

NEBRASKA CONTINUOUS QUALITY IMPROVEMENT (CQI)



Child Protection & Safety

Our Vision: Children are safe and healthy and have strong, permanent connections to their families.

Our Commitments:

1. Children are our #1 priority
2. We respect and value parents and families
3. We value partnerships
4. We are child welfare professionals

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Nebraska Federal Indicators Matrix December 2015

 Department of Health & Human Services NEBRASKA	Absence of Maltreatment Recurrence	Absence of Maltreatment in Foster Care	Timeliness and Permanency of Reunification	Timeliness of Adoption	Permanency for Children in Foster Care	Placement Stability
Federal Target:	94.60%	99.68%	122.6	106.4	121.7	101.5
Eastern	95.17%	99.88%	126.6	145.9	153.1	107.1
Southeast	95.01%	99.91%	115.7	146.6	135.4	110.8
Central	96.00%	100.00%	110.9	170.4	169.4	113.8
Northern	97.43%	99.87%	135.0	150.6	131.3	118.0
Western	98.49%	100.00%	127.0	167.6	174.4	118.9
State	95.63%	99.91%	123.0	149.3	147.2	110.3

= Passing the Federal
 = Not Passing the Federal Indicator

Note: Youth throughout the state who are placed in YRTC are reflected in the Federal Measures for the Central and Southeast Service Areas due to the YRTC's being located in Kearney and Geneva.



Nebraska Federal Indicators Matrix Division of Children and Family Services

	Absence of Maltreatment Recurrence					Absence of Maltreatment in Foster Care					Timeliness and Permanency of Reunification					Timeliness of Adoption					Permanency for Children in Foster Care					Placement Stability				
Federal Target:	94.60%					99.68%					122.6					106.4					127.7					101.5				
Dates	Mar-06	Jun-08	Jun-10	Jun-12	Jun-14	Mar-06	Jun-08	Jun-10	Jun-12	Jun-14	Mar-06	Jun-08	Jun-10	Jun-12	Jun-14	Mar-06	Jun-08	Jun-10	Jun-12	Jun-14	Mar-06	Jun-08	Jun-10	Jun-12	Jun-14	Mar-06	Jun-08	Jun-10	Jun-12	Jun-14
Eastern	92.8%	91.2%	91.4%	92.9%	97.03%	99.72%	99.68%	99.64%	99.62%	99.43%	118.4	110.0	115.4	111.9	114.85	76.1	101.6	107.3	100.4	131.49	141.4	141.6	146.3	152.2	150.61	88.1	88.9	91.6	97.7	103.24
Southeast	88.3%	91.7%	92.7%	88.5%	95.57%	99.75%	99.67%	99.73%	99.31%	99.94%	123.5	97.1	102.0	113.8	120.89	90.5	109.5	124.4	133.5	136.18	146.6	152.8	157.4	153.0	155.17	89.6	95.7	95.6	100.2	100.20
Central	92.2%	93.7%	95.5%	92.2%	94.94%	99.70%	99.58%	99.88%	99.88%	100.00%	125.1	102.5	118.1	122.5	113.53	80.1	131.6	102.2	148.5	118.62	158.2	151.9	138.8	177.0	166.72	83.8	88.3	90.7	95.2	102.36
Northern	90.3%	92.0%	93.9%	93.7%	95.93%	99.53%	99.74%	99.79%	97.95%	99.75%	115.0	125.3	126.5	126.2	124.11	94.8	112.4	138.4	119.0	132.27	145.6	156.9	155.8	169.5	158.13	87.6	83.6	89.4	93.2	111.13
Western	92.3%	95.0%	95.7%	91.7%	95.67%	99.73%	99.91%	99.78%	99.88%	99.67%	127.5	108.5	125.8	115.5	110.49	84.7	76.9	129.8	135.1	142.52	142.3	153.3	160.4	170.2	155.37	85.6	90.6	85.3	93.4	102.84
State	90.6%	92.1%	92.7%	91.4%	96.02%	99.70%	99.70%	99.72%	99.43%	99.70%	117.8	105.0	114.0	112.8	116.97	87.3	105.0	117.6	119.1	127.11	144.5	149.5	148.2	155.6	153.72	87.1	90.0	91.6	97.0	103.10

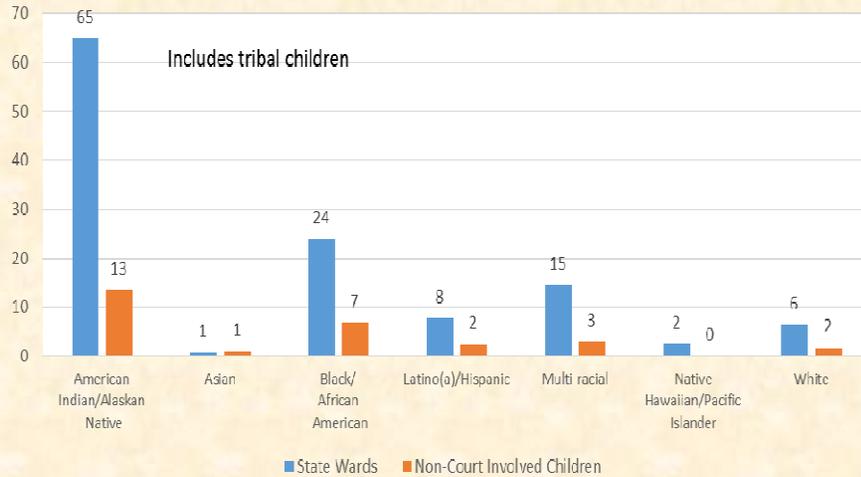
8/19/2014 Prepared by: A. Wilson

█ = Passing the Federal Indicator
█ = Not Passing the Federal Indicator

* This chart was added to the CQI document in August 2014

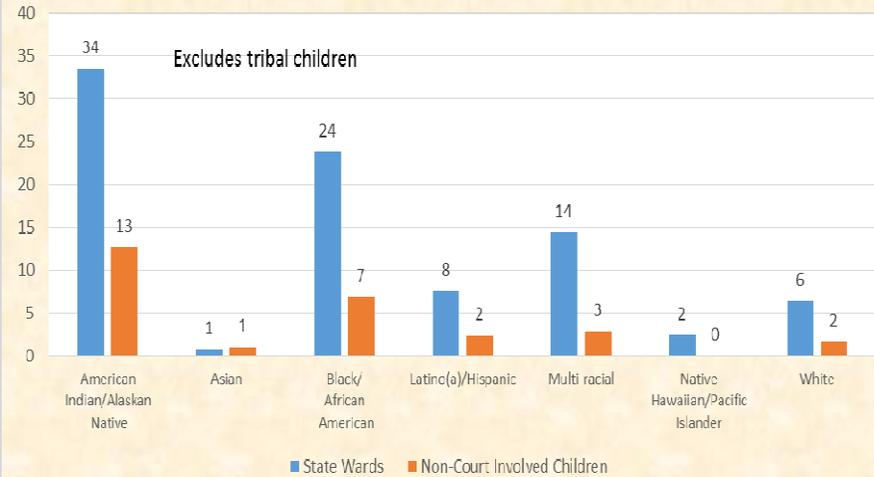
Statewide: State Wards and Non-Court Involved Children by Race Per 1000 of the Population

Data as of 03/16/2015



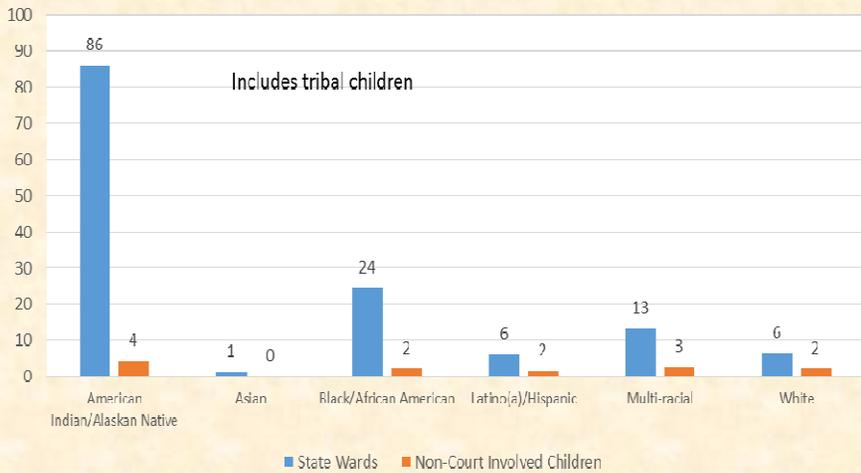
Statewide: State Wards and Non-Court Involved Children by Race Per 1000 of the Population

Data as of 03/16/2015



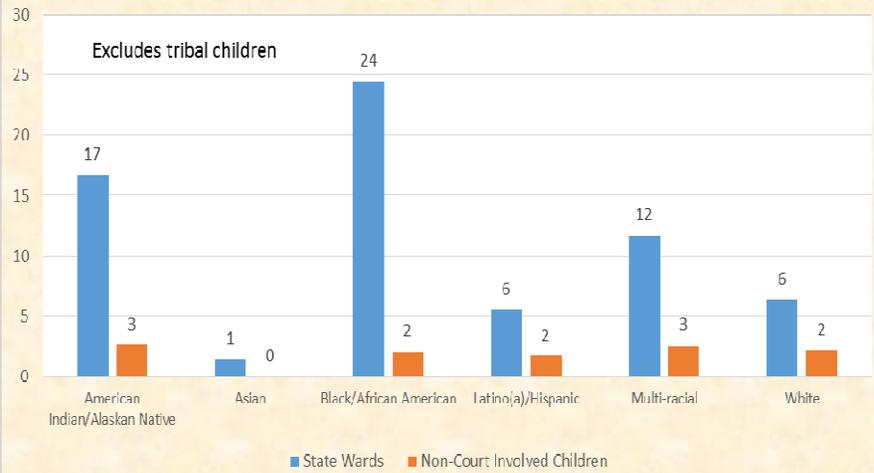
Northern Service Area: State Wards and Non-Court Involved Children by Race Per 1000 of the Population

Data as of 03/16/2015

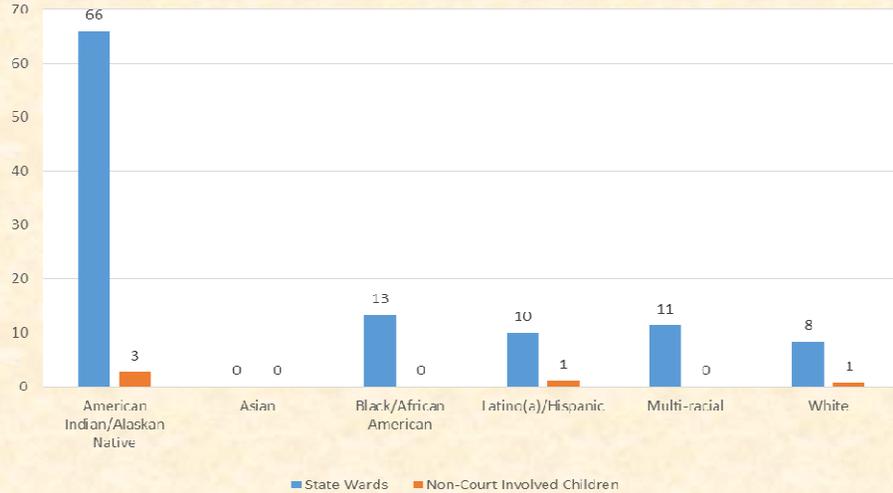


Northern Service Area: State Wards and Non-Court Involved Children by Race Per 1000 of the Population

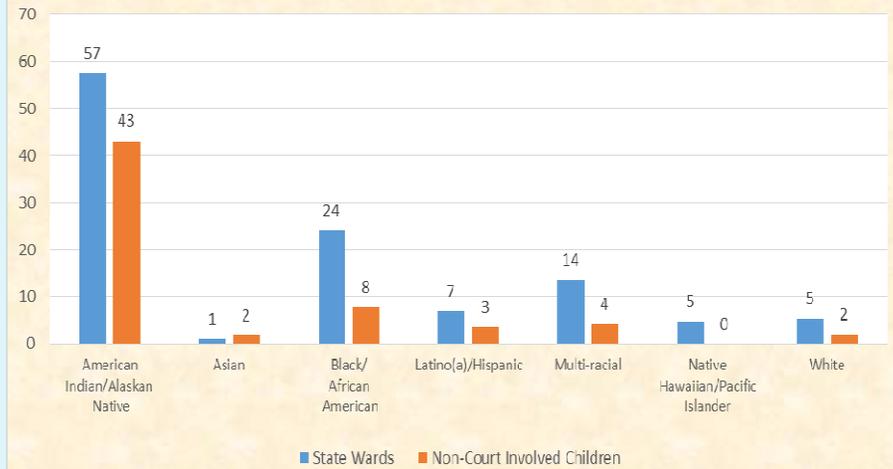
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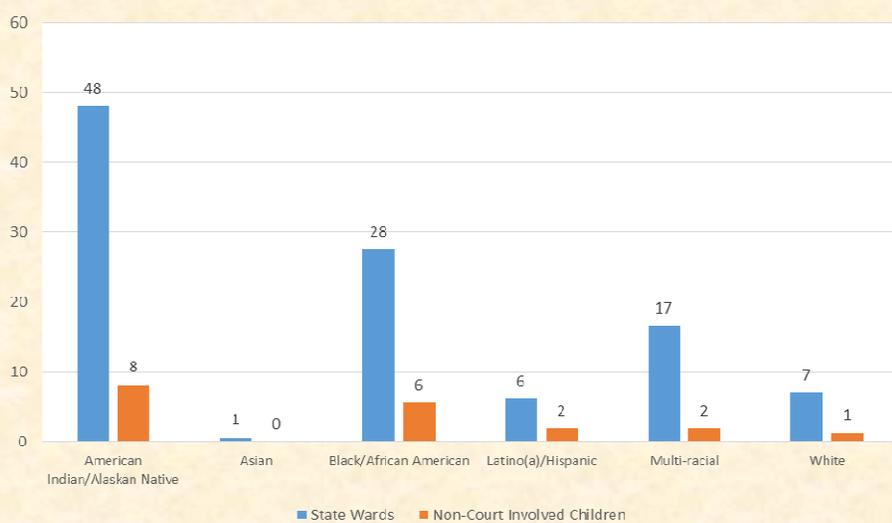
Central Service Area: State Wards and Non-Court Involved Children by Race Per 1000 of the Population
Data as of 03/16/2015



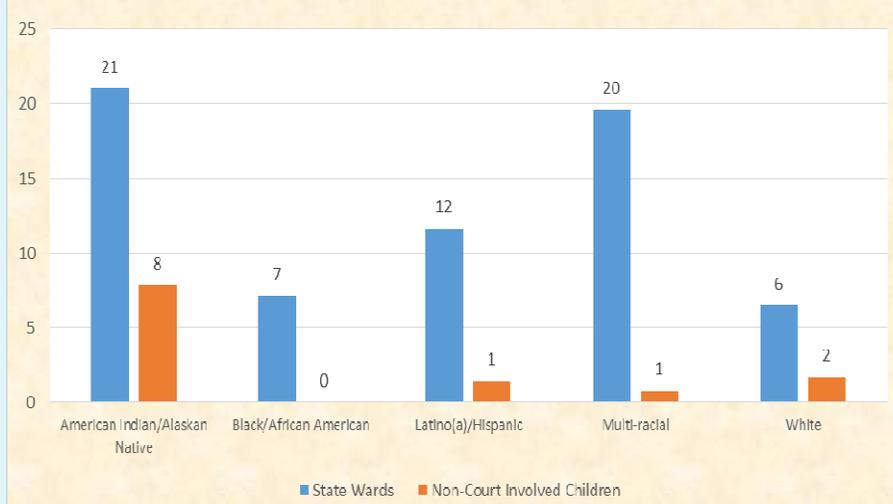
Eastern Service Area: State Wards and Non-Court Involved Children by Race Per 1000 of the Population
Data as of 03/16/2015



Southeast Service Area: State Wards and Non-Court Involved Children by Race Per 1000 of the Population
Data as of 03/16/2015



Western Service Area: State Wards and Non-Court Involved Children by Race Per 1000 of the Population
Data as of 03/16/2015



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CHAPTER 1: PREVENTION AND EARLY INTERVENTION

OUTCOME STATEMENT: CHILDREN AND FAMILY WILL HAVE TIMELY ACCESS TO THE SERVICES AND SUPPORT THEY NEED.

Goal Statement: Build infrastructure to support at-risk families;

- Primary Prevention – Targeted to general population, aimed at educating the public about child abuse and neglect, with the goal of stopping abuse before it happens.
- Secondary Prevention – Targeted to individual or families in which maltreatment is more likely
- Tertiary Prevention – Targeted toward families in which abuse has already occurred

Safely Decrease the Number of State Wards

Strengths/Opportunities:

Jan 2016: Reduction of 1,508 wards since January 2013.

* We have seen a 35% decrease in state wards since 2012.

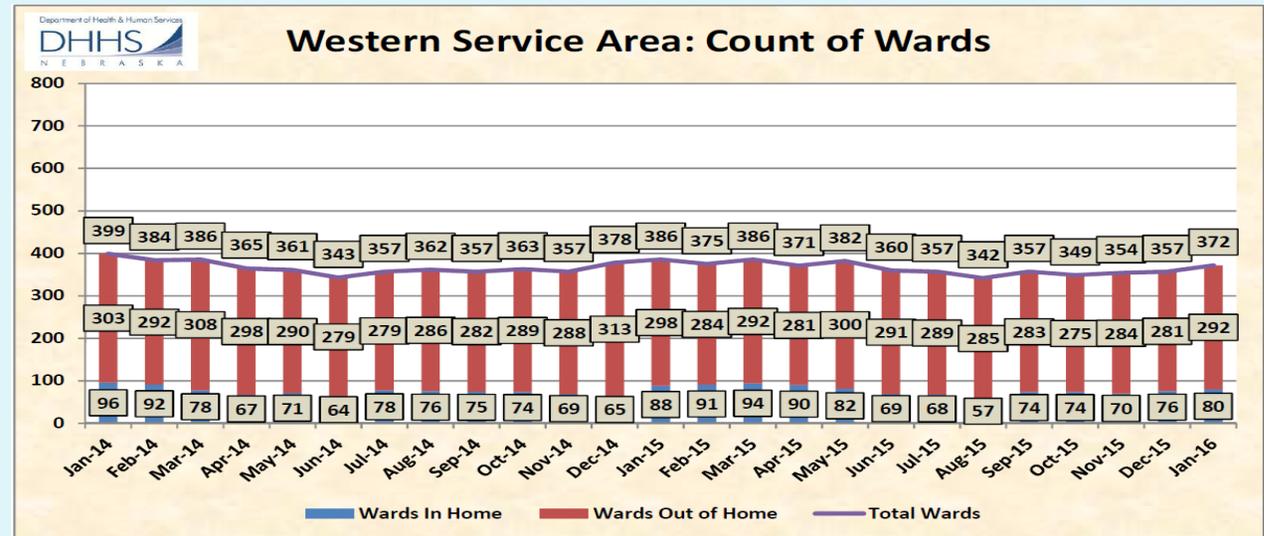
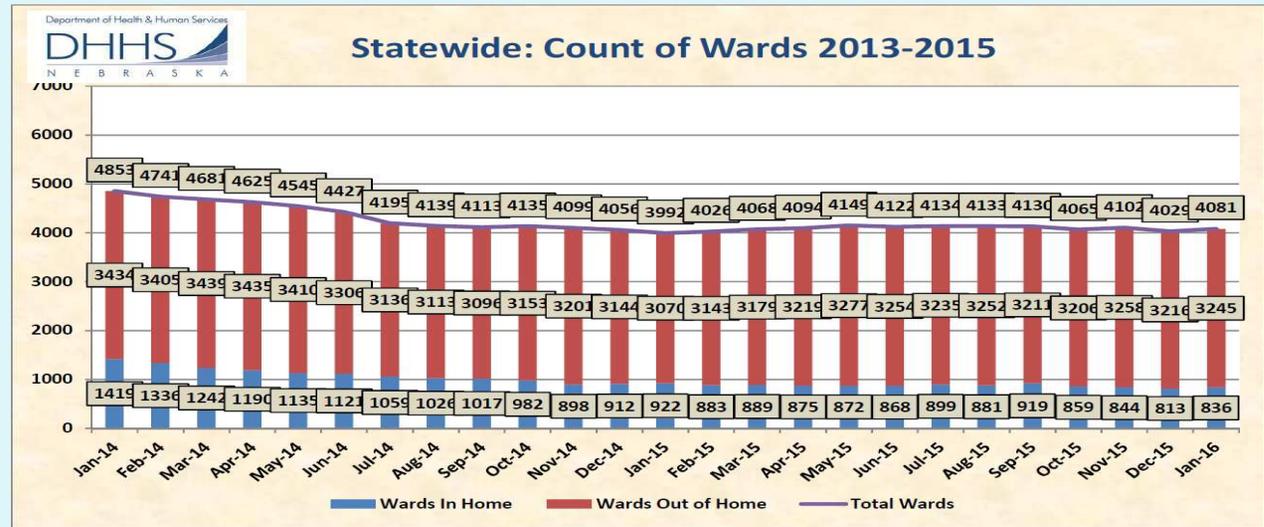
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



*LB 961 directs DHHS to realign the Western, Central, and Northern Service Areas to be coterminous with the District Court judicial districts. The baseline data from July 2, 2012 reflects this geographical change.

Data Review Frequency: Quarterly

Safely Decrease the Number of State Wards

Strengths/Opportunities:

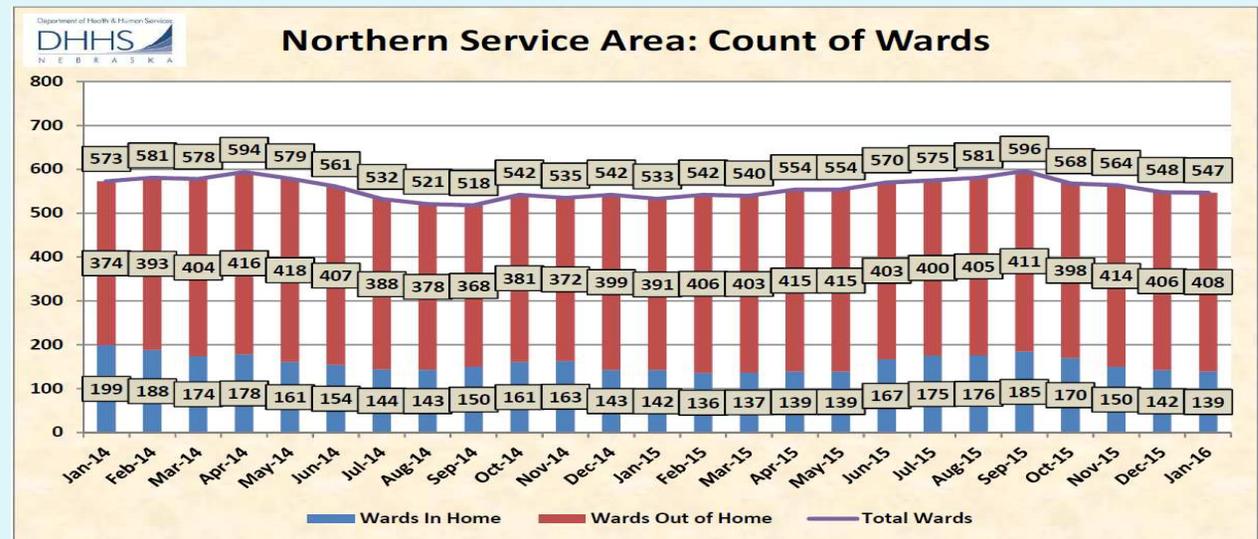
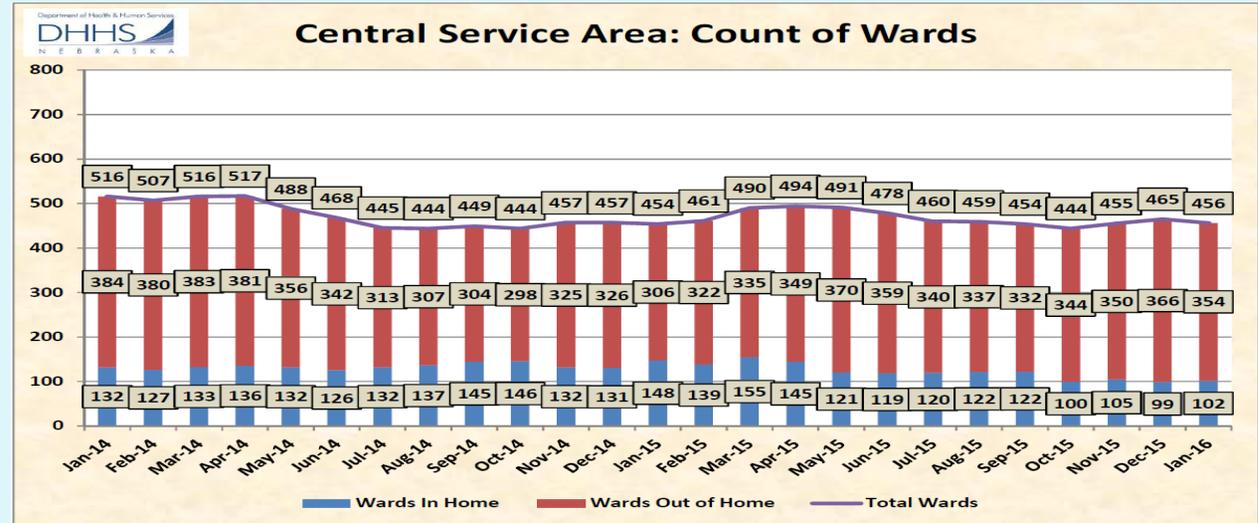
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



*LB 961 directs DHHS to realign the Western, Central, and Northern Service Areas to be coterminous with the District Court judicial districts. The baseline data from July 2, 2012 reflects this geographical change.

Data Review Frequency: Quarterly

Safely Decrease the Number of State Wards

Strengths/Opportunities:

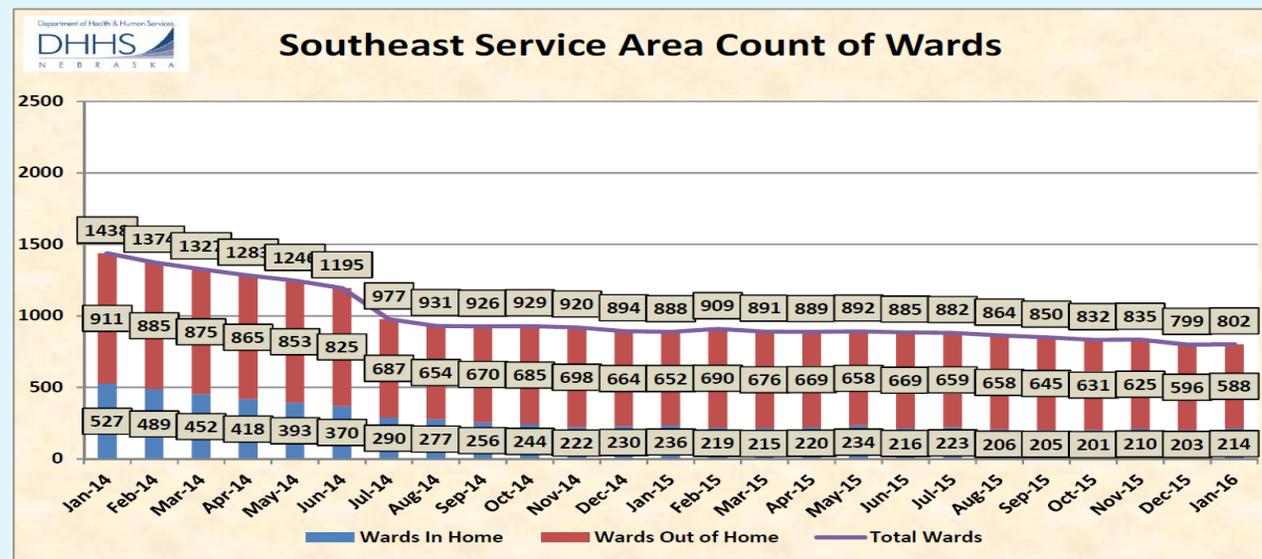
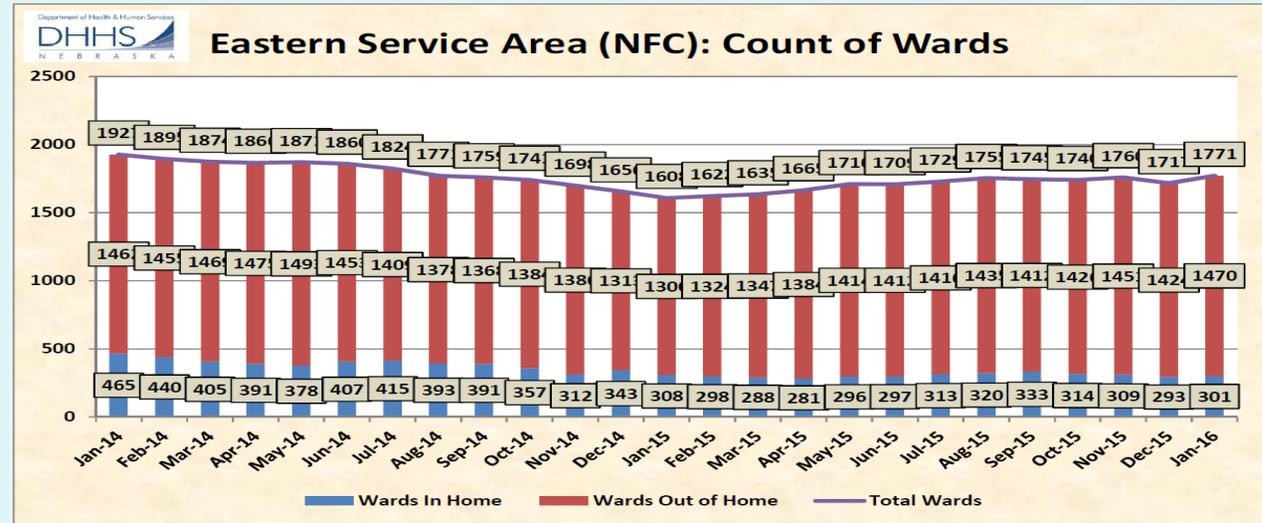
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



Data Review Frequency: Quarterly

*LB 961 directs DHHS to realign the Western, Central, and Northern Service Areas to be coterminous with the District Court judicial districts. The baseline data from July 2, 2012 reflects this geographical change.

Safely Decrease the Number of State Wards

Strengths/Opportunities:

NSA continues to have fewer wards per 1,000 than what is expected compared to the national average of 5.2/1,000.

Barriers:

Action Items:

**Completed:*

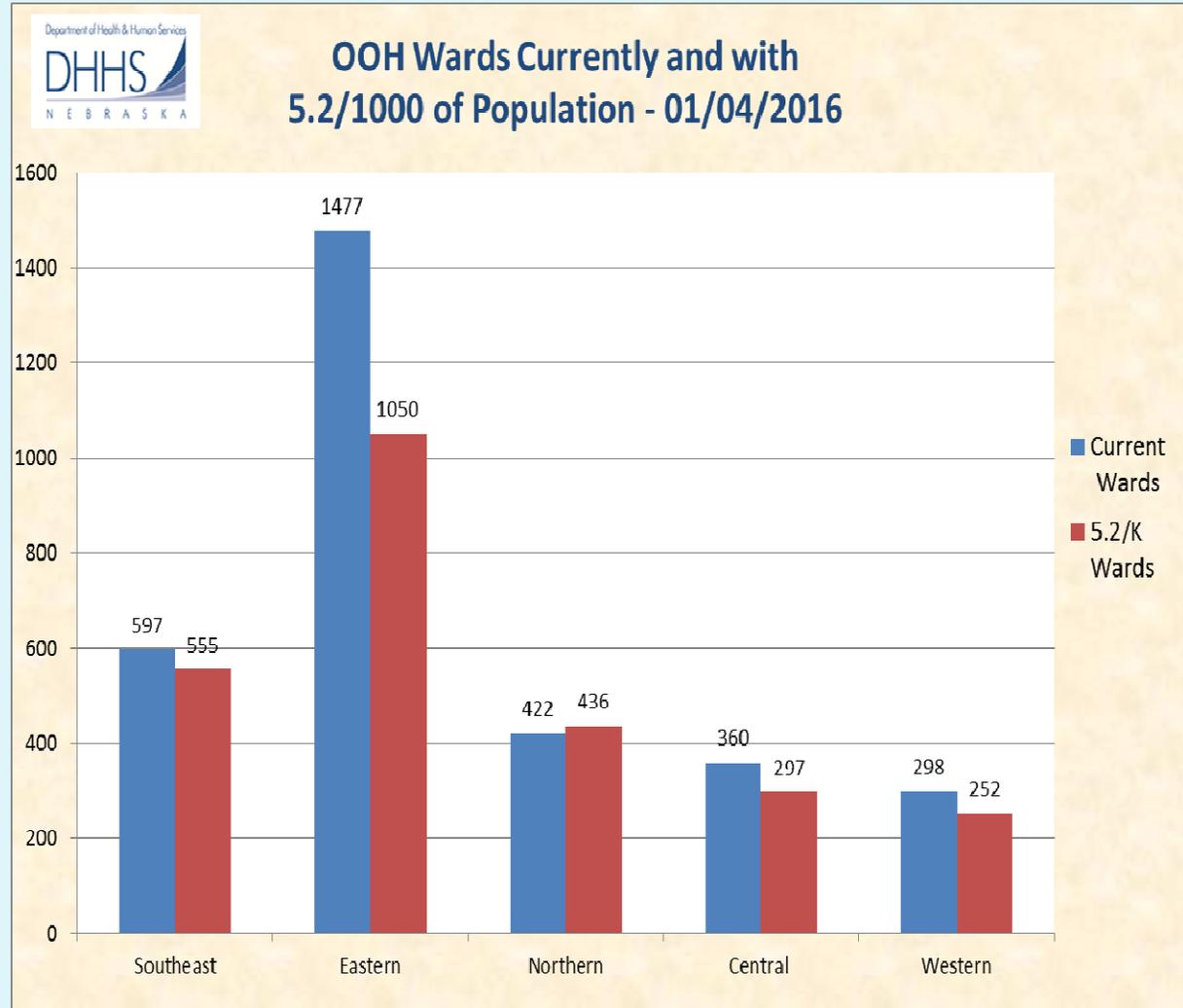
**Planned:*

CQI Team Priority:

* Statewide

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



Out of Home Court wards using 2014 Claritas youth population < 19 yrs. of age.

Note: Count by County Report is now available.

Safely Decrease the Number of State Wards

Strengths/Opportunities:

Jan 2016: Statewide increase to 6.6.

