

Quarterly Report for Child Welfare and Juvenile Services

Lead Agency Name: CEDARS		
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Quarter	Reporting Periods	Due Dates
X Quarter 1	(July 1) Nov 1– December 30	January 15
<input type="checkbox"/> Quarter 2	January 1 – March 31	April 15
<input type="checkbox"/> Quarter 3 &4	April 1 – May 30	June 15
<input type="checkbox"/> Quarter 4 (update)	April 1 – June 30	July 15
Date Submitted: January 15, 2010		Date Received:

1) Quarterly Summary

- a) General Overview (Broad Description of Accomplishments and Barriers during the quarter)

Accomplishments:

CEDARS has been working over the past two quarters on a variety of teams both internal and external to the organization to facilitate the transition of work due to Nebraska’s Child Welfare & Juvenile Justice Reform. Much work occurred within each of these teams to create the infrastructure for carrying out the work of Child Welfare and Juvenile Services in Nebraska. This is further elaborated on in the next section.

While great changes were occurring in the overall Child Welfare & Juvenile Justice System, major reorganization was also occurring within the CEDARS organization. CEDARS went from an organization of 257 full-time employees (441 total of full-time, part-time and temporary) employees to our current number of 325 full-time employees (or 502 total of full time,-part-time, and temporary). While CEDARS had a long history of providing quality residential services to children in a variety of settings, and in serving private families in a number of upfront preventative services, our experience in delivering Safety and In-Home services was new to the agency as of July of 2008. As a result the Safety and In-Home Service Area has undergone rapid growth and development. Much attention has been paid to developing our staff, and improving processes and procedures to best serve our families. CEDARS has a full calendar for meeting the ongoing training needs of the organization, this is best described in Section 8 below.

In addition to the Safety & In-Home staff development CEDARS has hired and trained 55 Service Coordinators who are now ready perform their functions and work with families. Their training has included the 19 days of DHHS training as well as an additional compliment of CEDARS sponsored training sessions.

CEDARS has been building the infrastructure to absorb the work being contracted by DHHS. This is best described in Section 2 below and organizational charts are included for Service Coordination and Safety & In-Home Services.

CEDARS has opened four offices located in Lincoln, Seward, Beatrice, and Nebraska City. All four of the offices have been open since October and are fully functioning. Additionally, we have added a number of staff to better handle the work of recruiting, training and supporting our resource families in foster care. This Service Area has also had experienced a rapid influx of workload going from 70 youth placed in CEDARS foster care in early November to 172 in early January 2010.

Strong relationships have been developed with a number of key service organizations throughout the Service Area. These are identified in section 1(b) and a subcontract arrangement has been established or is still being negotiated. Additionally CEDARS has developed approximately 180 letters of agreement to continue services for children and families as they transition to CEDARS and the other two lead organizations in the Southeast Service Area. These include being the provider of services for other lead agencies as well as purchasing services from other community partners. We continue to collaborate with our community providers of mental health services, substance abuse services, domestic violence services, law enforcement, schools, shelters, community distribution centers, multi-cultural centers, community action, county health departments, probation departments, the legal community, etc. throughout the Southeast Service Area on behalf of the families we are serving. This has included a numerous meetings with other providers and key stakeholders in one-to-one and group meetings to better understand how we can work collaboratively.

During this quarter CEDARS continued to be active in:

- Human Service Federation which is comprised of 125 Human Service Organizations Lancaster County and Southeast Nebraska
- Children and Families Coalition of Nebraska (CAFCON)
- Nebraska Association of Homes & Services for Children (NeAHSC)
- Stop Abuse Coalition & other Community Service Initiative (CSI) planning teams

In addition CEDARS participates in an ad hoc group addressing the cross system issues of domestic violence and child abuse. Other participants include key stakeholders in the southeast service area for both systems with CEDARS being the only child welfare and juvenile justice provider at the table.

With DHHS and the other lead agencies CEDARS has also participated in CQI workgroups throughout this time period. We are grateful to have the opportunity to shape the CQI efforts that will take place with the contract and help CEDARS work on the mini CFSR's, the Family Team Meeting Observations, evidence based practices, the report requirements, customer satisfaction and maintain the full scope of our quality improvement activities for our COA accreditation. Additional staff have been hired within PQI to help support these activities. And PQI has grown from three full-time staff to six full-time staff within the past year. In addition Families Inspiring Families signed a subcontract with CEDARS to conduct the Wraparound Fidelity Index (WFI) evaluations and will start administering those in January 2010.

