of Kentucky, College of Social Work.

Target Audience: First priority was given to Adoption staff to attend. Adoption Administrators, County Directors, Adoption Supervisors, Foster Care Supervisors, Adoption Staff, Intensive Foster Care and Clinical Services Program Coordinators were encouraged to attend.

Maximum: 200

Length: 1-Day

Frequency: 1-Session

Total Training Days: 1

Location: Columbia

Meeting the Challenge:

Achieving Positive Outcomes for Children and Families with Diminishing Resources

Description: The practice and policy standards within the child welfare system are ever changing and evolving. For continuous improvement utilizing the most effective practice interventions, we must refine our skills and knowledge. This statewide policy update session provided an opportunity to equip workers with the tools needed to increase proficiency and expertise in practice application targeting areas of safety, family engagement, and permanency. Workers are vital in protecting the children of South Carolina. This one-day policy update was designed to reinforce issues surrounding the safety, permanency, and well-being of the clients we serve. The opening session and workshops will discuss how to make good decisions for children and families while *Meeting the Challenge: Achieving Positive Outcomes for Children and Families with Diminishing Resources*.

Target Audience: Child Welfare staff was required to attend one of the two (repeated) days of policy training. Child Welfare staff included all CPS, IFCCS, Foster

Care, and Adoptions staff to include supervisors and DSS legal staff attorneys (FTE and Contract), who handle abuse and neglect, permanency planning, and termination of parental rights matters. County Directors and Regional Administrators were also encouraged to attend.

Maximum: 1,500
 Length: 1-Day
 Frequency: 2-Sessions
 Total Training Days: 1
 Location: Columbia

**SC DEPARTMENT OF
 SOCIAL SERVICES
 2010-2011 TRAINING
 BUDGET FOR APSR**

FUNDING SOURCE	(A)	(B)	(C)	(D)	(E) (C)+(D)	(I)
	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	85,042	-	-	-	-	85,042
IV-E FC/ADOPTION ASSISTANCE	451,181	198,119	307,377	77,956	385,333	1,034,633
SSBG	1,794,374	162,231	-	49,500	49,500	2,006,105
TANF-EA	832,246	342,090	-	-	-	1,174,336
STATE/OTHER NON FEDERAL	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

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.

I. Training

A. Training for County Casework Staff

A. 1. Legal Component of Basic Caseworker Training / Mock Trial

Description: CLC will provide a 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 are provided a private critique session with an attorney/trainer and receive 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, comprise the training team for each mock trial.

Target Audience: CPS; foster care and IFC&CS staff; new attorneys

Maximum: 25 per session

Length: 3 days

Frequency: 6 sessions

Total Training Days: 18

Location: Columbia

A. 2. Advanced Legal Training for Caseworkers

Description: A one-day training will be held for county casework staff that have completed the initial legal training and have experience appearing in family court. This training will reinforce workers' skills and confidence in preparing for court and handling legal aspects of the case process. General topics will emphasize the importance of substantive preparation for appearing as a witness, and will include development of a case theory, understanding the court system, rules of evidence, MEPA requirements, and family court rules. It will include testifying in contested hearings and handling sensitive issues such as disagreement between worker/supervisor/agency positions on case. Advanced legal training sessions will be 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.

Target Audience: CPS; foster care and IFC&CS staff; county attorneys

Maximum: 40

Length: 1 day

Frequency: 4

Total Training Days: 4

Location: Regional

A. 3. Physical Abuse Investigation Training

Description: Training 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 will be presented. This training is presented by a CLC trainer who has extensive law enforcement experience.

Target Audience: CPS staff; county attorneys

Maximum: 40

Length: 1 day

Frequency: 4 sessions

Training Days: 4

Location: Regional sites

A. 4. Training on Forensic Interviewing

Description: The CLC, in partnership with the Assessment & Resource Center of the Department of Mental Health, the National Child Protection Training Center, and CornerHouse, will offer 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; 8 slots are reserved for DSS staff. The basic course is conducted at least 3 times per year, and either a fourth basic session or an advanced course is offered each year, depending upon need.

Target Audience: CPS; attorneys

Maximum: 24 total trainees, including 8 DSS staff

Length: 5 days for basic course; 3 days for advanced session

Frequency: 4 sessions (4 basic OR 3 basic and one advanced)

Training Days: 18 - 20

Location: Columbia

Note: Attendance is limited to child protection assessment and OHAN staff who conduct forensic interviews as part of their job responsibilities. DSS staff attendance per session is limited to 8. DSS staff from the OHAN division or counties that have previously completed the training may attend individually. DSS staff from the following counties must attend as part of an investigation team, including at minimum a law enforcement officer and assistant solicitor or DSS attorney in addition to a child protection worker: Abbeville, Calhoun, Colleton, Darlington, Dillon, Hampton, Jasper, McCormick, and Williamsburg.

A. 5. Investigative Team Protocol Training and Support

Description: Intensive training and consultation will be provided for county child abuse investigative teams. The training will address roles and responsibilities, development of investigation protocols, team functioning, exchange of information, and conflict resolution. The

training will be made available up to six county teams per year, with each team including, but not limited to, child protection staff, DSS county attorneys, law enforcement, a medical professional, a prosecutor, and, as available, a children's advocacy center interviewer. The training will involve four phases: (1) pre-assessment completed by each team; (2) one to two-day centralized training on the investigation process, to include protocol development; (3) completion of assignments by team; and (4) follow-up consultation in each community.

Follow up will be offered to teams that previously completed the initial training. Methods for follow up may include refresher training, access to a listserv, and newsletters; to be determined in consultation with existing teams.

Target Audience: CPS staff, foster care staff, county attorneys, and community partners. Teams must submit an application. Requirements for selection include: (1) a commitment to participate from all team members; and (2) prior completion of forensic interviewing training, or history of functioning as a team.

Maximum: Six county teams

Length: 1 ½ days plus individual team work and follow-up consultation

Frequency: 1 series

Training Days: 7 ½ days

Location: Initial session in Columbia; follow-up sessions in counties of selected teams.

Note: Costs allocated to this contract will reflect the proportion of participants who are DSS staff and agents.

A.6. Juvenile Justice Cross-Training

Description: Training will be provided for casework staff and attorneys regarding children involved with multiple agencies, particularly DJJ "cross-over" kids, to include such topics as the juvenile justice system, mental health needs of children in foster care, de-escalation techniques, community resources, coordination of service delivery, and family involvement. This training will reinforce knowledge and skills helpful in the replication of the Georgetown County pilot in the targeted counties. Community collaborative sessions, including DSS, DJJ, DMH, and other agencies, will be conducted in other counties to improve interagency coordination. CLC staff with juvenile justice experience will be involved in the presentation of this training, and additional funding sources will be utilized.

Target Audience: CPS, Foster care and IFCCS staff; county attorneys

Length: To be determined in collaboration with DSS

Frequency: upon request or as determined in conjunction with Breakthrough Collaborative leader in the targeted counties + 4 other counties

Training Days: ~8

Location: Regional

A.7. Training on Multi-Ethnic Placement Act

Description: CLC will provide a training program for DSS staff involved in foster and adoption placements on the requirements of the Multi-Ethnic Placement Act and Title VI. All training sessions will address 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 will also include SCDSS disciplinary policies, including the whistleblower provisions. Training materials and format will be adapted to the needs of each respective audience. Refresher training for foster care and adoption staff is anticipated to begin in September 2010.

Target Audience: Foster care and adoption staff

Maximum: 40

Length: ½ - 1 day

Frequency: Scheduled in collaboration with DSS

Training Days: 30 - 40

Location: Regional

Note: All trainers and training curricula will be approved by the United States Department of Health and Human Services' Office of Civil Rights (OCR) and Administration on Children and Families (ACF).

