

Quarterly Report for Child Welfare and Juvenile Services

Lead Agency Name: KVC BEHAVIORAL HEALTHCARE

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Quarter	Reporting Periods	Due Dates
<input type="checkbox"/> Quarter 1	July 1 – September 30	October 15
<input checked="" type="checkbox"/> Quarter 2	October 1 – December 31	January 15
<input type="checkbox"/> Quarter 3	January 1 – March 31	April 15
<input type="checkbox"/> Quarter 4	April 1 – May 30	June 15
<input type="checkbox"/> Quarter 4 (update)	April 1 – June 30	July 15

Date Submitted: 1/15/10

Date Received:

1) Quarterly Summary

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

The last quarter of 2009 marked the first quarter of operations for Lead Contractors throughout Nebraska. This quarter was filled with activities to prepare and launch KVC Nebraska for implementation of Service Coordination. Activity in October was focused on contract negotiation, implementing subcontracts, and solidifying provider relations. For November, with the first cases 'going live', referral processes appeared to launch successfully. As the year closed, December brought challenges of the holidays, record snowfalls and new roles for all.

As KVC is new to Nebraska, one challenge was identifying and opening office space for five locations. The Nebraska headquarters, located in Omaha, opened in November 2009, and the Lincoln permanent office opened late in December 2009. Offices in Nebraska City, Seward and Beatrice also opened in November 2009.

A second major accomplishment was the staffing of the five offices over the Eastern and Southeast service areas. Over 130 employees were hired, including Service Coordinators, Foster Care Specialists, management and support staff. In the Eastern Service areas, over 50 service coordinators and eight supervisors were hired. In the Southeast Service area, 46 service coordinators and five supervisors have been retained. The greatest barrier remains the recruitment of qualified staff in rural areas, and recruiting bilingual staff.

The Eastern Service Area transitioned / accepted a total of 317 children / 178 families in November. 133 youth and 80 families were transitioned / accepted in December. A total of 450 youth and 258 families have been assigned to the ESA in the first quarter of service.

The Southeast Service Area transitioned / accepted a total of 299 children / 121 families in November. 174 youth and 80 families were transitioned / accepted in December. A total of 420 youth and 254 families have been assigned to the SESA in the first quarter of service.

Overall, 870 youth and 512 families are under the KVC umbrella for service coordination at the end of December 2009.

Transition barriers appear to be a lack of accurate information or missing information at transfer. Treatment history is often missing. This information is necessary to begin assessment and ensure that mental health needs do not go unmet.

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

KVC has successfully identified area needs and providers, then developed, negotiated and implemented subcontracts with a number of providers across the State. The Nebraska Corporate office held the first monthly subcontractor / provider meeting December 18, 2009, in order to answer questions related to processes as well as present a Provider's Manual. In conjunction with this subcontractor network, there has been significant effort in developing a Utilization Database to enter, track and ensure compensation for providers.

The agency has been working closely with Magellan Behavioral Health to develop a project plan for outpatient services. We are specifically targeting service gaps in the rural Southeast service area.

ESA has been working to develop subcontracts with the Sarpy County Sheriff's Office to serve Sarpy County youth requiring Electronic Monitoring. We have also met with the Sarpy County 1184 team, and Sarpy County schools districts.

In ESA, the Program Director has advocated with DHHS about the importance of getting Service Coordination involved early in the case, to ensure not only timely service, but to keep children in their family homes as often as possible. As a result of this conversation, subsequent meetings will be held to develop training for CFS Specialists, and begin to meet the goal of serving 70% of children and families in their homes.

Staff have also been specifically targeting smaller towns outside of Lincoln via efforts by our Public Affairs Director and Child Placement Directors. These Directors also met with the leaders of the Malone Center to discuss community connections to support our agency's diverse needs.

Both Service Areas hosted a holiday party for client families. Gifts, games, crafts and food was provided. Many families were able to use this event as a supervised visit or opportunity to engage with their service coordinator in a casual atmosphere.

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

Our service model for Nebraska has been entitled "Pillars of Practice". This service model includes all evidence based practices, promising practices and best practice guidelines. Staff has received training in the Signs of Safety service model and facilitating Family Team Meetings utilizing this framework. Staff and supervisors are staffing new cases within 24 hours of receipt using the RED team (Review, Evaluate, Direct). During these staffings, staff use the Signs of Safety to identify barriers, needs and safety issues, as well as strengths and family resources.