CEDARS staff participated in the following special trainings that resulted from the CQI activities: CRSR training, Human Resources report related training, quality assurance related to Home Studies and evidence-based practice training.

Barriers:

The challenges we have faced relate to the monumental reform effort taking place in a condensed period of time. There are many demands on our professional staff's time to cover the day to day work as well as developing infrastructure and procedures for doing the work in a new way. We continue to advertise for quality staff, provide the training necessary to begin the work, and increase the ongoing training availability with the increased demand. One of the biggest challenges in all of this work is keeping open lines of communication with all the parties involved in this work at the systems level and at the individual family level.

We will continue to work on ways to assure such open communication. During this transition, it has been difficult working under two separate "ways of doing things", the contract for Safety and In-Home Services and the stand alone contracts for shelter, foster care and group home care (also know as "the old world") and the new contract which involves Service Coordination and a bundled approach to service delivery (also known as "the new world"). This involves not only our methods of service delivery, but our methods of billing, reporting and other requirements of the work.

We are anxiously awaiting February 1, 2010 when we will be fully implemented and acclimated to the "new world" Child Welfare & Juvenile Justice Reform initiative and can devote all of our energies and attention to one system for the upcoming months.

Gaining access to N-FOCUS has been somewhat problematic as has been the lack of access to information regarding the reports that will be available via N-FOCUS.

b) Description of Strategic Partnerships /Collaborations (Accomplishments and Barriers in Collaborating / Partnering, Community Engagement, and Subcontractor Management)

Administrative Staff at CEDARS has participated on numerous teams during this time of revamping the system including:

TEAM NAME	STAFF MEMBER	POSITION HELD AT CEDARS
Statewide Transition Team	Jim Blue Cindy Rudolph Katie McLeese Stephenson Betty Medinger	President & CEO Chief Financial Officer Chief Operating Officer Director of Service Delivery
Southeast Service Area Transition Team	Betty Medinger Katie McLeese Stephenson	Director of Service Delivery Chief Operating Officer
Statewide Contract Work Team	Katie McLeese Stephenson	Chief Operating Officer
Southeast Service Area Implementation Team	Betty Medinger	Director of Service Delivery
Policy Team	Betty Medinger	Director of Service Delivery
Communications Team	Betty Medinger	Director of Service Delivery
N-FOCUS Team	John Mader	Director of Program Evaluation and Performance & Quality Improvement (PQI)
Quality Assurance Team & Contract Monitoring Team	John Mader	Director of Program Evaluation and PQI

Training Team	Marti Beard Ruthi Thompson	Director of Service Delivery Staff Development Director
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Additionally, CEDARS has facilitated regular meetings to discuss partnering and subcontracting with a number of key service providers throughout the Southeast Service Area. These meetings have been critical to keep these key stakeholders apprised of the reform process, and assure participation in the structuring of processes and relationships as we moved forward in improving services for children and families in our area. As a result of these meetings we have obtained approval for, and finalized subcontracts with Christian Heritage, Epworth Village, Families Inspiring Families and the Healthy Families Project. Contracts are under negotiation with Grace Children's Home, Lutheran Family Services, The Mediation Center, NFAPA, The Resolution Center and WICS.

Under the leadership of the Southeast and Eastern DHHS, CEDARS provided training and information on our best practice models to DHHS staff in these two service areas through meetings arranged at Mahoney State Park in June of 2009. We again had the opportunity to present on our Evidence Based Practices on two occasions for the Southeast Service Area in the fall. Additionally, CEDARS participated in community meetings with all the Judges and local stakeholders throughout the Southeast Service Area as arranged by DHHS local CFS leadership. This included 10 meetings in the rural counties and several meetings in Lincoln/Lancaster County as arranged through the Eyes of the Child Initiative and the Lancaster County Human Services Office. CEDARS also participated on a panel presentation at the Eyes of the Child Summit in Grand Island in September 2009 and at the Commission for the Protection of Children Meeting in December 2009.

- c) Results of the utilization of identified service models (Broad Narrative regarding the Achievement and any Barriers to reaching intended results)

CEDARS attended Evidence Based Practice (EBP) training November 3, 2009. We submitted our Quick Indicator Binder for all EBP and Non EBP Practices by December 1, 2009. CEDARS has conducted over a dozen trainings related to EBP's, purchased materials, created user guides, and established or are in the process of establishing policies and procedures and databases to support implementation of all of our programs. Please note more detailed information below.