A.8. Training Conferences

Description: DSS staff will have access to applicable general training events sponsored by the CLC, such as the annual Children's Law Conference. The 2010 Children's Law Conference will focus on parental substance abuse and maltreatment.

Target Audience: CPS, Foster care, IFCCS, Adoptions, and Attorneys

Maximum: The number of slots available to DSS may be limited depending upon the space available.

Note: Costs allocated to this contract will reflect the proportion of attendees who are DSS staff and agents.

A.9. Training to Support Program Improvement Plan

Description: CLC will be available to provide training on specific issues to support implementation of the Program Improvement Plan, which is being developed in response to the Final Report of the South Carolina Child and Family Services Review issued in February 2010. Training will be designed in collaboration with the Director of Compliance to address areas in need of improvement related to safety, permanency, and well-being. CLC staff will also incorporate issues identified in the CRSR Report into other training programs whenever possible.

A.10. Training on Adoption Subsidy Requirements –

Description: CLC will provide follow-up training and/or technical assistance as needed on Title IV(E) adoption subsidy eligibility requirements to ensure that children are correctly determined to be eligible for the federal subsidy. Upon request of the DSS Adoptions Division, training will be conducted periodically for new workers and as a refresher for existing staff.

Target Audience: Adoption workers

Maximum: N/A

Length: ½ day

Frequency: As needed

Training Days: As needed

Location: Regional

A. 11. Immigration Issues

Description: CLC will offer 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 will be discussed.

Target Audience: Casework staff, county attorneys

Maximum:

Length: ½ day

Frequency: 4

Training Days: 2

Location: Regional

A. 12. Educational Needs of Children in Foster Care

Description: CLC will offer 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 will address both children who are eligible for special education services and those who are not. Topics will include 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.

Target Audience: Foster care staff

Maximum: 40

Length: ½ day

Frequency: 4

Training Days: 2

Location: Regional

Note: Training items A.11. and A.12 may be offered on the same days for cost savings.

B. Training for Intake Workers

Description: CLC will assist the Division of Human Services in providing specialized training for intake workers to ensure consistency between training for mandated reporters and intake staff. The segment provided by the CLC may address the role of mandated reporters, legal definitions of abuse and neglect, indicators, and communicating with mandated reporters, as requested by DSS. Feedback from mandated reporter trainees and results from Citizens Review Panel surveys will be utilized in preparation for this training.

Target Audience: Dedicated county intake staff

Maximum:

Length: 1 day

Frequency: 2 sessions

Training Days: 2

Location: Columbia

C. Training for OHAN Staff

Description: Training for OHAN staff will address investigation techniques, interviewing children and staff, reconciling conflicting information, developing the investigation summary, the appeals process, and testifying techniques and tips.

Target Audience: OHAN investigative staff

Maximum: 25

Length: 1 day

Frequency: 2

Training Days: 2

Location: Columbia

D. Training and Services for County Attorneys

Note: In addition to the specific training programs described below, county attorneys may participate in the training listed in other sections of this contract.

D.1. Nuts & Bolts for New County Attorneys –

CLC will provide a nuts and bolts training for new DSS attorneys on their responsibilities and duties and the agency's role. This basic training will include structure and organization of the legal office, communication, and accountability issues. Topics may also include the attorney/client relationship, management of the legal office and staff, multidisciplinary teams, federal requirements including MEPA, and coordination of CPS cases with criminal charges.

D.2. Basic Training / Mock Trial

CLC will provide basic training for attorneys in the Office of General Counsel and those newly hired to represent DSS county, adoptions or IFCCS offices in family court child welfare cases by including them in the training described in Item A.1. These attorneys will participate along with casework staff and perform attorney roles in mock case preparation and hearings. Upon notification by the Office of General Counsel of a newly hired attorney, the CLC will invite the attorney to participate in the training.

D.3. Forensic Interviewing

Attorneys who present child witnesses in court may participate in the forensic interviewing training as described in Item A.4.

D.4. Training on Multi-Ethnic Placement Act

Description: CLC will provide a training program for attorneys on the requirements of the Multi-Ethnic Placement Act and Title VI. All training sessions will address 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 will also include SCDSS disciplinary policies, including the whistleblower provisions. Training materials and format will be adapted to the needs of each respective audience. Training will be incorporated into a regular CLE for attorneys or offered regionally, as requested by OGC.

Target Audience: Attorneys

Maximum:

Length: 1 – 3 hours, as requested

Frequency: up to 4 sessions

Training Days: 2

Location: Regional

Note: All trainers and training curricula will be approved by the United States Department of Health and Human Services' Office of Civil Rights (OCR) and Administration on Children and Families (ACF).

D.5. Training Conferences

DSS attorneys will have access to applicable training events sponsored by the CLC, such as the annual Children's Law Conference.

D.6. Other Continuing Legal Education

Upon the request of the Office of General Counsel, CLC will conduct segments or assist in bringing in experts for continuing legal education programs for county attorneys. Sample topics include CLC materials, the coordination of child protection and criminal child abuse proceedings, working with caseworkers/witness preparation, Program Improvement Plan issues, use of the parent locator system, and mediation in child protection and TPR cases. A joint CLE with child support enforcement staff may also be facilitated. DSS attorneys will be informed of materials available on the CLC website through a demonstration at a CLE and/or distribution of written instructions, upon request of the Office of General Counsel.

D.7. Immigration Issues

Attorneys will be invited to participate along with casework staff in training on handling cases that involve immigrant children and/or parents. (See Item A.11.)

E. Training for DSS Paralegals

Description: CLC will conduct segments or assist in bringing in experts for continuing legal education programs for agency paralegals. The training will address the following areas: role of the paralegal in a child welfare agency; confidentiality; primer in child protection law; fundamentals of legal process; document preparation and management; fundamentals of paper flow; process service; organization of the legal file; legal case management strategies; state and federal requirements; permanency planning; termination of parental rights; and practice tips for agency paralegals.

Target Audience: paralegal staff in county offices

Maximum:

Length: 1 day

Frequency: 2 times per year

Training Days: 2

Location: Columbia

Note: This training will be conducted in collaboration with the Office of General Counsel.

F. Continuing Legal Education for Child Support Enforcement Attorneys

Description: CLC will sponsor a CLE program for attorneys in the Child Support Enforcement Division. Topics and speakers will be selected in coordination with the Child Support Enforcement Division director and may include the role of child support enforcement within the

agency, state and federal case law updates, medical support issues, bankruptcy issues, military service factors, the Uniform Family Support Act, the initial establishment of child support and paternity issues, and administrative enforcement options. A joint CLE with county attorneys may be included.

Target Audience: Attorneys

Maximum: N/A

Length: 1 day

Frequency: 1 CLE per year

Training Days: 1

Location: Columbia

G. Training for Foster Parents

Description: 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.

Target Audience: Foster parents

Length: 1 – 2 hours

Frequency: as scheduled by the FPA

Training Days: up to 16 sessions

Location: local

Note: This training is offered in partnership with the S.C. Foster Parent Association's training collaborative and meets requirements for foster parent recertification. It is scheduled in coordination with county foster parent associations or licensure workers.

H. Training for Mandated Reporters

CLC will provide 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.

H.1. In-service Training

Description: An overview of mandated reporting will be offered as in-service training to school districts, medical facilities, and other groups of mandated reporters. Training will also be offered to USC students who work with children in internships or are in a field of study rendering them likely to become mandated reporters.

Target Audience: Frontline mandated reporters and college students

Maximum: N/A

Length: 1 – 2 hours

Frequency: upon request

Training Days: 50 - 60 sessions

Location: local

H.2. Online Mandated Reporter Training

Description: An overview of mandated reporting will be 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 continuing education credit. The second option requires registration and completion of an end-of-course test; certificates can be printed upon completion.