Note: Nielsen Youth Population Details:

	2012	2014	2015	Difference
Eastern	193,685	198,681	201,956	3,275
Southeast	105,316	105,840	106,737	897
Northern	88,434	84,503	83,886	-617
Central	58,229	56,839	57,079	240
Western	50,896	48,775	48,440	-335
State	496,560	494,638	498,098	3,460

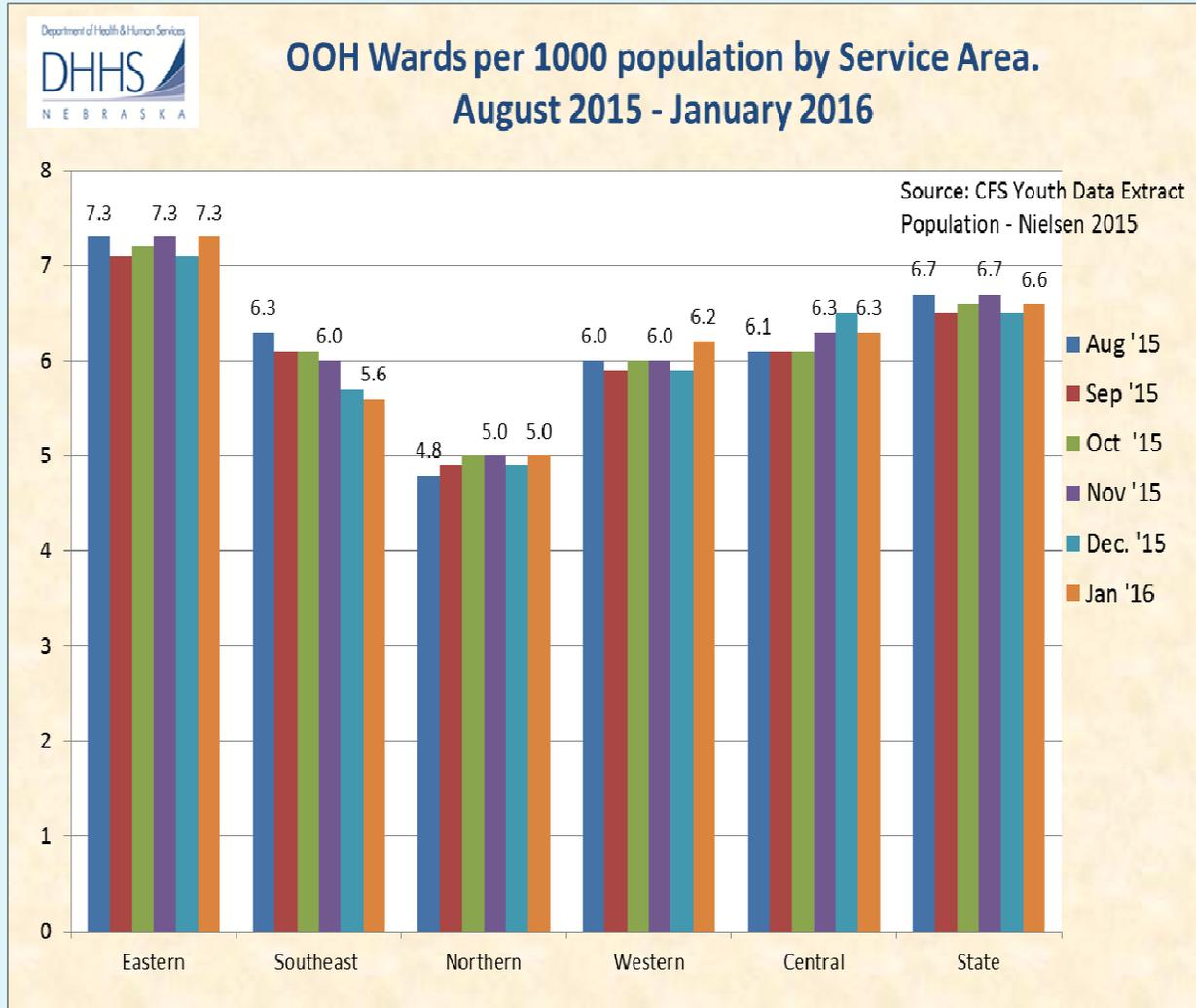
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



-As of August 2015, rate per 1000 calculated using 2015 Nielsen population data for youth < 19 yrs. of age.

Data Review Frequency: Monthly

Safely Decrease the Number of State Wards

Strengths/Opportunities:

Higher number of entries than exits.

LB-561 became effective Oct 1, 2013. This resulted in youth being cared for by probation rather than CFS

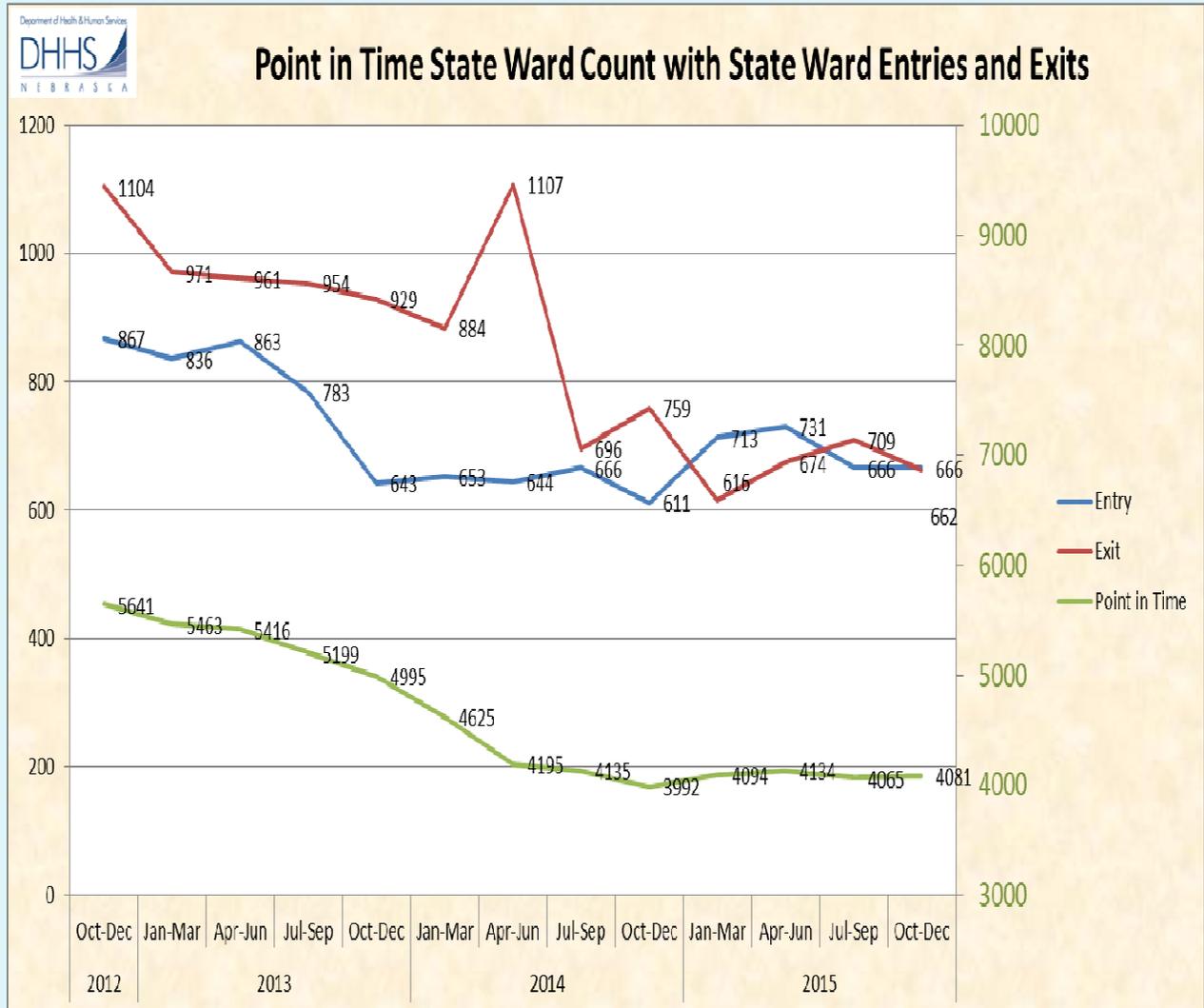
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



Data Review Frequency: Quarterly

Safely Decrease the Number of State Wards

Strengths/Opportunities:

Statewide: Entry numbers are currently higher than exit numbers.

NOTE: Starting April 2014 – The statewide numbers include counts for the YRTC.

Barriers:

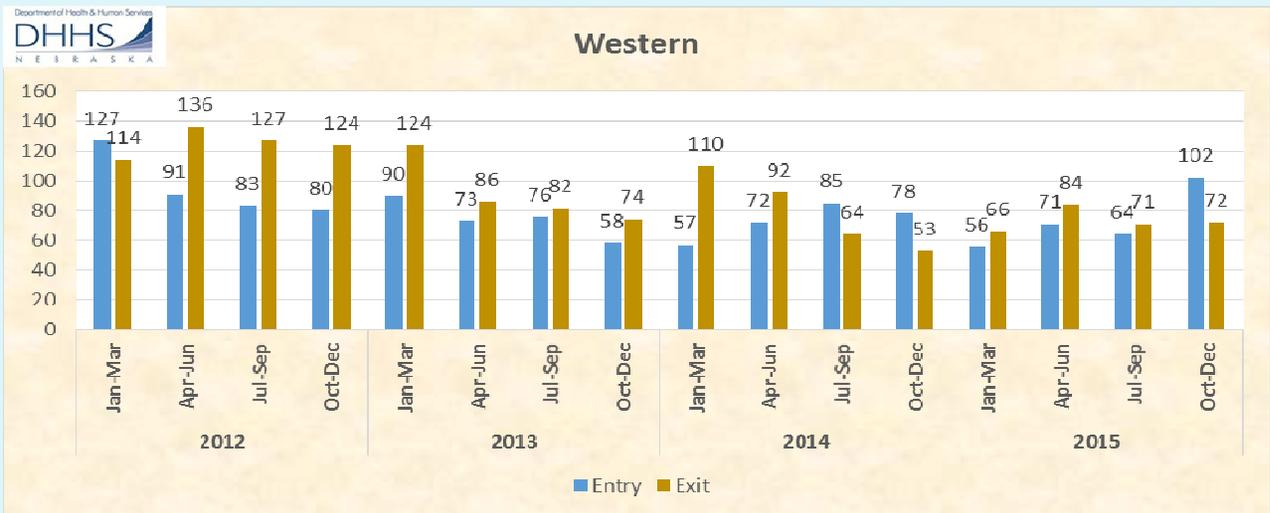
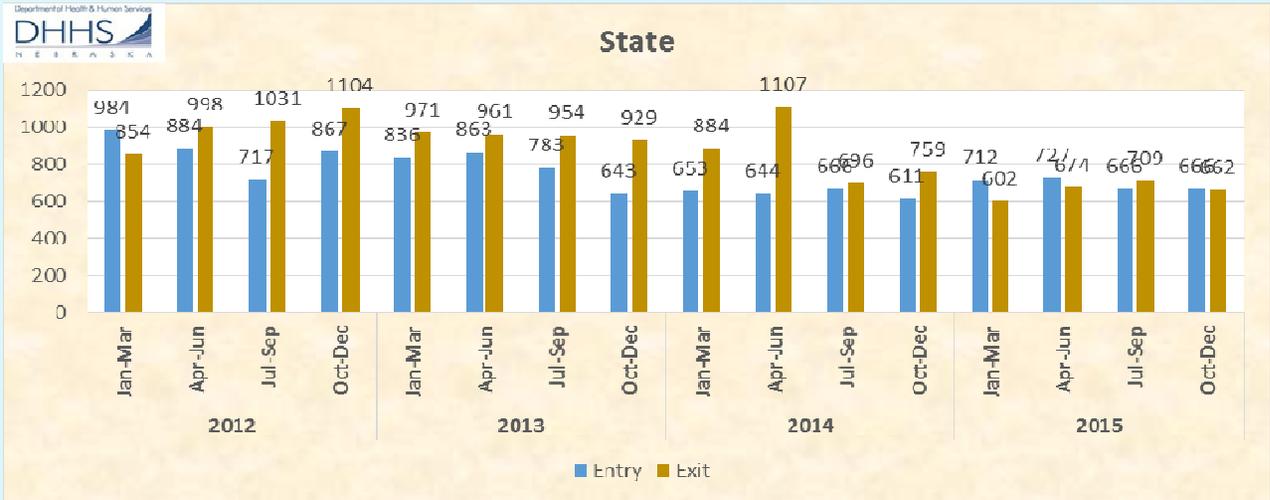
Action Items:

CQI Team Priority:

* Statewide

Data Review Frequency: Quarterly

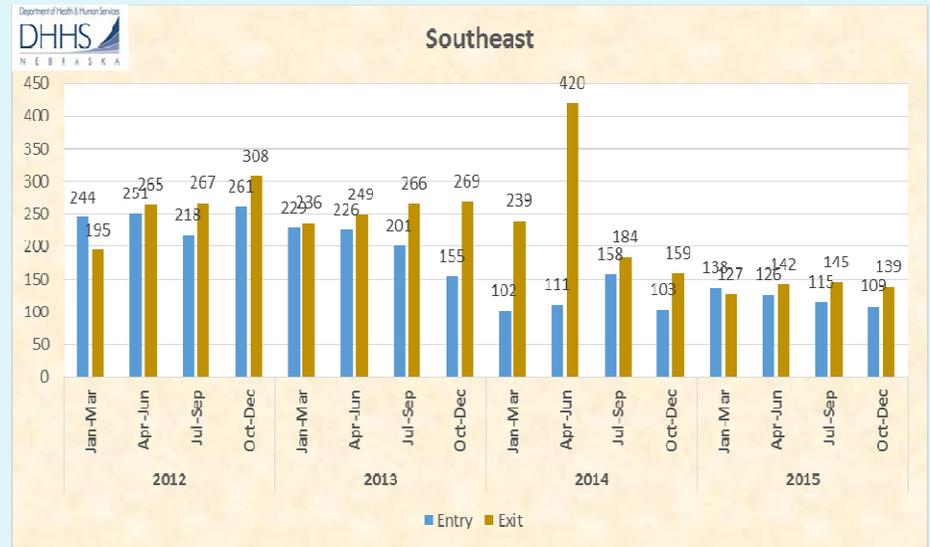
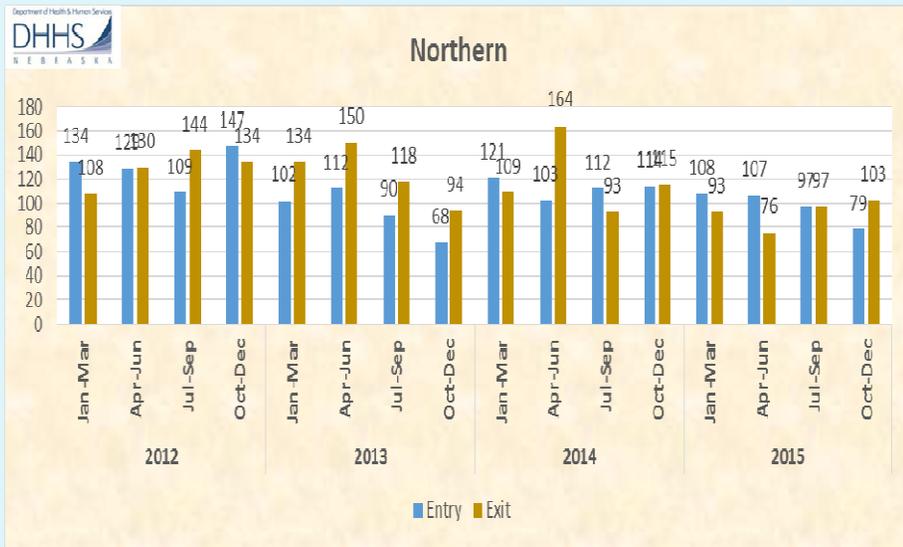
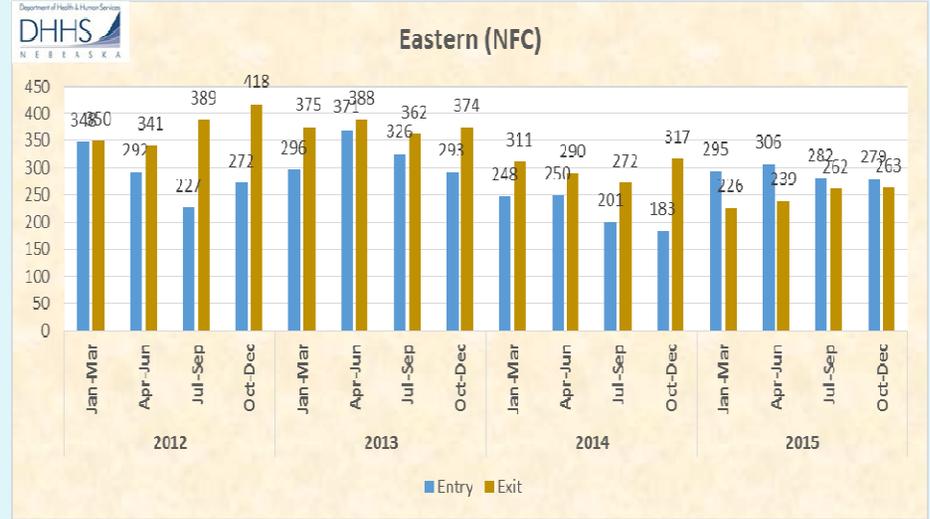
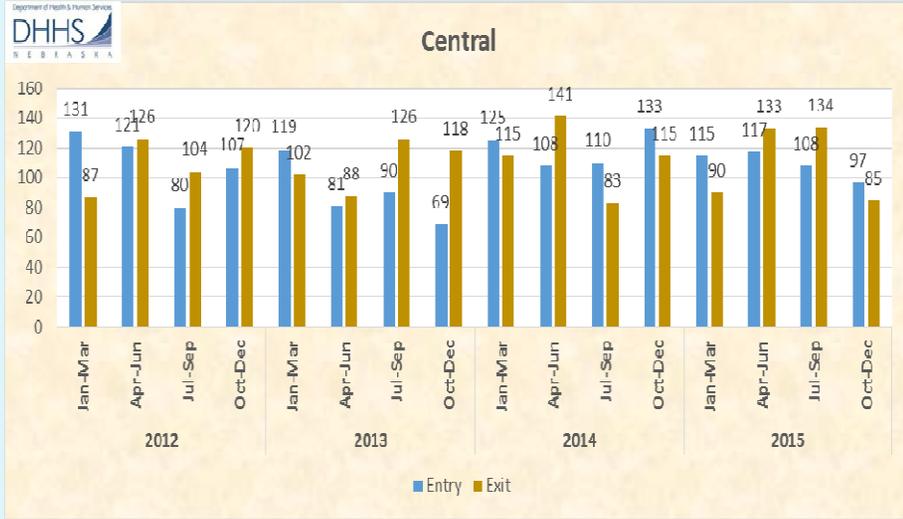
OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



N-Focus Legal Status field. An entry occurs when a child is made a state ward. An exit occurs when the Legal Status changes to non-ward - not when it is entered into NFocus. Entries include youth that go from non-court to court. Counts based on date of action, not entry date into NFocus

Safely Decrease the Number of State Wards

OUTCOME STATEMENT: Children and Families Will Have Timely Access to the Services and Support They Need



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CHAPTER 2: SAFETY

OUTCOME STATEMENT: CHILDREN INVOLVED IN THE CHILD PROTECTION SYSTEM ARE SAFE

Goal Statement: CFS will have a timely response to reports of child abuse and neglect reports and conduct quality safety and risk assessments.

Intake Calls/Responses

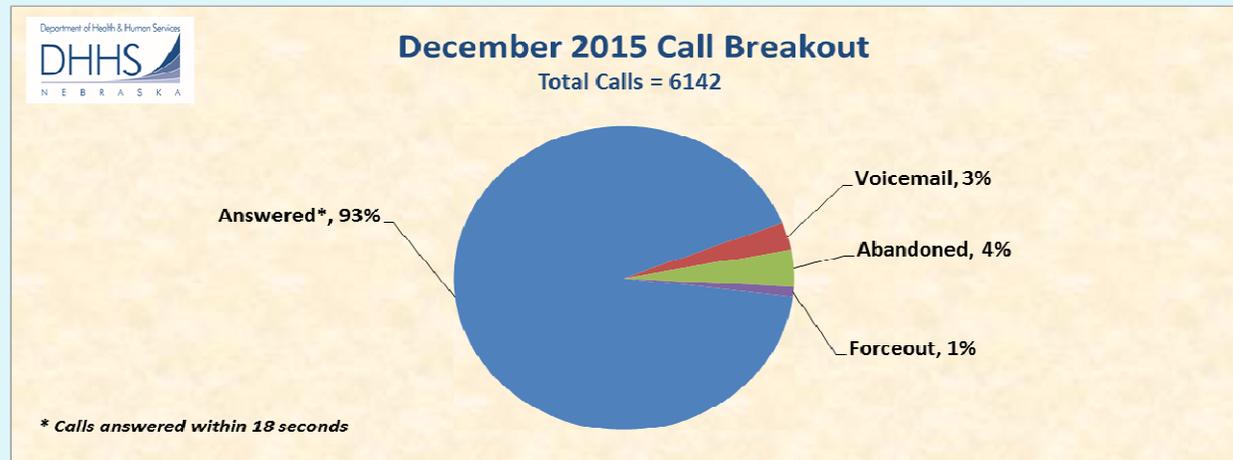
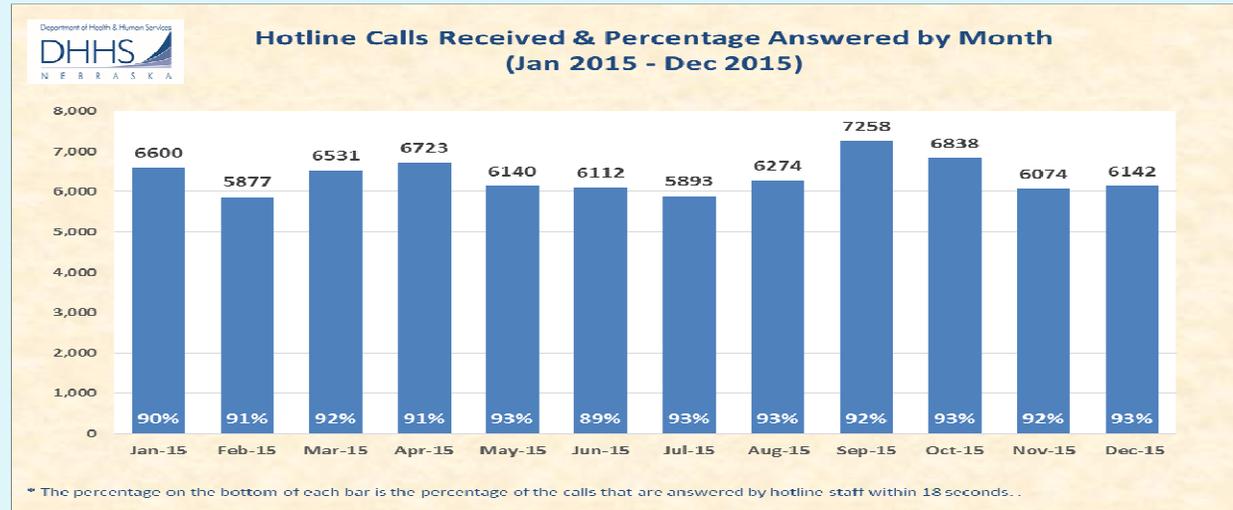
Strengths/Opportunities:

Dec 2015: 93% of all calls to the hotline were answered within 18 seconds. 3% of the calls went to voicemail and were returned within 1 hour.

Barriers:

Action Items:

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Definitions:

- * Abandoned-call comes in and is not answered due to something in the ACD system which caused a reason for a disconnect or caller hung up.
- * Forceout-call comes in and call was sent to worker and worker did not answer -(maybe due to...forgot to log off while faxing)
- * Voicemail-calls unanswered that go to voicemail. The goal is to return the call within 1 hour. Case Aides track when the message came in and when the call is returned.

Data Review Frequency: Monthly

Intake Quality Measures

Strengths/Opportunities:

Sept 2015: 100% achievement in 3 out of the 4 measures. 91% in the remaining measure.

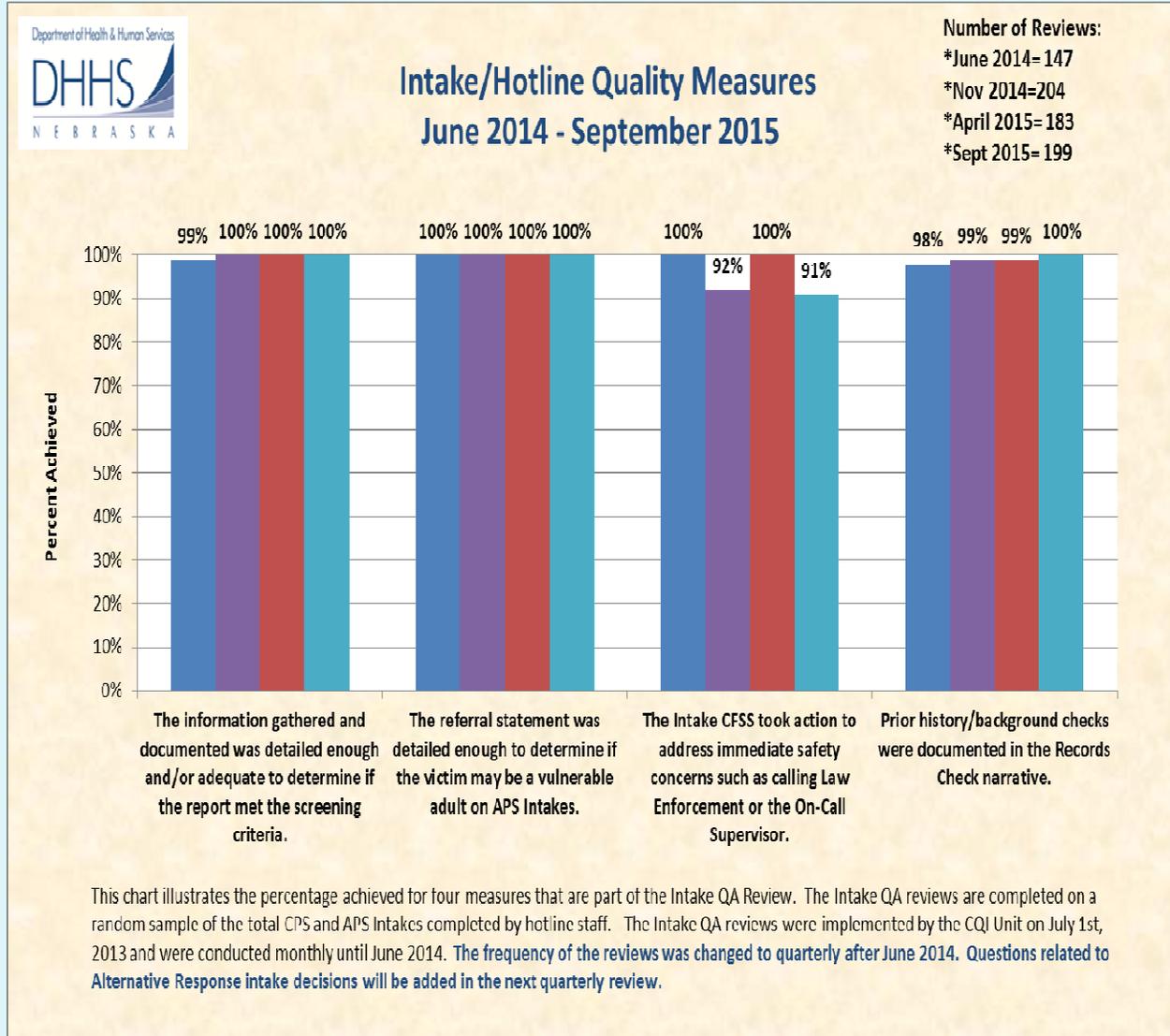
The QA Team is completing another round of Intake Quality Reviews and data will be available in February 2016.

Barriers:

Action Items:

*** Hotline Phone Call Observation QA Reviews were implemented in August 2015. Data is available in a separate report.**

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Data Review Frequency: Quarterly

CPS Intakes Accepted

Strengths/Opportunities:

*Eastern, Central, Northern and Southeast saw an increase in CPS Intakes accepted in 2015 compared to the same period of time (Jan-Dec) in 2014.

*ESA and NSA have seen stair step increases for the past 3 years.

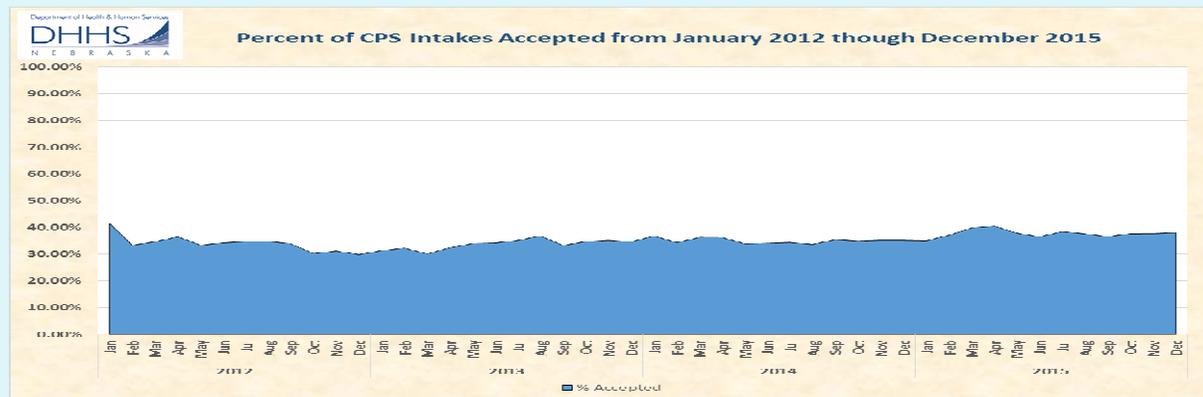
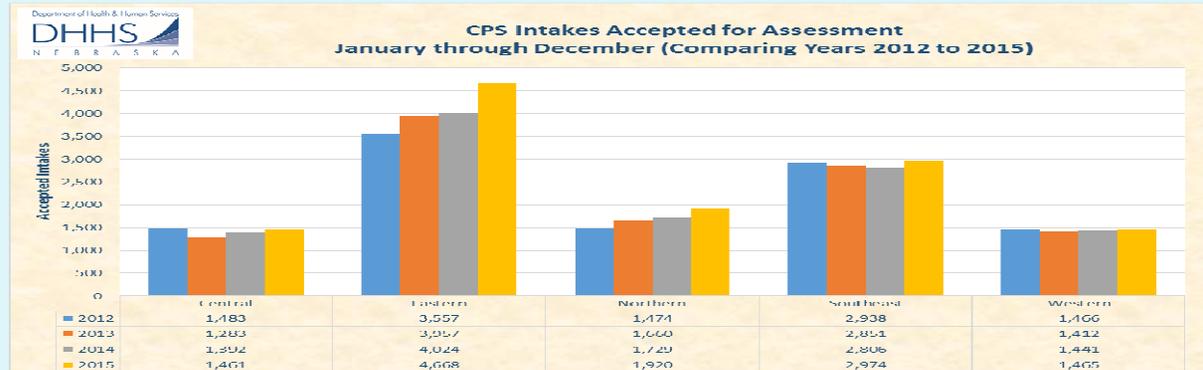
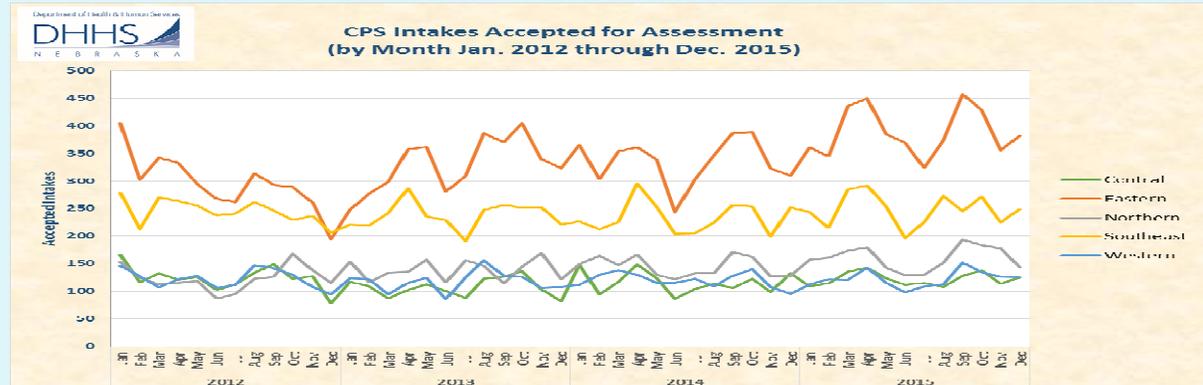
*ESA saw the most increase between 2014 and 2015 (16%)

Note: This data does not include Law Enforcement Only Intakes.

Barriers:

Action Items:

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Data Review Frequency: Quarterly

Absence of Maltreatment in Six Months

Strengths/Opportunities:

Dec 2015: **State performance is above the target goal.** All Service Areas are currently meeting this goal.

Barriers:

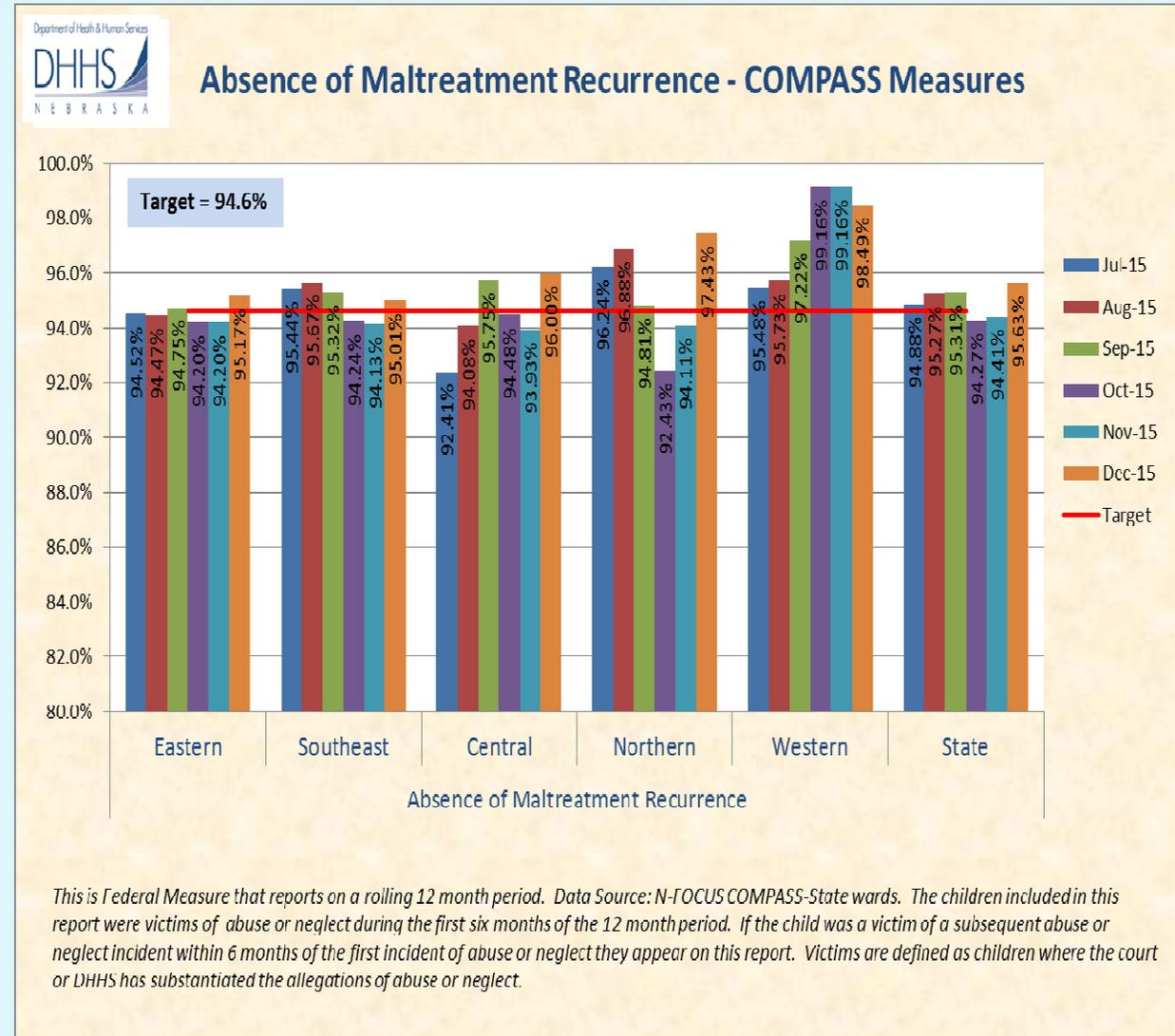
Action Items:

CQI Team Priority:

- *Statewide External Stakeholder Team
- *Western and Southeast Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Data Review Frequency: Quarterly (March, June, September, December)



IA – Investigation Timeframes

Strengths/Opportunities:

Jan 2016: CSA has the lowest number of IA's not finalized while Tribal has the highest number.