- d) Future Plans / Next Steps (Broad Description of any Plans/Steps to address any identified barriers)

In the next Quarter, CEDARS will:

- Continue to focus on staffing and training in our Service Coordination and Safety and In-Home Services Teams.
- Continue to develop and carry out training for our staff on best practices being used by CEDARS, and other essential trainings identified by DHHS and CEDARS.
- Continue to develop processes and communication among all subcontractors, with DHHS and other lead agencies, and with families, courts and other stakeholders.
- Continue to develop our processes to track and manage services and resources, using our supervisory staff, management processes, PQI staff and systems.
- Implement the mini CRSR process in February
- Implement the Family Team Meeting observations.
- Implement WFI-4 through Families Inspiring Families.
- Continue to expand evidence-based practices.

Send to Service Area Contract Liaison and Administrator
Central Office CQI/OPS

- Continue to develop expertise with N-FOCUS and reports functionality.

2) Contractor Employment Information (Do not report forward fills)

- a) Contractor allotted FTE's for Service Coordinators=1st qtr 60;
- b) Contractor Service Coordinator positions that are filled and able to carry a full caseload (they have completed training)=1st qtr 54
- c) Contractor Service Coordinator positions that are currently in training=1st qtr 7
- d) Contractor Service Coordinator positions that are vacant= 1st qtr 7 (to include turnover)
- e) Contractor allotted FTE's for Supervisor= 6
- f) Contractor Supervisor positions that are filled=1st qtr 7 (due to turnover)
- g) Contractor Supervisor positions that are vacant= 0
- h) Average length of employment for Service Coordinators=1st qtr 2.6 months
- i) Average length of employment for Supervisors=1st qtr 4.19 months

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Employment Information					
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Average
a. Allotted FTE's for Service Coordinators	60				60
b. Filled Service Coordinator Positions	54				54
c. Service Coordinator positions currently in training	7				7
d. Vacant Service Coordinator positions	7				7
e. Allotted FTE's for Supervisor	6				6

3) Foster Parent Recruitment and Retention Update

- a) A description of the diligent recruitment activities this quarter of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the Service Area for whom foster and adoptive homes are needed.

CEDARS is currently working with Pickering Creative Group marketing firm to develop more effective strategies for advertisement including brochures, posters, and articles in newspapers. CEDARS will schedule presentations at community groups to educate about the need for foster parents from diverse cultural background and the benefits to children when placed with individuals that share similar cultures and languages.

CEDARS will also distribute this updated information about CEDARS Foster Care at various community and cultural centers that advocate and serve minority populations.

- i) Number of foster homes licensed this quarter - 42
- ii) Number of foster homes closed this quarter – 9
- b) A description of individualized recruitment of homes activities this quarter including relative placements to support children, families and resource families to meet the needs of highly specialized youth (DD and Treatment, older youth, youth with diverse cultural needs, etc)

CEDARS is currently in the process of developing a training module for kinship and child-specific homes to help give them the training to provide the highest quality of care for the youth in their homes. The timeline is for this to be finalized by February 1, 2010 with trainings to begin in mid-February.

- i) Number of individualized foster homes approved this quarter - 47
 - ii) Number of individualized foster homes licensed this quarter - 42
 - iii) Number of approved individualized foster homes closed this quarter - 2
 - iv) Number of licensed individualized foster homes closed this quarter – 3
- c) A description of foster homes transferred to your organization from another organization and transferred from your organization to another organization, including the reasons for the transfers.

CEDARS transferred many approved and licensed homes from the DHHS. CEDARS has also received licensed homes from OMNI Behavioral Health.

- i) Number of foster homes transferred to your organization - 67
- ii) Number of foster homes transferred from your organization to another organization - 2

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Foster Parent Recruitment and Retention			
Licensed Foster Homes	# of Families		
	New	Ongoing	Closed
	42	115	9
Approved Foster Homes	# of Families		
	New	Ongoing	Closed
	47	47	3

- d) Any updates to the protocol that “matches” children and youth with resource families
No new updates.
- e) Any updates to the protocol that required to actively search and identify non-custodial (both maternal and paternal) and other relatives for possible placement and as life long connections.

Service Coordinators look for non- custodial and other relatives for possible placement before making a referral to foster care. Foster Care and Service Coordinators continue this search after a youth is placed in care.