A specialized online training will be developed this year to target professionals who work with children who have disabilities.

Target Audience: Frontline mandated reporters

Maximum: N/A

Length: 1 hour

Frequency: as accessed online, ~500

Location: N/A

H. 3. Regional Mandated Reporter Training

Description: Regional training sessions will provide more intensive training for selected mandated reporters. This training will include a training-for-trainers segment, to equip professionals to provide training within their agencies or communities. At least one of the sessions will be targeted to professionals who work with children who have disabilities.

Target Audience: Mandated reporters who desire more in-depth information or conduct in-service training for their agencies.

Maximum:

Length: ½ - 1 day

Frequency: 4 sessions

Training Days: 4

Location: regional

Note: CLC will send announcements to law enforcement, educators, medical providers, mental health professionals, and other child-serving professionals within the region.

H.4. Summer Institute for School Counselors

Description: This course provides an overview of laws affecting children and issues that counselors are likely to encounter, and will equip counselors to respond appropriately to situations related to the law or court system. The course will address 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 will be 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.

Target Audience: School guidance counselors

Maximum: 30

Length: 5 days

Frequency: 1 session

Training Days: 5

Location: Columbia

Note: Costs allocated to this contract will reflect the portion of class time related to mandated reporter responsibilities.

H. 5. Training for Group Home Providers

Description: A specialized overview of mandated reporting requirements will be offered to group home staff. In addition to the standard topics, this training will address the unique aspects of identifying suspected abuse and reporting within residential settings and the interface with OHAN.

Target Audience: staff of group homes or other residential settings

Maximum:

Length: 1 – 2 hours

Frequency: upon request, up to 12 sessions

Training Days:

Location: local

Note: CLC will notify OHAN of requests to conduct training for group homes and incorporate suggested issues and/or involve OHAN staff as appropriate.

H. 6. Online Daniel's Law Training

Description: Offer 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 will be provided.

Target Audience: Safe havens

Maximum: N/A

Length: 1 hour

Frequency: as accessed online, ~300

Location: N/A

I. Training for External Legal Community

I.1. Training on Multi-Ethnic Placement Act

Description: CLC will offer 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.

Target Audience: family court judges, volunteer Guardians ad Litem, attorneys employed or contracted by volunteer Guardian ad Litem programs, and attorneys subject to appointment in child protection proceedings

Length: 45 minutes – 1 hour

Frequency: Determined by availability of meeting times of targeted groups

Training Days: ~12

Location: regional and local

Note: These training sessions will be incorporated into ongoing continuing legal education programs offered through the Court Improvement Training Project.

I.2. Continuing Legal Education on Handling DSS Adoptions

Description: This training will serve as a primer for general practitioners on handling DSS adoptions. It will include a step-by-step description of the process and the attorney's responsibilities, and will emphasize the importance of timeliness.

Target Audience: Private attorneys who handle adoption

Length: ½ day

Frequency: 4

Training Days: 2

Location: Regional or local

I.3. ASFA and Title IV-E Requirements for Judges

CLC will provide information, through training or distribution of written materials, on timelines, funding, and notification issues.

J. MEPA Training for Child Placing Agencies

Description: CLC will provide a refresher training session for selected staff of child placing agencies on the requirements of the Multi-Ethnic Placement Act and Title VI. All training sessions will address 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. Upon request, CLC will conduct training sessions for each agency or provide technical assistance.

Target Audience: Child placing agencies

Length: One ½ day session; up to 10 2-hour sessions

Frequency: One full session per year; additional sessions as needed

Training Days: Approximately 3

Location: 1/2-day in Columbia; others local

Training Support

1. The CLC is responsible for planning, curriculum design, and preparation of training materials, training delivery, and the coordination of all associated support activities.
2. All training activities will be planned and scheduled in coordination with the DSS Human Services Program, the Office of General Counsel, the Division of Professional Development and Leadership, or county directors, including prior approval of all training curricula when requested. DSS may request specific training facilities to be used.
3. The CLC will handle all logistics/arrangements for training sessions, including scheduling facilities, arranging for audio-visual equipment, producing training materials, purchasing training supplies, providing certificates of participation, and processing travel reimbursement for DSS staff participants in accordance with state travel policy and DSS instruction.
4. All announcements for DSS staff training will be coordinated through the Professional Development and Leadership Division. CLC will provide confirmations to registrants.

5. CLC staff will update attendance records using the DSS DART system.
6. CLC will obtain accreditation and document credits for legal and social work continuing education as appropriate.
7. To ensure attendance at certain events, CLC may require approval of supervisors or county directors for registration of casework staff. CLC will notify DSS of staff who register but fail to attend training sessions.
8. For selected training, the CLC will provide “Tips for Supervisors” to include a brief summary of the training, suggested discussion points for supervisory conferences, and skills to monitor and reinforce.
9. The CLC, in collaboration with DSS, will explore methods for development of E-learning and other distance learning alternatives.

II. Law School Courses

A. Course on Children and the Courts

A semester course on Children and the Courts will be conducted at least once per year through the USC School of Law.

Description: This course will address 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 will include an overview of legal systems, the role of counsel in representing children, evidentiary rules, and systemic issues involving children and the courts.

Target Audience: 2nd and 3rd year law students

Maximum: 24

Length: 2 hours per class session

Frequency: 16 sessions

Training Days: 4

Location: USC School of Law

B. Assistance to the Children’s Advocacy Law Society

The CLC will provide assistance to the Children’s Advocacy Law Society when active. This law student organization promotes interest in children’s legal services. Assistance will include coordination of guest speakers and provision of information on careers in children’s law, including representation of child protection agencies.

C. Law Student Externship

The CLC will offer a child law externship one semester each year through the USC School of Law.

Description: The child law externship will be offered to a limited number of third-year law students and include placements in county DSS offices. The externship program will provide 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 will participate in a weekly class session.

Target Audience: 3rd year law students

Maximum: 10

Length: 6-8 hours in placement + 1 hour per class session weekly

Frequency: 13 weekly sessions

Training Days: 17

Location: USC School of Law

D. Expansion of Programs in Children's Law

The CLC will continue conversations with the School of Law toward long-term goals of expanded courses and programs related to children's law, such as additional courses, a certificate program in children's law, support of the joint MSW/JD degree or cross-disciplinary certificate programs, and other methods for enhancing the preparation of future lawyers who may work in child welfare.

III. Written and Online Resource Materials

A. Development of Written Resource Materials

CLC will develop and distribute resource materials as described below. Resource materials may be printed or provided online, depending upon need and availability of funds.

1. CLC will reformat previously developed information packets for mandated reporters. There will be one general information packet, with insert sheets for specific groups of mandated reporters who have particular needs or requirements, including clergy, medical professionals, alcohol and drug abuse treatment professionals, computer technicians, and film processors.
2. A guide for handling cases that involve immigrant issues. The guide will address federal and state law, particularly the designation of Special Juvenile Immigrant Status. The responsibilities of caseworkers and attorneys will be detailed.
3. A guide on presentation of child witnesses in court, including hearsay exceptions, preparation of child witnesses, child-appropriate language, and special accommodations. (Other funds will be utilized to cover child witnesses in criminal child abuse cases.)
4. An information packet for casework staff and the external legal community on placement options for children in foster care. The packet will explain the criteria and benefits of various types of placements, including family foster care, therapeutic foster care, group homes, and residential treatment facilities.