On 1/19/16 there were 1,276 Initial Assessments that were not finalized for the entire State for this same period. 34% of those belong to the Tribes.

Barriers:

- ESA & NSA: Staff Vacancies
- Tribes: Time to document assessments and increase knowledge and ability to document SDM Assessments on N-FOCUS.

Action Items:

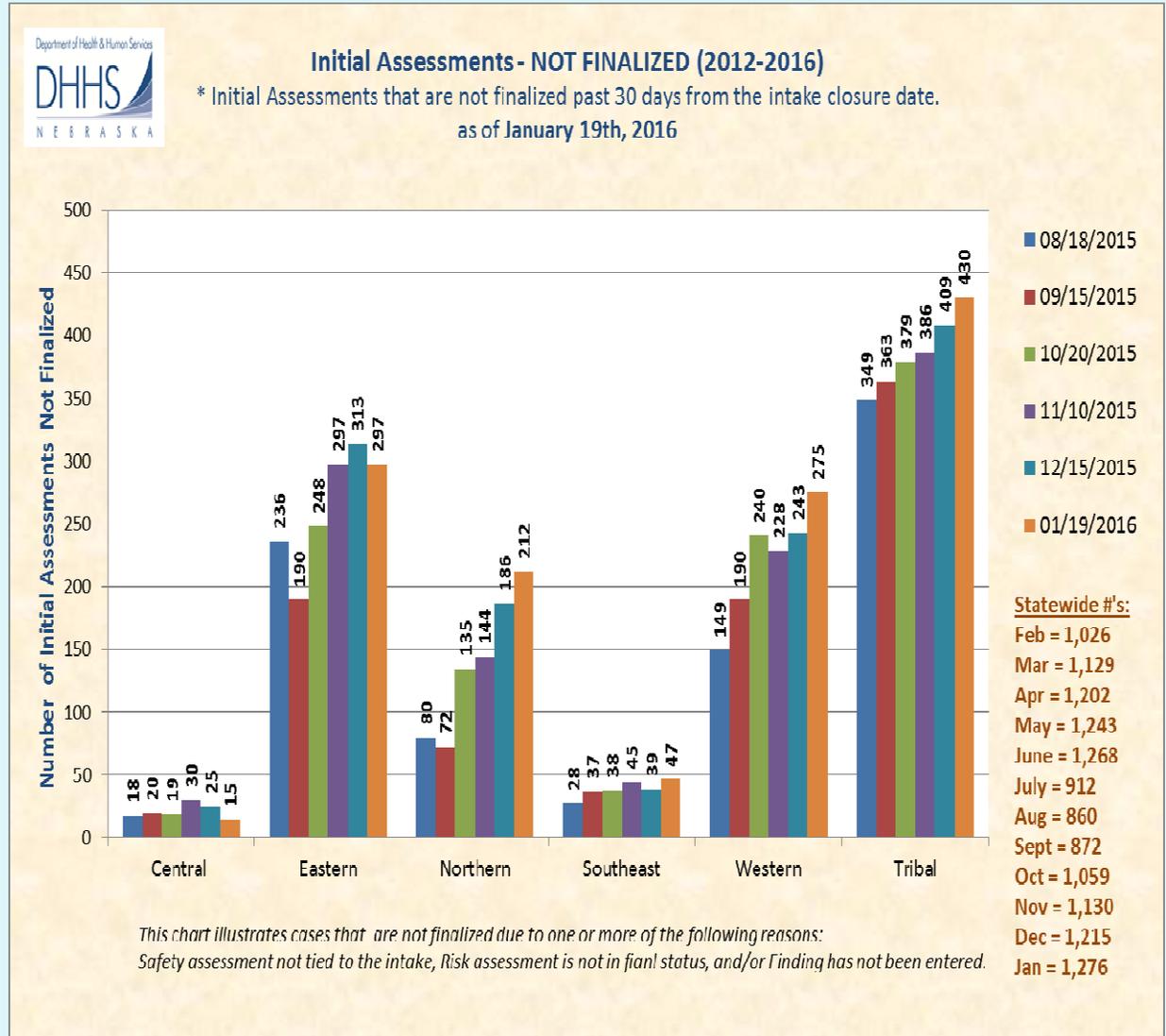
CQI Team Priority:

- Western Service Area

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Data is part of CFSR Item #4 (Risk and Safety Management).



IA – Contact Timeframes

Strengths/Opportunities:

Dec 2015: There was a decrease in P1 and P2 contact timeliness while P3 contact remained the same as last month. The most common reason for missed contacts is due to contact not timely.

Barriers:

Action Items:

- Program guidance and clarification will sent to the field to address the requirement to contact ALL child victims within the required timeframe per designated intake response priority.
- Data measure will be changed to look for contact with all child victims in the near future.

CQI Team Priority:

- Western Service Area

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

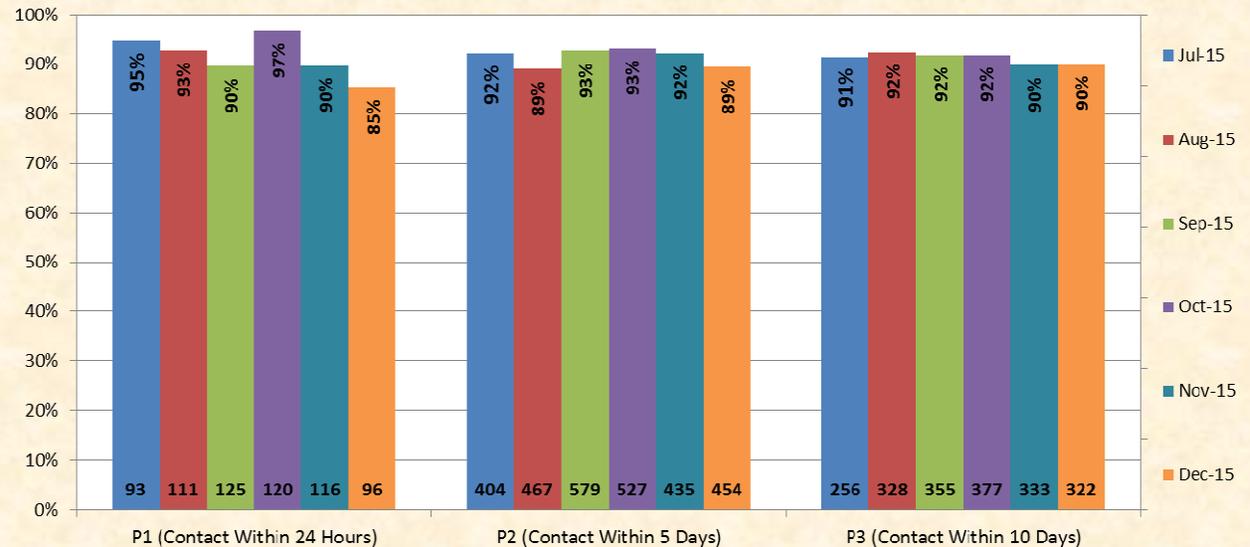
Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Initial Assessment - Contacts made according to Priority Timeframes Statewide

*Data excludes Refusals, Unable to Locate, and Law Enforcement Holds



Reason for Missed Contacts	
Assessment Not Documented	28
Contact Entered After Report Ran	11
Contact Not Timely	37
Incorrect ARP Number	2
Contact not Entered	4
No Victim Listed on Intake	3
No contact with Victim	2
Entry Error - Incorrect Year documented	6
Intake Not Tied to Assessment	1
Total	94

Count Missed by Admin	
Omaha-Spears	7
Santee - Frazier	3
Winnebago- Painter	4
SESA - Bro	6
SESA - Runge	1
SESA - Jelinek	1
ESA-Baker	25
ESA - Pitt	23
ESA - Potterf	4
WSA - Brooks	4
WSA - Crankshaw	1
NSA - Ullrich	7
NSA - Swerczek	1
NSA - Puls	1
CSA - Zimmerman	6
Total	94

Note: Intakes accepted for APSS or OH investigations were included in this measure for the first time in November 2013.



Data is part of CFSR Item #1 (Timeliness of Initiating Investigations)

IA – Contact Timeframes

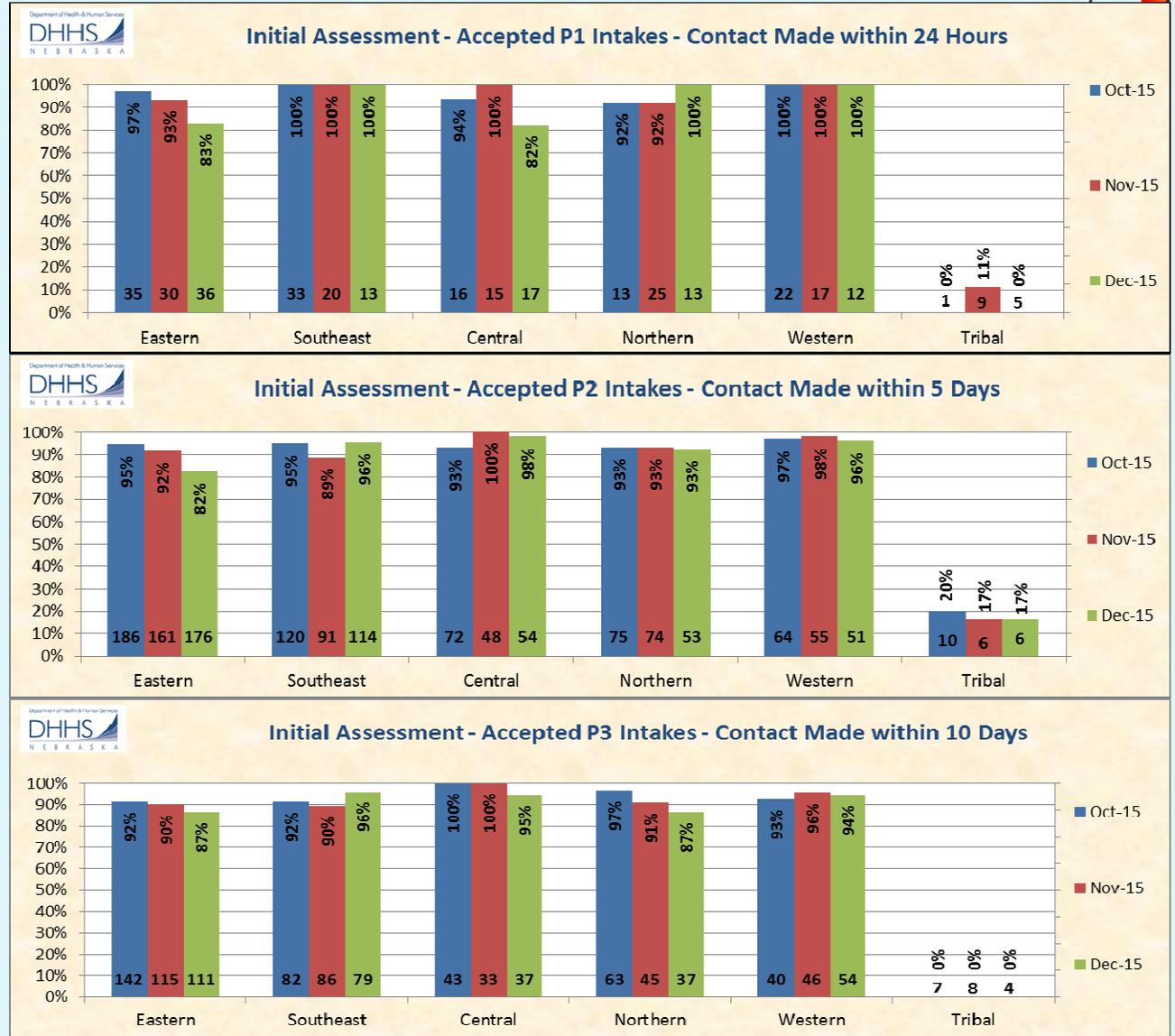
Strengths/Opportunities:

Dec 2015: SESA, NSA and WSA achieved 100% for P1 this month.

Barriers:

Action Items:

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Data Review Frequency: Monthly



Data is part of CFSR Item #1 (Timeliness of Initiating Investigations)

Services to Family to Protect Children – CFSR Item 2

Strengths/Opportunities:

- Good documentation of efforts to maintain the children in the home.

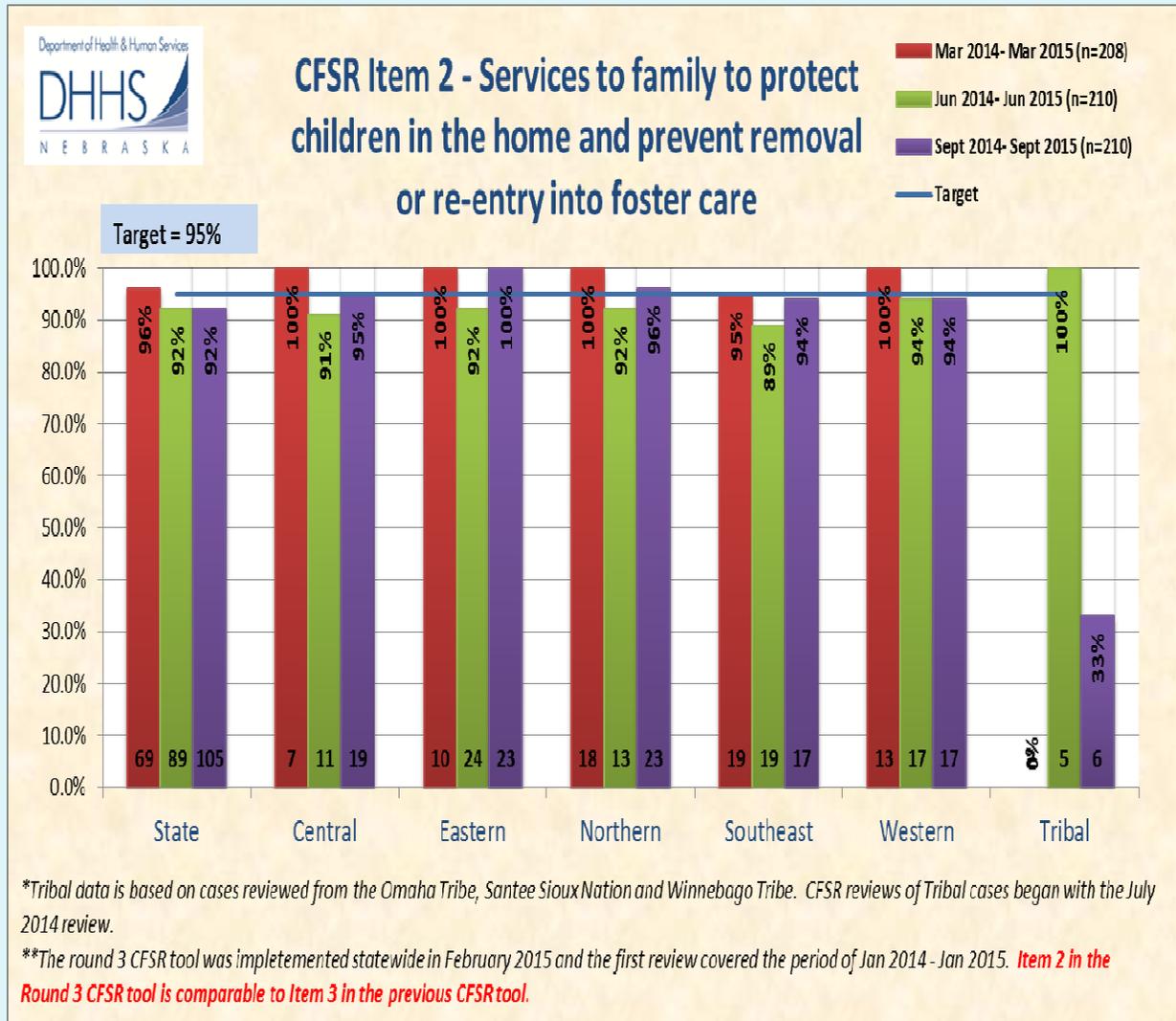
Barriers:

Action Items:

CQI Team Priority:

Data Review Frequency: Bi-Monthly

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Absence of Maltreatment in Foster Care

Strengths/Opportunities:

Dec 2015: All Service Areas are currently meeting this goal. Statewide performance is 99.91%.

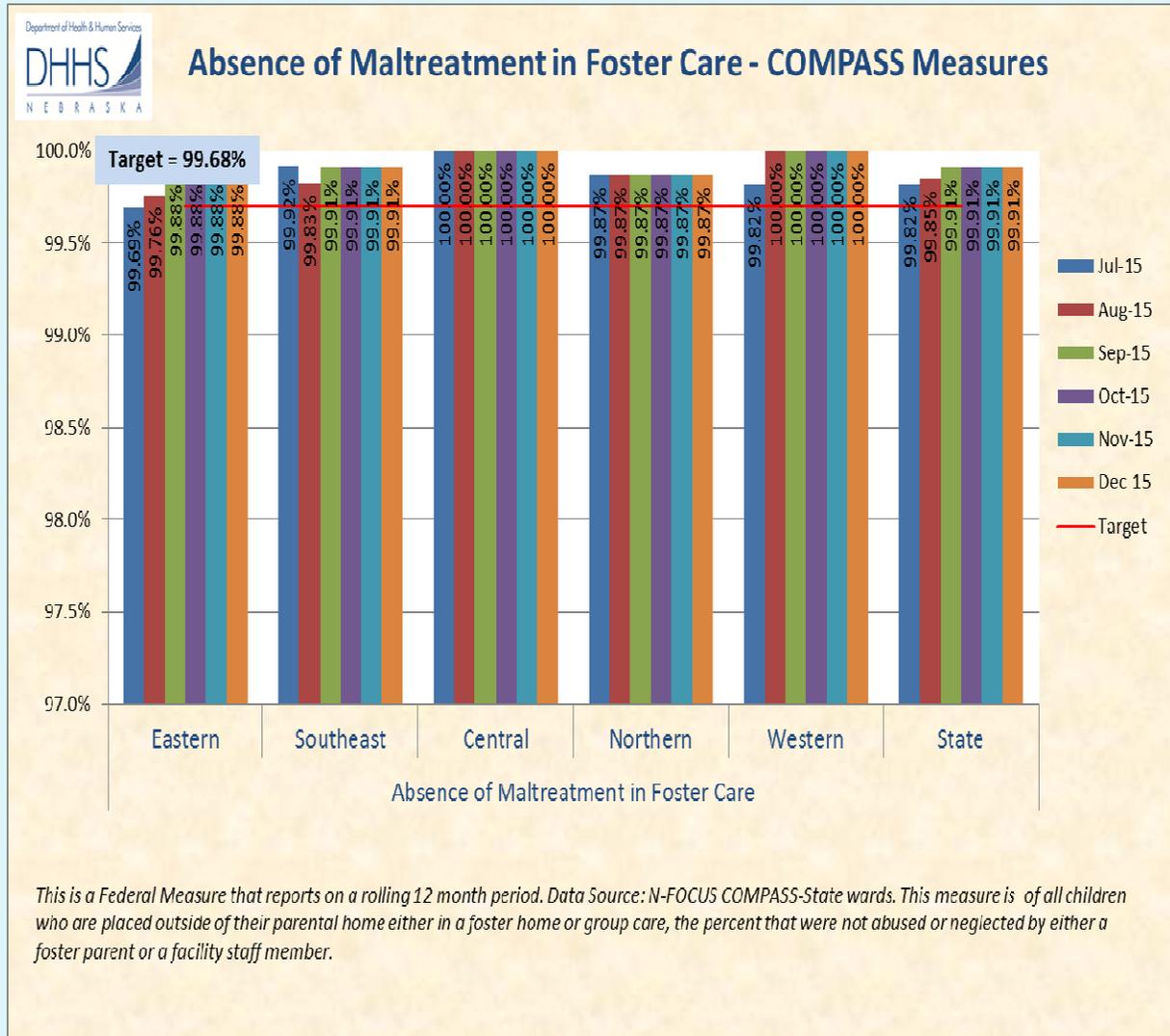
Barriers:

Action Items:

CQI Team Priority:

*Statewide External Stakeholder Team

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Data Review Frequency: Quarterly (March, June, September, December)



OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe

APSS Data

Strengths/Opportunities:

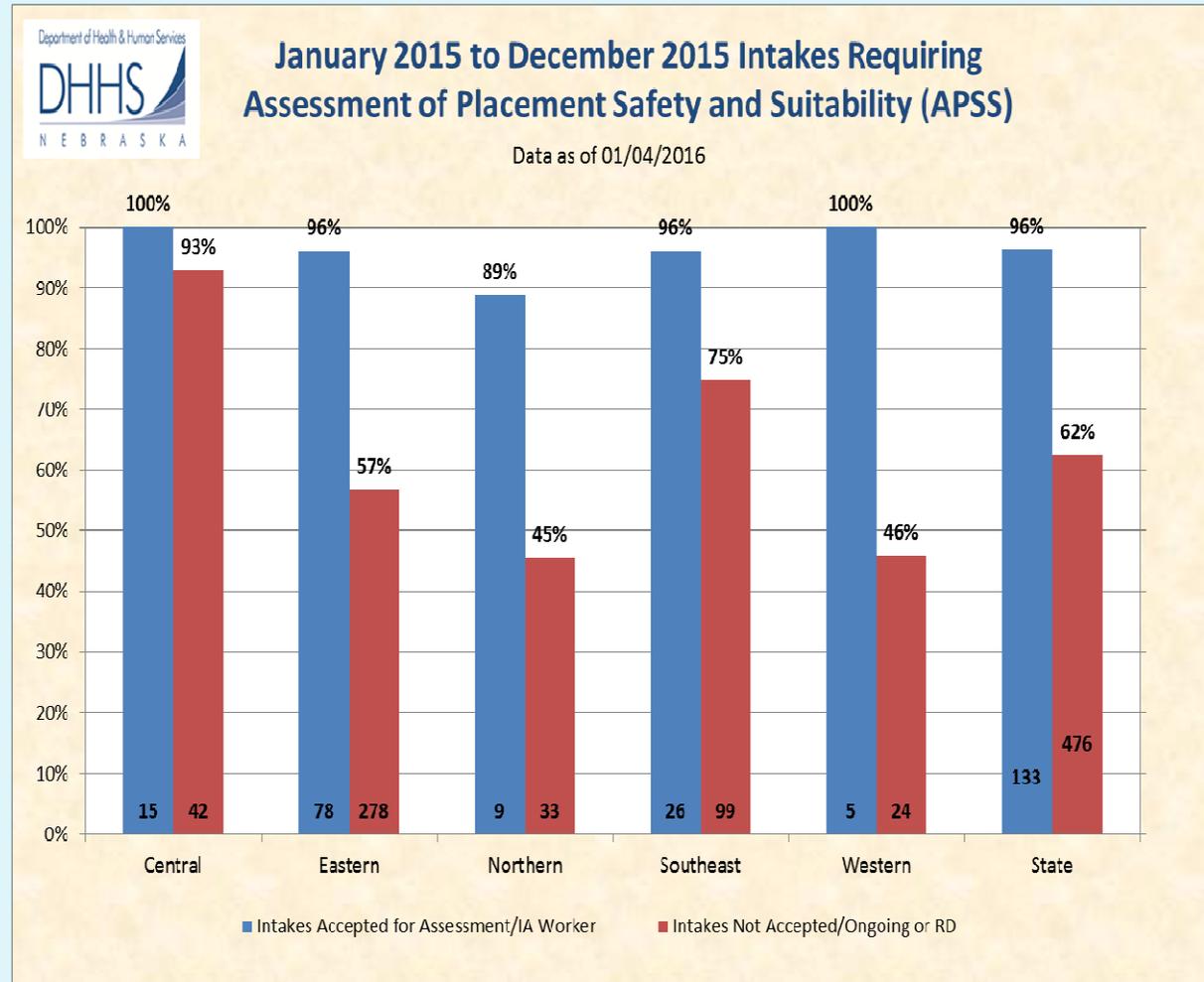
Jan-Dec 2015: An APSS was completed on 96% of the accepted intakes requiring an APSS.

An APSS was completed on 62% of the non-accepted intakes with concerns related to the child's foster home.

Barriers:

Action Items:

****Casey Smith and Stacy Scholten are working on draft recommendations for changes to APSS process.**



The SDM Assessment of Placement Safety and Suitability (APSS) is a tool that is used to assess safety and care concerns for children placed in approved and licensed foster homes. When the intake on the foster home is accepted, the APSS is completed by an IA CFS Specialist, when it is not accepted (e.g. does not meet definition), it is completed by the ongoing CFS Specialist (in ESA, the FPS). *Assessments do not need to be in final status.*

Data Review Frequency: Monthly



Data is part of CFSR Item #4 (Risk and Safety Management).



OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe

APSS Data

Strengths/Opportunities:

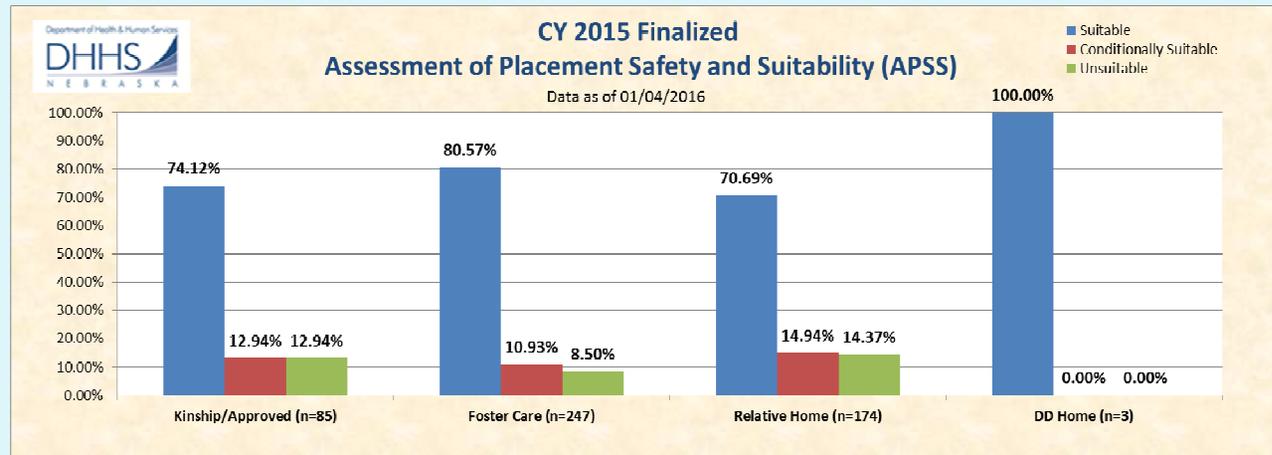
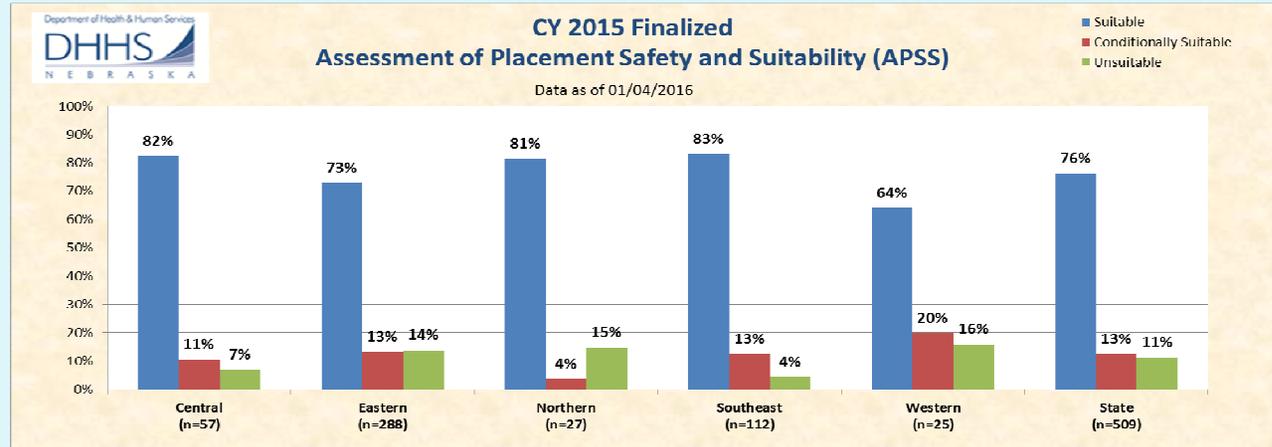
Jan 2016: There were 509 APSS finalized statewide. 24% had a determination of conditionally suitable or unsuitable.

Barriers:

Action Items:

****Casey Smith and Stacy Scholten are working on draft recommendations for changes to APSS process.**

Data Review Frequency: Monthly



The SDM Assessment of Placement Safety and Suitability (APSS) is a tool that is used to assess safety and care concerns for children placed in approved and licensed foster homes. When the intake on the foster home is accepted, the APSS is completed by an IA CFS Specialist, when it is not accepted (e.g. does not meet definition), it is completed by the ongoing CFS Specialist (in ESA, the FPS).

Definitions:

Suitable – Based on the information available (at this time), there are no child concerns in this placement.

Conditionally Suitable – Based on interventions, the child will remain in the household at this time. An intervention plan is required.

Unsuitable – Removal from the household is the only protective intervention possible for one or more children. Without removal, one or more children will likely be in danger of serious harm or in an unsuitable care arrangement



Data is part of CFSR Item #4 (Risk and Safety Management).



SDM Risk Re & Reunification Assessments

Strengths/Opportunities:

# of All Youth with No Finalized Risk-Re or Reunification Assessments			
	Nov	Dec	Jan
State	88	99	115
CSA	5	5	4
ESA	17	24	28
NSA	41	50	56
SESA	6	2	1
WSA	19	18	26

Barriers:

Action Items:

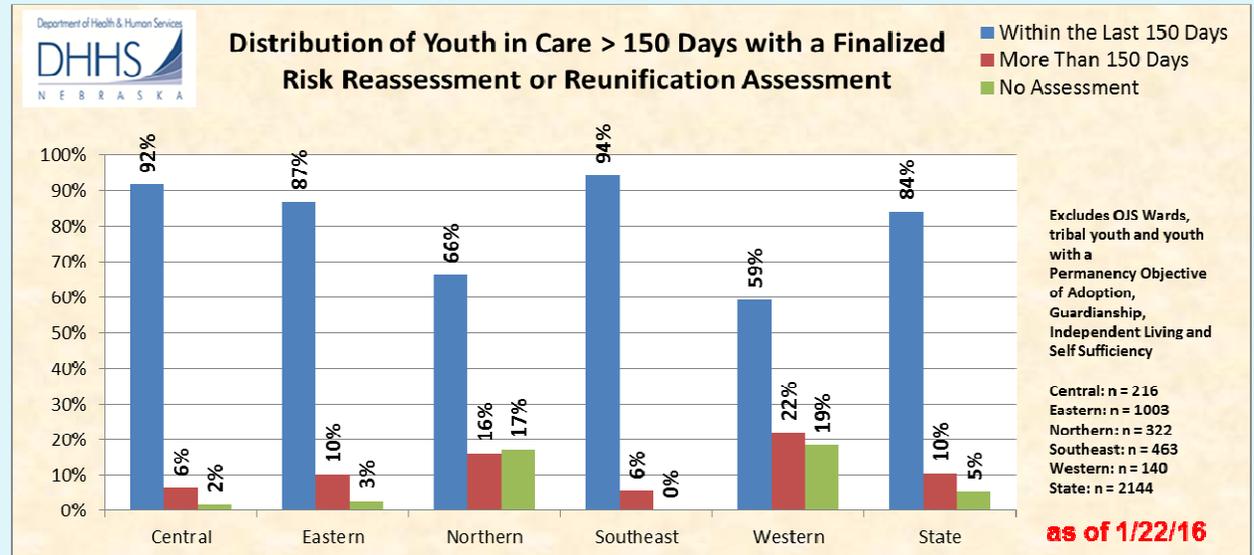
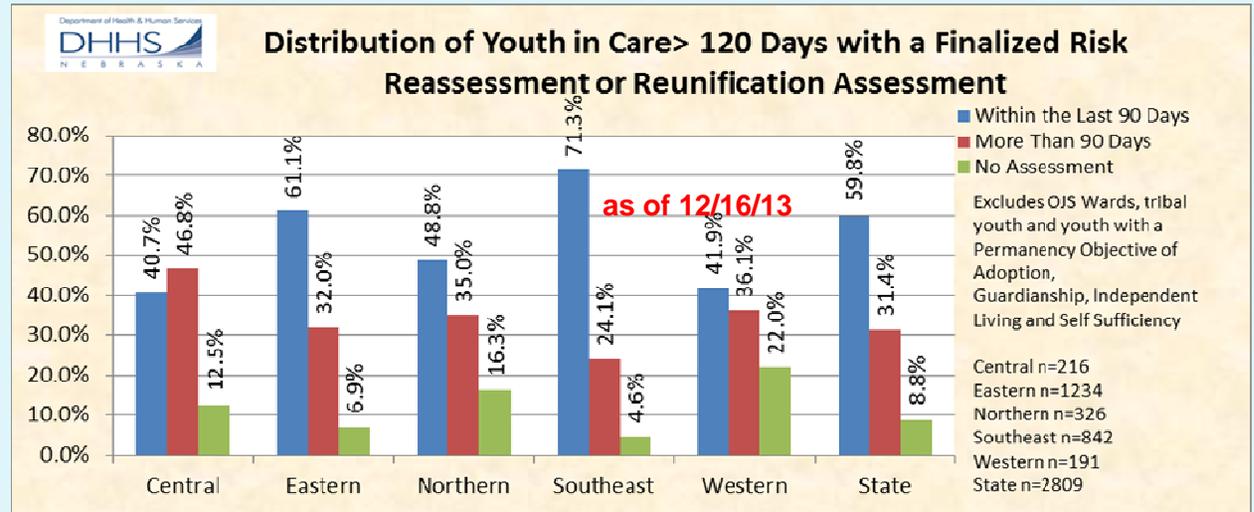
* Policy team to provide clarification regarding SDM assessments needed for 3C cases. The Safety Assessment and FSNA is the only SDM Assessments that apply to 3C Cases.

CQI Team Priority:

* Western Service Area

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Note: Data includes youth in ALL adjudication types

Data Review Frequency: Monthly



Data is part of CFSR Item #4 (Risk and Safety Management).



SDM Family Strengths and Needs Assessment (FSNA)

Strengths/Opportunities:

# of ALL Youth with No Finalized FSNA			
	Nov	Dec	Jan
State	31	35	45
CSA	0	0	2
ESA	2	1	3
NSA	12	12	13
SESA	6	4	13
WSA	17	20	22

Barriers:

Action Items:

- * Policy team provided additional direction for initial FSNA timeframes.
- * Policy team to provide clarification regarding SDM assessments needed for 3C cases. The Safety Assessment and FSNA is the only SDM Assessments that apply to 3C Cases.