- f) A description of the supports and education/ training for foster and adoptive parents and relatives and kin-care providers provided this quarter
 - i) a brief, one-paragraph syllabus of the training activity

Currently, CEDARS utilizes PRIDE for the training for foster and adoptive parents. PRIDE is a model for the development and support of foster/resource parents. The PRIDE program's goals are to help meet the protective, developmental, cultural, and permanency need of youth placed with foster/resource families. Foster/resource parents learn how to protect and nurture children, help meet developmental needs, support relationships, and connect child to safe and nurturing environment.

CEDARS is developing kinship care training for families. This training will help with the development and growth of the relative families. The kinship care training's goals are to help families understand the rules and regulations for discipline, building a relationship with the child, managing the youth's anger, and creating a safe environment for the youth.

ii) indication of the setting/venue for the training activity

PRIDE is located at our Northbridge location. This is a CEDARS owned and operated community center at 3301 N. 27th Street in northwest Lincoln.

iii) indication of the duration of the training activity

PRIDE lasts for 7 weeks.

iv) provider of the training activity

CEDARS

v) indication of the audience to receive the training

CEDARS has between 15-25 homes participating in each PRIDE class

4) Licensing Waivers (case-by-case waivers of non-safety licensing standards)

- a) Number of case-by-case waivers granted this quarter
10 waivers were granted for the first quarter.

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Licensing Waivers (case-by-case waivers of non-safety licensing standards)					
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Annual Total
Number of case-by-case waivers granted	10	0	0	0	10

- b) An assessment of how granting such waivers have affected children in foster care, including their safety, permanency and well-being
CEDARS does not believe that granting such waivers would have an affect on foster children regarding safety, permanency, and well-being. CEDARS will continue to monitor and assess the safety of children placed in these homes.
- c) Reasons why relative foster family homes may not be licensed despite authority to grant such case-by-case waivers of non-safety licensing standards
Relative foster families may not be licensed due to only wanting to do foster care for a particular youth (relative/child specific).
- d) Actions the Contractor plans to take or is considering taking to increase the percentage of relative foster family homes that are licensed while ensuring the safety of children in foster care and improving their permanence and well-being; and it helps find family members early and begin the process of educating family members and building rapport with them.

CEDARS believes that recruitment and advertising CEDARS will also help, so that people will better understand who we are and the services and support we can provide to them

- e) Suggestions the Contractor has for administrative and/or legislative actions to increase licensed relative care.
No

- 5) **Child and Family Services Plan Update.** Quarterly reports will include a description of the specific accomplishments and progress made toward meeting each goal and objective in the State's CFSP, including information on outcomes for children and families, and a more comprehensive, coordinated, effective child and family services continuum.

Data is not available via N-FOCUS as of this writing for CEDARS to determine "where it is at" in relation to quantitative goals and objectives pertinent to the plan update. CEDARS welcomes the collaborative efforts with DHHS to obtain this valuable information.

Given the information contained in other sections of this report, CEDARS believes that it is making a strong commitment in building the comprehensive, coordinated and effective child and family service continuum that will achieve the collective outcomes we all desire.

- 6) **Disaster Plan Updates** shall include at minimum any changes to how you:
There have been no changes to the disaster plan since it was submitted on December 1, 2009.

- 7) **Chafee Foster Care Independence Update shall include at a minimum any changes to how you:**

- a) Help youth transition to self-sufficiency;
CEDARS has adopted the Ansell Casey Life Skills Assessment to evaluate the independent living skills of youth. All youth over the age of 15 complete the Ansell Casey Assessment. The assessment allows self-sufficiency goals to be focused on areas in which the youth has demonstrated a need to achieve additional skills. These independent living goals are then incorporated into their service plan.

Self-sufficiency skills are taught to clients individually and in small group formats at each of the CEDARS programs. CEDARS is utilizing "The New Making it on Your Own Workbook" to teach self-sufficiency skills to youth. CEDARS has developed a required agency training focused on using the Ansell Casey assessment and the Making it on Your Own Workbook.

CEDARS has instituted a Life Skills Coaching program focused on increasing self-sufficiency skills. This program will continue to be expanded.

- b) Help youth receive the education, training, and services necessary to obtain employment;
CEDARS Life Skills Coaches provide training on obtaining and maintaining employment. CEDARS Group Homes have independent living groups focused on planning for employment. The Making it on Your Own Workbook, discussed above, provides exercises including resume preparation and job hunting activities. Additionally, CEDARS staff take client's job hunting and provide support during the job hunting process.
- c) Help youth prepare for and enter post-secondary training and educational institutions;

CEDARS hosts guest speakers from local educational institutions to familiarize clients with their educational options. Clients are also referred to local agencies, such as Education Quest, to complete federal financial aid applications. Study and tutoring time is built into the structure of the various CEDARS programs. All clients have individualized educational goals included in their service plans. These educational goals are regularly reviewed and updated.