B. Distribution of Resource Materials

1. Information packets on mandated reporting requirements will be updated as necessary, and provided free of charge at training events and upon request. Availability of the information packets will be announced on the CLC publication order form and website.
2. Previously developed written materials will continue to be provided to DSS staff upon request. These include previously prepared practice manuals on Fair Hearings, TPR appeals, and the use of interpreters, and many information packets on various topics. For larger items, such as manuals, one copy per requesting county will be provided, unless other arrangements are made through Professional Development and Leadership.

C. On-line Resources

The CLC will maintain a website containing publications of the CLC; other relevant publications such as the NCCAN User Manual series; training announcements; and links to related sites. The website will include a case law digest that will be updated as necessary, including searchable summaries of South Carolina appellate decisions with links to complete decisions where available.

The website will also include a “Highlights” section to provide timely updates such as appellate decisions, new statutes, and articles of interest.

DSS may include a link to any of these materials on its website.

IV. Information Sharing and Services

A. DSS Casework Staff

The CLC will respond to requests for general information from DSS staff. Information provided may relate to general questions about the court system, the roles and responsibilities of various parties, or the services of related agencies. Research information about statutory or case law will be provided to attorneys upon request. The CLC will not provide legal counsel to casework staff regarding specific cases, but will refer them to their attorney instead.

B. DSS Attorneys

CLC will provide information to DSS attorneys on a monthly basis via the listserve about relevant issues or new information on the CLC website.

C. Mandated Reporters

CLC will respond to general questions from mandated reporters related to reporting requirements, law, and child protection or criminal processes. The CLC will not render advice as to whether a report should be made in particular cases.

V. Support for Work Groups and Special Events

A. Family Court Bench-Bar Committee

CLC will facilitate the Family Court Bench-Bar Committee. The bylaws of this committee provide that the DSS Director serves as vice-chair. The Bench/Bar Committee serves as the advisory committee for the Court Improvement Training Grant, who is subcontracted to CLC,

and the Court Improvement Data Grant, subcontracted to DSS. The CLC will provide all staff support necessary to the functioning of the committee and coordinate the presentation of reports.

B. Planning for 2010 Mini-Summit

CLC will coordinate planning efforts for a Mini-Summit of family court judges, DSS county directors, and county attorneys. This 2010 event will build on the original state Mini-Summit held in 2006. The Mini-Summit will be planned in close collaboration with DSS and Court Administration, and will be designed in part to address areas identified as needing improvement in the CFSR. (The Court Improvement Training Grant will be utilized as the primary funding source for the Mini-Summit. Funds provided through this legal training contract will be used to cover travel costs for DSS staff.)

C. Other Work Groups

CLC staff will serve as requested on other committees and work groups supportive of improvements in child welfare services, such as the Child Welfare Advisory Committee. Upon request, CLC will also assist DSS in facilitating study groups that may be needed to address certain issues.

Reporting

CLC will submit monthly reports documenting progress on implementation of deliverables. Reports will include the dates and locations of training sessions, along with the number of participants and summaries of participant evaluations. Each monthly report will also include a list of resource materials prepared and distributed, a summary of information and assistance provided, and summaries of work group meeting dates and accomplishments.

CLE TRAININGS FOR ATTORNEYS APPOINTED IN ABUSE/NEGLECT CASES

Date: March 19, 2010 *Overall Value of Seminar Results
Circuit: 5th and 6th circuits
Location: Columbia, SC
Attendees: 53 Attorneys Overall Value of Training: 4.09 Average

Date: March 26, 2010 *Overall Value of Seminar Results
Circuit: 9th circuit
Location: North Charleston, SC
Attendees: 47 Attorneys Overall Value of Training: 4.41 Average

VOLUNTEER GAL IN-SERVICE TRAININGS

Date: February 10, 2010 *Overall Value of In Service Evaluation Results:
County: Aiken Evaluations to come from Aiken Program
Subject: Gay and Lesbian
Issues
Attendees: 27

Date: March 8, 2010 *Overall Value of In Service Evaluation Results:

County: Lancaster No Evaluations returned
 Subject: Introduction to CPS
 Attendees: 6

Date: March 11, 2010
 County: Anderson *Overall Value of In Service Evaluations Results:
 Subject: Pro Active Role of GAL Evaluations to come from Anderson Program
 Attendees: 24

Date: March 15, 2010 *Overall Value of In Service Evaluation Results:
 County: York Evaluations to come from York Program
 Subject: Multiethnic Placement
 Act (MEPA) and Leg.
 Update
 Attendees: 25

Date: March 23, 2010 *Overall Value of In Service Evaluation Results:
 County: Laurens No Evaluations were returned
 Subject: Testifying Tips
 Attendees: 7

1) Statewide Program Attorneys' training-5/7/10 2) New Judges training-6/3/10

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	1,043,196

Foster\ Adoptive Parent Training

Training for foster care providers is primarily delivered by two providers CCFS and the South Carolina Foster Parent Association. The Foundations for Caregiving Training of Trainers course is a three-day certification training that prepares foster care and adoption workers and contract trainers to deliver the 14-hour pre-licensure-preapproval training for potential foster and adoptive

parents. Participants learn about training techniques as well as training content, and present selected segments of the curriculum as part of this course. The curriculum was approved by ACF and Office of Civil Rights to ensure MEPA compliance.

The Sustaining Family Connections series provides opportunities for SCDSS caseworkers to enhance their skills in building relationships with families and with SCDSS staff to support the best interests of the child. The series is designed for a composite audience of caseworkers in foster care and adoption, birth parents, adoptive parents, foster parents, and SCDSS county and state administration. The four topics discussed are crucial to understanding issues of children, adolescents, and families affected by placement issues. They are:

- Birth Families and Their Children in Care
- Attachment Issues for Children in Care
- Visitation
- Life Book

The Center provides other training in order to meet the needs of the foster parent providers such as:

Courses	# Sessions Requested	Possible Trainees
Parenting Children Affected by Sexual Abuse Maltreatment	1	25
Parenting children with Prenatal Substance Exposure	2	50
Adolescent Development	1	25
Child Development (prenatal to 11 years)	1	25
Understanding the Family Court System	3	75
Skills for Mentoring Birth Parents on Behalf of the child	2	50
Preparing the Child for Independent Living	1	25
Parenting Children with Disabilities	2	50
Parenting a Severely Traumatized Child	2	50
Parenting Across Culture	4	100
Parenting in Transitions: From Fostering to Adopting	3	75

South Carolina Foster Parent Association (SCFPA) is a key collaborator with the agency. SCFPA has a position for a training coordinator who works collaboratively with agency staff and other contract providers. 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 as well as access to other training events. Generally these are offered in the locality of their local DSS and under the sponsorship of their Local Foster Parent Association. Instructors for training include

“contracted” trainers, local trainers. SCFPA also coordinates training from other organizations such as Pro-Parents (specific training to address special education needs), Guardian ad Litem program, FCRB, etc. SCFPA also sponsors a foster parent conference each year. An estimated 600 foster parents attend this conference on a yearly basis.

The 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 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. In FY 2008 the SCFPA launched a training program for local FPA meetings. The schedule includes presenters, such as the Mental Health America, Car Seats for Kelly, Foster Care Review Board, PRO-Parents, Children’s Law Office, Guardian ad litem, and Chafee Independent Living Program.

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. Recipients of this will receive a special gift.

SCFPA Teen Recognition

The Teen Recognition Committee of the SCFPA identifies a teen 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 is recognized at the SCFPA Annual Training Conference with a monetary award.

Laptop Bundle

A partnership between the SCFPA and SCDSS provides an opportunity for foster youth to access a laptop computer bundle that includes a computer with a three year service agreement, software, printer, and carry case.

SCFPA Scholarship

The Scholarship Committee of the SCFPA identifies a graduating high school senior currently in foster care that meets the set criteria and is deserving of this recognition. The winner is recognized at the SCFPA Annual Training Conference with a scholarship that can be used for any academic or training program that helps recipient meet his or her goals.