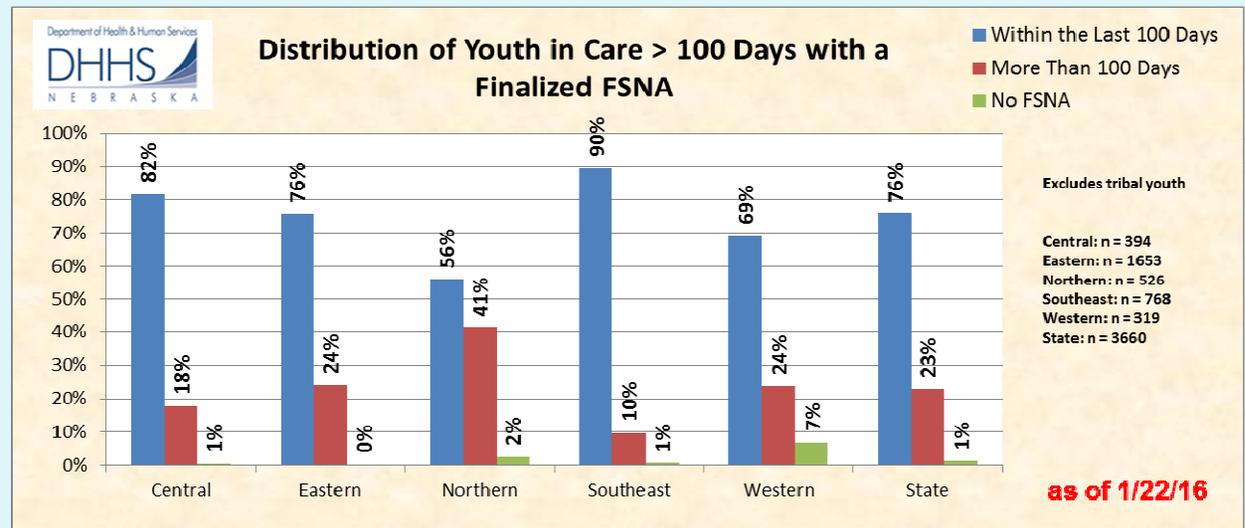
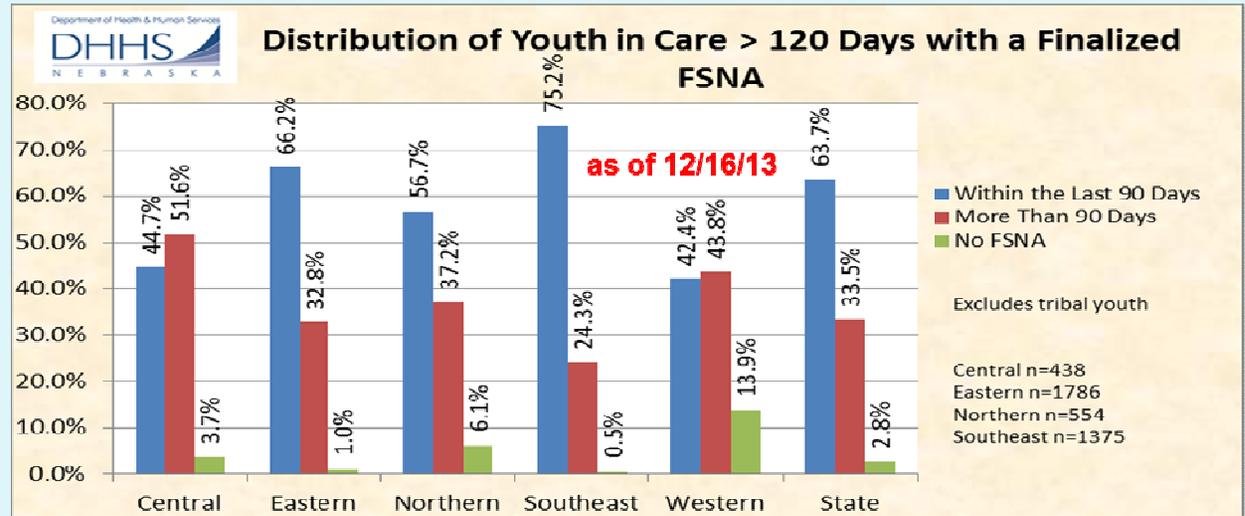
CQI Team Priority:

- * Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Involved in the Child Protection System are Safe



Note: Data includes youth in ALL adjudication types



Data is part of CFSR Item #4 (Risk and Safety Management).

CHAPTER 3: PERMANENCY

OUTCOME STATEMENT: CHILDREN WILL ACHIEVE TIMELY PERMANENCY (Reunification, Guardianship, Adoption and Independent Living)

Goal Statement: Front End – Children will remain home whenever safely possible. Children in out-of-home care will achieve timely permanency

Youth Placed Out of State

Strengths/Opportunities:

Jan 2016: On Jan 18th, 2016 – there were 119 youth placed outside of Nebraska.

- 29% - 34 of these youth are placed in congregate care.
- 56% - 67 of these youth are placed in neighboring states (IA, KS, CO, MO and SD).

Total Number of Youth Out of State:

- Nov 2014 = 142
- Jan 2015 = 133
- Feb 2015 = 143
- Mar 2015 = 157
- Apr 2015 = 150
- May 2015 = 148
- June 2015 = 148
- July 2015 = 153
- Aug 2015 = 144
- Sept 2015 = 147
- Nov 2015 = 123
- Jan 2016 = 119

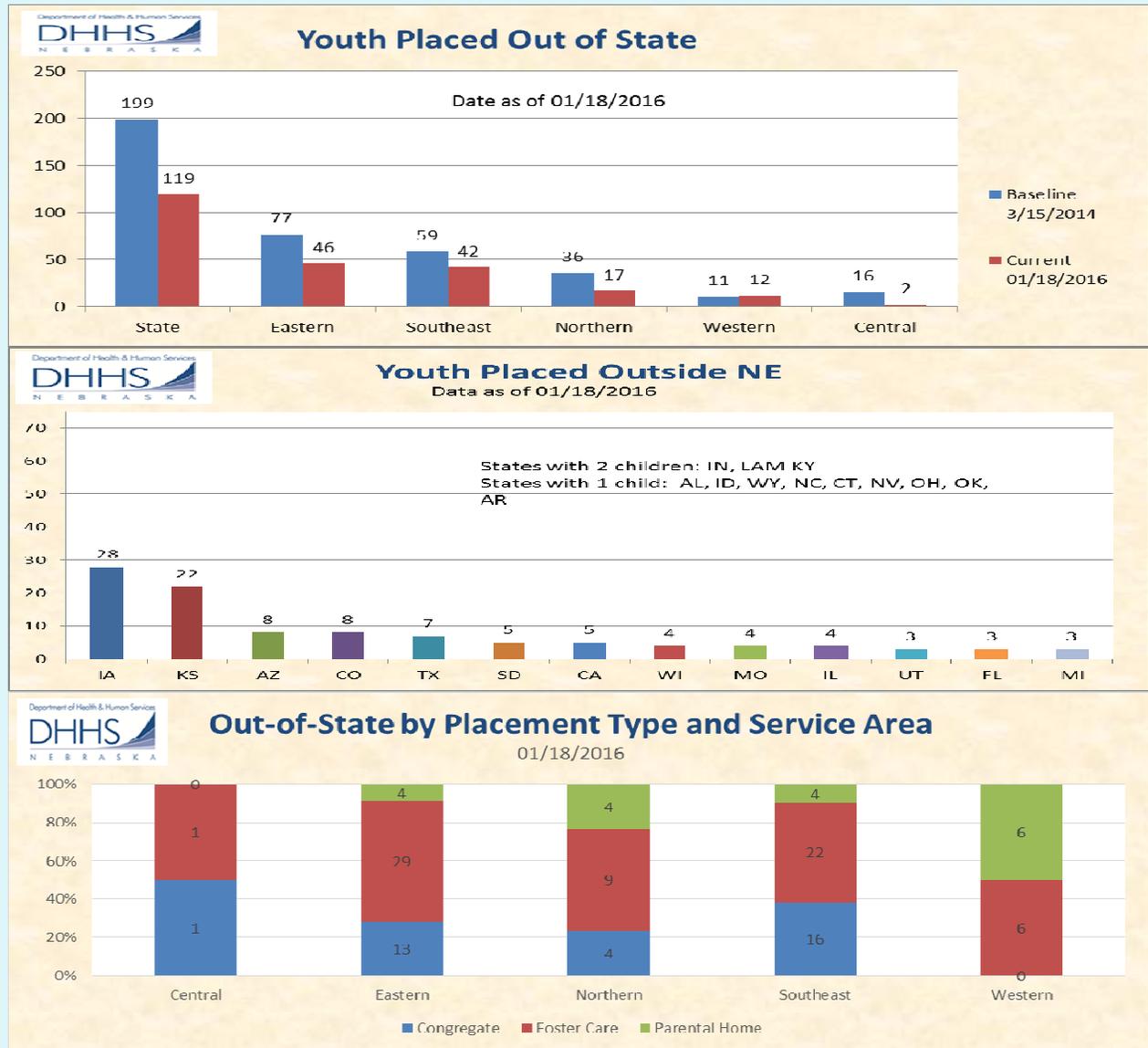
Barriers:

Action Items:

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



*Includes all youth and all placements out of Nebraska (parent/congregate/foster). Excluding Tribal Youth.

Youth Placed Out of State

Strengths/Opportunities:

Jan 2016:

- 59% or 20 out of 34 of the youth placed in congregate care are placed in the following neighboring states – IA, KS, CO, MO, and SD. At times, placement in these bordering states is in closer proximity to the youth's parents.
- 3 youth have been placed in congregate care for 2 or more years.
- 47% or 16 out of 34 of the youth in congregate care have been in out of state placement for over 180 days (6 months or more).

Barriers:

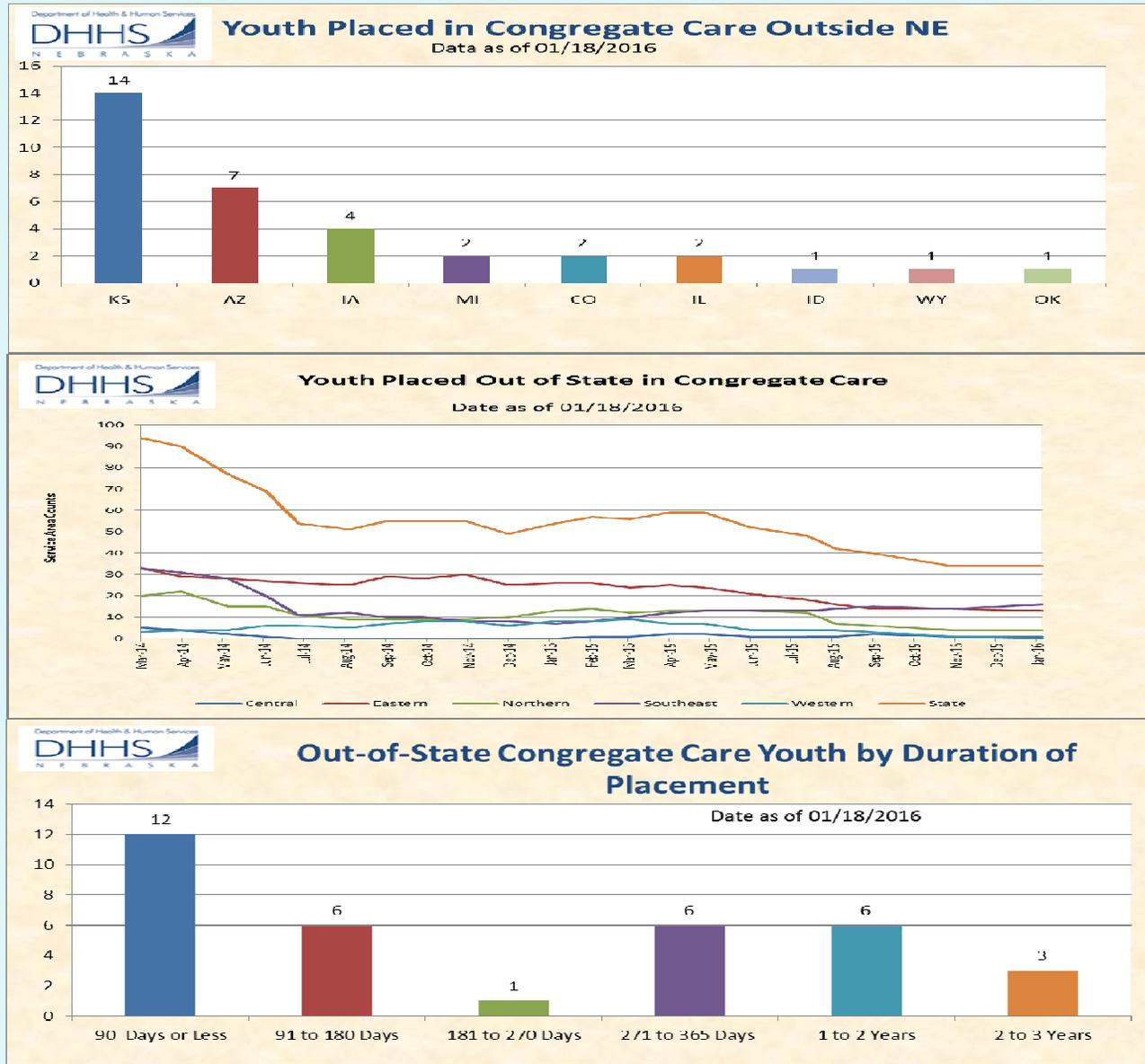
Action Items:

CQI Team Priority:

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



*Includes all youth and all placements out of Nebraska (parent/congregate/foster). Excluding Tribal Youth.

CFS Supervisor Periodic Review

Strengths/Opportunities:

Dec 2015:

*Statewide = 83.3%

*Highest Performance = YRTC (99.1%)

*Lowest Performance = Tribes (2.0%)

Barriers:

Action Items:

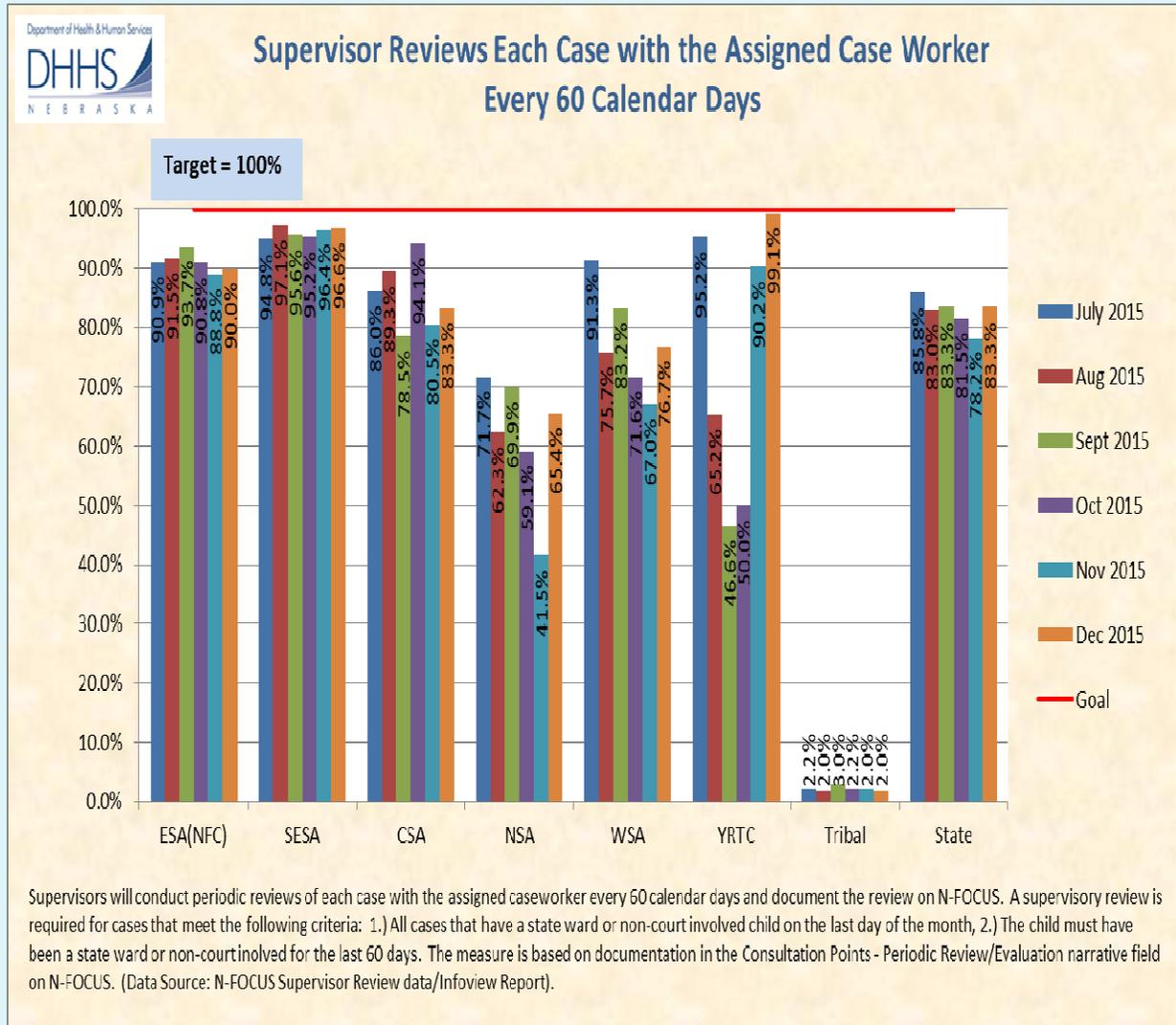
*KaCee Zimmerman will lead a workgroup to review expectations for supervisory and period reviews. Workgroup will make recommendations to the statewide CQI team.

CQI Team Priority:

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data for Systemic Factor #21 (Periodic Review). Data added to CQI document on 8/2014

Item 21: Permanency Hearings

Analysis:

- Permanency hearings are occurring as expected for 85% of the children who have been in care 12 or more months.
- **Data Limitations:** Permanency Hearing information is unknown for approximately 7-9% of the children due to lack of information entered on N-FOCUS or in the JUSTICE system.

Stakeholder Input: Who? What? When? Where?:

Next Steps / Who's Responsible:

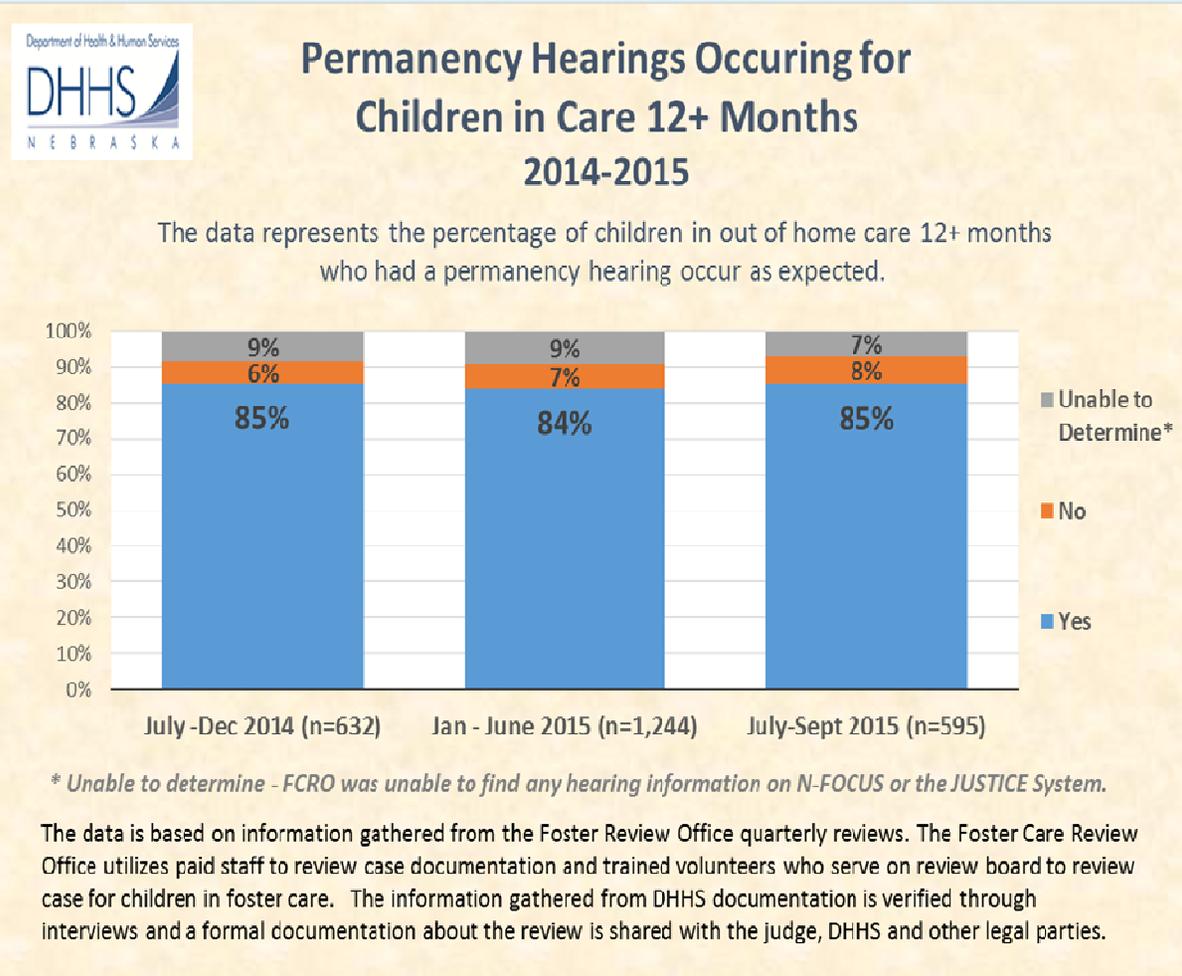
Need to work with FCRO to address data limitation and obtain correct information for the cases with no permanency hearing information in N-FOCUS or JUSTICE.

Data Review Frequency: January and July

OUTCOME STATEMENT: Children Will Achieve Timely Permanency

Chapter 1: B. Systemic Factor Case Review System

How do we know the case review system is functioning statewide to ensure that, for each child, a **permanency hearing** in a qualified court or administrative body occurs no later than 12 months from the date the child entered foster care and no less frequently than every 12 months thereafter?



Data for Systemic Factor #22 (Permanency Hearings). Data added to CQI document on 8/2014

Systemic Factor Item 21: Periodic Reviews (Court Reviews:6 Months)

Analysis:

* Court reviews are occurring every 6 months for 98% or more of the children who are in out of home care.

Stakeholder Input: Who? What? When? Where?:

Next Steps / Who's Responsible:

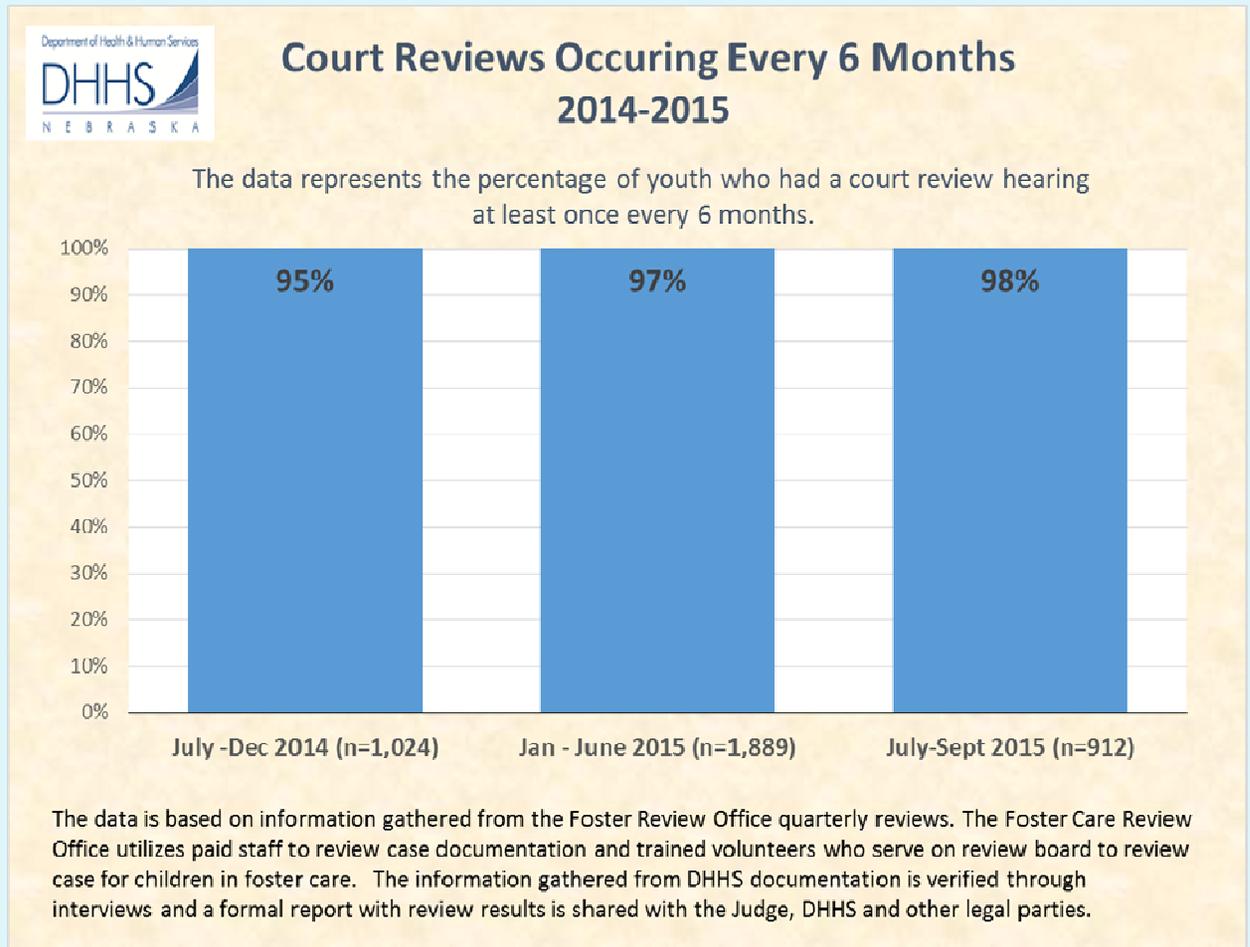
Data Review Frequency: January and July

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Chapter 1: B. Systemic Factor Case Review System

How do we know the case review system is functioning statewide to ensure that a **periodic review** for each child occurs no less frequently than once every 6 months, either by a **court** or by administrative review?



Data for Systemic Factor #21 (Periodic Reviews). Data added to CQI document on 8/2014

Systemic Factor Item 24: Notice of Hearings and Reviews to Caregivers

Strengths/Opportunities:

- **67%** of foster parents indicated that they often or always received notices for court review hearings regarding their foster child(ren).
- **56%** of foster parents indicated that they actively participated in the court review hearings regarding their foster child(ren).

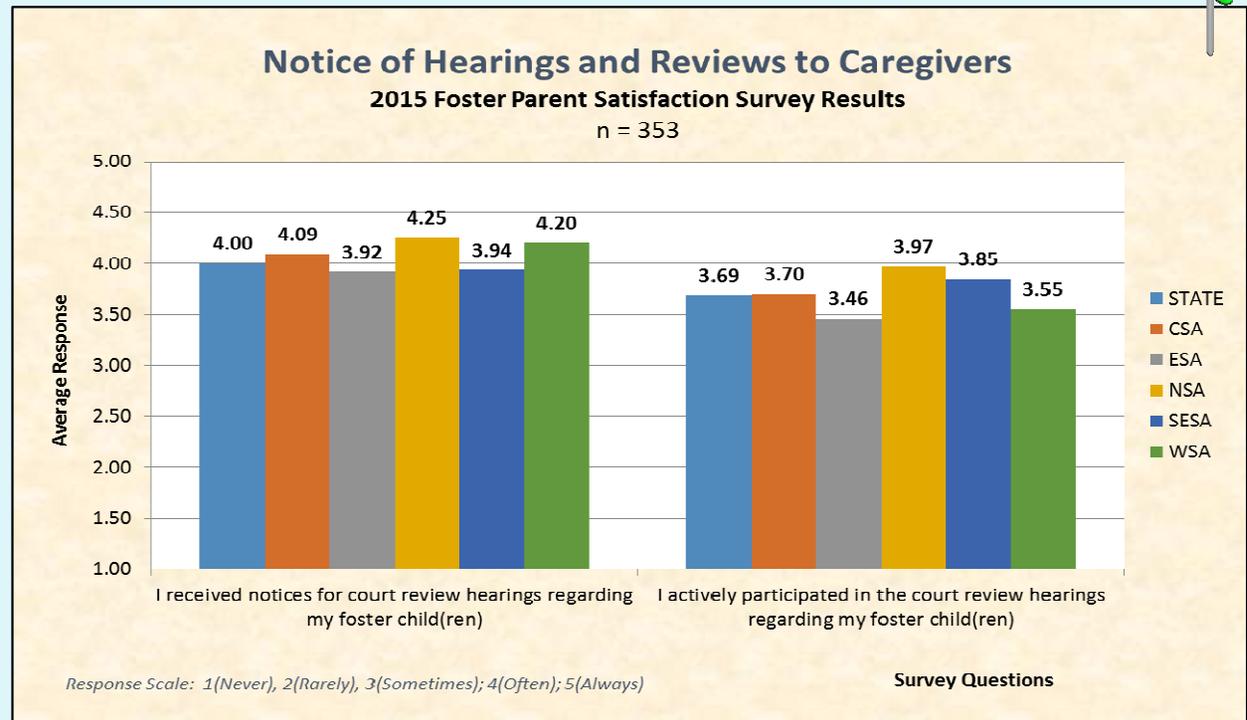
Barriers:

Action Items:

CQI Team Priority:

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Response	State	CSA	ESA	NSA	SESA	WSA
Never	34	3	14	4	12	1
Rarely	21	4	7	2	6	2
Sometimes	50	6	19	2	20	3
Often	37	1	16	7	9	4
Always	197	27	65	29	61	15
Not Applicable	12	3	1	2	4	2
Don't Know	1	0	1	0	0	0
Refused	1	0	1	0	0	0
Total	353	44	124	46	112	27

Response	State	CSA	ESA	NSA	SESA	WSA
Never	62	7	25	7	16	7
Rarely	16	2	6	1	5	2
Sometimes	42	7	15	5	14	1
Often	33	4	13	4	9	3
Always	164	20	46	27	57	14
Not Applicable	33	3	17	2	11	0
Don't Know	1	0	1	0	0	0
Refused	2	1	1	0	0	0
Total	353	44	124	46	112	27

Data for Systemic Factor #24 (Notice of Hearings and Reviews to Caregivers).

Systemic Factor Item 23: Termination of parental rights (TPR)

Analysis:

• There are 1,091 youth who have been in care 15 out of the most recent 22 months as of 12/8/15.

- **523 (48%) of the mothers** have their parental rights intact and no exceptions have been entered on N-FOCUS
- **622 (57%) of the fathers** have their parental rights intact and no exceptions have been entered on N-FOCUS
- **47 (4%) of the mothers and fathers** have an exception to TPR entered on N-FOCUS. The following exceptions are selected on N-FOCUS:
 - 17 – Case Plan/Permanency Plan Extension (The family has not had reasonable opportunity to avail themselves of the services deemed necessary in the case plan).
 - 13 – Compelling Reason
 - 17 – Relative Taking Care of Child

Stakeholder Input: Who? What? When? Where?:

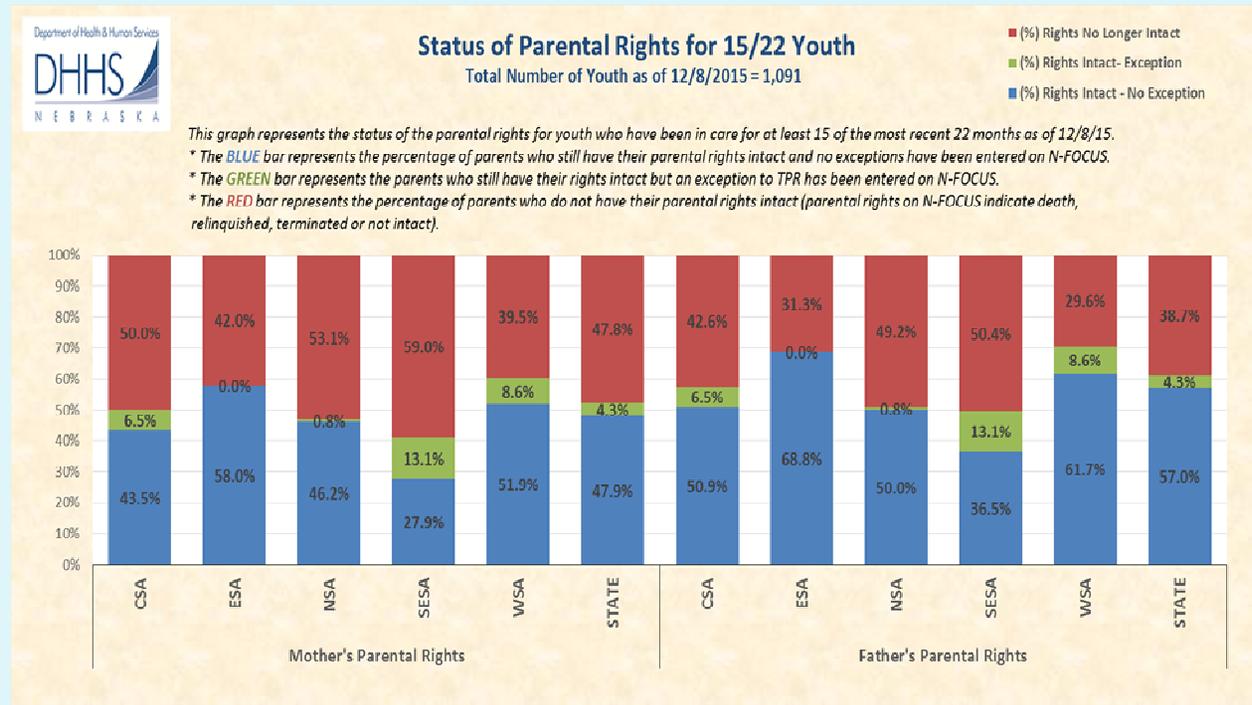
Next Steps / Who's Responsible:

***Need to work with CFS Staff to verify accuracy of information in the TPR Exceptions field on N-FOCUS. It is unclear if CFS staff are using the Case Plan/Permanency Plan Extension category correctly and if exceptions are only documented in N-FOCUS once approved by the court.**

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency
Chapter 1: B. Systemic Factor Case Review System

How do we know the case review system is functioning to ensure that the filing of **termination of parental rights (TPR)** proceedings occurs in accordance with required provisions?



	Mother's Parental Rights						Father's Parental Rights					
	CSA	ESA	NSA	SESA	WSA	STATE	CSA	ESA	NSA	SESA	WSA	STATE
(%) Rights Intact - No Exception	43.5%	58.0%	46.2%	27.9%	51.9%	47.9%	50.9%	68.8%	50.0%	36.5%	61.7%	57.0%
(%) Rights No Longer Intact	50.0%	42.0%	53.1%	59.0%	39.5%	47.8%	42.6%	31.3%	49.2%	50.4%	29.6%	38.7%
(%) Rights Intact-Exception	6.5%	0.0%	0.8%	13.1%	8.6%	4.3%	6.5%	0.0%	0.8%	13.1%	8.6%	4.3%
(#) Rights Intact - No Exception	47	306	60	68	42	523	55	363	65	89	50	622
(#) Rights No Longer Intact	54	222	69	144	32	521	46	165	64	123	24	422
(#) Rights Intact - Exception	7	0	1	32	7	47	7	0	1	32	7	47
	108	528	130	244	81	1091	108	528	130	244	81	1091

Data for Systemic Factor #23 (Termination of Parental Rights). Data added to CQI document on date to be determined.



Systemic Factor Item 23: Termination of parental rights (TPR)

Strengths/Opportunities:

Analysis:

* TPR Hearing Fields on N-FOCUS do not appear to be used consistently and correctly by CFS Staff.

- On 12/8/15 Over 75% of the parents did not have hearing dates entered on N-FOCUS.

Of the remaining 25%, almost all of the hearing dates entered in the hearing scheduled or held fields on N-FOCUS were dates prior to 12/8/15. It is unclear if the hearings took place as scheduled or if held what the outcome was.

Stakeholder Input: Who? What? When? Where?:

Next Steps / Who's Responsible:

**Need to work with CFS Staff to verify accuracy of TPR Filing and TPR or Exception hearing information in the parental rights section.*

The TPR Filing Date on N-FOCUS is the date that will be used to determine if TPR is being filed in a timely manner. TPR and Exception Hearing Dates will be used to assess efforts and timely achievement of the child's permanency of Adoption within 24 months of entry into care.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency

Chapter 1: B. Systemic Factor Case Review System

How do we know the case review system is functioning to ensure that the filing of **termination of parental rights (TPR)** proceedings occurs in accordance with required provisions?

There are 1,091 youth who had been in care 15 out of the most recent 22 months as of 12/8/15.