CEDARS clients are provided with assistance to apply for education and training vouchers. CEDARS has a scholarship program for current or former clients to assist them in obtaining post secondary education. Initial discussions have begun with youth for applications due in April of 2010.

- d) Provide personal and emotional support to youth aging out of foster care through mentors and the promotion of interactions with dedicated adults

The development of an appropriate support network is a goal for every client at CEDARS. Members of this support network are invited to attend monthly team meetings to encourage on-going involvement with the youth in the future. CEDARS TLC hosts an on-going monthly social event for past clients. CEDARS clients may be invited to continue attending certain education groups following discharge. Each youth at CEDARS has an aftercare plan developed while receiving services. The aftercare plan specifies the ways each individual client will continue to receive appropriate on-going support. CEDARS also has a Youth Action Committee (YAC) that promotes youth development and support that the youth are encouraged to participate in.

8) Training Update

a) A description of the additional types of new worker training offered and provided by the Department and the Contractor for Service Coordinators

During this reporting period (Aug-Jan), the Department provided 8 New Worker Training Groups that lasted 20 days each (that includes 18 full and 2 half days). This New Worker training included the topics of the Nebraska Safety Intervention Systems- Initial and Ongoing, N-FOCUS, Legal Procedures, and Supervising Juvenile Offenders. In addition, CEDARS coordinated an opportunity for the Southeast Service Area for the Department to provide training to Service Coordinators of the three lead agencies on the Indian Child Welfare Act (ICWA).

All new employees of CEDARS, including Service Coordinators, are required to attend the following essential functions trainings that are provided by internal CEDARS trainers, within the first 90 days of employment:

- New Employee Orientation (7 hours)
- Defensive Driving (1 hour)
- Safe with You- Mandatory Reporting and Signs of child abuse and neglect (2 hours)
- Mandt Behavior Management Program (6 hours)
- Documentation (1.5 hours)
- CPR for Adult, Children and Infants and Standard First Aid (8 hours)
- Safety and Risk Management (2 hours)
- Boundaries with clients and co-workers (1.5 hours)
- Car Seat Safety (3 hours)
- Suicide Prevention (2 hours)
- Outreach Worker Safety (2 hours)
- Diversity and Cultural Sensitivity (2 hours)

b) The number of contract staff who completed initial training requirements

There were 54 staff that completed the initial training requirements. This included Service Area Administrators, Service Coordination Managers and Service Coordinators. There were an additional 3 staff that were given waivers and only attended the 8-days of NSIS training sections of the department training.

c) The number of new employee training hours delivered (Count the number of employees and multiply by the duration of the training class).

There were 18 full (6 hour) days and 2 half (3 hours) days of department New Worker training provided to the 55 contract staff, resulting in 6,270 training hours delivered. In addition, 3 staff who received waivers was provided with 48 hours of NSIS training for an additional 144 hours. Therefore, there were 6,414 new employee training hours delivered to service coordination.

d) A description of the types of on-going training/in-service training made available for service coordinators

The Contractor provided Service Coordinators with the following additional ongoing trainings:

- **Indian Child Welfare Act (ICWA)** 6-hour training provided by the Department the cover ICWA requirements and expectations for families with tribal affiliation.
- **Domestic Violence**- A 7-hour training provided by staff at the Friendship Home, Voices of Home and the Family Violence Council that provided a thorough examination of the effects of domestic violence on victims and children, how to deliver safe services and safety plan with victims, as well as how to work most effectively with batterers.
- **Wraparound**- A 12-hour training provided by a nationally certified Wraparound trainer or internal staff that have been trained as trainers that focuses on the Philosophy and process of Wraparound, as well as the 10 Principles that include such items as "family voice and choice", "natural supports", "strength-based" and "outcome based".
- **Trauma Informed Care**- A 10-hour training from the National Child Traumatic Stress Network that provides a thorough examination of the negative effects of traumatic events and stressor on children and how workers can help reduce these effects to help children feel safe, supported and stable.
- **North Carolina Family Assessment Scale (NCFAS)**- - This 2-hour training provided new Service Coordinators with the knowledge of what this assessment tool is and how it can help with case planning and family decisions.
- **Ansell Casey Independent Living** This 2-hour training provides an overview of the Ansell Casey Independent Living Assessment that will be administered to youth, as well as how to engage youth in independent living skills development and the "Making It on your Own" independent living curriculum.

e) Number of on-going/in-service training hours delivered to staff (Count the number of employees and multiply by the duration of the training class)

- ICWA (6 hours) delivered to 32 staff for a total of 192 training hours. *This was delivered by the department and is not included in the totals in the chart below.
- Domestic Violence (7 hours in two trainings) to 20 Service Coordinators for a total of 140 training hours.
- Wraparound (12hours over 6 trainings) to 30 Service Coordinators for a total of 360 training hours.
- Trauma Informed Care (10 hours) to 23 Service Coordinators for a total of 230 training hours.