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, and 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.

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.

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.

From July 1, 2009 – March 30, 2010 SCFPA and their collaborators have provided 335 local trainings and 30 (3 hour) cluster trainings. Based on the sign-in sheets we have received more than 3180 participants have attended these trainings with an average attendance of 17 per training session. SCFPA opens these trainings to group home staff, GAL volunteers, therapeutic foster parents, SCDSS staff and others in order to help form stronger relationships in the community to support safety, permanency, and well-being for children.

As of March 30, 2010, SCFPA has offered the MEPA training in 40 locations and has trained a total of 671 foster parents. SCFPA has 3 MEPA trainings scheduled; we will offer a total of 43 MEPA trainings by the end of 2010.

Location	Date	Total Of Participant
Lancaster FPA	8-Nov-09	8
Abbeville FPA	11-Jan-10	4
Aiken FPA	11-Feb-10	14
Anderson FPA	18-Feb-10	13
Beaufort FPA	25-Jan-10	22
Berkeley DSS	17-Mar-10	14
Charleston FPA	6-Feb-10	17
Cherokee FPA	30-Mar-10	12
Chester FPA	11-Feb-10	12
Chesterfield FPA	23-Mar-10	13
Clarendon FPA	28-Jan-10	8
Coker College	9-Jan-10	7
Colleton FPA	11-Feb-10	10
Darlington FPA	16-Mar-10	18
Dillon FPA	16-Feb-10	4
Dorchester FPA	12-Feb-10	24

Fairfield FPA	9-Feb-10	11
Florence FPA	18-Feb-10	24
Georgetown FPA	25-Feb-10	14
Greenville FPA	23-Feb-10	53
Greenville IFCCS	26-Jan-10	8
Greenwood FPA	22-Feb-10	10
Hampton FPA	2-Feb-10	5
Horry FPA	12-Jan-10	47
Jasper FPA	28-Jan-10	12
Kershaw FPA	5-Jan-10	26
Laurens FPA	16-Mar-10	14
Lee FPA	18-Mar-10	6
Lexington FPA	6-Mar-10	25
Lexington FPA	18-Mar-10	49
Marlboro FPA	16-Feb-10	13
Newberry FPA	23-Mar-10	18
Oconee FPA	8-Feb-10	8
Pickens	23-Mar-10	23
Spartanburg FPA	25-Jan-10	25
Sumter FPA	9-Mar-10	23
Tri-county FPA	1-Mar-10	22
Union FPA	17-Mar-10	7
Williamsburg FPA	25-Mar-10	9
York FPA	4-Jan-10	19
TOTAL as of March 30, 2010	40	671

Trainings scheduled

Location	Date	Title
Richland FPA -	4/27/2010	MEPA
Marion FPA -	5/6/2010	MEPA
Berkeley FPA -	10/9/2010	MEPA
TOTAL	3	

SCFPA is currently forming new partnerships with the National Center for Missing and Exploited Children of South Carolina to deliver their curriculum Keeping Children Safer While in Care: A Presentation for Foster Parents and Child-Welfare Professionals, Safe Kids of South Carolina, Baptist of Easley, and Palmetto Baptist to expand training options for foster parents.

SCFPA, SCDSS, and CCFS are negotiating how the three agencies can improve their collaboration efforts in the future to ensure that foster parents of SC have high quality accessible training available at the local level.

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:

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

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 to include notice of hearings and the opportunity to be heard
- 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

Working with Teens which is a training that assists foster parents to focus on the services provided for pre-adolescence, middle adolescence and late adolescence.

- **COACHING**

The foster parents will be able to demonstrate the ability to encourage and motivate teens to reach potentials based on their strengths

The foster parent will be able to create an environment that provides information and goal setting initiated by teens

- **INDEPENDENCE VS. SOCIALIZATION**

The Foster parents will be able to identify the critical role they play in helping teenagers deal positively with their feelings about their birth families.

The foster parent will be able to assist the teenager in developing social skills that will create positive relationships

- **HEALTH AND SAFETY ISSUES**

The foster will be able to communicate to the teen issues of universal precautions and other health concerns. The foster parent will be able to provide the teen with pertinent information regarding gangs, safe sex, and an awareness of security at home, school and community.

Relationships in 3-D

Do you want to understand yourself better? Are you growing weary of being annoyed by children, judges, attorneys, GALs, therapist, doctors, teachers, caseworkers and others?

This workshop provides information on three essential components of individuality. How we interact with others is shaped by many factors. By looking at theories that explore Personality Styles, Learning Styles and Love Languages participants will gain a greater appreciation for themselves, their clients and co-workers. They will be better prepared to interact with others. Utilizing an interactive approach to present this dynamic information, Relationships in 3-D, provides instruction that will move beyond mere tolerance, to an understanding and appreciation for others. This workshop brings together literally volumes of information that has been transformed into practical useful strategies for creating an environment of respect and appreciation at work and home.

Cultivating the Spirit of the Child

Objectives

- Aid the participants in building awareness of trauma and its affect on children
- Assist the participants in developing intervention skills

- Discuss different approaches to understanding the pain children experience when they are separated from their mothers

SCFPA will coordinate and provide training to include 350 (this number will be higher see below) training sessions through local associations and cluster groups for the 41 local foster parent association meetings. SCFPA will sponsor specific MEPA training based upon the curriculum approved by ACF and Office of Civil Rights staff.

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

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

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

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

In Spite of... She's Still My Mother

Objectives

- Aid the participants in understanding that the mother is the first, the basic caretaker
- Understand how losing Mother -in a physical or emotional way- starts a nightmare of deprivation for a child. In a way, it never ends
- Understand many negative conditions and feelings experienced later in life may have their roots in this extremely traumatic experience: the early childhood abandonment or rejection by Mother

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.

SCFPA will coordinate and provide training to include more than 400 training sessions through local associations and cluster groups for the 41 local foster parent association meetings and IFCCS. SCFPA will work closely with SCDSS to ensure that core topics are developed and delivered statewide.

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	1,499,790

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 and 7 additional stipend scholars in the 2009-2010 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 presented for the students to review during class.
 - A representative from the Curriculum Committee will be sitting in on the three week training.
 - 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. This orientation would be held in late August. Individuals that would be invited: County Directors, Field Instructors, potential Field Instructors, Scholar Students, and Field Coordinators from individual schools.

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 – would like to create 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.

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 addiction 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. The State Director personally meets with county management staff to debrief this process.
6. 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.

7. Within 30 days of receiving its final report the county shall submit its program improvement plan to the Deputy Director for Community 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, IFC&CS staff, technical assistance staff and any community partners identified in the CWSR - with the county assuming lead responsibility. To facilitate this process:

- A Preliminary review report is prepared by the Review Coordinator and presented to the County Director on the final day of the county's onsite review. Program TA staff should be present at this exit conference and offer assistance to county staff in development of a continuous improvement plan. The county is encouraged to begin implementing its improvement strategies immediately. The County Director has two weeks to respond to the QA Review Coordinator with any changes or additional information for the review report.

- QA Review Coordinator will email the corrected preliminary review report to the county and program and community relations staff. Additionally, PQA staff will check CAPSS for any corrective action that was needed on case-specific concerns.

Approximately one month after the county review, a conference at state office is scheduled and the county is expected to bring a draft CIP for discussion at the conference. The Executive Management of the State Office attends this meeting, including the State Director. Prior to the conference, program TA staff work with the county and other staff on this draft CIP, assisting as needed with improvement strategies or arranging for specific services. During the conference, state office staff along with county staff collaborates to further affirm or refine the preliminary report and identify any systemic issues that require assistance on a state level.