523 (48%) of the mothers have their parental rights intact and no exceptions have been entered on N-FOCUS

- There are no TPR or Exception hearing dates entered for 403 (77%) of these mothers. **N-FOCUS shows a TPR was filed by the county attorney for 18 of these 403 cases.**
- There are TPR or Exception hearing scheduled or held dates entered for 119 (23%) of these mothers, however the date is prior to 12/8/2015 and it is unclear if the hearing took place and/or what decision was made at the hearing.
- There is a TPR or Exception hearing scheduled after 12/8/15 for 1 mother.

622 (57%) of the fathers have their parental rights intact and no exceptions have been entered on N-FOCUS

- There are no TPR or Exception hearing dates entered for 472 (76%) of these fathers. N-FOCUS shows a TPR was filed by the county attorney for 23 out of these 472 cases.
- There are TPR or Exception hearing scheduled or held dates entered for 146 (23%) of these fathers, however the date is prior to 12/8/2015 and it is unclear if the hearing took place and/or what decision was made at the hearing.
- There is a TPR or Exception hearing scheduled after 12/8/15 for 4 (1%) of these fathers.

47 (4%) of the mothers and fathers have an exception to TPR entered on N-FOCUS.

The following exceptions are selected on N-FOCUS:

- 17 – Case Plan/Permanency Plan Extension (The family has not had reasonable opportunity to avail themselves of the services deemed necessary in the case plan).
- 13 – Compelling Reason
- 17 – Relative Taking Care of Child

Data for Systemic Factor #23 (Termination of Parental Rights). Data added to CQI document on date to be determined.



Placement Change Documentation w/in 72 hours

Strengths/Opportunities:

Dec 2015: Decrease in statewide performance (85.4%).

State performance was at 56% in May 2012.

Barriers:

Action Items:

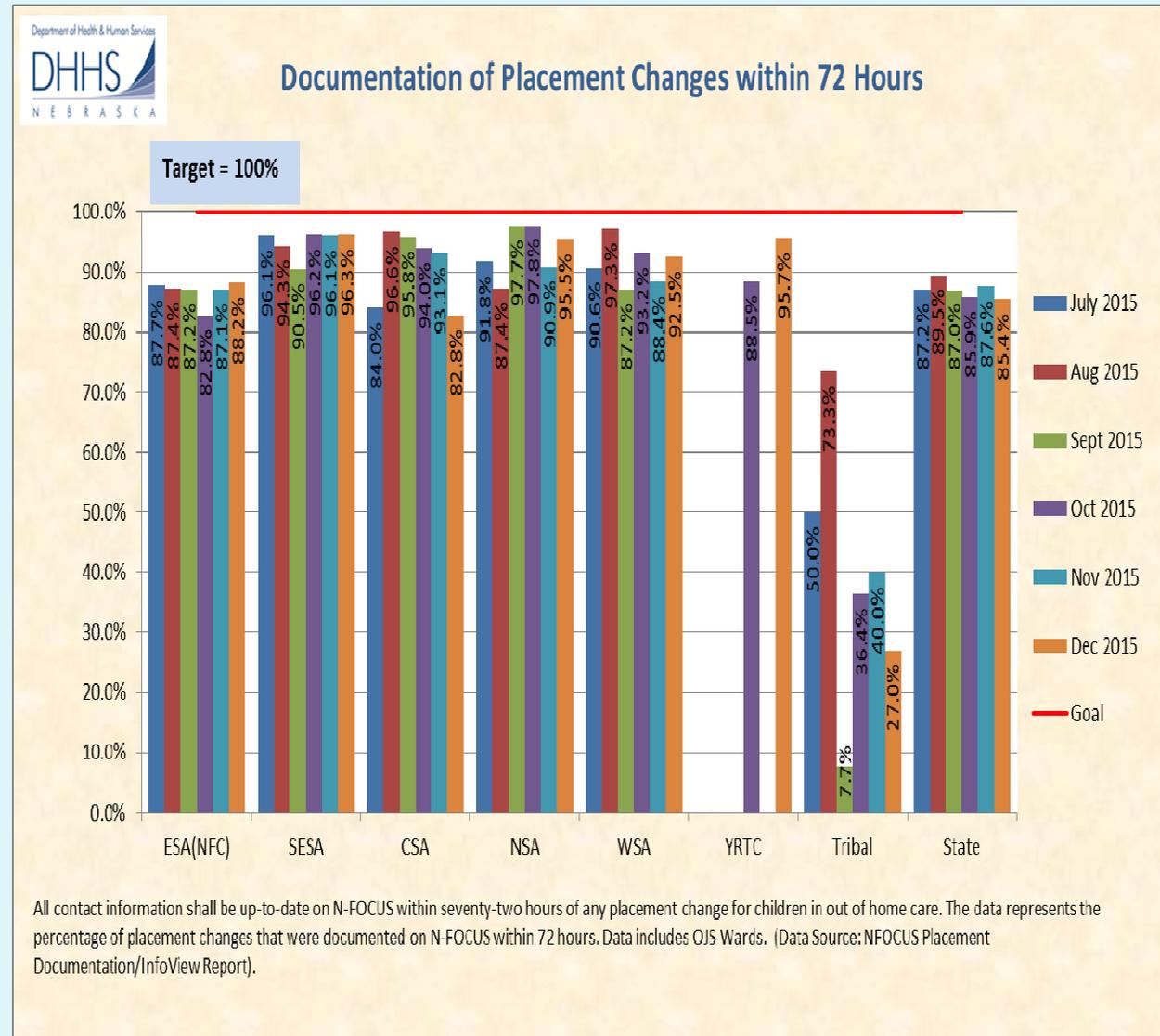
CQI Team Priority:

- *Northern Service Area
- *Tribes

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Family Team Meeting Frequency

Strengths/Opportunities:

Dec 2015: State performance decreased to 90.0%. **SESA has the highest score at 97.7%**. Tribes have the lowest score at 15.6%.

Note: The State performance was at 76.2% in May 2012.

Barriers:

-Lack of documentation in tribal cases.

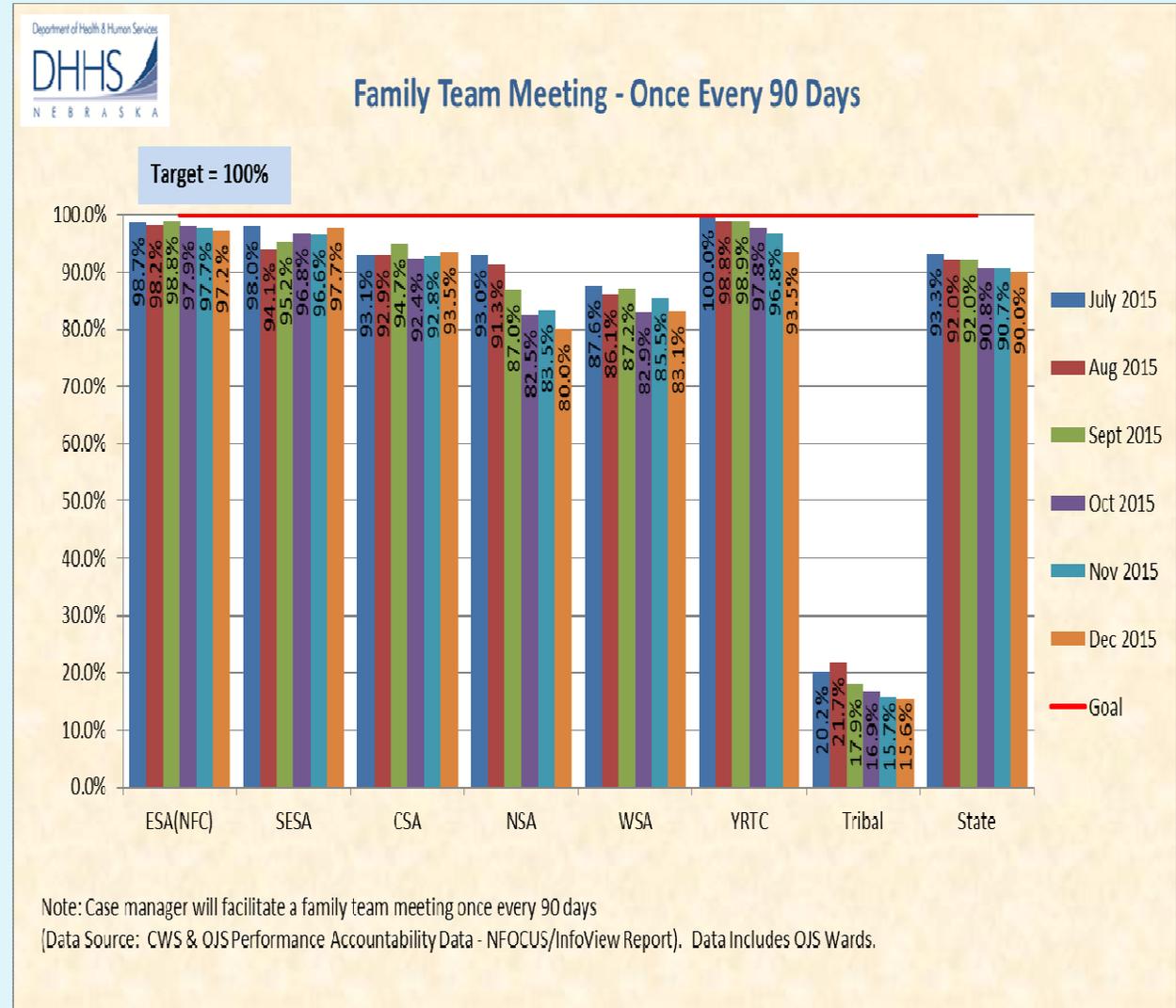
Action Items:

CQI Team Priority:

- *Northern Service Area
- *Tribes

**Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.*

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Monthly

Family Team Meeting Quality

Strengths/Opportunities:

*The QA team began FTM Quality Documentation reviews again in September 2015. The reviews look to see if policy expectations are met.

For this 1st review, the reviewers looked at whether or not at least one parent attended the family team meeting. In December 2015, the reviewers looked at mother and father involvement separately for the family team meetings that involved at least one parent.

Barriers:

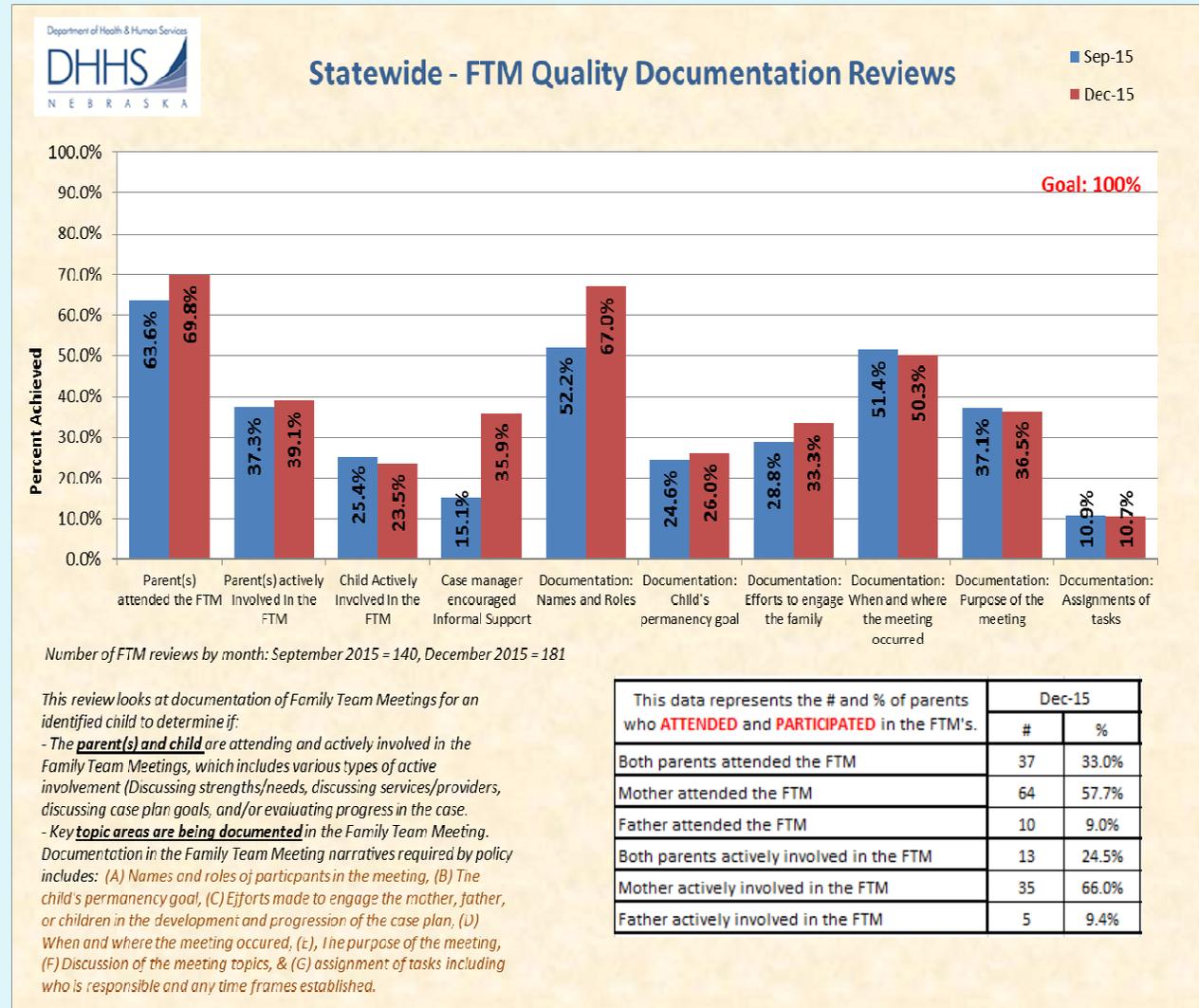
Action Items:

CQI Team Priority:

- *Eastern and Western Service Areas
- *Tribes

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly



Data is part of CFSR Item #18 (Child and Family Involvement in Case Planning).

Case Plans Created within 60 Days

Strengths/Opportunities:

Dec 2015: 81.3% of the Case plans are created within 60 days of the youth entering into custody.

SESA has the highest number of case plans created in 60 days (92.0%) and Tribes have the lowest (0.0%).

Barriers:

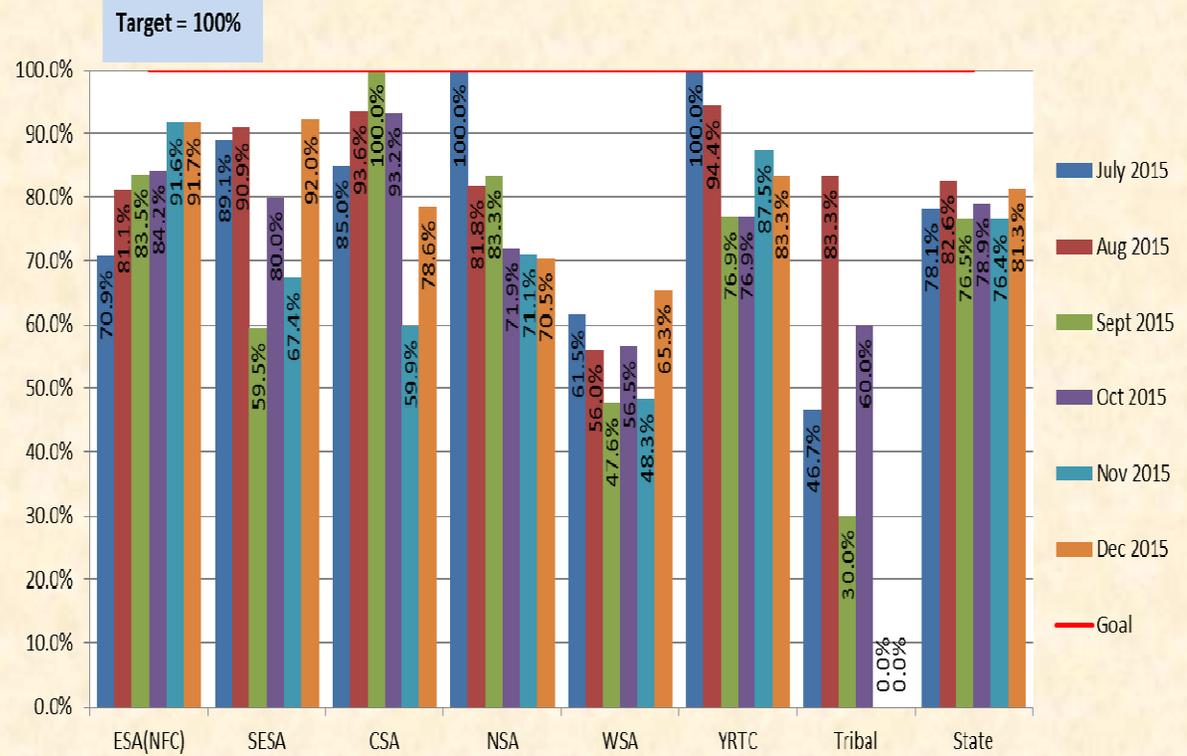
Action Items:

CQI Team Priority:

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Case Plans created within 60 calendar days of youth becoming a ward or a child in a non-court involved case.



All children shall have a written Case Plan on NFOCUS within 60 calendar days of becoming a ward or child in non-court involved case. The data represents the percentage of Case Plans created on N-FOCUS within 60 calendar days of the child's legal status change to ward or non-court involved child. Data includes OJS Wards. (Data Source: NFOCUS Case Plan Documentation/InfoView Report).

Data Review Frequency: Monthly



Data is part of CFSR Item #7 (Permanency Goal for the Child). Data added to CQI document on 6/2014

Item 20: **Written case plan** developed jointly with the child's parent(s) and includes the required provisions

Analysis:

Data from the last CFSS review indicate the agency made concerted efforts to develop the most recent case plan with the child's father 68% of the time, with the child's mother 81% of the time and with the child 83% of the time.

Data Limitations: Current data looks at efforts to develop the written case plan jointly with the child's parents but does not specifically address the quality of the case plan and whether or not the case plan includes the required provisions.

Stakeholder Input: Who? What? When? Where?:

Next Steps / Who's Responsible:

The QA team will be implementing a separate quality review of case plans and court reports to determine if they address required provision beginning February 2016. Data will be available in April 2016.

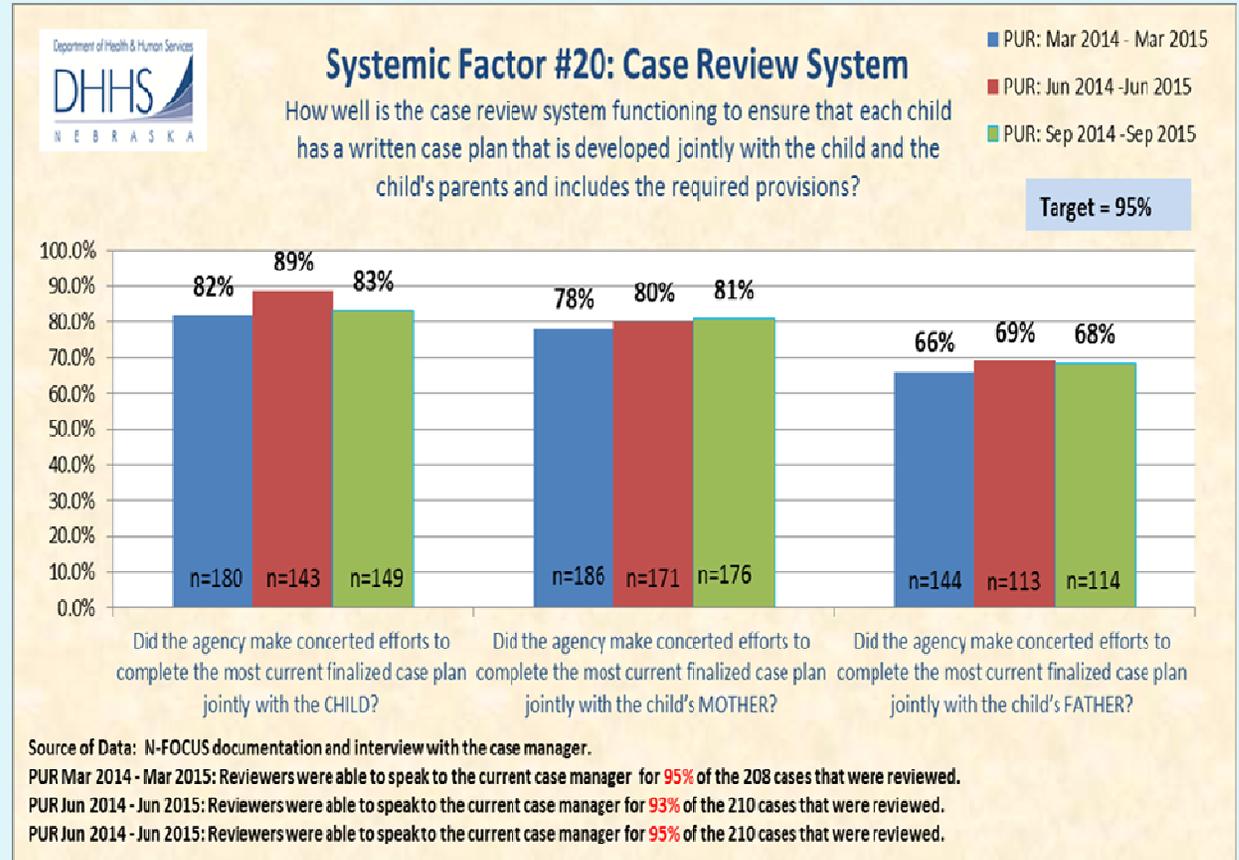
*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

Data Review Frequency Every 2 Months

OUTCOME STATEMENT: Children Will Achieve Timely Permanency

Chapter 1: B. Systemic Factor Case Review System

How do we know that the case review system is functioning statewide to ensure that each child has a written case plan that is **developed jointly with the child's parent(s) and includes the required provisions?**



The CQI team will be implementing a quality review of case plans to determine if they address required provision beginning February 2016. Data will be available in April 2016.

Data for Systemic Factor - Item #20 (Case Review System).

Case Planning Involvement – CFSR 13

Strengths/Opportunities:

Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

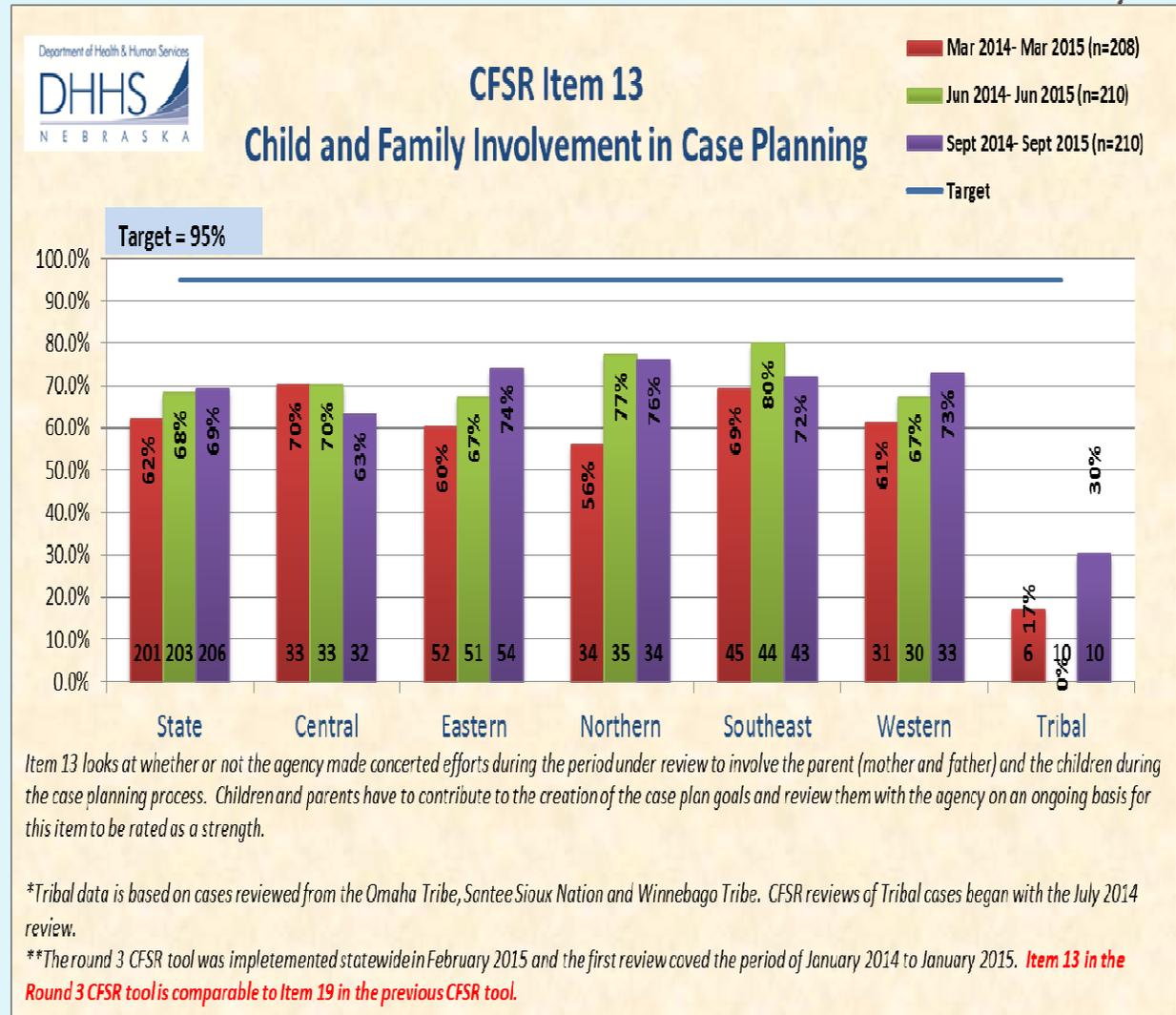
- Lack of ongoing efforts to locate and/or engage non-custodial parent in case planning (in most cases, this is the child's father).
- Lack of ongoing efforts engage developmentally appropriate children in case planning.
- Lack of good quality documentation during family team meetings and face to face contacts between the worker, children, mother and father. Documentation should clearly state how the parent or youth was engaged in the creation of, ongoing evaluation and discussions regarding progress and needs related to case plan goals.

Action Items:

- Policy team will review and expand non-custodial parent memo to include instructions for engaging the non custodial parent. N-FOCUS changes are planned for July 2015.
- CFSR Champion – Monica Dement & SESA; see CFSR Binder for additional Action Items.

Data Review Frequency: Bi-Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Caseworker Contact with Parent CFSR 15

Strengths/Opportunities:

Note: The CSFR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Lack of ongoing efforts to visit with the child's non custodial parent (in most cases, this is the child's father).
- Lack of good quality documentation during face to face contacts between the worker and the child's mother and father.

Action Items:

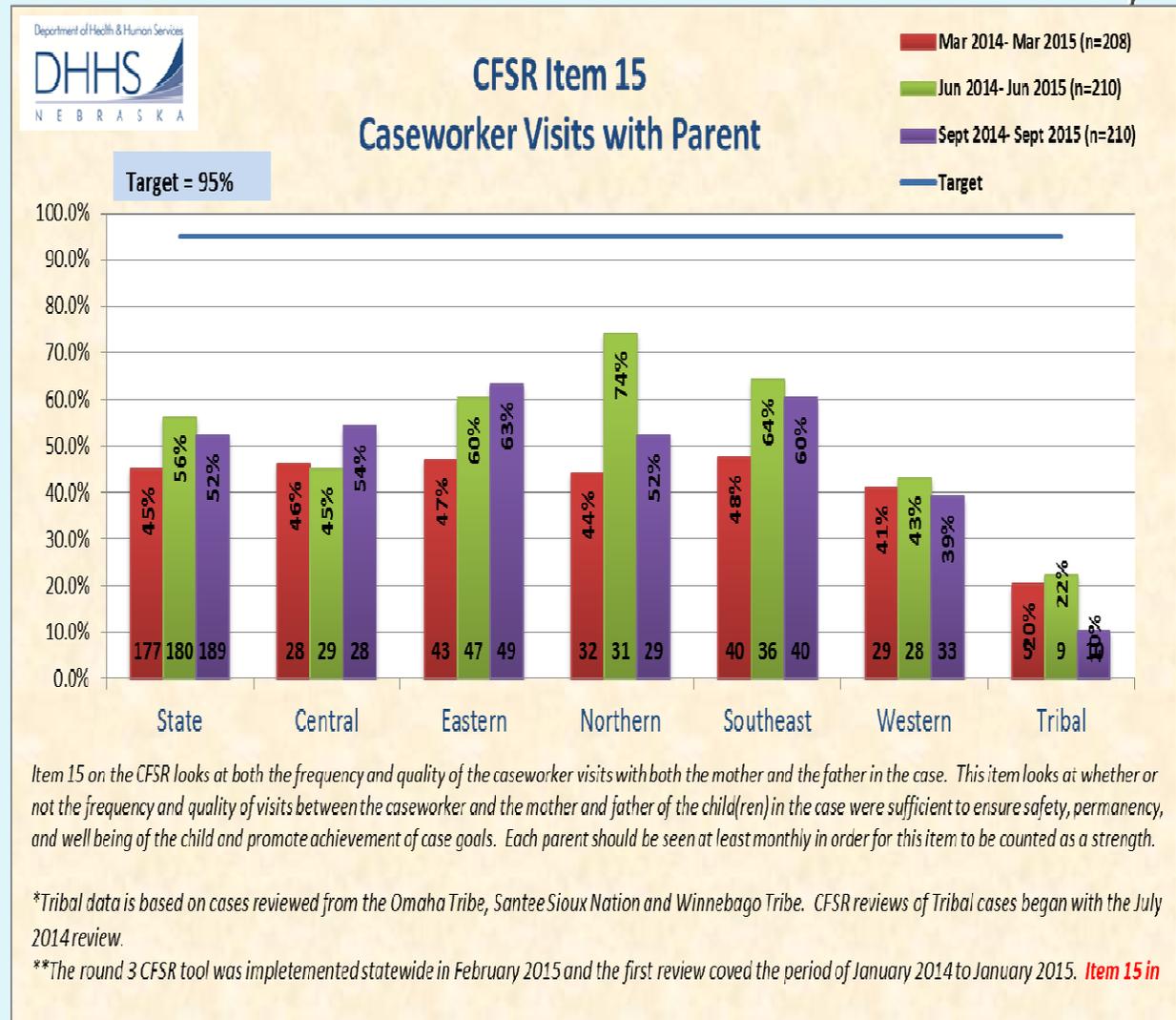
- Policy team will update procedures memo to include clarification regarding parent contact when the child's permanency goal is something other than reunification or family preservation.
- *CFSR Champion – Lynn Castrianno & ESA; see CSFR Binder for additional Action Items.*

***CQI Team Priority:**

Central Service Area

**Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.*

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Bi-Monthly

Worker Face to Face Contact with Mother and Father

Strengths/Opportunities:

Statewide-Dec 2015:

- Decrease in contact with mothers to 67.4%.
- Increase in contact with fathers to 39.2%

See separate efforts report for information on efforts made to conduct a face to face visit with parents each month.

** Note: The performance accountability report was modified to require a contact for all parents whose rights are still intact regardless of the child's permanency goal. Prior to this, the report did not require a parent contact for all youth whose permanency goals were adoption, guardianship or independent living.*

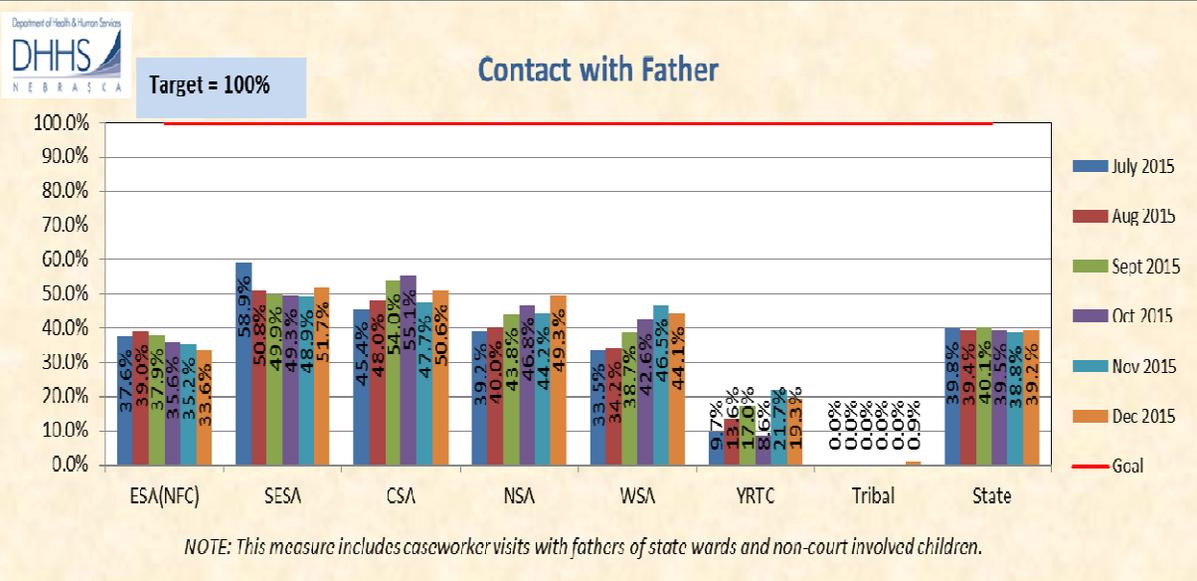
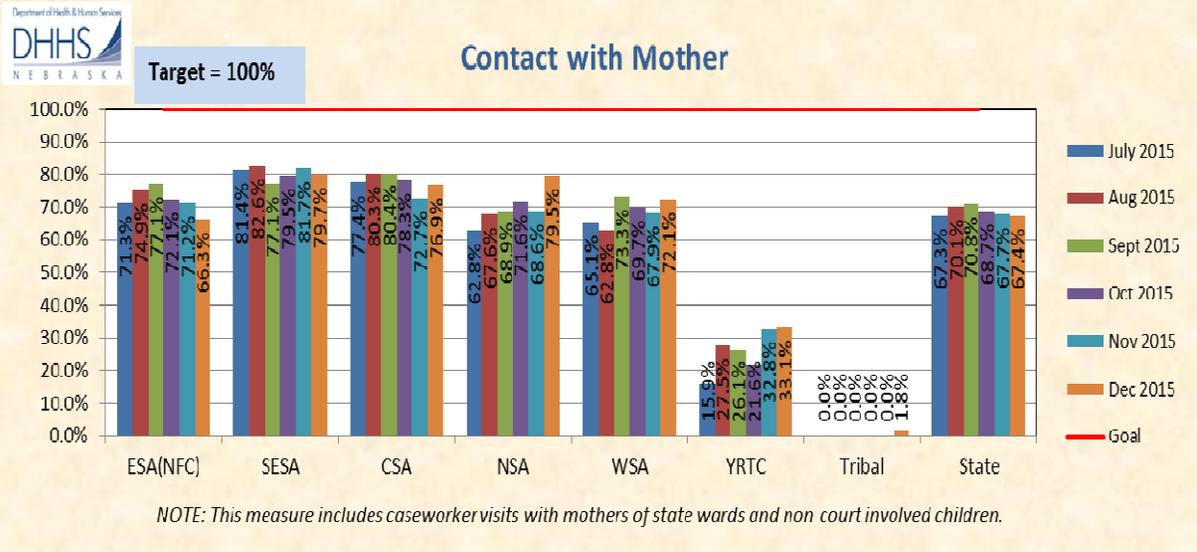
Barriers:

* Identification and engagement of non-custodial parents, especially fathers.