- NCFAS (2 hours) to 30 Service Coordinators for a total of 60 training hours.
 - Ansell Casey Independent Living (2 hours) to 17 Service Coordinators for a total of 34 training hours.
- f) Cost of training provided by the Contractor to Service Coordinators

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Training Report					
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Annual Total
Number of New Employee Training hours Delivered	6,587				6587
Number of On-going /In-Service Training hours Delivered	824				824
Cost of Training Provided by Contractor	11,172				11172

*These trainings were provided internally to Service Coordinators (other positions may also have attended and benefited) and the cost is an approximation. It does not include trainings provided by the department.

- 9) **EBP/Non EBP.** The following sections pertain to our progress with evidence based practices (first) and then non evidence based practices. The following sections pertain to our progress with implementing training and establishing guidelines, policy and data gathering procedures to support these practices. Note also the training section 8 above.

Evidence Based-Practices

1) Wraparound (EBP)

a) Fidelity/Implementation

- Data Quantity – Since submitting our Quick Indicator information on December 1st, 2009, significant progress has been made regarding plans for data collection on Wraparound Fidelity and on Wraparound Outcomes.

We have contracted with Families Inspiring Families to complete the Wraparound Fidelity Index Surveys on Service Coordinators, Caregivers, and Children/Youth (age 11+). We've identified two areas for data collection; surveys for implementation, and surveys to quantitatively assess Wraparound Fidelity.

For the first round of surveys we are surveying every Service Coordinator during the months of January and February in order to orient and educate them to the process and instruments for Wraparound and the WFI. We have randomly selected a case for all Service Coordinators.

In addition to collecting data on fidelity, CEDARS personnel have been completing data entry on N-FOCUS to measure outcomes regarding safety, permanency, and well-being that we identified in the Wraparound QI. Our Wraparound outcomes align with overall programmatic outcomes required by the State of Nebraska. In January 2010, PQI gained access to N-FOCUS and INFO-VIEW. We will be analyzing this data to assess Wraparound.

- Data Quality - What are some of the processes you have in place to ensure the data you receive is reliable?

Families Inspiring Families has completed WFI's for the ICCU and other agencies. Their response rate is over 90%.

All CEDARS employees are required to receive a two day Wraparound training from CEDARS certified Wraparound trainers. Wraparound trainings are held twice a month until everyone is trained, and will continue to be held for new employees.

b) Strengths

Contracting with Families Inspiring Families to conduct the Wraparound Fidelity Index ensures objectivity in our assessment of CEDARS fidelity to the Wraparound Model. We expect our Fidelity measure to predict the impact CEDARS Wraparound program has on outcomes related to safety, permanency, and well-being that we identified in the Wraparound QI.

c) Weaknesses

N/A

d) Points for Improvement & Plan of Action

N/A

2) Homebuilders (EBP)

a) Fidelity/Implementation

- Data Quantity – CEDARS Intensive Family Preservation Services are completing NCFAS and NCFASR's on all families receiving Homebuilders at Intake and at Discharge. Epworth Village and Christian Heritage are doing the same. CEDARS is still in the process of centralizing the IFP NCFAS/R databases for CEDARS, Epworth and Christian Heritage. Hard copies of these scores are being collected and utilized by staff and are located in the files and will be entered into the central database when these issues regarding networking are worked out by Information Technology.
- Data Quality - What are some of the processes you have in place to ensure the data you receive is reliable?

Resources

An Evidence Based Practices Folder is currently available to all CEDARS employees, and will be available to Epworth and Christian Heritage employees by February 1st, 2010. In this folder, resources and materials on Homebuilders have been created specific to CEDARS and CEDARS subcontractors, including: a data entry User's Guide for NCFAS and NCFASR, NCFAS and NCFASR definitions, printable copies of NCFAS and NCFASR, and training materials for the NCFAS and NCFASR measures.