After the CWSR report has been agreed upon, the State Director sends the final report of the Child Welfare Services Review (CWSR) to the County Director for dissemination, with a copy to State Deputy Director for Community Services. The County Director is then to submit to the Deputy State Director of Community Services a final continuous improvement plan (CIP) within 30 days of the date of the report cover letter, *if* a CIP has not already been developed, approved, and initiated. Copies of CIPs and quarterly reports go to Office of Program Improvement and Director of Human Services.

Program Improvement staff will prepare a letter for the Deputy State Director's signature and mailing, notifying the county that the CIP has been approved. The County Director will designate a person in the county to be responsible for coordinating with Adoptions; IFC&CS 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.

The QA unit provides ongoing training for county child welfare supervisory staff, technical assistance staff, and others. Since 2004, over 300 supervisors have been trained. Ten of the current county directors are former supervisors who participated as CWSR team members. The QA unit has also provided training for members of the Foster Care Review Board, the Citizens Review Panel, and Court Administration.

QA review final reports are published on the agency’s website and are distributed to members of the General Assembly.

Technical Assistance

The state level program TA staff participates as QA reviewers and monitors the county CIPs during county quarterly on site visits. Regional community service staff is now also working with county directors to lend additional support for program improvements.

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. Fourteen data elements considered critical were established to help county managers assess levels of county child welfare practice. Directors and supervisors have been trained on the dashboard data - how to access and interpret it – and the dashboard is being distributed on a monthly basis. State level planning and research staff are available to provide technical assistance on the dashboard, as are program TA staff, regional community support staff, and CAPSS staff.

Additional Agency Support for Quality Practices

The State Director reviews the monthly data reports and sends emails to the field staff to demonstrate support and encouragement.

The agency has a monthly newsletter “One Voice” in which best practices in various counties are highlighted. This newsletter is received by all staff in the agency. The CPS program staff has begun sending out a monthly “Tips” newsletter which is also received by all staff.

The agency established a Child Welfare Council. The Child Welfare Council includes the top program managers for Child Welfare and representatives from Community Services. The State Director attends this meeting. The Council meets on a weekly basis. Critical child welfare issues are discussed at this meeting.

COURT IMPROVEMENT PROJECTS AND LEGAL CASE MANAGEMENT SYSTEM

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 CFRS process. Case Review was rated as an Area In Need of Improvement in the 2009 CFRS Final Report. 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 agencies are planning a joint judicial summit scheduled for December 2, 2010. The judges and legal staff will develop local administrative plans to improve permanency for children during the summit.

Additionally, the state has the Bench-Bar Committee. The Bench-Bar Committee is co-chaired by the State Director for SCDSS and a Family Court Judge. 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.

The South Carolina Department of Social Services (SCDSS) is the South Carolina Agency charged with the responsibility for a number of social services programs within the state; i.e., Adoptions, Adult Protective Services, Child Care Services, Child Protective Services, Child Support Enforcement, Family Independence (TANF), Family Nutrition, Foster Care Services, Foster Care Provider Licensing, Supplemental Nutrition Assistance Program (SNAP), and a host of others.

The SCDSS has attorneys and paralegal assistants covering 46 counties for 16 judicial circuits throughout the State of South Carolina, providing legal support to both county and regional SCDSS offices in client welfare programs and adult protective services. There are two distinct groups of legal staff within DSS: 1) the Office of General Counsel which is physically located in Columbia, SC; and 2) the legal staff managed by the local DSS County Director that represents the DSS county offices (46 counties) and regional offices. This legal staff works with adult protective services and child welfare programs, and therefore uses data from the Child and Adult Protective Services System (CAPSS). The agency had no single automated or centralized system that provided oversight and management of the legal caseloads processed by the SCDSS attorneys and paralegal assistants.

With the recent procurement of a legal case management system (LCMS), the Agency is in the process of implementing a software solution that will enable the Agency to efficiently manage the statewide legal cases, court documents and court dates. In addition to the basic capabilities of this self-contained software, the proposed system must be able to interface with CAPSS to either extract necessary data from CAPSS or to provide necessary data to CAPSS. Capabilities of the system include such functionality as:

- An all-in-one solution that can provide everything needed to organize and automate processing of legal caseloads
- A task tickler system with features for calendaring, scheduling, daily reminders (to-do list), alerts, and a list of hearings due and overdue
- Case summary capabilities (case notes, narrative input, case status, parties or others to be served, case closure schedule)
- A searchable database (demographic information on clients, attorneys, witnesses, judges, Guardian ad Litem, supervisors, etc.)
- Templates for memos or orders (letters, memos, orders), including the flexibility to make changes on these based on the particulars of the case
- An integrated document assembly program with a variable merge capability
- A workflow process that can be set up to support a sequence of tasks to be completed
- Complete case demographics (parent's names, children's names, dates of birth, docket number, names / addresses of foster parents)
- The ability to track and manage all legal caseloads for the designated programs from a single source
- The ability to shift a legal case to a different attorney as needed
- Standard reports for monitoring and tracking legal actions coming due, currently due, and overdue (examples must be included)
- Accountability audits and security processes
- Ad-hoc reporting and data extraction capability utilizing an end-user usable reporting/data extraction tool (such as Crystal Reports or some equivalent tool)
- Ability to import and export (preferably using XML) files to the CAPSS database maintained by the Agency

- Provide updates as end user workstation operating systems and office applications are updated to ensure interoperability
- Support a minimum of 200 concurrent users who have varying access rights; i.e., full; view, but not update; print; etc.

LCMS ROLLOUT SCHEDULE

DATES	ACTIVITY
November 9 – December 23	CAPSS Interface Testing
December 23 – January 4	LCMS Testing (Aiken, Bamberg, Barnwell, Greenwood, Lancaster)
January 4 – 7, 2010	Document/Template Testing and Revision
January 8, 2010	System Testing by all Subject Matter Experts
January 8 – 12, 2010	Test Results Vendor Modifications
January 12 – 13, 2010	Administrator Training for all Subject Matter Experts
January 14	Pilot GoLive (Aiken, Bamberg, Barnwell, Greenwood, Lancaster)
March 30 - April 2	Region I Training
April 5	Region I Go Live
April 20 - 23	Region II Training
April 26	Region II Go Live
May 18 - 21	Region III Training
May 24	Region III Go Live
Jun 1 - Jun 4	Region IV Training
Jun 7	Region IV Go Live

Training and “GoLive” are being scheduled by region to permit a phased implementation. The phased approach was chosen to permit a more focused training and support effort during the first few weeks after implementation.

Training thus far includes:

Counties Trained	Number Staff	Dates
Pilot (Aiken, Bamberg, Barnwell, Greenwood, Lancaster)	5	January 12/13, 2010
Region I (Abbeville, Anderson, Cherokee, Greenville, Greenwood, Laurens, Newberry, Oconee, Pickens, and Spartanburg)	48	March 30 / April 2, 2010
Region II (State Office, Aiken, Bamberg, Barnwell, Chester, Edgefield, Fairfield, Kershaw, Lancaster,	53	April 20 / 23, 2010

Lexington, McCormick, Richland, Saluda, Union,
York)
Region III (Allendale, Beaufort, Berkeley, Calhoun,
Charleston, Colleton, Dorchester, Hampton, Jasper,
Orangeburg)

33 May 18 / 21, 2010

A monthly breakdown of major activities for planning and implementation of the system follows:

October 2008

The Request for Proposal (RFP) for the legal case management system was re-submitted (previous respondents were unsatisfactory).

A Pre-Proposal Vendor conference was held and vendor questions were published via an RFP amendment.

November 2008

The RFP opened November 7, 2008. The evaluation team submitted clarification questions to all proposal respondents, scored all RFP components, and scheduled a vendor demonstration for December 2008.