Action Items:

- Lindy Bryceson, Legal and Policy Team will provide additional guidance to staff to assist with efforts to locate and engage the non-custodial parent, especially when working with a mother who does not want to involve the child's father in non court cases.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Monthly

Child, Parent & Foster Parent Needs Assessment – CFSR 12

Strengths/Opportunities:

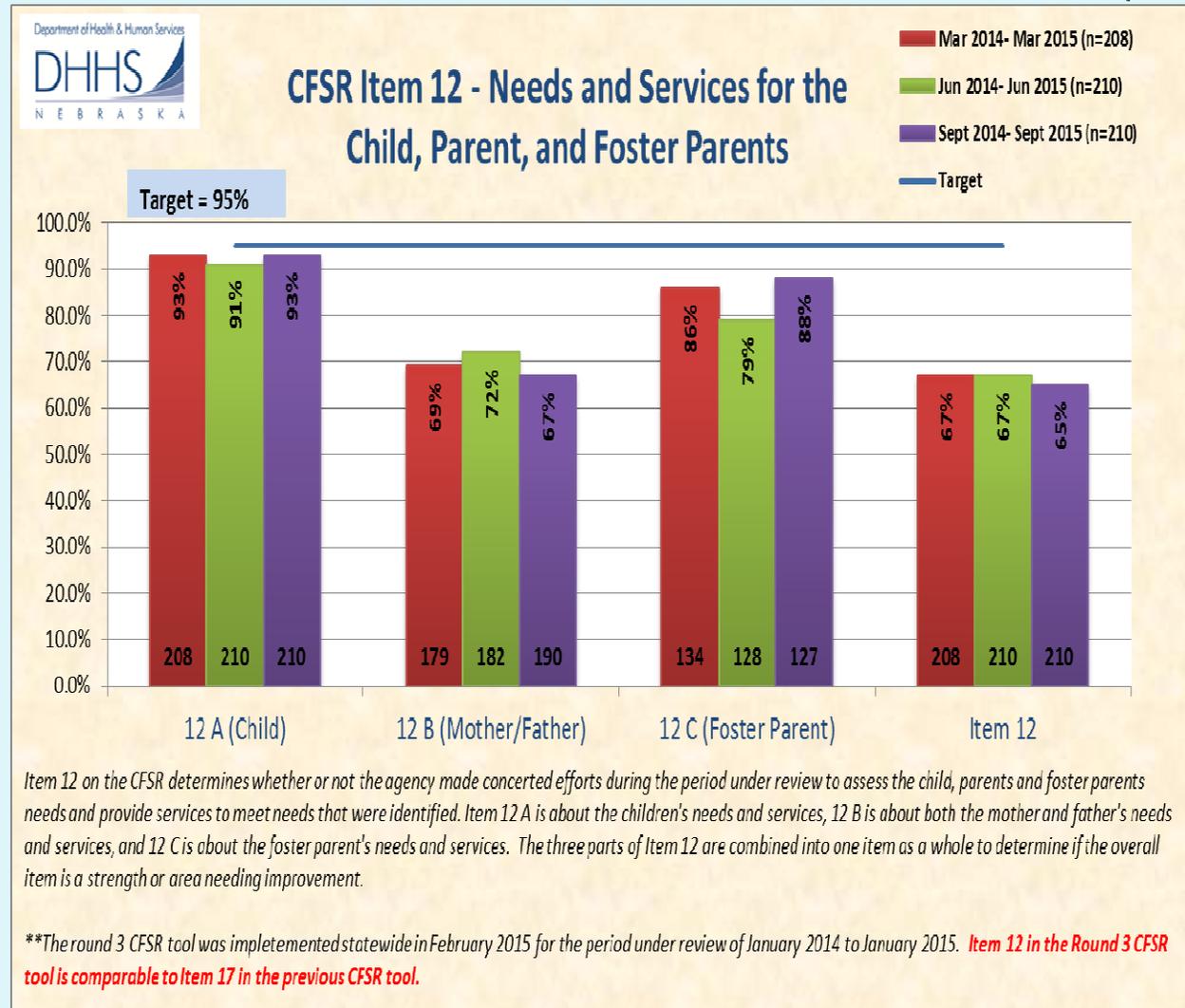
Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Lack of good quality documentation during face to face contacts between the worker and the child. Documentation should contain sufficient information to address safety, permanency and well-being.

Action Items:

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Bi-Monthly

Federal Visitation with State Wards

Strengths/Opportunities:

Dec 2015: New Fed Fiscal Year began in October 2013. The Federal Measure is 90%, this will increase to 95% in 2015. NE has set goal at 95% in preparation for the change with the federal measure. **State performance increased to 95.3% this month. Performance is 95% and above for all Service Areas, 75.8% for YRTC, and 46.8% for Tribal Cases.**

Note: In SFY11, NE reported 48.4% monthly child contact with this federal measure! WOW!!!

Barriers:

-Lack of documentation in tribal cases

Action Items:

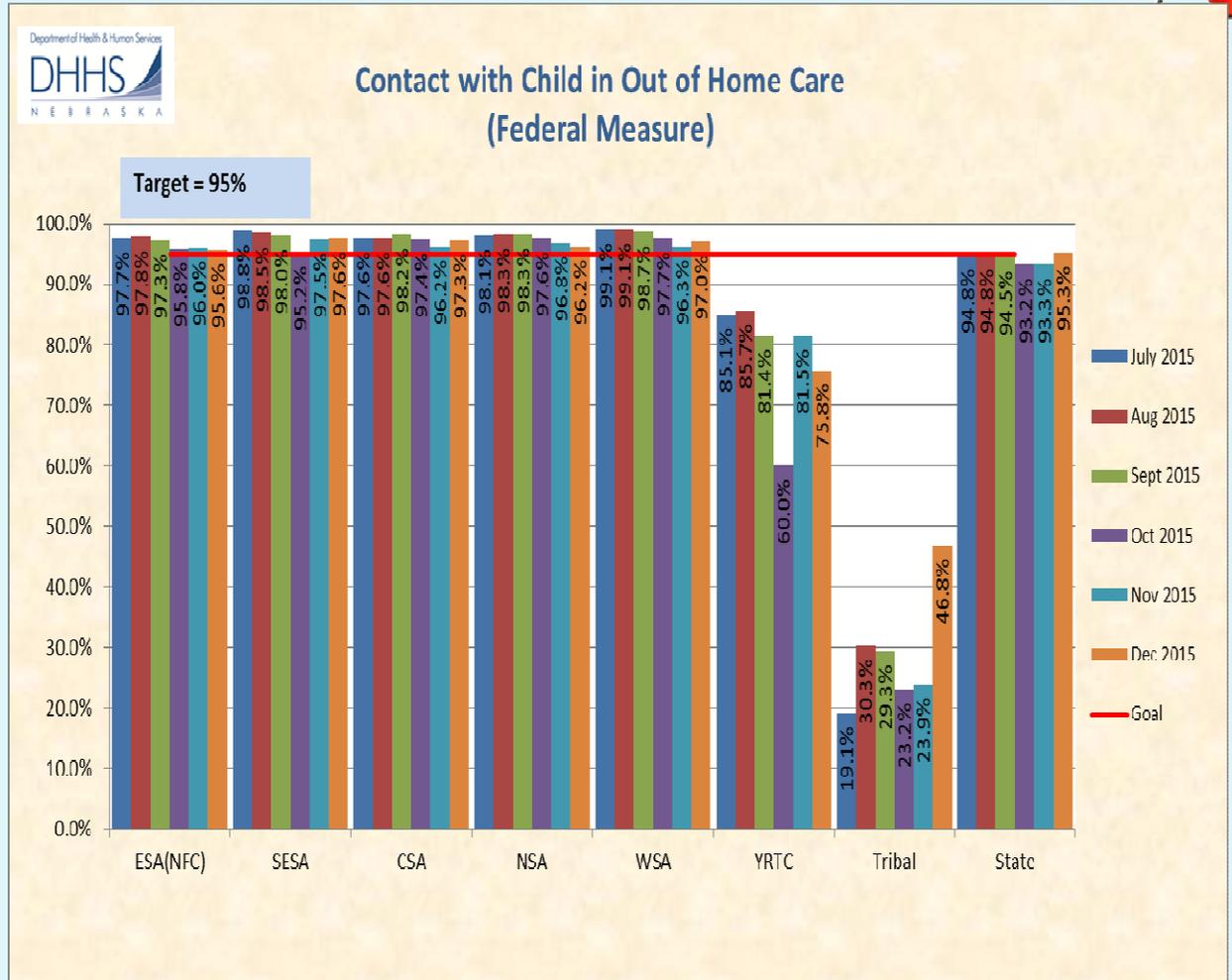
CQI Team Priority:

*Tribes

**Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.*

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Case manager will have monthly face to face contact with the child. This federal visitation requirement is a cumulative measure for the federal fiscal year (October to December). Youth are required to be visited 95% of the months they are in out of home care. Data includes OJS Wards. (Data Source: Federal Visitation Data - NFOCUS/InfoView Reports). Starting Aug 2014 – data includes court youth placed at home on trial home visit.



Data is part of CFSR Item #19 (Caseworker visit with the child).



Monthly Contact with State Wards and Non-Court Involved Child

Strengths/Opportunities:

Dec 2015: Non Court Case - statewide performance decreased to 81.6%.

Note: In May 2012, the state performance was at 53.4% for this measure.

Dec 2015: State Wards – statewide decrease to 91.7%. NSA had the highest percentage at 97.9%. YRTC saw a decrease to 94.2% and tribal cases saw a decrease to 21.3% this month.

Barriers:

-Lack of documentation in tribal cases

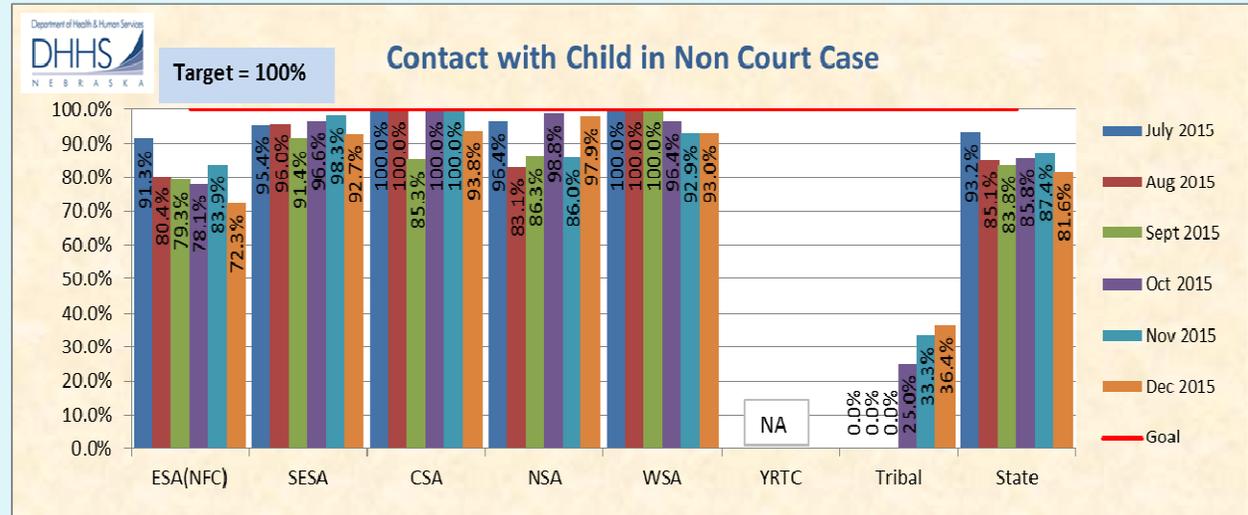
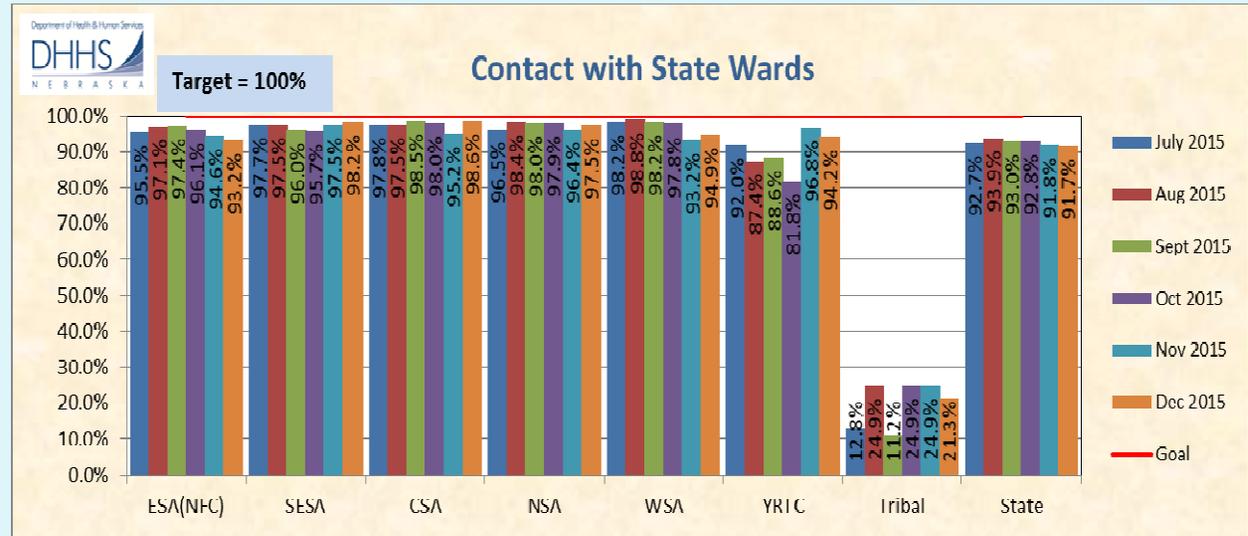
Action Items:

CQI Team Priority:

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

Data Review Frequency: Monthly

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Case manager will have monthly face to face contact with the child (Data Source: CWS & OJS Performance Accountability Data - NFOCUS/InfoView Reports).

Data is part of CFSR Item #19 (Caseworker visit with the child).

**Caseworker Contact with Child
CFSR 14**

Strengths/Opportunities:

Note: The CSFR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Lack of good quality documentation during face to face contacts between the worker and the child’s mother and father. Documentation should contain sufficient information to address safety, permanency and well-being.

Action Items:

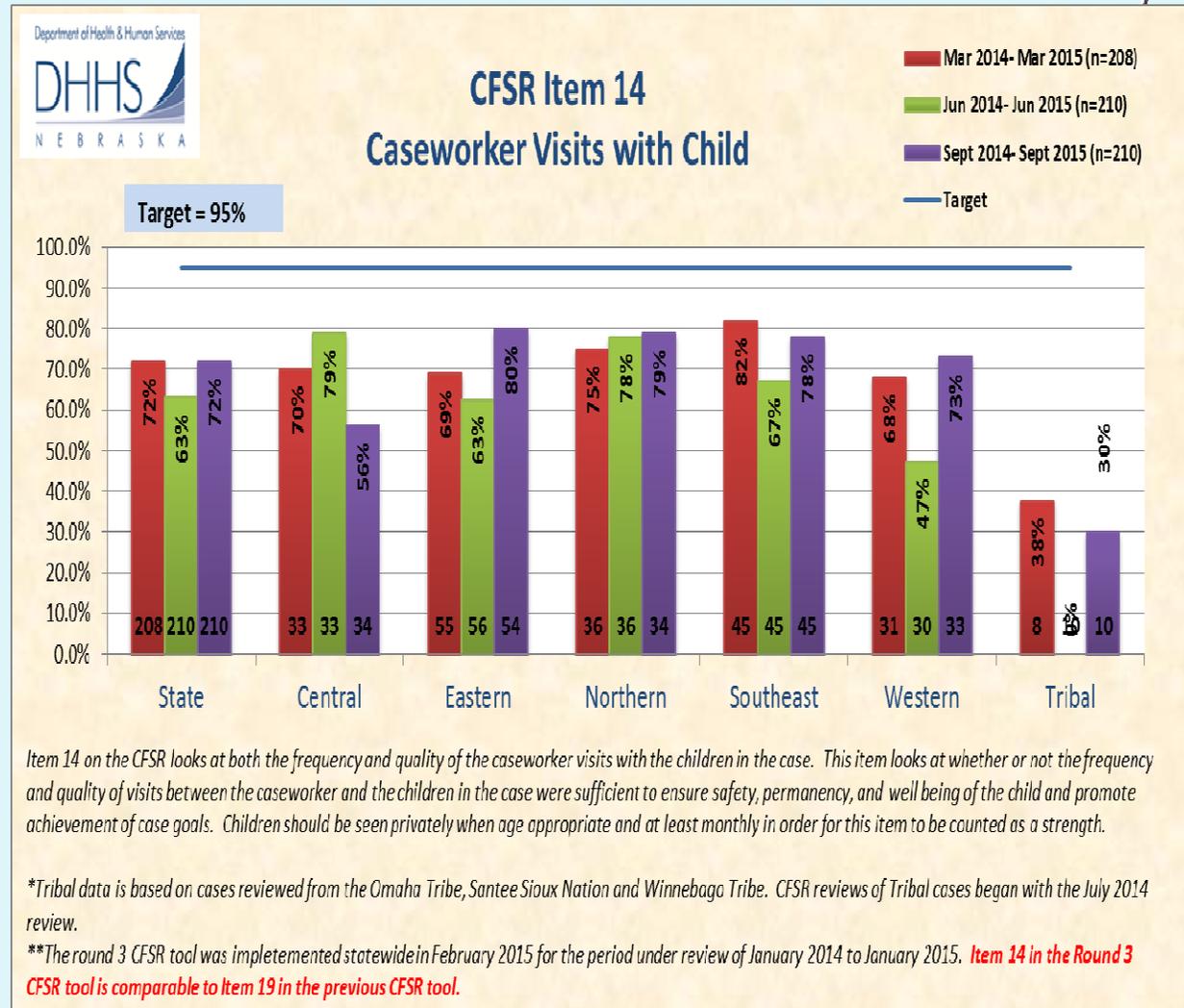
** CSFR Champion – KaCee Zimmerman & CSA; see CSFR Binder for additional Action Items.*

CQI Team Priority:

*Central Service Area

**Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.*

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Bi-Monthly

Permanency for Children in Foster Care

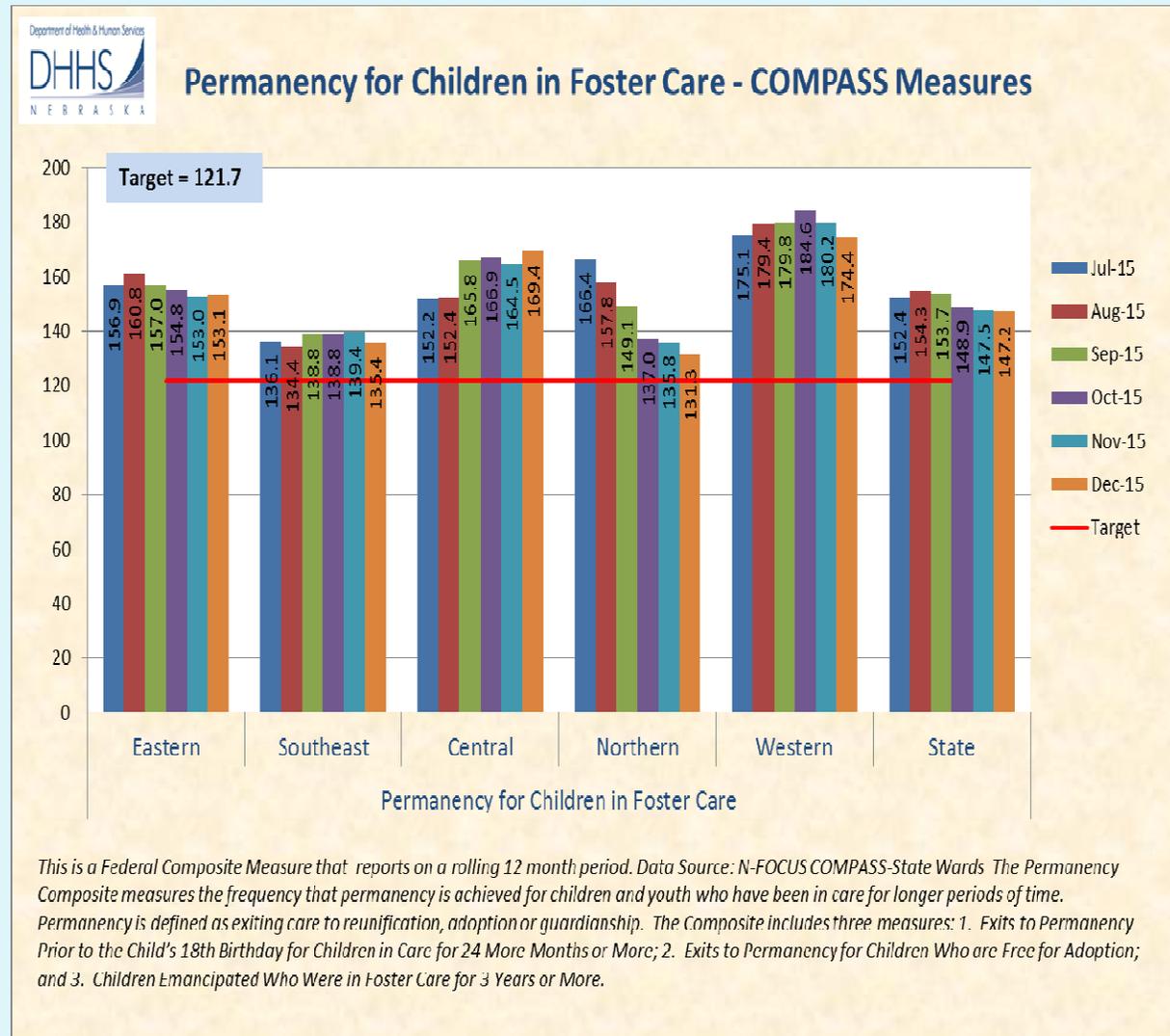
Strengths/Opportunities:

Dec 2015: All Service Areas continue to meet the target goal for this measure.

Barriers:

Action Items:

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Timeliness of Adoption

Strengths/Opportunities:

Dec 2015: All service areas continue to meet the target goal for this measure.

Barriers:

Action Items:

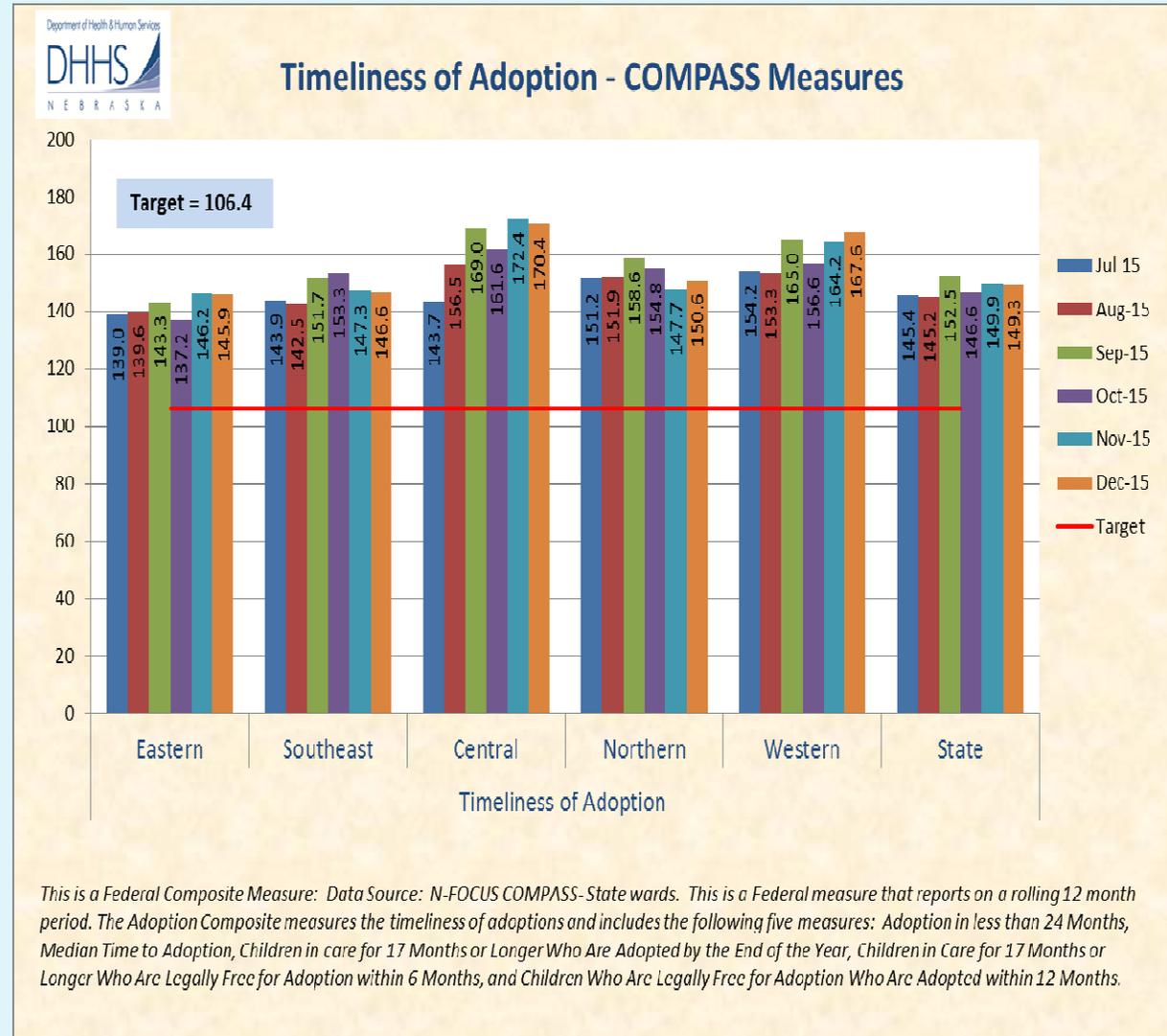
* Neligh/Legal will lead a sub committee to address legal barriers to TPR, Exceptions, Concurrent Planning and other barriers.

* 15 out of 22 Report/List has been updated and will be distributed to the court, County Attorney and Service Area Administrators on a regular basis.

CQI Team Priority:

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Timeliness & Permanency of Reunification

Strengths/Opportunities:

Dec 2015: ESA, NSA and WSA are currently meeting this measure.

Barriers:

Action Items:

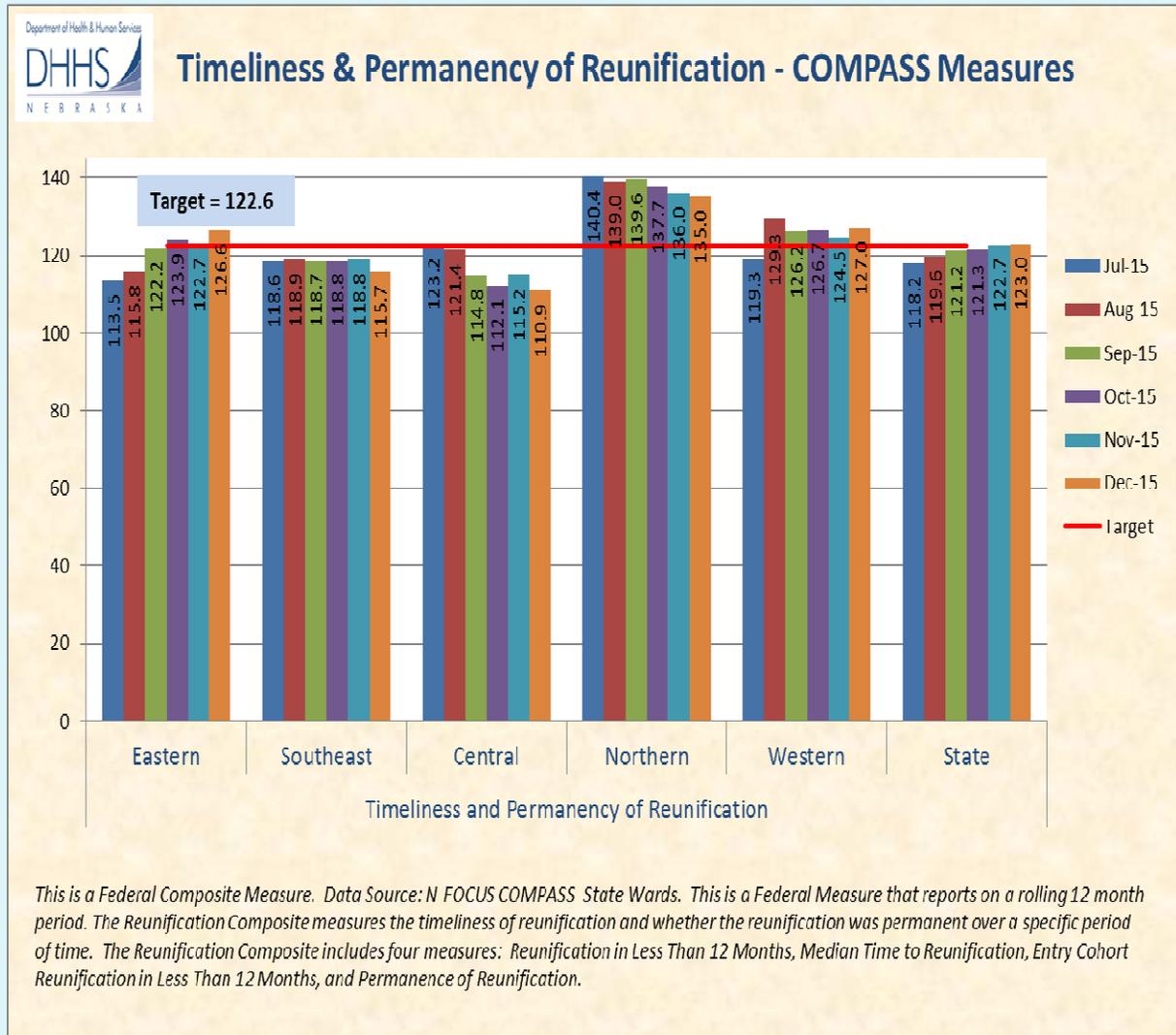
* Policy team is in the process of drafting a new memo addressing diligent effort requirements and expectations for engaging parents.

CQI Team Priority:

- *Statewide External Stakeholder Team
- *Eastern, Northern, Southeast and Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Timeliness & Permanency of Reunification

Strengths/Opportunities:

Dec 2015: 66.2% of the exits to reunification happen between 0-12 months.

Barriers:

Action Items:

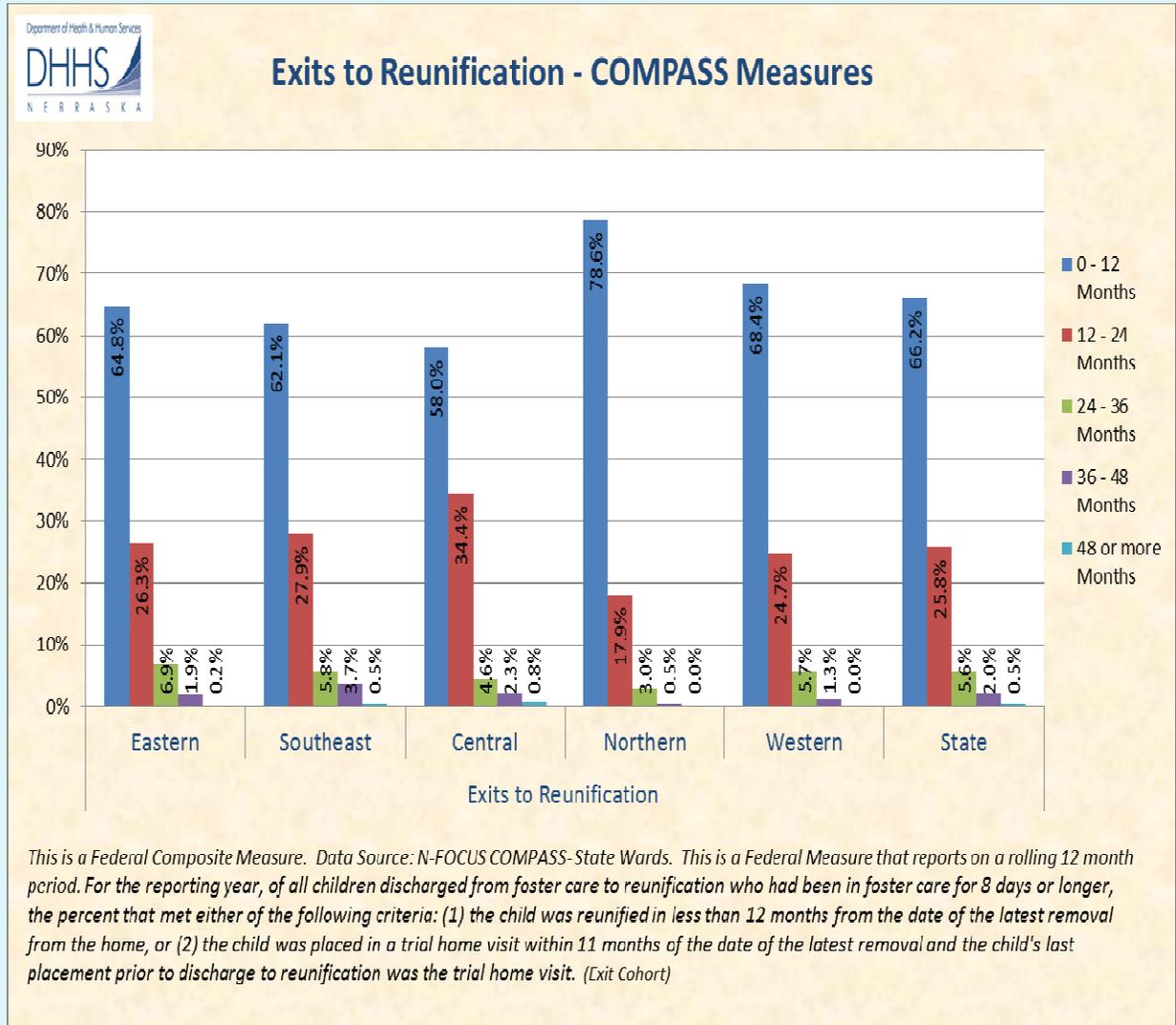
CQI Team Priority:

*Statewide External Stakeholder Team

*Eastern, Northern, Southeast and Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Timeliness & Permanency of Reunification

Strengths/Opportunities:

Dec 2015: NSA is currently meeting this measure. Statewide performance is at 39.2%.

Barriers:

Action Items:

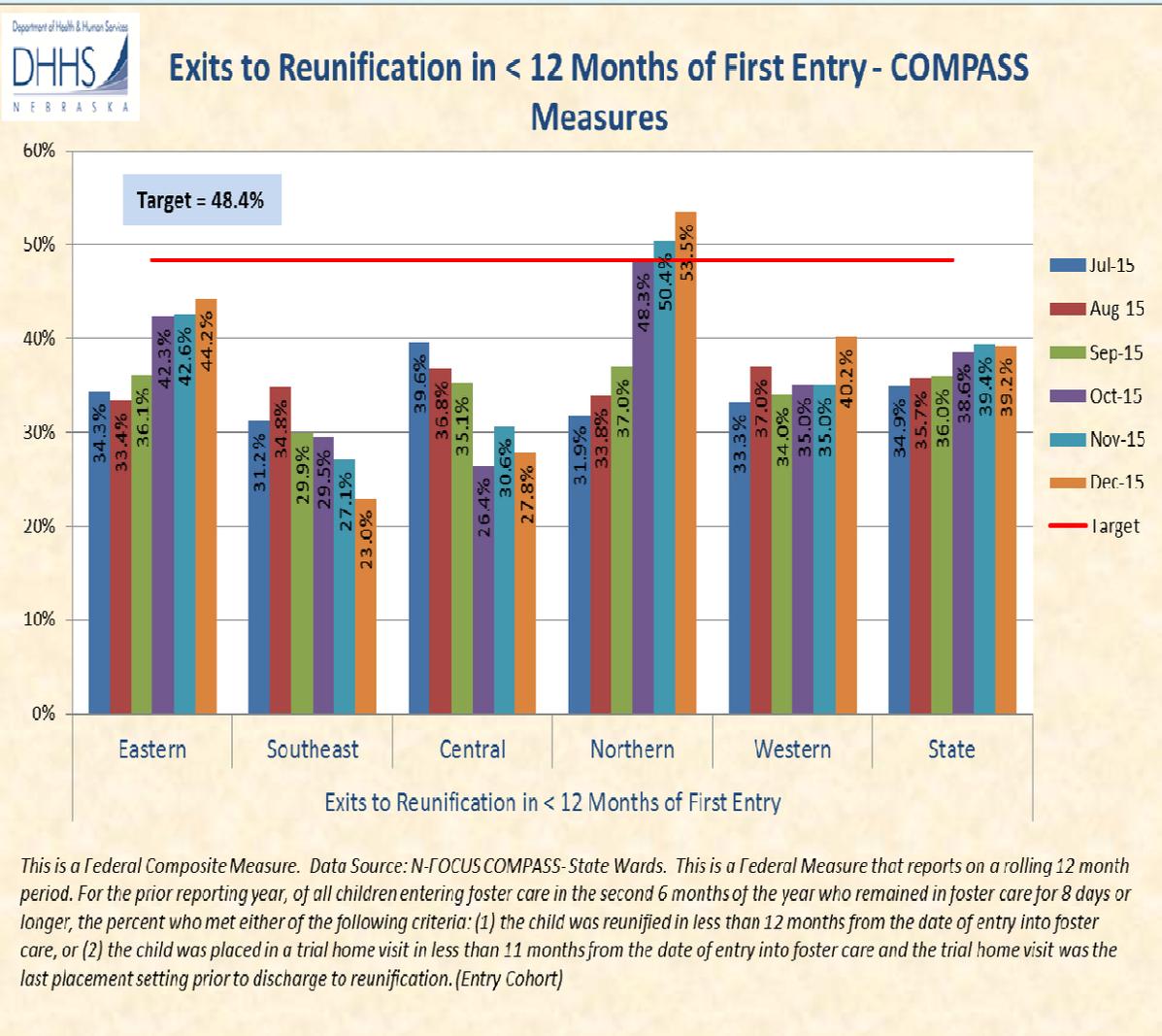
CQI Team Priority:

*Statewide External Stakeholder Team

*Eastern, Northern, Southeast and Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Timeliness & Permanency of Reunification

Strengths/Opportunities:

Dec 2015: Statewide Median Months in care is 8.1. WSA (7.6) is closest to the target goal.