Training

CEDARS has a training dedicated solely to using the NCFAS and NCFASR as a measurement tool. This training is required for all IFP staff. In addition, CEDARS is bringing back the national Homebuilders trainers for all CEDARS, Epworth, and Christian Heritage staff who have yet to receive it. This four day training will take place on February 23rd through the 26th, 2010.

b) Strengths

Data collection Resources and Procedures have been established trained and made available to all CEDARS staff in a secure centrally located Evidence Based Practices Folder. These materials will be available to subcontractors by February 1st, 2010 on a secure customized Evidence Based Practices Folder unique to their programmatic needs.

c) Weaknesses

Technical issues with the databases and Networking issues have limited our ability to collect and store data in a secure centrally located database for analysis. Though data is being collected, it is currently not accessible to analyze.

d) Points for Improvement & Plan of Action

CEDARS will solve the technical issues regarding data storage and entry procedures prior to Feb. 1st 2010.

3) Nurturing Parenting (EBP)

a) Fidelity/Implementation

CEDARS is still in the early stages of Nurturing Parenting implementation. We have ordered supplies for Nurturing Parenting for our Group Home for Pregnant and Parenting Teens, Transitional Living Program, and Skill Building Home based program in December, 2009. We have begun offering Nurturing Parenting in a group based format at our Home for Pregnant and Parenting Teens. Due to logistical concerns regarding materials, case planning, and managing, CEDARS will begin administering Nurturing Parenting through our home based services (Skill building) in February 2010. We have recently reordered materials that will better suit the needs of staff and clients who will be in a one on one home based setting in our Skill-building program. We are working diligently to create policies and procedures to implement Nurturing Parenting to the highest fidelity in home based settings.

- Data Quantity - What percentage are receiving instruments at the programs defined timeline?

CEDARS has purchased the capacity to administer over 400 of the Adult Adolescent Parenting Inventory (AAPI) pre and post program to assess program outcomes. Data collection will begin in January 2010 in our group setting, and in February for home based services.

- Data Quality - What are some of the processes you have in place to ensure the data you receive is reliable?

Resources

An Evidence Based Practices Folder is currently available to all CEDARS employees, and will be available to Epworth and Christian Heritage employees by February 1st, 2010. In this folder, resources and materials on Nurturing Parenting have been created specific to CEDARS and CEDARS subcontractors, including: a data entry User's Guide for the online AAPI, AAPI hard copies for administration to clients, Frequently Asked Questions and User's guides for staff and supervisors wanting to utilize Nurturing Parenting, and training materials and resources from Nurturing Parenting online.

Training

CEDARS has brought in National Nurturing Parenting Trainers three times beginning with two training session in September 2009, and once in December 2009. We have two

additional trainings scheduled for February 2nd and 3rd, and February 4th and 5th. These trainings are two days, and are open to CEDARS and subcontractor employees.

b) Strengths

CEDARS is creating the structure, forms, and processes necessary to all staff in implementing Nurturing Parenting in a one on one home based setting.

CEDARS has ordered substantial resources from Nurturing Parenting including the necessary parent handbooks, DVD's, games, staff manuals and lesson plans. CEDARS will have brought in national Nurturing Parenting trainers a total of 5 times as of February 5th, 2010. Data collection Resources and Procedures have been established trained and made available to all CEDARS staff in a secure centrally located Evidence Based Practices Folder. These materials will be available to subcontractors by February 1st, 2010 on a customized Evidence Based Practices Folder unique to their programmatic needs.

c) Weaknesses

Training, implementing, and administering Nurturing Parenting to the highest fidelity possible has taken more time and planning than originally anticipated. We had aimed to begin administering Nurturing Parenting in a Home Based setting much sooner than February 2010, but we are confident that taking the time to create CEDARS and subcontractor user guides and processes to properly support this program will result in positive Parenting outcomes due to increased fidelity for the Evidence Based Practice.

d) Points for Improvement & Plan of Action

CEDARS will continue training staff, and will begin administering Nurturing Parenting in February 2010 for our Skill building home based services. Subcontractors will begin implementing Nurturing Parenting in homes beginning in March 2010.

Non Evidence-Based Practices

4) Ansell Casey Independent Living (Non-EBP/PP)

a) Fidelity/Implementation

- Data Quantity - What percentage are receiving instruments at the programs defined timeline? Roughly 16% of youth 16 and over have data on the Ansell Casey Life Skills Assessment.
- Data Quality - What are some of the processes you have in place to ensure the data you receive is reliable?