Barriers to service implementation appear to be the shifting of roles and responsibilities from the CFS to the FSC. These issues seem to be solved generally at the supervisory level. Other shifts that need to occur are changing the community's historical practice of using multiple providers of services into a more seamless service continuum. The court system will also require strategic

efforts to reduce confusion of service roles, and the changes that the reform has brought about in service provision for families.

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

Both the Child Placement (foster parents) and Human Resources (service coordinators) have increased target advertising and recruiting to rural areas by advertising in local newspapers, internet job postings and Latino media.

To assist in the shift between historical practice methods and adjusting to reform, KVC has been responsive to meeting the needs of the court, providers, families and CFS staff by working through communication, logistics and payment issues in a timely fashion, and by checking through the contracts, operations manuals and roles and responsibilities for answers as needed. Weekly meetings with Service Area Administrators have also been useful in helping all parties adjust to roles. Leadership staff have also met with local judges to introduce KVC and discuss the partnerships and concerns regarding the changes in child welfare reform.

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

a) Contractor allotted FTE's for Service Coordinators

SESA: 40

ESA: 56

b) Contractor Service Coordinator positions that are filled and able to carry a full caseload (they have completed training)

SESA: 30

ESA: 47

c) Contractor Service Coordinator positions that are currently in training

SESA: 2

ESA: 9

d) Contractor Service Coordinator positions that are vacant

SESA: 10

ESA: 0

e) Contractor allotted FTE's for Supervisor

SESA: 5

ESA: 8

f) Contractor Supervisor positions that are filled

SESA: 5

ESA: 8

g) Contractor Supervisor positions that are vacant

SESA: 0

ESA: 0

h) Average length of employment for Service Coordinators

2.75 months

i) Average length of employment for Supervisors
3.5 months

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g. Supervisor positions that are vacant		0			0
h. Average length of employment for Service Coordinators (months)		2.75			3
i. Average length of employment for Supervisors (months)		3.5			4

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.

There have been multiple events and recruitment activities. Some of those include:

- Fiesta El Grito,
- Foster Parent Open House-Omaha,
- Economic Empower Expo,
- Fiesta Italiano,
- University of Nebraska Volunteer Fair,
- Lincoln State Fair,
- Foster Family Meet and Greet,
- Lincoln Foster Parent Open house,
- Sunday Night concerts at the Park,
- Community Ambassadors Meetings,
- NAACP Banquet,
- Big O show,
- Batillion,
- Parent Teacher Association,
- Open House Lincoln with Grace United Method Church.

Other efforts KVC is making to meet the multicultural needs of Nebraskans include:

- translating materials into Spanish or other languages of minority communities, including recruitment brochures, applications, flyers for schools, posters in community spaces, etc.
- Certifying foster families of color as co-trainers of MAPP/GPS.
- Conducting joint recruitment efforts by families of colors at fairs and other community events.
- Conducting informational meetings in other languages and/or with other foster parents of color.
- Implementing foster family's inquiries with a recording in multiple languages.
- Advertising in Spanish Language newspapers

i) Number of foster homes licensed this quarter

Fifteen homes are licensed in the Eastern Service Area for quarter four 2009.

Twelve new homes are licensed in the Southeastern Service Area for quarter four 2009

ii) Number of foster homes closed this quarter

No homes were closed in the Eastern Service Area for quarter four 2009.

No homes were closed in the Southeastern Service Area for quarter four 2009

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)

KVC is assessing the needs of each child on a individualized basis. Specialized recruitment efforts are in the planning stages. KVC is developing a specialized training curriculum to address specialized training needs of foster families who may be interested or fostering youth

with diverse and special needs. KVC is also developing a Treatment Foster Care program to meet the placement needs of youth with Emotional Disturbances.

i) Number of individualized foster homes approved this quarter.

No new homes were approved in the Eastern Service Area for quarter four 2009.

No new homes were approved in the Southeastern Service Area for quarter four 2009

ii) Number of individualized foster homes licensed this quarter

Fifteen homes are licensed in the Eastern Service Area for quarter four 2009.

Twelve new homes are licensed in the Southeastern Service Area for quarter four 2009

iii) Number of approved individualized foster homes closed this quarter

No approved homes were closed in the Eastern Service Area for quarter four 2009.