December 2008

The evaluation team viewed the vendor demonstration and completed proposal scoring. A vendor was selected and contract negotiations began.

January – February 2009

Contract negotiations produced a Software License Agreement, Software Support Agreement, and Record of Negotiations document.

March 2009

The LCMS contract was awarded to Spartan Technology Solutions, Spartanburg, SC., on March 17.

April, May, June 2009

Teams were established to refine workflow and business process documentation (Adoptions, Child Protective Services, Emergency Protective Services, ExParte, Intervention, Permanency Planning, Termination of Parental Rights, Appeals, Administrative Appeals, Central Registry, Daniel's Law, Judicial Review Hearings, Mediation).

The LCMS server infrastructure was installed.

The University of South Carolina was asked to prepare to provide the ongoing LCMS training after the initial implementation and training is finalized.

July, August, September 2009

The vendor and the Child and Adult Protective Services System (CAPSS) staff defined the requirements for the interface between CAPSS and LCMS. The CAPSS interface XML structure and web services design were finalized.

The team began collecting reporting requirements and defining staff roles and responsibilities (subject matter experts, technical support staff, help desk staff, etc).

The vendor worked on software customization of their case management system.

Some of the subject matter experts attended administrator training the week of August 24. They also began entry of tables and documents to be used throughout the application.

October, November 2009

The vendor finalized software customization and the CAPSS interface, established a test environment and completed system and interface testing. They also delivered the LCMS client for download to user workstations.

Word Merge training was delivered to available subject matter experts the week of November 2. The subject matter experts continued system setup and document/template entry.

A test plan was provided to users to begin system testing. Conversion case data for Greenwood was downloaded from CAPSS to LCMS for user testing.

Weekly and/or bi-weekly calls between the subject matter experts, DSS information systems staff, DSS information systems test staff and the vendor were scheduled.

December 2009

Conversion case data for Lancaster, Aiken, and Charleston was downloaded from CAPSS to LCMS for user testing. Testing continued throughout December, revealing minor system and configuration changes that are needed.

December 2 and 3 included training/testing for some of the Adoptions staff. Greenwood pilot training was also delivered on site.

The vendor supplied the base workflow components of the system; one of the subject matter experts is testing and modifying as appropriate.

Lead attorneys were designated for corresponding counties.

Daily calls were scheduled for the subject matter experts, DSS information systems staff, DSS information systems test staff and the vendor

January 2010

All documents/templates to be used by the legal staff were setup within the system as a document template. Template functionality was thoroughly tested.

Subject matter experts from across the state participated in a day-long testing exercise of all system functions. The test resulted in modifications to the application.

Subject matter experts and support staff were trained on the administrative functions of the system.

The system was migrated to production and the pilot counties (Lancaster, Greenwood, Bamberg, Barnwell, and Aiken) were “live” in mid-January.

February 2010

The pilot counties encountered data conversion and system functionality that required modification by the vendor and the DSS IT staff. After modifications were made, the data were reloaded and the pilot resumed

March 2010

The pilot counties remained in production through the month of March while planning for Region I (Abbeville, Anderson, Cherokee, Greenville, Greenwood, Laurens, Newberry, Oconee, Pickens, Spartanburg) training was completed. Training began March 30 at the Spartanburg County DSS facility.

April 2010

Region I training was finalized and LCMS was implemented April 5.

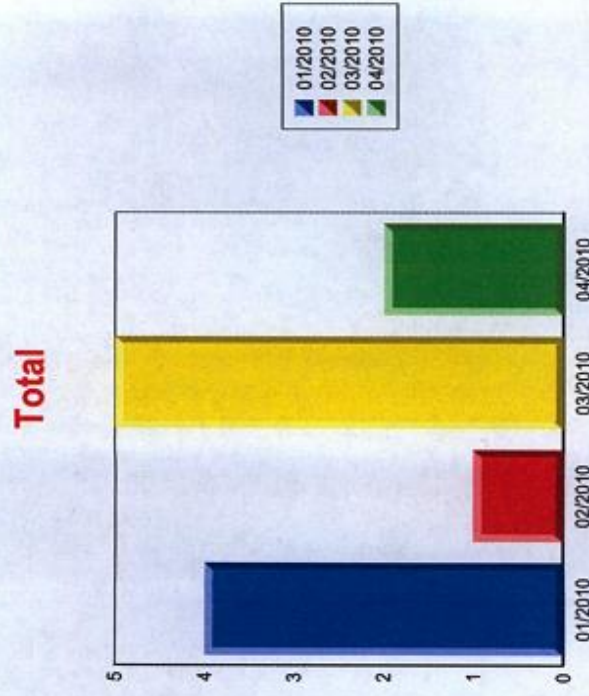
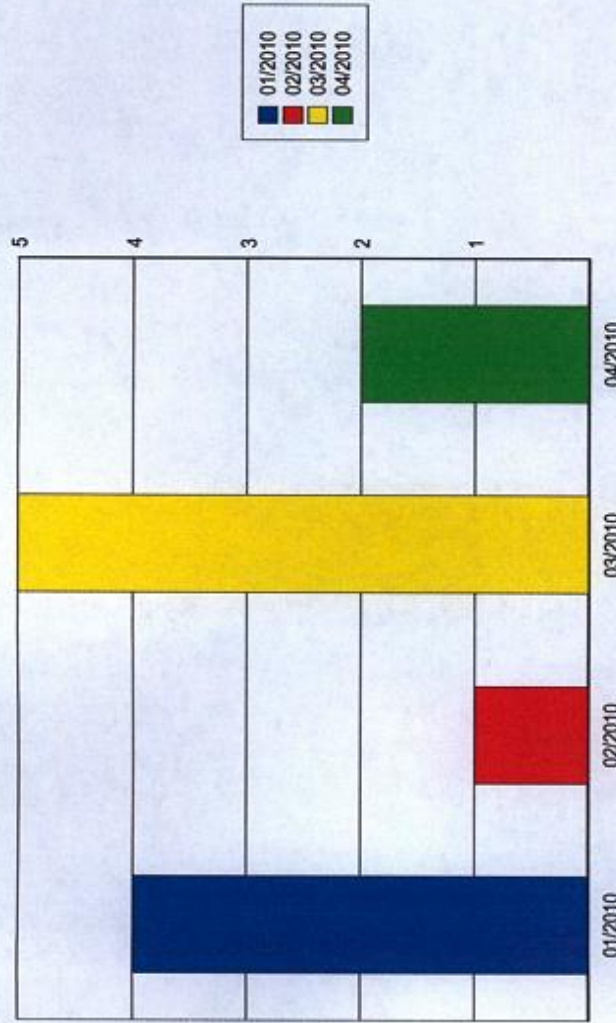
Training for Region II and State Office (Aiken, Bamberg, Barnwell, Chester, Edgefield, Fairfield, Kershaw, Lancaster, Lexington, McCormick, Richland, Saluda, Union, and York) was held April 20 – 23, with “GoLive” for Region II on April 26.

The following pages are examples of reports that are being generated by the LCMS system. There is a team in place to review these reports and recommend improvements. This team will also analyze the report data to determine where process improvements are needed. Summary reports will be presented quarterly to the Child Welfare Council.

Broken Down by Month by Legal Action Type

Date Range : 01/01/2010 - 04/30/2010

Legal Action Type	01/2010	02/2010	03/2010	04/2010	Total
Emergency Protective Custody (Adu	4	1	5	2	12
Total	4	1	5	2	12



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 (See Attachment E). 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.

Following the policy information is more detail about agency and state disaster plans.