Resources

An Evidence Based Practices Folder is currently available to all CEDARS employees, and will be available to Epworth and Christian Heritage employees by February 1st, 2010. In this folder, resources and materials on Ansell Casey Independent Living Skills have been created specific to CEDARS and CEDARS subcontractors, including: a data entry User's Guide and training materials.

Training

CEDARS has a training dedicated solely to Independent Living Skills, the Ansell Casey website and lesson plans, and the ACLSA online assessment. This training is offered to all staff and subcontractors working with youth 15 and over. Since November, 2009, this training has been offered monthly, or twice monthly. Many CEDARS staff have used this assessment and had this training prior to the contract period, however.

- b) Strengths
Ansell Casey data has been entered since the start of the new contract on 16% of youth in CEDARS as of January 5th, 2010. This data is being entered according to the new User's guide and guidelines created to ensure reliable data collection
- c) Weaknesses
Over 80% of youth over age 18 need to have their scores entered within the next few months. We believe that more youth have had the Ansell Casey administered than have had data entered.
- d) Points for Improvement & Plan of Action
We will be working hard to extend the scope of data entry and use of this tool for Independent Living skills by orienting and training new staff and Service Coordinators to its use, by including its completion in Case Record Reviews, and by communicating clear goals for completing both the ACLSA and Chafee assessments in a timely manor.

5) Love and Logic (Non-EBP/PP)

- a) Fidelity/Implementation
Program Quality - What are some of the processes you have in place to ensure the program is being implemented reliably?

Love and Logic is a widely used and recognized 7 week classroom style parenting program that CEDARS has been offering to clients for many years with high participation and reported satisfaction from recipients. We have teachers who are highly skilled and are very experienced in teaching this curriculum.

- b) Strengths
N/A
- c) Weaknesses
N/A
- d) Points for Improvement & Plan of Action
CEDARS will continue to offer Love and Logic on a rolling basis throughout the year.

6) Trauma Informed Care (Non-EBP/PP)

- a) Fidelity/Implementation
Program Quality - What are some of the processes you have in place to ensure the program is being implemented reliably?

Trauma Informed Care is a widely used and recognized training to teach basic knowledge, skills, and values about working with children who are in the child welfare system and who have experienced traumatic stress. This is a required training for all CEDARS staff. Service Coordinators have a more intensive and specialized training offered to them monthly, all other staff are required to go to a shorter 5 hour training, also offered at least monthly.

- b) Strengths
N/A
- c) Weaknesses
N/A
- d) Points for Improvement & Plan of Action
N/A

7) PRIDE Foster Parent Training (Non-EBP/PP)

a) Fidelity/Implementation

Program Quality - What are some of the processes you have in place to ensure the program is being implemented reliably?

Several agencies involved in the CEDARS partnership will participate in providing the foster care service. CEDARS, Epworth Village, Lutheran Family Services, and Christian Heritage of Nebraska have worked together to design this service in the spirit of cooperation and with the best interests of children and families in mind. A configuration for coverage of the service area has been developed to ensure the entire service area is covered.

A seven week PRIDE training began in January 2010. We will continue to offer PRIDE training for current and prospective foster parents on a rolling basis throughout 2010.

b) Strengths

N/A

c) Weaknesses

N/A

d) Points for Improvement & Plan of Action

N/A

8) Teen Outreach Program (Non-EBP/PP)

Fidelity/Implementation

Program Quality - What are some of the processes you have in place to ensure the program is being implemented reliably?

Teen Outreach is usually administered in a school based setting where students enter at the beginning of the year and all at the same time. Thus, it is a 52 week/yr course that is cumulative. It is not designed for students to enter or exit during the course. Because of this, CEDARS has been trying to adapt Teen Outreach to serve the needs of our youth, and to fit within our current programs and processes that coincide with entering and exiting State care as opposed to beginning and ending a school year. We hope to be using Teen Outreach programs and lesson plans, but we cannot measure outcomes as indicated for use as an EBP. A meeting is scheduled at the end of January to discuss using Teen Outreach on a weekly basis in our residential settings.

a) Strengths

Teen Outreach has a lot of great materials and lesson plans for adolescents and teens at risk for pregnancy or truancy.

b) Weaknesses

CEDARS has found it difficult to adapt Teen Outreach to our unique population, programs, and has significant barriers due to the often rapid entry and exit of many adolescent clients.

c) Points for Improvement & Plan of Action

CEDARS will continue to meet with program managers to brainstorm ways to utilize these materials.