No approved homes were closed in the Southeastern Service Area for quarter four 2009

iv) Number of licensed individualized foster homes closed this quarter

No (0) licensed homes were closed in the Eastern Service Area for quarter four 2009.

No (0) licensed homes were closed in the Southeastern Service Area for quarter four 2009

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.

There are many homes who have not selected an agency and those homes will be assigned at service coordination transition to the lead contractor assigned to the case. In Lincoln, many of the homes have yet to choose a lead contractor and a similar method will be used of assigning homes to leads who conduct service coordination.

i) Number of foster homes transferred from your organization to another organization

One (1) foster home transferred from KVC in the Eastern Service Area for quarter four 2009.

No (0) foster homes transferred from KVC in the Southeastern Service Area for quarter four 2009

ii) Number of foster homes transferred to your organization

Fifteen (15) foster homes transferred to KVC in the Eastern Service Area for quarter four 2009.

Eleven (11) foster homes transferred to KVC in the Southeastern Service Area for quarter four 2009

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	# of Families	
Transferred Homes from Another Organization		15
	# of Families	
Transferred Homes to Another Organization		1

d) Any updates to the protocol that “matches” children and youth with resource families
KVC compares the information received from initial intakes by our 24 hour admissions call center with and assessment of the family’s resources, desire and needs. The child’s placement history, school location, family situation and current individual needs is reviewed with the prospective families all involved assess the appropriateness of the placement for the child.

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 actively work with CFS Specialists to actively search for and identify other placement options (relative and kin). The current protocol appears to be meeting the needs of the youth being served.

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

On December 4th and 5th, 2009, KVC Held the 12th annual Resource Family Conference, which approximately 40 Nebraska foster parents attended. The two day conference was held at the KVC Corporate Headquarters in Olathe, Kansas. Families were provided with transportation to the conference, meals during the conference, and childcare. Workshops were presented by nationally recognized speakers. Topics included Engaging Activities for Difficult to Engage Children, Trauma Systems Treatment, Teen Suicide, Working with Sexual Offenders and Behaviors During the Adoption Process.

In the Eastern Service Area, two additional MAPP classes have begun. Childcare and refreshments provided There are 10 homes that completed the MAPP class and are pending licensure.

On 12-1-09 an on-going training was held for licensed parents. The topic was discussing the out of home reform and KVC’s contract with DHHS. We discussed roles of the CFS, service coordinator and foster care specialist. Also discussed KVC’s admissions process and the assessment tools used. Childcare and refreshments provided

In the Southeast Service Area, MAPP classes have begun - Childcare and refreshments provided

Common Sense Parenting-Boys Town Method – Childcare and refreshments provided.

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

KVC Omaha office – Ongoing training, MAPP training

KVC Lincoln office, MAPP training, Common Sense Parenting

iii) indication of the duration of the training activity

MAPP - seven weeks

Resource Family Conference – 12 hours

Ongoing - 1.5 hours

Common Sense Parenting – 3 hours

iv) provider of the training activity

Ongoing and MAPP - Ashley Palmer, LCSW – Foster Care Supervisor

Common Sense Parenting - Larry Crippen, LMHC and Matthew Drevo, BS. Foster Care Specialists.

v) indication of the audience to receive the training

All licensed foster parents and any parents in the process of transferring

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

a) Number of case-by-case waivers granted this quarter

No waivers were granted this 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	0				0

- b) An assessment of how granting such waivers have affected children in foster care, including their safety, permanency and well-being
- 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
- 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
- e) Suggestions the Contractor has for administrative and/or legislative actions to increase licensed relative care.

- 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.**

With the initial phase of implementation in its infancy, data is not available as of yet that supports the accomplishments made to achieve the goals of the CFSP. KVC has outlined a number of policies, procedures and objectives in order to assist families in progressing to safety, permanency and well-being.

6) Disaster Plan Updates shall include at minimum any changes to how you:

- a. Identify and locate children/youth placed in out-of-home care and all families that are assigned to the Contractor.
- b. Identify, locate and continue availability of services for children/youth under State care or supervision that are displaced or adversely affected by a disaster.
- c. Respond to new CFS cases in areas adversely affected by a disaster, and provide services in those cases.
- d. Remain in communication with DHHS and other essential CFS personnel who are displaced because of a disaster; and
- e. Preserve essential program records.