Barriers:

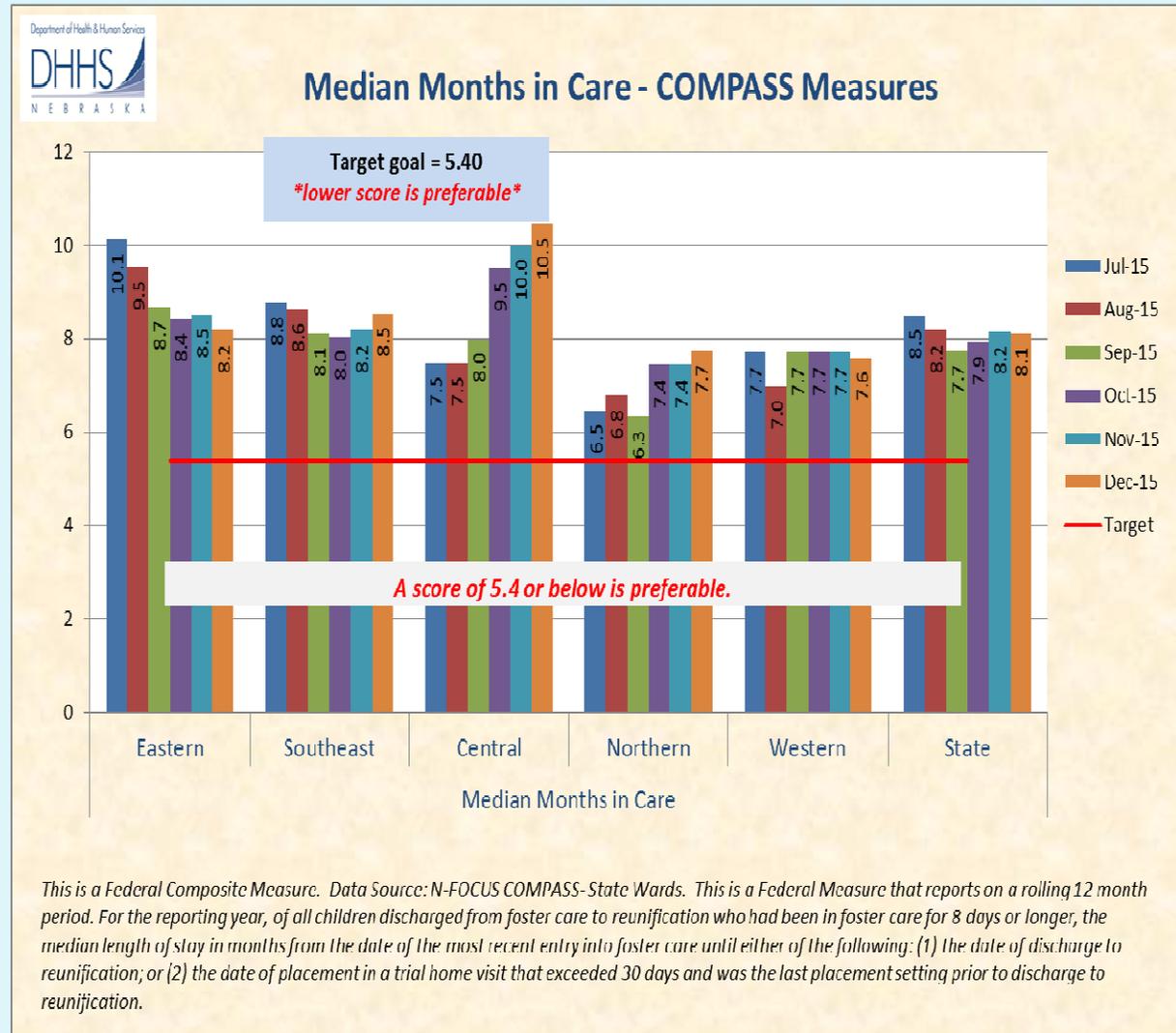
Action Items:

CQI Team Priority:

- *Statewide External Stakeholder Team
- *Eastern, Northern, Southeast and Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Timeliness & Permanency of Reunification

Strengths/Opportunities:

Dec 2015: All Service Areas are currently meeting the target goal for this measure.

Barriers:

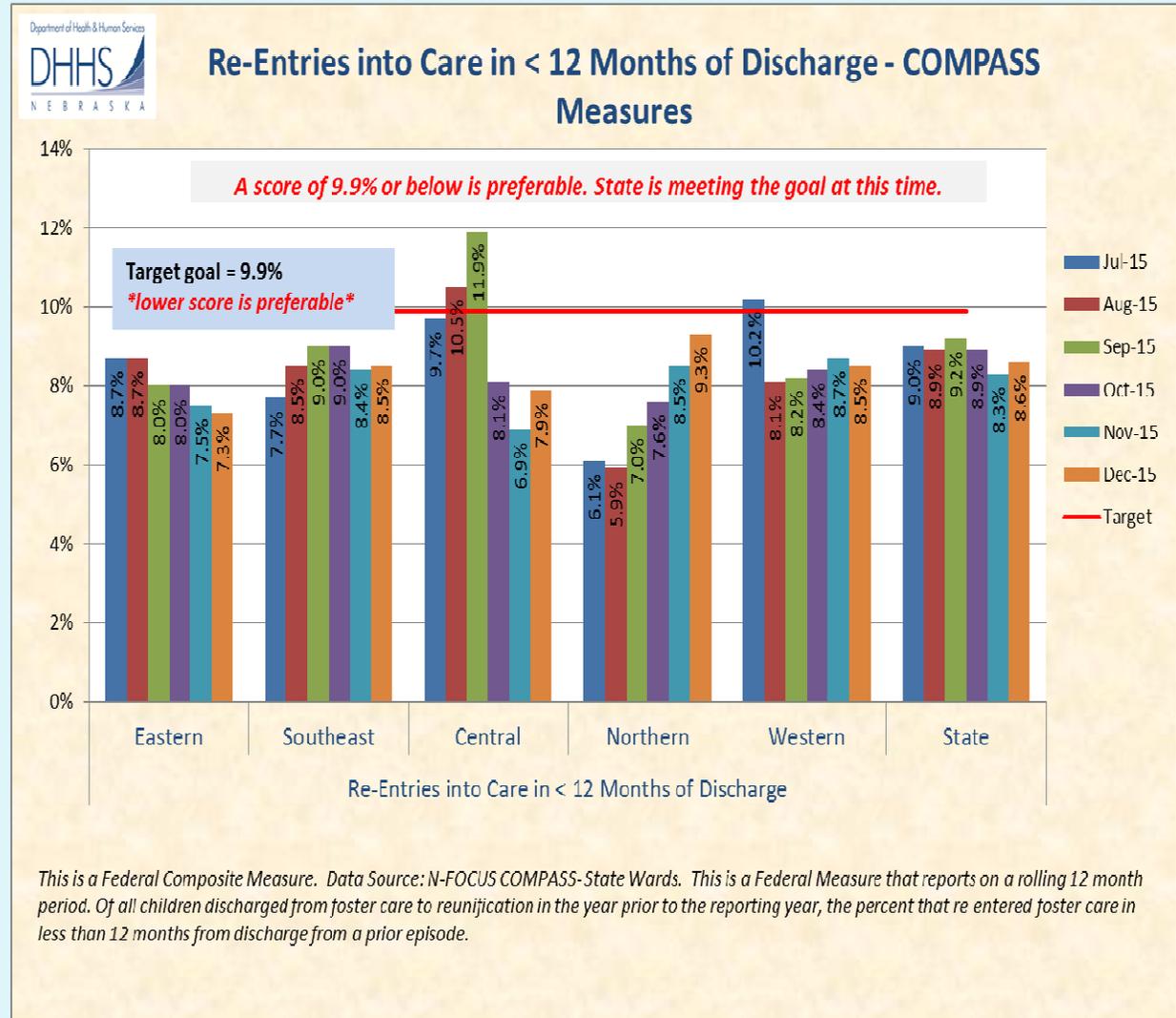
Action Items:

CQI Team Priority:

- *Statewide External Stakeholder Team
- *Eastern, Northern, Southeast and Western Service Areas

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Placement Stability

Strengths/Opportunities:

Dec 2015: State performance continues to exceed target goal this month. All Service Areas are meeting the target goal.

Barriers:

- Placement disruptions due to child behaviors
- Shortage of foster placements for older youth with behavior needs.

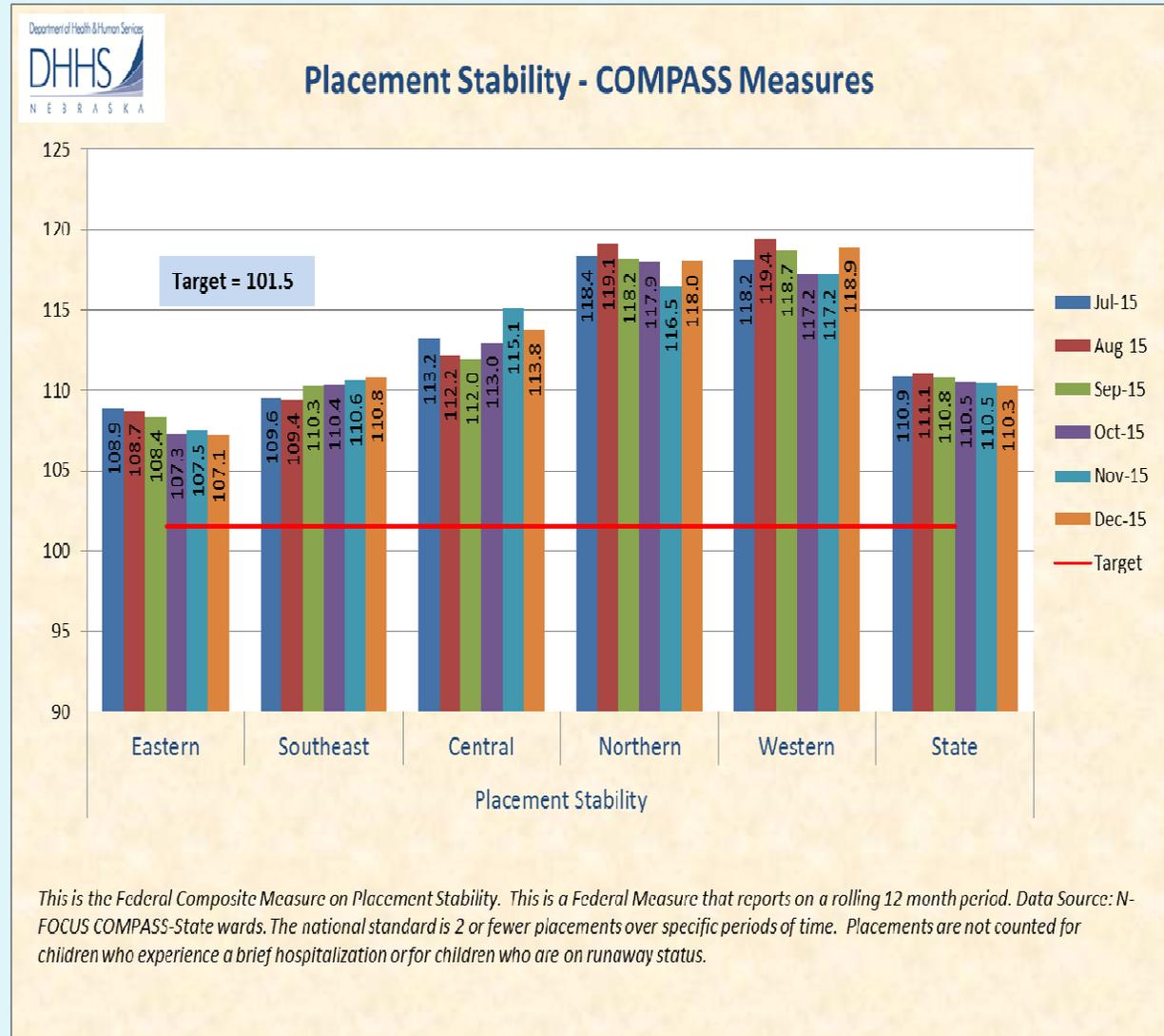
Action Items:

CQI Team Priority:

- *Statewide External Stakeholder Team
- *Eastern, Southeast, Central and Western Service Areas.

*Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly (March, June, September, December)

Kinship Care for Out of Home Wards

Strengths/Opportunities:

Dec 2015: WSA has the highest percentage of wards placed in kinship care (75.9%). SESA has the lowest number of wards in kinship care (54.7%).

Barriers:

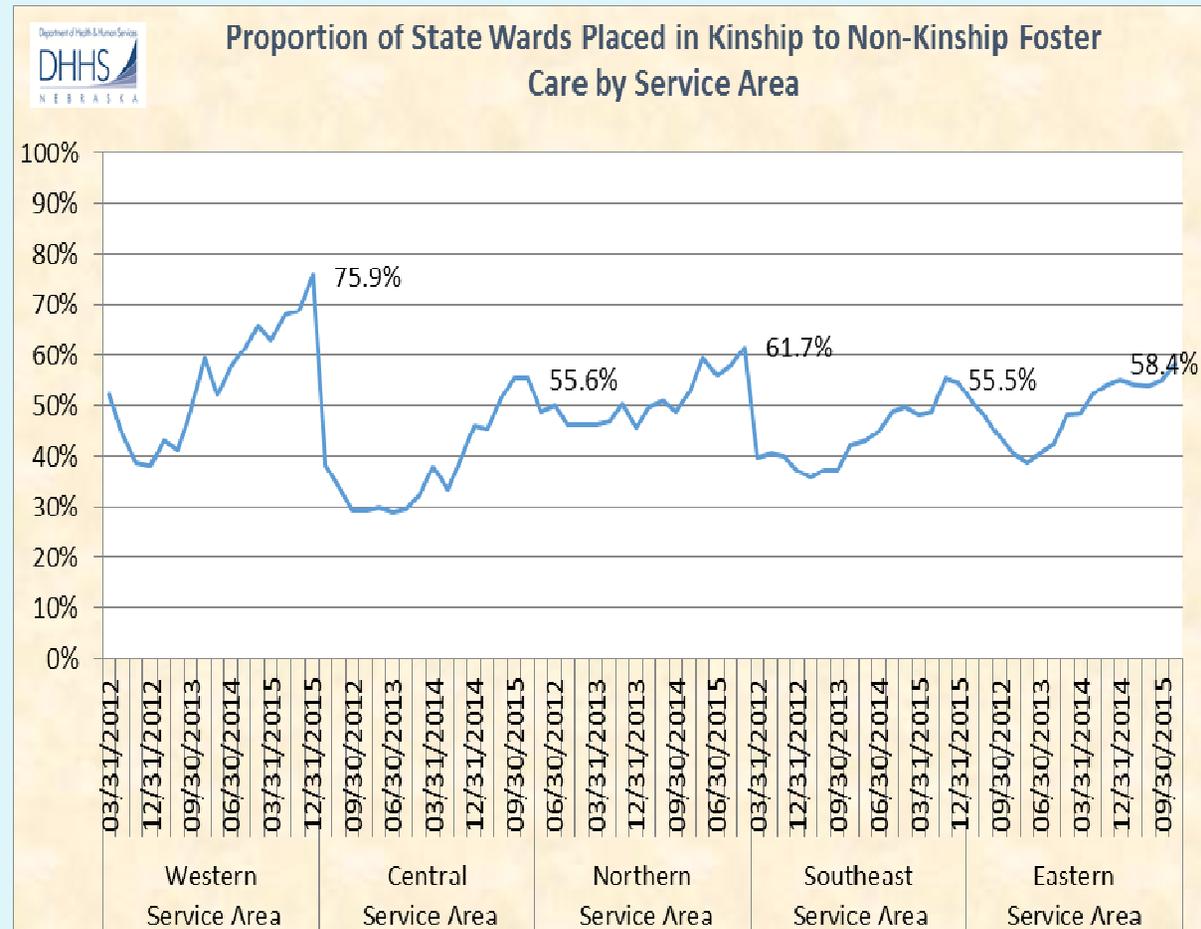
Action Items:

CQI Team Priority:

*Central and Southeast Service Areas

**Refer to Local Service Area Action Plan Forms for detailed Action Items and Strategies for each Service Area.*

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Per LB 265 (July 2013) a “kinship home means a home where a child or children receive foster care and at least one of the primary caretakers has previously lived with or is a trusted adult that has a pre-existing, significant relationship with the child or children or a sibling of such a child or children....”

Data Review Frequency: Quarterly (April, July, November & January)

Safely Decrease the Number of OOH Wards by Moving Them Back to In-Home Care

Strengths/Opportunities:

Jan 2016: Increase in Out of Home wards.

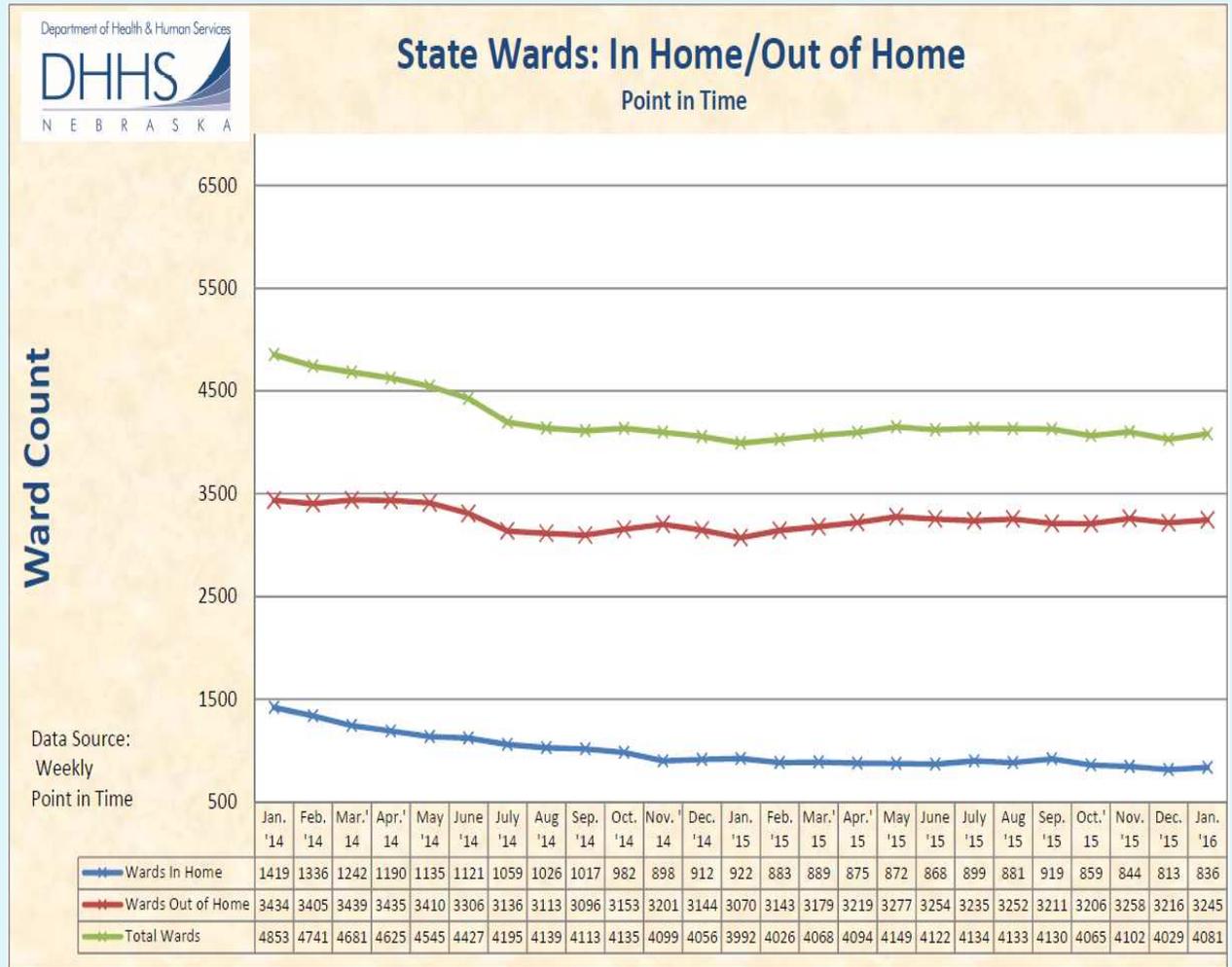
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly

Point in time report July 2014 OOH court wards using 2012 Claritas youth population < 19

Safely Decrease the Number of OOH Wards by Moving Them Back to In-Home Care

Strengths/Opportunities:

Jan 2016: ESA has the highest proportion of Out of home wards to in-home wards at 83.0%. SESA has the lowest proportion at 73.3%.

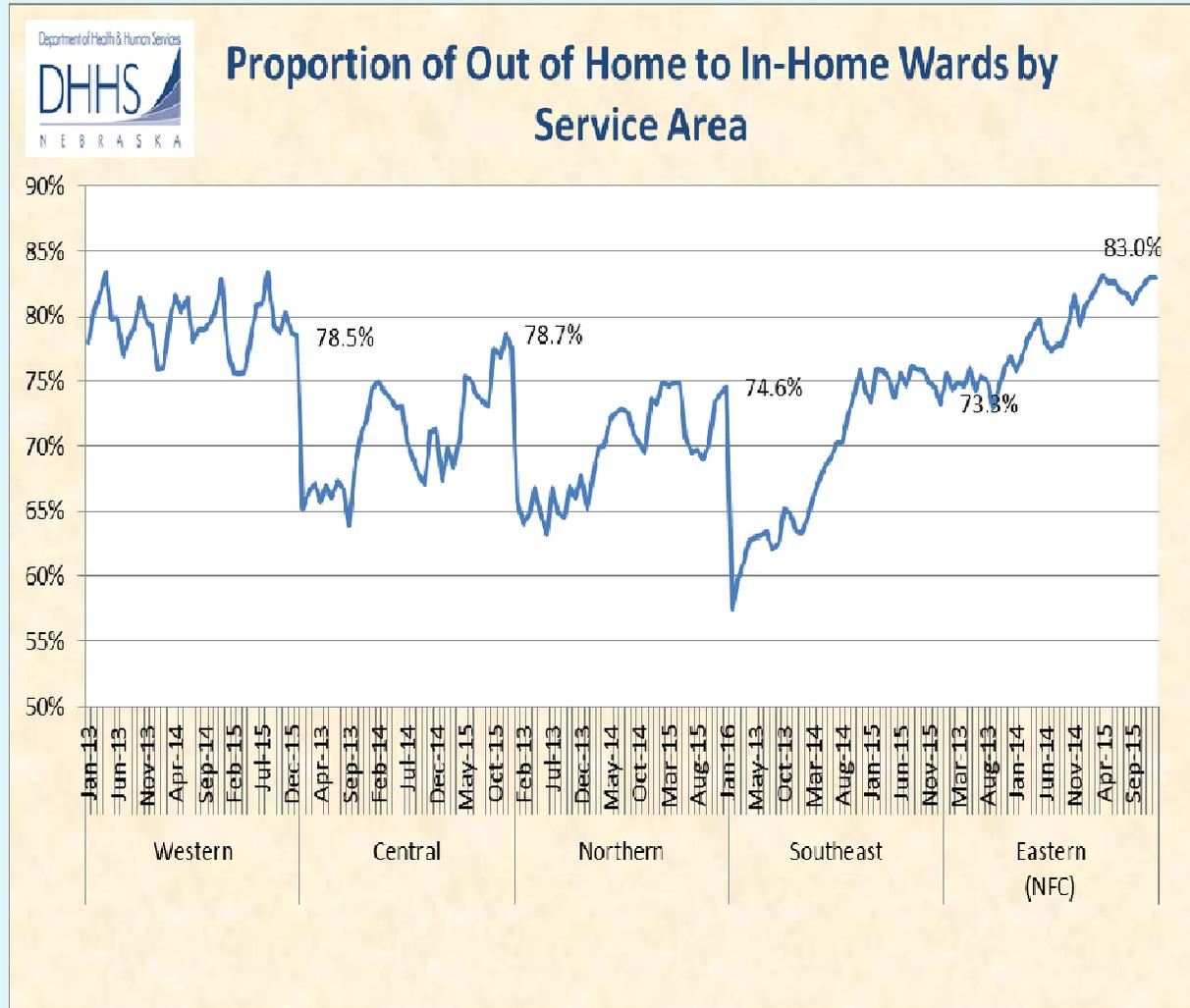
Barriers:

Action Items:

CQI Team Priority:

* Statewide

OUTCOME STATEMENT: Children Will Achieve Timely Permanency



Data Review Frequency: Quarterly

Point in time report July 2014 OOH court wards using 2012 Claritas youth population < 19

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CHAPTER 4: HEALTHY CHILDREN

OUTCOME STATEMENT: CHILDREN WILL DEMONSTRATE POSITIVE WELL-BEING OUTCOMES

Goal Statement: Children will demonstrate improvements in Physical Health, Behavior Health and in Educational domains

**AFCARS
Youth Exiting to Emancipation**

Strengths/Opportunities:

FY 2013:

-Overall decrease in the number of wards exiting to emancipation since Federal Fiscal Year 2012 (Decrease of 58 youth).

Barriers:

Action Items:

OUTCOME STATEMENT: Children Will Demonstrate Positive Well-Being Outcomes

3.4 Exits to Emancipation (%)					
Nebraska: 2009, 2010, 2011, 2012, 2013					
	2009	2010	2011	2012	2013
Children Age 12 or Younger at Entry	11.8	12.2	11	11.5	8.9
Children Older Than 12 at Entry	88.2	87.8	89	88.5	91.1
Missing Data	0	0	0	0	0
Number	330	304	301	304	246

Data Review Frequency: Monthly

Emancipation (AFCARS N-FOCUS Definition): Youth who exited out of home care and DHHS custody due to one of the following reasons: "Independent Living Achieved", "Reached the Age of Majority", "Marriage" or "Joined the Military".

Needs and Services for the Child
(Educational Needs – CFSR Item 16)

Strengths/Opportunities:

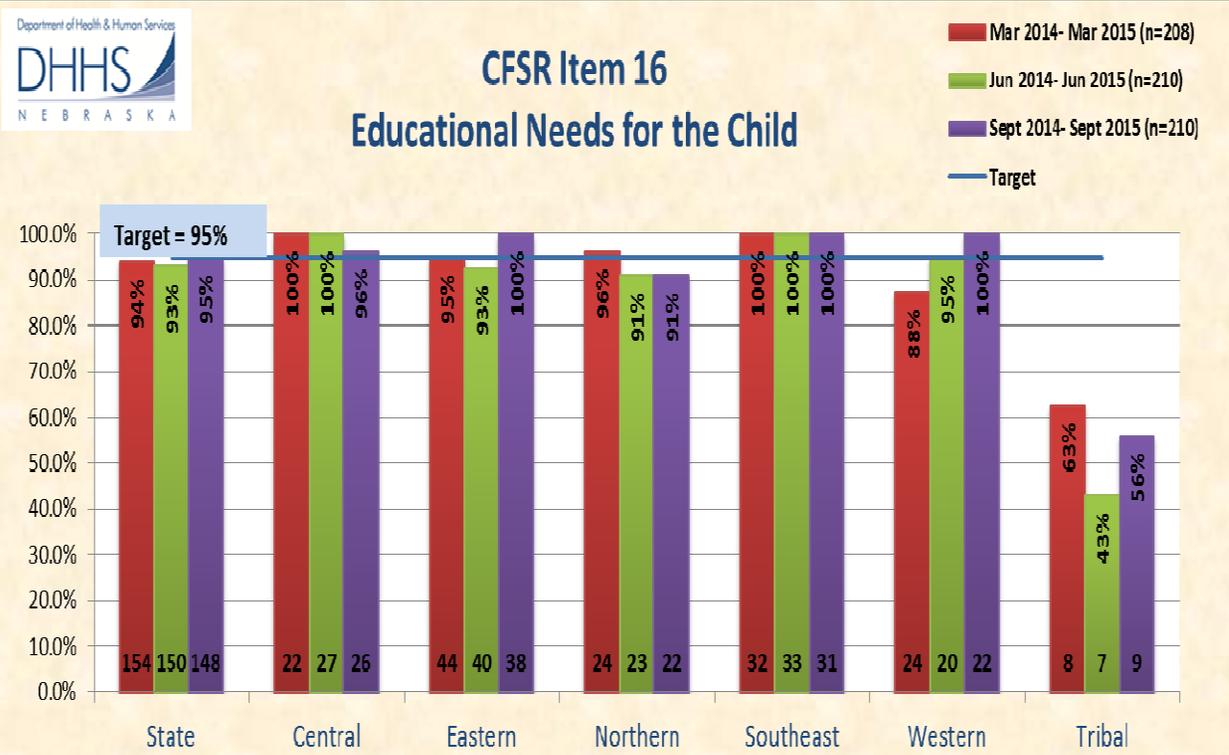
Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Lack of documentation of efforts address child’s poor performance in school.

Action Items:

OUTCOME STATEMENT: Children Will Demonstrate Positive Well-Being Outcomes



Item 16 on the CFSR looks at the educational needs and services for the child. This item looks at whether or not the agency sufficiently assessed the educational needs of the child (when applicable) and if the agency made efforts to ensure the appropriate services were provided to the child to meet any identified educational needs.

*Tribal data is based on cases reviewed from the Omaha Tribe, Santee Sioux Nation and Winnebago Tribe. CFSR reviews of Tribal cases began with the July 2014 review.

The round 3 CFSR tool was implemented statewide in February 2015 for the period under review of January 2014 to January 2015. **Item 16 in the Round 3 CFSR tool is comparable to Item 21 in the previous CFSR tool.

Data Review Frequency: Bi-Monthly

**Needs and Services for the Child
(Physical Health Needs –
CFSR Item 17)**

Strengths/Opportunities:

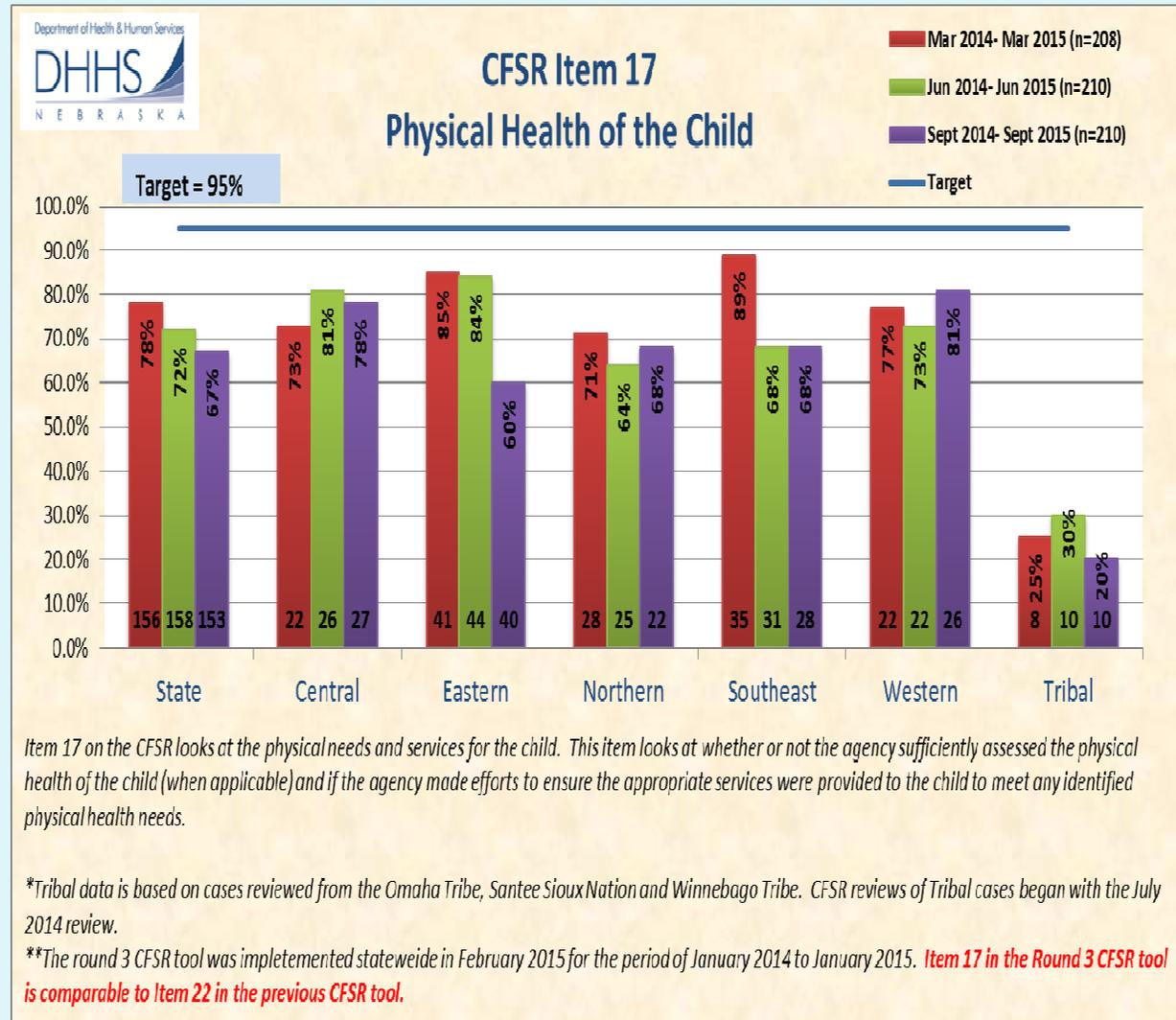
Note: The CSFR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Out of home Cases: Lack of documentation of a physical or dental exam and/or results from the exam during the PUR.
- In home Cases: Lack of documentation of assessment of physical health for cases that opened in the PUR due to concerns of physical abuse or medical neglect.