South Carolina Department of Social Services
Human Services Policy and Procedure Manual

CHAPTER 8, Foster Care
Revision Number: 03-02

Effective Date: 09/02/2003

839 Evacuation of Foster Children in the Event of a Disaster

In the event of a mandatory evacuation order due to a disaster (hurricane), foster children are to be evacuated to a designated shelter or a safe location that is not threatened by the disaster. Foster care or adoptions staff may be asked to assist as needed. **The State Office licensing staff will assist group care providers and child placing agencies** (therapeutic foster care providers licensed by private providers) with making arrangements for housing with other providers. This section serves to provide information and guidance for foster care staff to obtain the whereabouts and location of foster children.

Foster Care/MTS worker

1. Informs foster parents to contact the disaster Hotline 1-800-700-1156 if evacuating or leaving their home. Foster Parents need to be prepared to forward the following information:
 - a. child's name;
 - b. county or office of case management;
 - c. current whereabouts; and
 - d. a phone number where they can be reached.

2. Makes alternative placement arrangements for foster child, if foster parent chooses not to comply with a mandatory evacuation order.
3. Informs the foster parent in the event that the foster parent plans to evacuate to a residence rather than a designated shelter, foster parent must be certain that:
 - » the location is safe and is large enough to accommodate everyone; and
 - » the location of the residence is located far enough away to not be threatened by the disaster; and
 - » the name, address and telephone number of the residence is shared; and
 - » the residence is appropriate for the needs of the child.
4. Instructs foster parent to contact the county or office of case management with the following information as soon as lines of communication are restored:
 - a. the safety and condition of the foster child and family; and
 - b. the current living arrangements ; and
 - c. the condition of the home (if known); and
 - d. whether or not the foster family can reside in the home (if known).
5. Contacts State Office Foster Care Licensing Staff as needed, for additional information related to plans for group care providers and foster parents licensed by private providers.

South Carolina Department of Social Services
Human Services Policy and Procedure Manual

CHAPTER 9, Foster Care Licensing
Revision Number: 04-01

Effective Date: 02/23/2004

916 Disaster Preparedness Plans for Foster Families

In the event of a disaster such as a hurricane, foster parents need to be prepared to act quickly and decisively. While it is impossible to be ready for every conceivable disaster, a plan is the first step to ensuring that foster parents and children are safe. As a prerequisite to licensure, all foster parents are required to have a plan in place initially and annual reviews thereafter. This section serves to provide guidance to issues surrounding disaster preparedness for foster parents and staff. Please note that "listings of shelters" are not always available as many shelters are identified only at the time of emergency/need.

Licensing Worker

1. Reviews the foster parents' written evacuation plans during the initial assessment and at the time of re-licensing. The plan should include the following topics:
 - a. Disaster preparedness plans that are responsive, flexible, appropriate to the situation and include several locations to choose from.

- b. If the child is considered medically fragile, the plan should reflect attendance at either a medically fragile shelter or a home that can accommodate the child's special needs. (Refer to the county emergency plan for a listing of shelters to accommodate the medically fragile - if a listing is available).
 - c. Foster children must be evacuated when there is a mandatory evacuation order.
 - d. Foster parents should evacuate to shelters that have been approved by the local emergency/disaster preparedness plan.
 - e. In the event that the foster parents plan to evacuate to a residence, they must be certain that:
 - Ø the location is safe and is large enough to accommodate everyone; and
 - Ø the location of residence is located far enough away to not be threatened by the disaster; and
 - Ø the name, address and telephone number of the residence is available; and
 - Ø the residence is appropriate to the needs of the child.
2. Reviews and discusses with foster parents approved shelters in the local area on an annual basis, (if a listing is available).
 3. Informs the foster parents to contact the **Disaster Hotline 1-800-700-1156** at the time of evacuation with the following information:
 - a. foster child's name; and
 - b. county or office of case management; and
 - c. foster child's whereabouts and situation; and
 - d. the telephone numbers where the child/family can be reached.
 4. Instructs foster parents to ensure that the foster child's name is listed on an attendance roster, if they are evacuating to a shelter.
 5. Informs foster parents to contact the local county or office of case management as soon as lines of communication are restored with the following information:
 - a. the safety and condition of the foster child and foster family; and
 - b. the current living arrangements; and
 - c. the condition of the home (if known); and
 - d. whether or not if they can reside in the home (if known).
 6. Amends the foster home's license if the home has been damaged and is not habitable.

739 CPS Investigations and Ongoing Services in Event of Natural or Man-Made Disaster

Purpose: To outline procedures to guide the response to new child protective services reports in areas adversely affected by a man-made or natural disaster, as well as for providing ongoing services as necessary. In the event of a disaster where communication and transportation systems are disrupted or an evacuation is ordered, routine services may be suspended and only emergency services available. In the event of a mandatory evacuation order due to a disaster, such as a hurricane or act of terrorism, the employees of the department will follow directions as given by the agency in authority and prescribed by the DSS Disaster Plan. Nothing in this section should be seen as supplanting the agency disaster plan.

Social Services Worker/Supervisor New Reports

1. Ensures that all reports of an emergency nature received during a time of disaster are 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 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 likely 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 in Chapter 8.

On-going Treatment Cases

2. Ensures that ongoing services to a family in an active in-home treatment case are triaged during the disaster period so that emergency services are provided, with other situations 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.

Department of Social Services

FAMILY DISASTER PLAN

Date:

Family Name: _____

Managing County: _____

Address of foster parent: _____

E-mail address foster parents: _____

Phone: Home: _____

Foster Mother Work #: _____ Foster Father Work #: _____

Foster Mother Cell: _____ Foster Father Cell: _____

If I need to evacuate my home, I would relocate to:

First Choice: (name of friend, address, phone number, alternate phone numbers, other contact information – e-mail address, etc.)

Second Choice: (If you are not able to go to the first choice) Please provide address, phone number, alternate phone numbers, other contact information – e-mail, etc.

Contact information for person who I would be in touch in case of an emergency and who the agency could contact if necessary: (family members or friends outside of the immediate area).

I understand I need to take the following critical information with me when I evacuate.

- Agency contact information (agency emergency contact number)
- Foster and Biological children’s medical information, prescription, medical reports

I understand that I am required to check in with the SC Dept of Social Services within **24 hours**. I can call this toll free number: # **1-800-700-1156**

I understand that should any of the information included in this plan change that I am to update the form within 14 days of the change and provide the agency with the update.

Signature: Foster Mother _____
Foster Father _____

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

ATTACHMENTS TABLE OF CONTENTS

Attachments

- A. Citizens Review Panel CY2009 Report
- B. Agency Initial Response to Citizen Review Panel CY2009 Report
- C. Agency Response to Citizen Review Panel CY 2008 Report
- D. NRCCPS Technical Assistance Report to SC
- E. Drug Endangered Children Protocol
- F. SC Child Welfare Services Practice Model
- G. The Governor's Task Force on Foster Care and Adoption
- H. DSS Family Meeting Survey
- I. SCDSS and Casey Family Programs Agreement
- J. SC Families First Implementation Schedule
- K. SC Family Group Conferencing Model
- L. Families First Competencies
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- N. Families First Referral Form
- O. Coordinator Matching Form
- P. Families First Contract Process
- Q. Deliver FGC Services Form
- R. Family Opt's Out Form
- S. Family Plan Implementation Form
- T. Payment Process Form
- U. Families First Post-FGC Form
- V. FGC Coordinator Certification Form
- W. FGC Roll Out to Counties
- X. FGC Description
- Y. FGC Description (1 page summary)
- Z. SC Families First Acknowledges
- AA. SCFF Referral Criteria
- BB. Testimonials
- CC. Evaluation Proposal
- DD. All Hazards Disaster Emergency Operations Plan Development Guide and Template for DSS Foster Family Child Care, Foster Group Homes, Children in Intensive Foster Care & Clinical Services