The only changes made to the ESA and SESA Disaster plan included an update to the inclement weather policy.

Policy

KVC-Nebraska values the safety and welfare of staff. During inclement weather, employees will determine for themselves their ability to drive to work safely, the condition of their vehicle, and the immediate road conditions. If an employee chooses not to report to work, they must notify their supervisor. Employees choosing not to work during adverse weather conditions will have to use accrued vacation leave, earned compensatory time, or leave without pay. If feasible, employees may be allowed to make up missed work time within the work week. In periods of ongoing inclement weather, the President and Management Team will develop a business continuity plan and communicate this plan to staff.

Practice Guide

Office Closing

The President or designee may make a decision to formally close an office to non-essential personnel based on factors including school closings, court closings, or weather related facility issues. In this situation, exempt staff may choose to work at home with supervisor approval or report to a different office location. Non-exempt staff should consult with their supervisor for instruction on reporting to a different office location or being on ready to work status. This means that the employee is ready and available to be called back to a work location or respond to an emergency at any time. During times of a formal office closing, on-call personnel may be utilized to respond to emergencies.

Communication

Supervisors should maintain phone contact information for their staff to notify them of inclement weather needs and actions. Whenever possible, "all staff" emails will be sent to employees with reminders and instructions. Staff are required to report any variance in their regularly scheduled work to their supervisors.

Court Attendance

Any and all court appearances and deadlines will be met, even in inclement weather. Employees should not assume that court is canceled. Employees should contact their supervisor and make coverage arrangements if they cannot meet court responsibilities due to inclement weather.

Family Time

We recognize the importance of family time for both children and parents. Whenever possible and safe, family time will be honored. If weather conditions prohibit the safe travel of children, parents, and staff, contact the CFS Specialist to determine if scheduled family time should occur or be postponed. Any changes to the family time plan requires DHHS approval. At times, the DHHS service area administrator may indicate that all scheduled family time during the period of inclement weather should be postponed.

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

- a) Help youth transition to self-sufficiency;
- b) Help youth receive the education, training, and services necessary to obtain employment;
- c) Help youth prepare for and enter post-secondary training and educational institutions;
- d) Provide personal and emotional support to youth aging out of foster care through mentors and the promotion of interactions with dedicated adults

Youth who qualify for Independent Living services are identified monthly based on their age. Every youth, age eight and above, will participate in the Ansell Casey Life Skills Assessment within 30 days of entry into foster care or transfer to KVC Service Coordination. Upon completion, a learning plan will be developed, addressing the child's individual needs and incorporated into the child's case plan. The Service Coordinator will complete an Independent Living Plan included in the case plan. Foster parents, families and placements will be included in the development of plans to meet the youth's independent living goals.

Education, training and services necessary will be identified during the case planning process and implemented through the service coordinator. Specific services targeted to the youth's needs will be carried out via local resources. KVC provides continual information to subcontracting agencies and foster families to support life skills training and opportunities to ensure that appropriate training occurs. The following domains are addressed in skill development, as appropriate to age and ability: daily living skills, housing, community resources and legal issue, money management, self care, work and study skills and personal development.

When appropriate, the KVC staff will work with the youth and placement providers to provide Transition Packets for all youth who are 17. These packets include information for youth to access services, benefits, funding and community resources when they age out.

The Ansell Casey Life Skills Guidebook will be utilized by Family Service Coordinators and as a guide for placement providers and youth in life skills planning and instruction. KVC will encourage group training where appropriate and coordinate leadership opportunities for youth, as well as, connect them to community resources. KVC will assure that case plan development and decision making will be designed to focus on both the development of lasting connections to loving adults and a range of life skills, supports and service to prepare them for 'the real world' of young adulthood.

The Family Service Coordinator will be responsible for overall planning and service delivery regarding the youth's independent living skills, but also incorporate the support of subcontracting agencies into this process. KVC will connect youth to appropriate resources supporting those with developmental disabilities and mental health providers who can tailor their resources toward assisting youth with special needs to attain independent living skills. The Family Service Coordinator will monitor progress on these goals and adjust as necessary.