Action Items:

OUTCOME STATEMENT: Children Will Demonstrate Positive Well-Being Outcomes



Data Review Frequency: Bi-Monthly

**Needs and Services for the Child
(Mental/Behavioral Health Needs –
CFSR Item 18)**

Strengths/Opportunities:

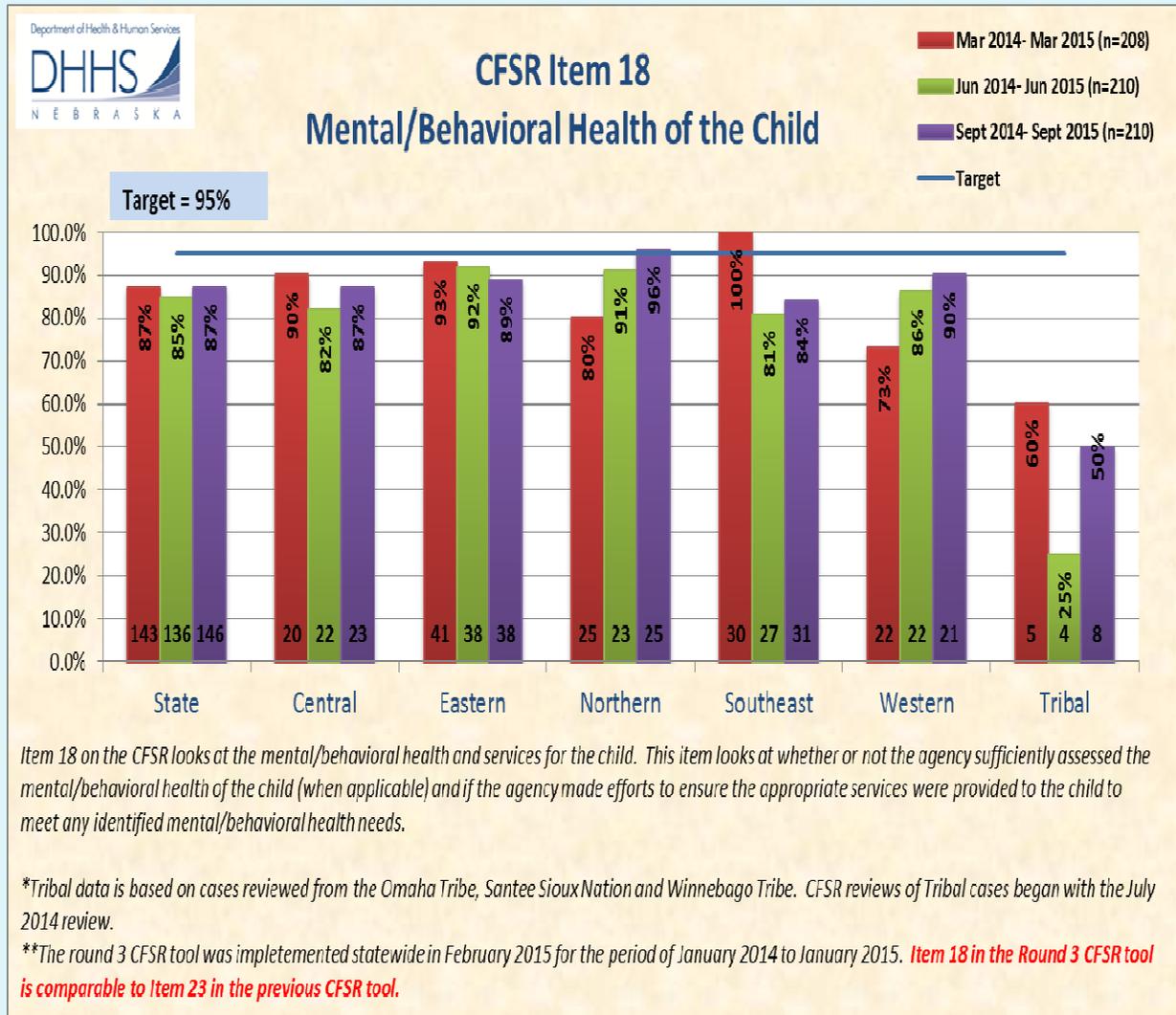
Note: The CFSR review results are based on a review of N-FOCUS documentation and information obtained during phone interviews with the CFSS or FPS.

Barriers:

- Out of home Cases: Lack of documentation to support ongoing assessment of child’s mental health needs upon return to the parent’s home.

Action Items:

OUTCOME STATEMENT: Children Will Demonstrate Positive Well-Being Outcomes



Data Review Frequency: Bi-Monthly

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CHAPTER 5: WORKFORCE STABILITY

OUTCOME STATEMENT: THE DIVISION OF CHILDREN AND FAMILY SERVICES' WORKFORCE IS WELL-QUALIFIED, TRAINED, SUPERVISED AND SUPPORTED

Goal Statement: Build and support a stable workforce to promote positive outcomes for children and families

CFS Staff Vacancy Rate

Strengths/Opportunities:

Sept 2015: CFS vacancy rate decreased to 3.8%

Barriers:

Action Items:

OUTCOME STATEMENT: The Division of Children and Family Services' Workforce is well-qualified, trained, Supervised and Supported

CFSS + CFSS/T													
Location	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
CSA	1.8%	7.3%	7.3%	0.0%	5.5%	10.9%	5.6%	7.4%	9.3%	7.4%	9.3%	3.7%	0.0%
ESA	10.0%	11.1%	10.2%	8.7%	7.2%	14.3%	9.1%	7.8%	2.6%	0.0%	0.0%	2.6%	2.6%
NSA	15.5%	16.9%	19.1%	14.7%	13.2%	17.6%	10.3%	4.4%	10.3%	13.2%	11.8%	10.3%	7.4%
SESA	3.2%	3.5%	1.9%	0.9%	2.9%	2.9%	2.9%	4.9%	8.7%	5.9%	4.8%	5.9%	6.7%
WSA	1.9%	11.1%	5.6%	3.7%	9.3%	11.1%	11.1%	7.5%	5.7%	7.5%	15.1%	5.7%	1.9%
Total	6.7%	9.5%	8.4%	5.4%	6.7%	9.8%	6.5%	5.6%	6.9%	6.1%	6.5%	5.1%	3.8%
YSS I													
Location	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
YRTC Geneva	0.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	20.0%	20.0%	22.2%	22.2%
YRTC Kearney	14.3%	14.3%	14.3%	7.1%	7.1%	7.1%	7.1%	14.3%	14.3%	14.3%	7.1%	7.1%	7.1%
Total	8.3%	12.5%	12.5%	8.3%	8.3%	8.3%	8.3%	12.5%	12.5%	16.7%	12.5%	13.0%	13.0%
YSS II													
Location	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
YRTC Geneva	16.7%	23.3%	30.0%	30.0%	30.0%	23.3%	26.7%	26.7%	30.0%	30.0%	26.7%	12.5%	4.2%
YRTC Kearney	10.9%	8.9%	8.9%	11.1%	8.9%	6.7%	8.9%	13.3%	8.9%	15.9%	13.6%	18.2%	15.9%
Total	13.2%	14.7%	17.3%	18.7%	17.3%	13.3%	16.0%	18.7%	17.3%	21.6%	18.9%	16.2%	11.8%

*Date is effective as of first day of posted month

Data Review Frequency: Quarterly

Vacancies are allocated positions not filled, excluding frozen positions

NFC Staff Vacancy Rate

Strengths/Opportunities:

Dec 2015: NFC Vacancy Rate decreased to 18.02%

Barriers:

Action Items:

OUTCOME STATEMENT: The Division of Children and Family Services' Workforce is well-qualified, trained, Supervised and Supported

VACANCY RATES

Location	Aug15			Sep15			Oct15			Nov15			Dec15		
	Vacant Positions	Total Positions	Vacancy Rate	Vacant Positions	Total Positions	Vacancy Rate	Vacant Positions	Total Positions	Vacancy Rate	Vacant Positions	Total Positions	Vacancy Rate	Vacant Positions	Total Positions	Vacancy Rate
NFC	32***	172	18.60%	27***	172	15.69%	23***	172	13.37%	32***	172	18.60%	31***	172	18.02%

Total Positions includes Family Permanency Supervisors and Family Permanency Specialists (based on 146 fully trained Family Permanency Specialists and 26 Family Permanency Supervisors)

***This does not include the Family Permanency Specialist Trainees

*NFC added 4 Family Permanency Supervisor positions in July 2015

Data Review Frequency: Quarterly

CFS Staff Turnover

Strengths/Opportunities:

Aug 2015: Decrease in turnover for CFS Spec Trainee and CFS Specialists.
Increase in turnover for CFS Supervisors.

Barriers:

Action Items:

OUTCOME STATEMENT: The Division of Children and Family Services' Workforce is well-qualified, trained, Supervised and Supported

Protection and Safety Turnover Percent*													
Title	Aug 2014	Sep 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	Jun 2015	July 2015	Aug 2015
CFS Spec Trainee	3.54%	1.98%	5.48%	5.56%	8.57%	2.56%	2.00%	9.43%	2.13%	1.69%	5.66%	6.35%	4.11%
CFS Specialist	2.20%	2.74%	3.29%	1.01%	2.42%	2.49%	1.42%	1.07%	2.66%	3.68%	2.18%	1.85%	1.12%
CFS Supervisors	1.52%	1.47%	3.03%	0.00%	1.64%	0.00%	1.54%	3.17%	0.00%	0.00%	3.13%	0.00%	1.54%

Turnover Percent Aug 2015					
Title	CSA PS	ESA PS	NSA PS	SESA PS	WSA PS
CFS Spec Trainee	0.00%	6.25%	6.67%	0.00%	8.33%
CFS Specialist	0.00%	1.69%	2.08%	1.27%	0.00%
CFS Supervisors	11.11%	0.00%	0.00%	0.00%	0.00%

Turnover Counts Aug 2015					
Title	CSA PS	ESA PS	NSA PS	SESA PS	WSA PS
CFS Spec Trainee	0	0	1	0	1
CFS Specialist	0	0	1	1	0
CFS Supervisors	1	0	0	0	0

Aggregate Counts			
Title	Total Employee	Term Employee	Turnover
CFS Spec Trainee	73	3	4.11%
CFS Specialist	269	3	1.12%
CFS Supervisors	62	1	1.54%

*Note: Turnover rates are calculated using filled positions at the end of the month and includes only those employees who left DHHS employment during that month. It does not include employees who transferred from one program or Division to another within DHHS. Turnover is as of the last day of posted month.

Data Review Frequency: Quarterly

NFC Staff Turnover

Strengths/Opportunities:

Dec 2015: Increase in FPS Turnover

Barriers:

Action Items:

OUTCOME STATEMENT: The Division of Children and Family Services' Workforce is well-qualified, trained, Supervised and Supported

STATE CQI TURNOVER, AGGREGATE COUNTS & VACANCY RATES
December 2015

NEBRASKA FAMILIES COLLABORATIVE TURNOVER PERCENT*											
Title	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15
FPS Trainee	9.09%	7.14%	0%	0%	0%	0%	4.34%	4.34%	8.33%	4.16%	6.54%
FPS	1.56%	1.58%	4.72%	4.09%	5.83%	7.07%	1.75%	2.52%	4.03%	6.89%	5.62%
FP Supervisor	0%	0%	0%	0%	4.76%	5.00%	0%	0%	4%	4.16%	6%

*Note: Turnover rates are calculated using filled positions at the end of the month and includes only those employees who left state government during that month. It does not include employees who transferred from one program or Division to another within DHHS or from DHHS to another state agency. Turnover is as of the last day of posted month.

Aggregate Counts – Dec 2015			
Title	Total Employees	Term Employees	Turnover
FPS Trainee	14	1	6.54%
FPS	118	7	5.62%
FP Supervisor	23	1	6%

Data Review Frequency: Quarterly

YRTC Staff Turnover

Strengths/Opportunities:

Aug 2015: Decrease in turnover percent for Youth Security Specialist I and increase for Youth Security Specialist II

Barriers:

Action Items:

OUTCOME STATEMENT: The Division of Children and Family Services' Workforce is well-qualified, trained, Supervised and Supported

YRTC Turnover Percent*													
Title	Aug 2014	Sep 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	July 2015	Aug 2015
YOUTH SECURITY SPECIALIST I	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.85%	0.00%	0.00%	0.00%	10.10%	5.05%
YOUTH SECURITY SPECIALIST II	1.53%	4.74%	4.89%	3.31%	0.00%	1.54%	3.19%	3.29%	0.00%	6.93%	1.67%	0.00%	5.02%

Turnover Percent Aug 2015		
Title	Geneva	Kearney
YOUTH SECURITY SPECIALIST I	0.00%	7.69%
YOUTH SECURITY SPECIALIST II	0.00%	8.11%

Turnover Counts Aug 2015		
Title	Geneva	Kearney
YOUTH SECURITY SPECIALIST I	0	1
YOUTH SECURITY SPECIALIST II	0	3

Aggregate Counts			
Title	Total Employee	Term Employee	Turnover
YOUTH SECURITY SPECIALIST I	19.8	1	5.05%
YOUTH SECURITY SPECIALIST II	59.75	3	5.02%

*Note: Turnover rates are calculated using filled positions at the end of the month and includes only those employees who left DHHS employment during that month. It does not include employees who transferred from one program or Division to another within DHHS. Turnover is as of the last day of posted month.

Data Review Frequency: Quarterly

CHAPTERS 6 – 9

Data will be available in the near future.

CHAPTER 6:	Service Array
CHAPTER 7:	Coordination/ Collaboration and Communication
CHAPTER 8:	Financing
CHAPTER 9:	Indian Child Welfare (ICWA)

CHAPTER 6: SERVICE ARRAY

- **OUTCOME STATEMENT: CHILDREN AND FAMILIES HAVE ACCESS TO QUALITY SERVICES**
- **Goal Statement: NE's service array will 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 care and adoptive placements achieve permanency (Federal Systemic Factor-Service Array).**

CHAPTER 7: COORDINATION/COLLABORATION/COMMUNICATION

- **OUTCOME STATEMENT: THE CHILD WELFARE SYSTEM WILL BE STRENGTHENED THROUGH THE COLLABORATIVE EFFORTS OF MANY**
- **Goal Statement: When implanting the provisions of the CFSP, DCFS will engage and have ongoing consultation with tribal representatives, consumers, service providers, foster care providers, 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 (Federal Systemic Factor – Agency Responsiveness to the Community).**

CHAPTER 8: FINANCING

- **OUTCOME STATEMENT: MAXIMIZE FEDERAL TITLE IV-E FUNDING FOR FEDERALLY ALLOWABLE SERVICES FOR IV-E ELIGIBLE YOUTH.**
- **Goal Statement: Prospectively address unresolved Title IV-E claiming concerns previously identified through audit findings and department deferral or disallowance Correspondence.**

CHAPTER 9: INDIAN CHILD WELFARE

- **OUTCOME STATEMENT: THE CHILD WELFARE SYSTEM WILL BE STRENGTHEND THROUGH THE COLLABORATIVE EFFORTS OF MANY**
- **Goal Statement: When implanting the provisions of the CFSP, DCFS will engage and have 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 (Federal Systemic Factor-Agency Responsiveness to the Community).**

CHAPTER 10: ORGANIZATIONAL EXCELLENCE

OUTCOME STATEMENT: DCFS IS A SELF-DIAGNOSING AND SELF-CORRECTING SYSTEM

Goal Statement: Quantitative and qualitative data measures will be used to evaluate and improve performance, guide decision-making, enhance transparency and strengthen accountability

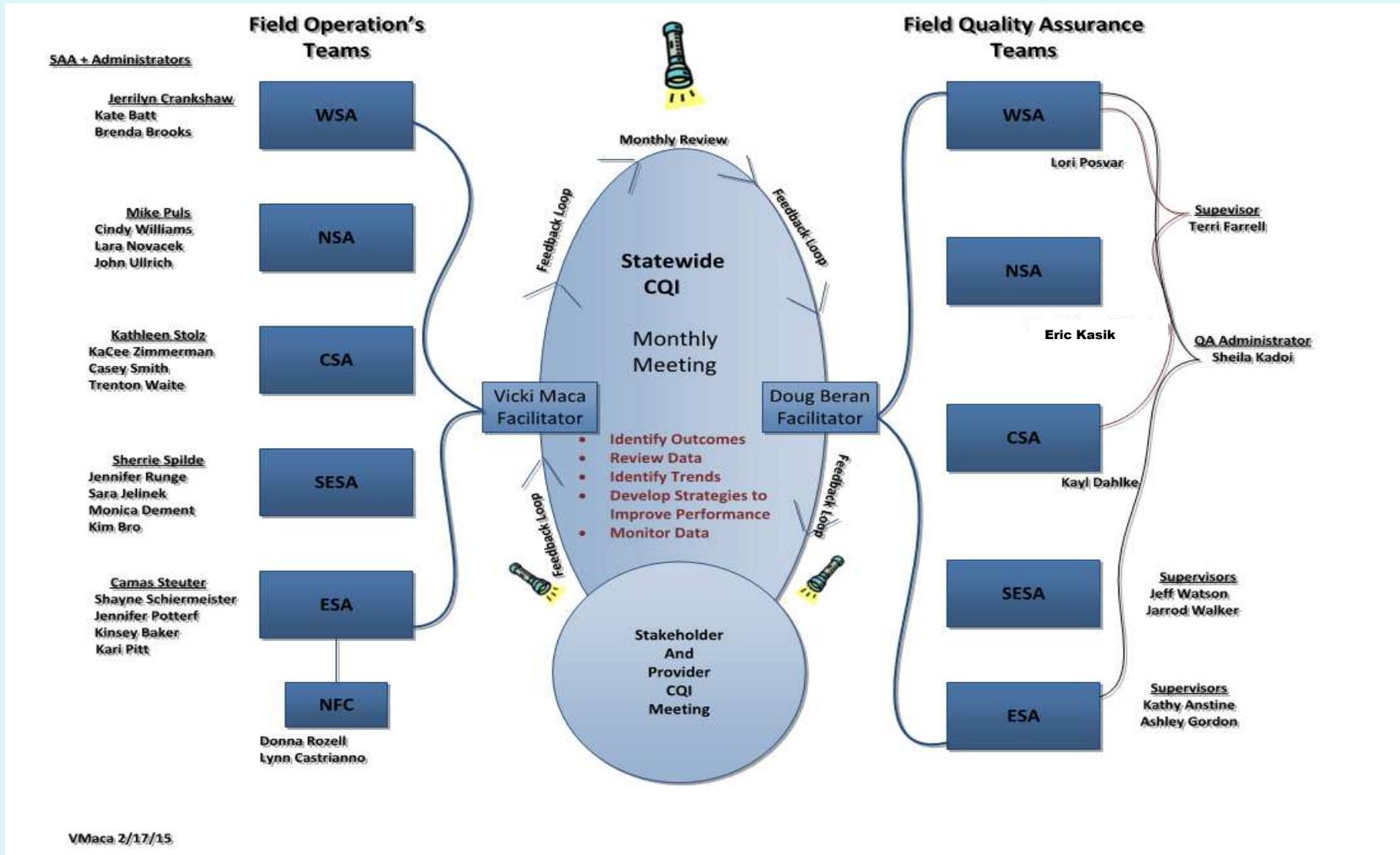
Schedule of Discussion Subjects 2016

- January 28
 - Process Measures
 - SDM Fidelity (Safety Plan & Initial Risk)
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress (Item 8,9,11)
 - Operations Data
 - Non Custodial Parent Engagement
- February 25
 - Process Measures
 - SDM Fidelity (Risk Re & Reunification Barriers)
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress (Item 4,7,10,12c)
 - CQI Process Interviews
 - 15 of 22 ASFA Requirements
 - Initial FTM – Establish Child Permanency Goal
 - Relative Placement
- **March 2016 -- NO MEETING**
- April 28
 - Process Measures
 - SDM Fidelity (Risk Re & Reunification Analysis)
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress (Item 12A,13,14)
 - CQI Process Interview
 - Operations Data
 - Child Conditions
 - Case Plan Quality
 - Hotline Customer Service
 - **SESA Local CQI Update**
- May 26
 - Process Measures
 - SDM Fidelity (FSNA, Well-Being and Life of the Case)
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress
 - CQI Process Interview
 - **CSA Local CQI Update**
- **June 2016 – NO MEETING**
- July 28
 - Process Measures
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress
 - CQI Process Interview
 - Operations Data
 - **NSA Local CQI Update**
- August 25
 - Process Measures
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress
 - CQI Process Interviews
 - **ESA Local CQI Update**
- **September 2016 – NO MEETING**
- October 27
 - Process Measures
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress
 - CQI Process Interviews
 - Operations Data
 - **WSA Local CQI Update**
- November 19
 - Process Measures
 - Federal Results (COMPASS/Round 3)
 - CFSR Path to Progress
 - CQI Process Interviews
- **December 2016 – NO MEETING**

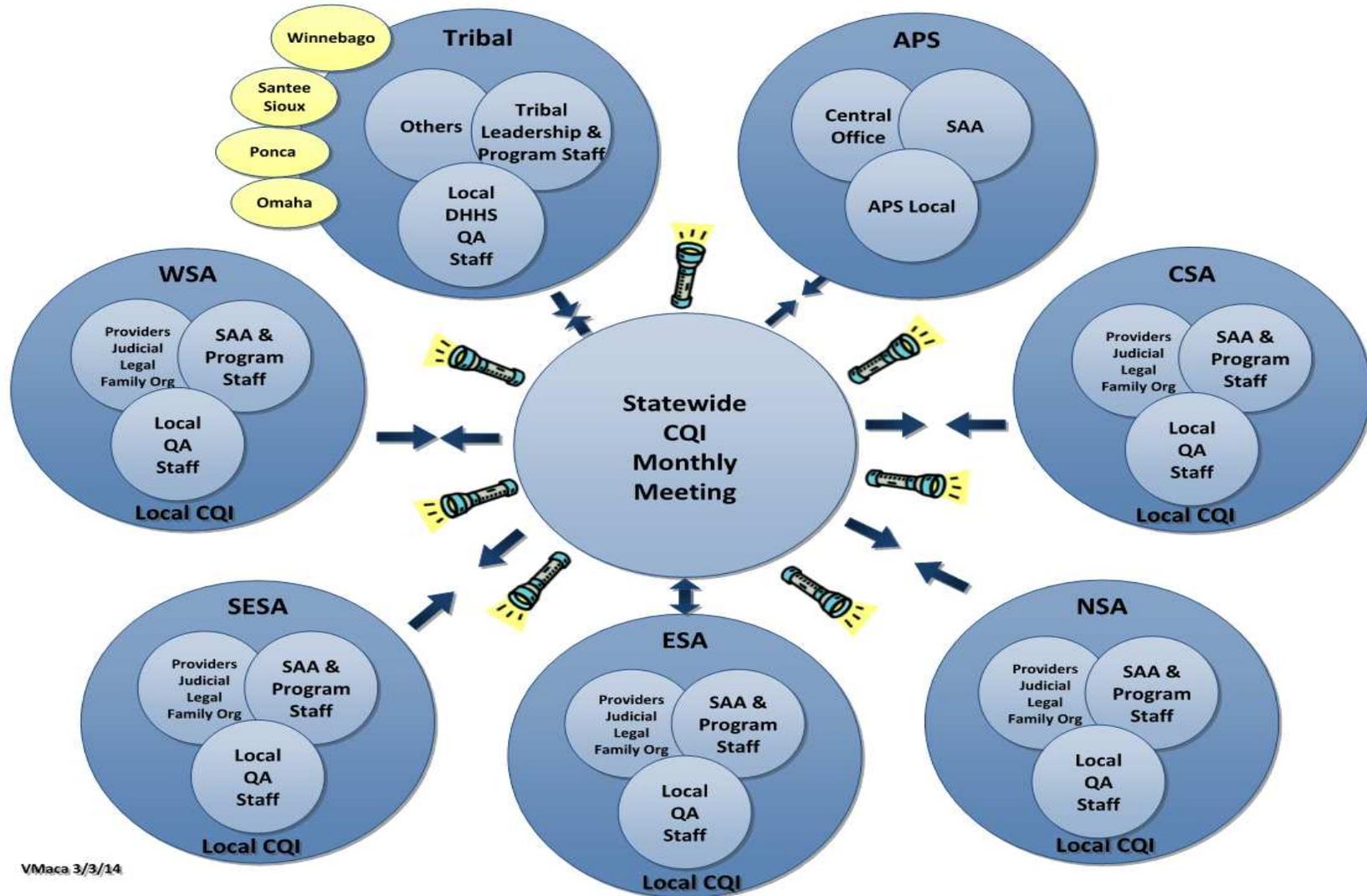
Federal IM 12-07

- **CQI Structure**
 - Statewide Quality Assurance program with autonomous oversight and dedicated staff
 - Continual training of CQI staff is occurring and QA is collaboratively working with Policy, Training and Administrators to ensure QA's decisions are based upon common policy and to help policy with Administrator's situations
 - Written policies and procedures are being updated and produced where they don't exist
- **Quality Data Collection**
 - Common data collection and measuring process statewide
 - All QA staff are trained and utilize the same QA Tools
 - CFSR reviews are performed by the same staff and reported consistently
 - 2nd level reviews occur on all processes to ensure consistent QA and learning opportunities
- **Case Record Review Data and Process**
 - Quality unit is responsible for all case reviews
 - Case review system has been developed to randomly select cases statewide, provide the QA person with correct review questions and stores results in a non-editable location.
 - Case review system has been modified to allow for testing of specific CFSR questions by service area as needed and generate an email to the worker.
 - Inter-rater reliability testing is ongoing to ensure consistent scoring.
- **Analysis and Dissemination of Quality Data**
 - Statewide case review system has been developed to review all cases selected for review
 - Data is reported statewide and by service area
 - An extensive array of performance reports are created and distributed at monthly CQI meeting
- **Feedback to Stakeholders**
 - Results are used to inform training, policy, stakeholders, community partnerships and others as a means to identify and communicate improvement opportunities and areas of strength
 - Supervisors and field staff understand how results link to daily casework practices; results are used by supervisors and field leadership to assess and improve practice.
 - First stage of CQI communications is monthly Statewide CQI meeting. Second stage of CQI communications is local CQI meetings. At the local level 4-6 areas of improvement have been selected and structured teams created to analyze the results and identify improvement opportunities.

Statewide CQI Process



Local CQI Process



Inter Reliability Program

Strengths/Opportunities:

* The P&S QA team transitioned to completing reliability reviews using the new federal CFSR tool in January 2015.

Barriers:

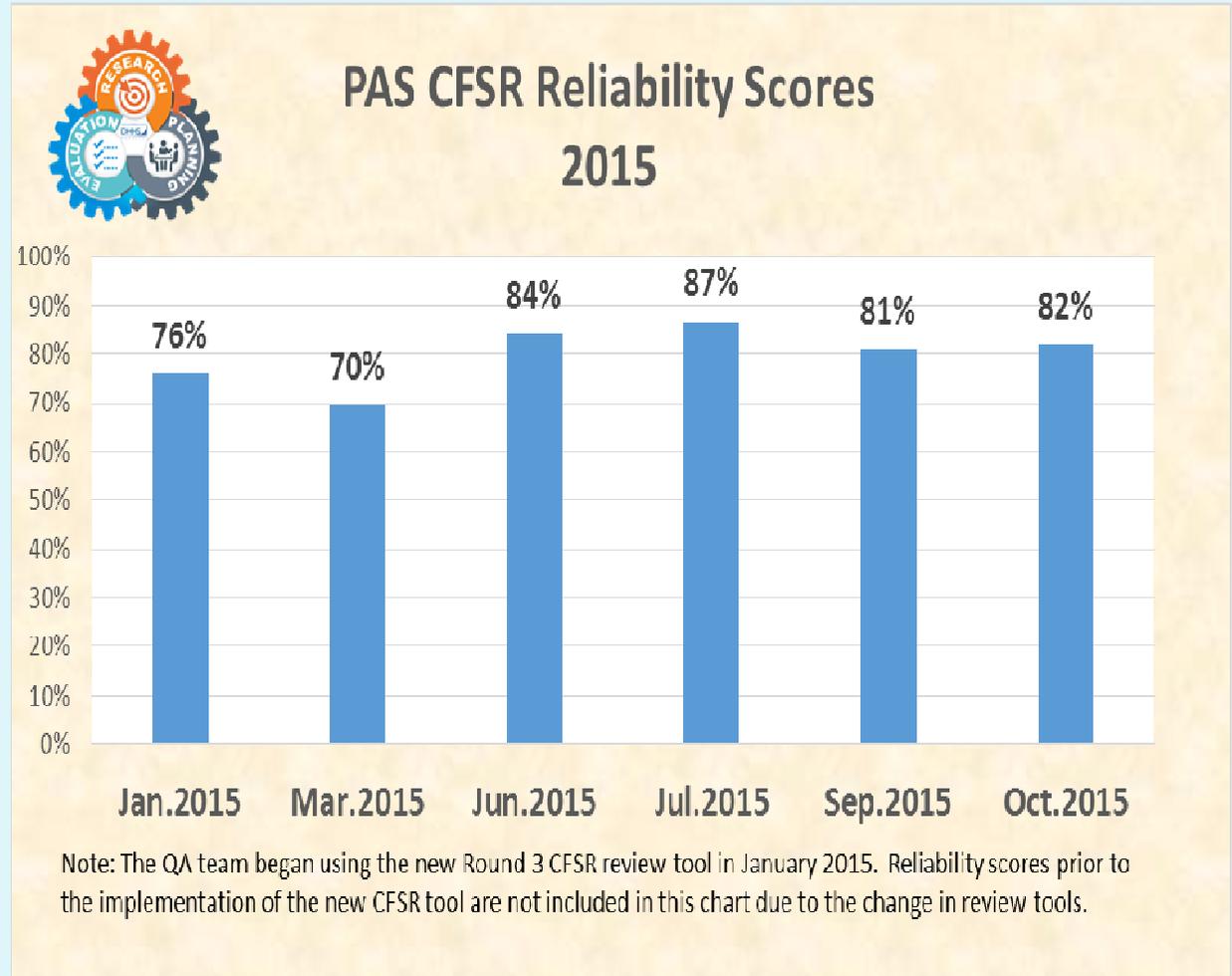
Action Items:

- * Additional reviewer training on the following areas have been planned to ensure increase in reviewer proficiency using the new CFSR review tool.
 - Critical Thinking and Parent Applicability following the new Round 3 Definitions.
 - Reviewer Guide and Working in Teams.

* Additional reliability exercises, on line quizzes and activities to improve reliability are planned each month.

Data Review Frequency: Monthly

Outcome: Improve the Inter Rater Reliability of the Program Accuracy Specialists (PAS)



The Chart Illustrates the 4 most recent PAS CFSR reliability scores. Reliability scores prior to the implementation of the NEW Round 3 CFSR tool are not included due to the change in review tools. The QA team began using the Round 3 CFSR Tool in January 2015.

Item 19: Statewide Information System

Analysis:

- Reviews indicate that for the most part, data entered in the demographic and placement fields on N-FOCUS is accurate. There were a few instances where the information was not documented accurately per case file information and interview with the CFS Specialist.
- Information entered in the parental rights field on N-FOCUS needs some improvement.

Stakeholder Input: Who? What? When? Where?:

Next Steps / Who's Responsible:

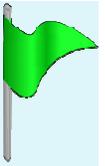
The QA team will be implementing a separate Parental Rights review specifically for youth who have been in care 15 or more of the most recent 22 months. The review will look at case information to support CFSR item #5 as well as information to support the accuracy of information documented in the parental rights and 15 of 22 fields on N-FOCUS.

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

Data Review Frequency: Every 2 Months

Chapter 1: A. Systemic Factor Statewide Information System

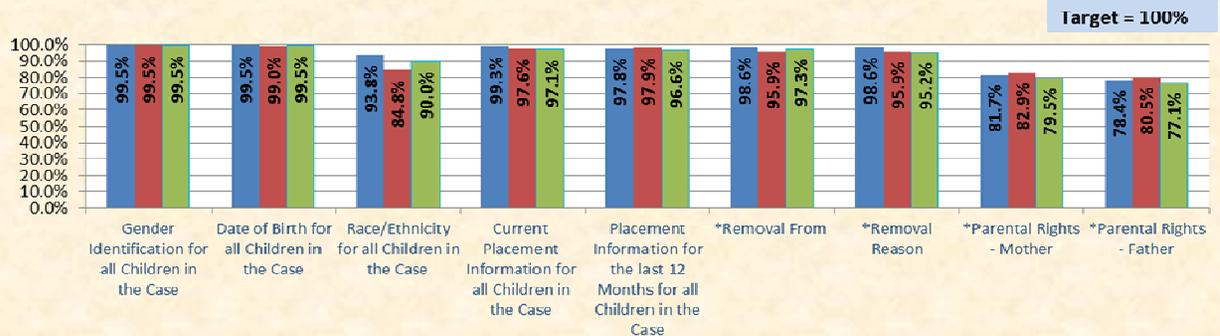
How do we know that our Statewide Information System is functioning to ensure that, at a minimum, we can readily identify the status, demographic characteristics, location, and goals for the placement of every child who is (or within the immediately preceding 12 months, has been) in foster care? (Federal CFPS and CFSR)



Systemic Factor #19: Statewide Information System

How well is the statewide information system functioning statewide to ensure that at a minimum, the state can readily identify the status, demographic characteristics,

■ PUR: Mar 2014 - Mar 2015
 ■ PUR: Jun 2014 - Jun 2015
 ■ PUR: Sep 2014 - Sep 2015



Source of Data: N-FOCUS documentation and interview with the case manager.

PUR Mar 2014 - Mar 2015: Reviewers were able to speak to the current case manager for 95% of the 208 cases that were reviewed.

PUR Jun 2014 - Jun 2015: Reviewers were able to speak to the current case manager for 93% of the 208 cases that were reviewed.

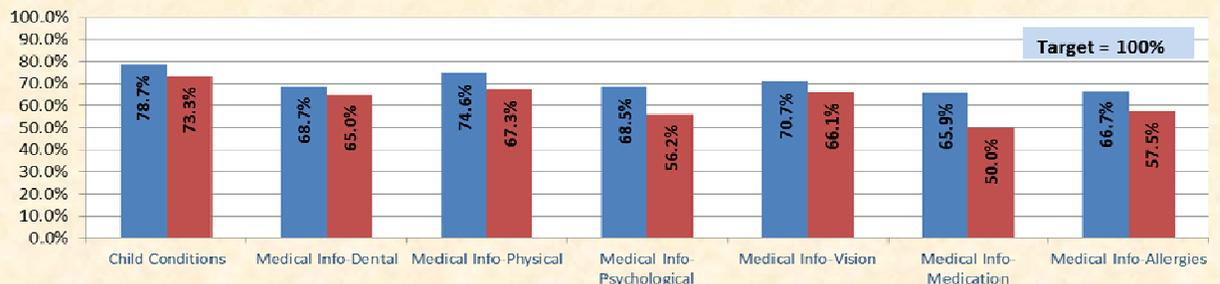
PUR Sep 2014 - Sep 2015: Reviewers were able to speak to the current case manager for 95% of the 208 cases that were reviewed.



Systemic Factor #19: Statewide Information System

How well is the statewide information system functioning statewide to ensure that at a minimum, the state can readily identify the status, demographic characteristics, location, and goals for children in foster care?

■ PUR: Jun 2014 - Jun 2015
 ■ PUR: Sep 2014 - Sep 2015



Source of Data: N-FOCUS documentation and interview with the case manager (Child & Medical Conditions were added to the QA review in Aug 2015).

PUR Jun 2014 - Jun 2015: Reviewers were able to speak to the current case manager for 93% of the 210 cases that were reviewed.

PUR Sep 2014 - Sep 2015: Reviewers were able to speak to the current case manager for 95% of the 210 cases that were reviewed.



Data for Systemic Factor - Item #19 (Information System).

N-FOCUS Enhancements

Strengths/Opportunities:

November & December 2015 N-FOCUS Enhancements.

Barriers:

Action Items:

*Refer to Local Service Area or Tribal Action Plan Forms for detailed Action Items and Strategies for each Area/Tribe.

Outcome: The statewide information system is functioning as expected and state can readily and accurately identify the status, demographic characteristics, location and goals of the placement for every child who is in foster care?

November 8, 2015 Release

- *Added medical appointments and immunizations to the Medical window
- *Allow Family Relationships and Guardians to be entered outside of the Expert System
- *Redesigned the Service Referral to be more user friendly and pull in needs from the FSNA
- *Created the Education Court Report
- *Added additional narratives to the Independent Living Plan

December 13, 2015 Release

- *Redesigned ICWA
- *Made enhancements to the Change of Placement Notice

Data Review Frequency: Every 2 Months

Prepared by:

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