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

- Evidence Informed Practices in Child Welfare
- Parenting and Communication
- Building Relationships and Professionalism
- Case Planning
- Family Team Meetings
- Genograms
- Worker Safety and Time Management
- On Call Procedures
- Introduction to KVC
- Court Reporting
- Roles and Responsibilities
- Visitation and Transportation
- Nebraska Billing Utilization
- Operation Manual
- Interrelationship between Domestic Violence and Child Abuse
- Home sanitation
- Multi-Ethnic Placement Act
- Train the Trainer MAPP
- Home Studies
- Nebraska Adolescent Perpetration Network
- Foster Homes

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

SESA: 35

- Lincoln- 28
- Seward- 2
- Beatrice- 3
- Nebraska City- 2

ESA: 56

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

ESA 7004

SESA 3428

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

- All training was geared toward new employees and those in their first 90 days of service. No specific ongoing training was provided.

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)

As all employees were in their first 90 days of service, all training has been counted in section C, new employee training.

f) Cost of training provided by the Contractor to Service Coordinators

All training was provided in house, or at no cost to KVC.

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Number of New Employee Training hours Delivered	7004	3428			10432
Number of On-going /In-Service Training hours Delivered	0				0
Cost of Training Provided by Contractor	0				0

The following section must be completed for all current programs (EBP/PP and Non-EBP/PP) and any new/added programs. Please copy and pasted each section requirements as needed.

1) Program (EBP/PP)

a) Fidelity/Implementation

- Data Quantity - What percentage are receiving instruments at the programs defined timeline? (For example, for Homebuilders, what percentage of clients have data on NCFAS or NCFAS-R, do they receive the required measure at intake, at the start of the program, at discharge, or six weeks in?)
- Data Quality - What are some of the processes you have in place to ensure the data you receive is reliable?

b) Strengths

c) Weaknesses

d) Points for Improvement & Plan of Action

2) Program (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? (If Data is collected for the Non-EBP, what percentage are receiving instrument at the programs defined timeline?)

b) Strengths

c) Weaknesses

d) Points for Improvement & Plan of Action

1) WRAPAROUND

Fidelity/Implementation

- **Data Quantity - What percentage are receiving instruments at the programs defined timeline?** At this time, this program is in the start-up phase. Policy and protocol are being developed. Hiring is in process for data collection staff. Staff will receive orientation to the fidelity measures and protocols.
- **Data Quality - What are some of the processes you have in place to ensure the data you receive is reliable?** A standardized set of forms is provided and data collection is maintained through the agency database. Specific training is provided for data collectors and program staff are trained on the types of data that will be monitored.

Wraparound Fidelity Index 4 Demographics Form

Wraparound Fidelity Index 4 Wraparound Facilitator Form

Wraparound Fidelity Index 4 Caregiver Form

Wraparound Fidelity Index 4 Youth Form

Wraparound Fidelity Index 4 Team Member Form

The Wraparound Fidelity Index (WFI) evaluates implementation of the wraparound care management process through interviews with parents or caregivers, youth, wraparound facilitators and wraparound team members. The WFI is provided by the Wraparound Evaluation and Research Team (WERT) which also supplies a user manual and PowerPoint for training interviewers.

- e) Strengths – team-based, individualized, family driven, culturally competent and community-based, strengthens interpersonal relationships and utilizing other resources that are available in the family’s network, strengths-based. designed to meet the complex needs of children who are involved with several child and family-serving systems (e.g. mental health, child welfare,

juvenile justice, special education, etc.); who are at risk of placement in institutional settings; and who experience emotional, behavioral, or mental health difficulties.

- f) Weaknesses – To be assessed
- g) Points for Improvement - to be assessed
- h) Plan of Action –
 - i) Selecting/hiring all required staff to implement the program – In progress
 - ii) Initial & Ongoing training of program staff – in progress
 - iii) Documenting expectations for how the program will be delivered (such as creating a manual or protocol) – Target Date 2/1/10

2) TRAUMA SYSTEMS THERAPY

a) Fidelity/Implementation

- **Data Quantity - What percentage are receiving instruments at the programs defined timeline?** At this time, this program is in the start-up phase. Policy and protocol are being developed. Hiring is in process for data collection staff. Staff will receive orientation to the fidelity measures and protocols.

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

Trauma Systems Therapy utilizes a 38-question fidelity instrument to determine proper adherence in TST implementation. The rater gathers evidence from a variety of sources to determine fidelity. The fidelity measure is designed to be administered during team meetings to ensure assessments, treatment plans, clinician discussion and applied interventions are faithful to the model. The rater must have read the treatment manual and be particularly familiar with the information detailing administration of the 10 treatment principles. To ensure staff are implementing TST with fidelity, the five-page measure will be administered on every 10th case presented, this falls well within the guidelines suggested by developers.

- b) **Strengths** – Encourages services to the youth and family in the home environment and reduces number of moves and placement disruptions the child experiences.
- c) **Weaknesses** – To be assessed
- d) **Points for Improvement** – To be assessed
- e) **Plan of Action**
 - i) Selecting/hiring all required staff to implement the program (include the total number of staff and the credentials required: direct service staff, administrative staff, supervisory staff, and so on.) – Target Date 3/31/10
 - ii) Initial training of program staff – Target date 9/30/10

3) STRENGTHENING FAMILIES

a) Fidelity/Implementation

- **Data Quantity - What percentage are receiving instruments at the programs defined timeline?** At this time, this program is in the start-up phase. Policy and protocol are being developed. Hiring is in process for data collection staff. Staff will receive orientation to the fidelity measures and protocols.

- **Data Quality - What are some of the processes you have in place to ensure the data you receive is reliable?** KVC will use the Child (Group), Parent (Group) and Family (Group) observations forms. Team Leaders will be observed at least once each cycle.
 - Strengthening Families Program Child (Group) Observation Form
 - Strengthening Families Program Family (Group) Observation Form
 - Strengthening Families Program Parent (Group) Observation Form

- b) **Strengths** – builds on protective factors by improving family relationships, parenting skills, and improving the youth' s social and life skills.
- c) **Weaknesses** – To be assessed
- d) **Points for Improvement** – To be assessed
- e) **Plan of Action**
 - i) Documenting expectations for how the program will be delivered (such as creating a manual or protocol) – Target Date 2/1/10
 - ii) Selecting/hiring all required staff to implement the program – Target Date 3/31/10
 - iii) Initial training of program staff and supervisors – Target Date 6/30/10
 - iv) Assessing the consistent delivery of the program – Target Date 7/31/10

3) PARENTING WISELY

- f) **Fidelity/Implementation**
 - **Data Quantity - What percentage are receiving instruments at the programs defined timeline?** At this time, this program is in the start-up phase. Policy and protocol are being developed. Hiring is in process for data collection staff. Staff will receive orientation to the fidelity measures and protocols.
 - **Data Quality - What are some of the processes you have in place to ensure the data you receive is reliable?** Parenting Wisely by nature of the intervention (CD Rom technology) ensures that there will be fidelity to the program and the core concepts.
- g) **Strengths** – a risk-focused approach to reduce family conflict and child behavior problems.
- h) **Weaknesses** – To be assessed
- i) **Points for Improvement** – To be assessed
- j) **Plan of Action** –
 - i) Selecting/hiring all required staff to implement the program – Target Date 3/31/10
 - ii) Initial training of program staff and supervisors – Target Date 6/30/10
 - iii) Documenting expectations for how the program will be delivered (such as creating a manual or protocol) – target Date 2/1/10

4) AGGRESSION REPLACEMENT TRAINING

- k) **Fidelity/Implementation**
 - **Data Quantity - What percentage are receiving instruments at the programs defined timeline?** At this time, this program is in the start-up phase. Policy and protocol are being developed. Hiring is in process for data collection staff. Staff will receive orientation to the fidelity measures and protocols.
 - **Data Quality - What are some of the processes you have in place to ensure the data you receive is reliable?** Aggression replacement training utilizes the following checklists to collect data: Skillstreaming Checklist; Anger Control Checklist; Moral Reasoning Checklist. Staff utilizing the procedures will be assessed quarterly.
- l) **Strengths** – The goal of ART is to improve social skill competence, anger control, and moral reasoning.
- m) **Weaknesses** – To be assessed
- n) **Points for Improvement** – To be assessed
- o) **Plan of Action** –
 - i) Selecting/hiring all required staff to implement the program – Target Date 3/31/10
 - ii) Initial training of program staff and supervisors – Target Date 6/30/10
 - iii) Documenting expectations for how the program will be delivered (such as creating a manual or protocol) – target Date 2/1/10