

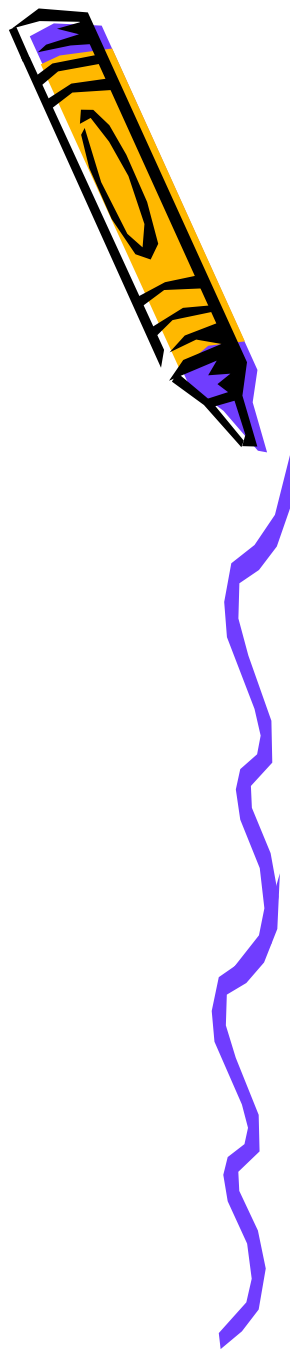


Organizational Structure and the Family First Act of 2018

Secretary's Innovation Group
June 12, 2018

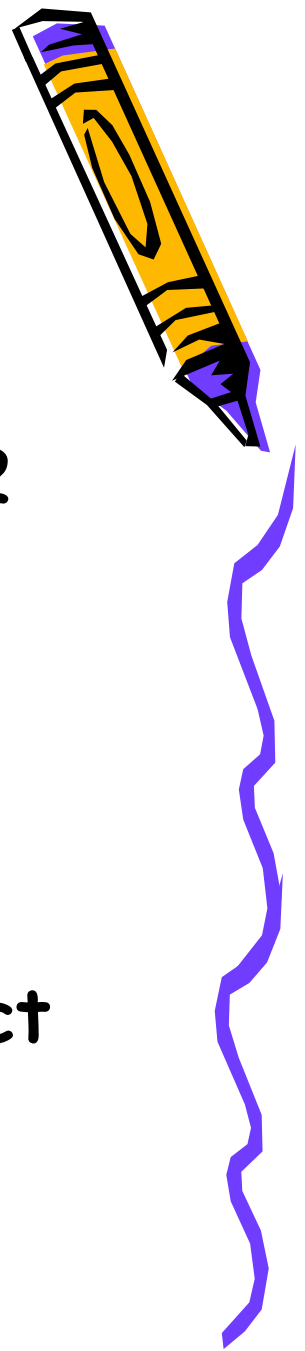
Goals

- Family First Act
- Structures
- Why change?
- Opportunities
- Challenges
- Close/questions/comments



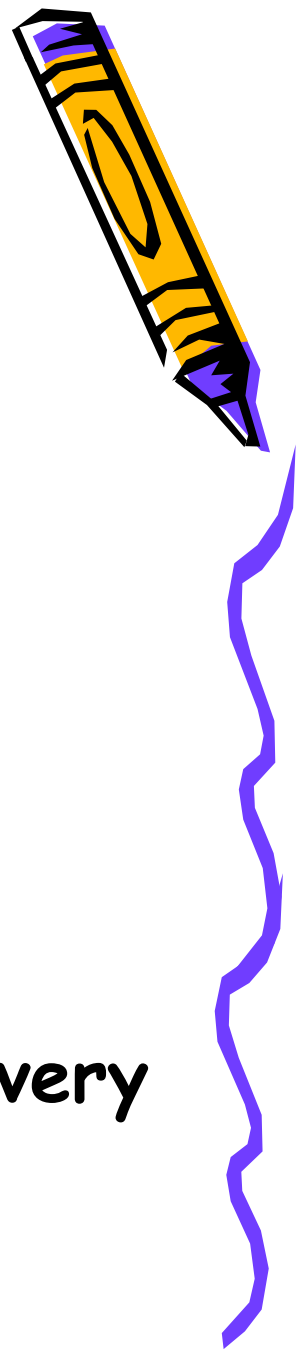
History

- 1974- CAPTA
- 1978- Indian Child Welfare act
- 1980- Adoption Assistance- 96-272
- 1993- Court Improvements Act
- 1994- MEPA
- 1995- Block Grant funding
- 1997- AFSA
- 1999- Foster Care Independence Act
- 2003- Keeping Children Safe Act



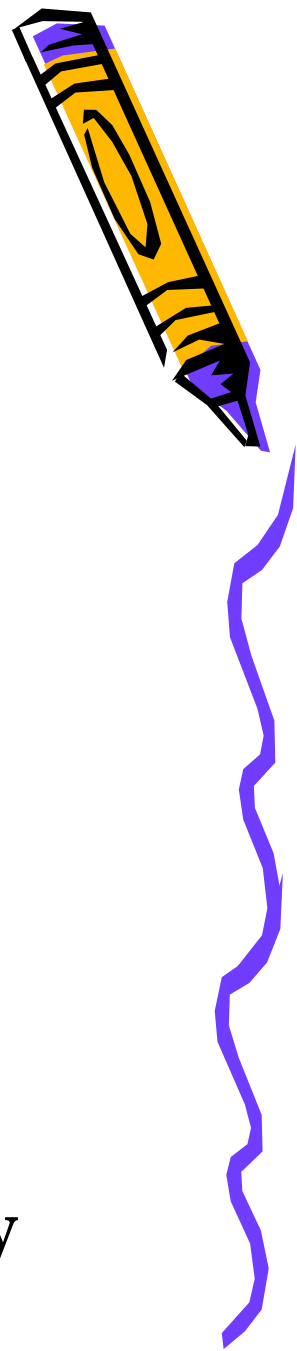
History Cont.

- 2006- Interstate Placement Act
- 2008- Fostering Connections
- 2011 - Service and Innovation Act
- 2014- Preventing Sex Traffic & Strengthening Families
- 2015- Justice for Victims of Human Trafficking Act
- 2016- Comprehensive Addiction & Recovery Act



Organizational Structures

- **Cabinet level agency**
- **“Under umbrella” agency**
- **State administered, state run**
- **State administered, county run**
- **Multi system agency**
- **Limited system agency**
- **Single agency system**
- **All encompassing support agency**
- **Limited support agency**

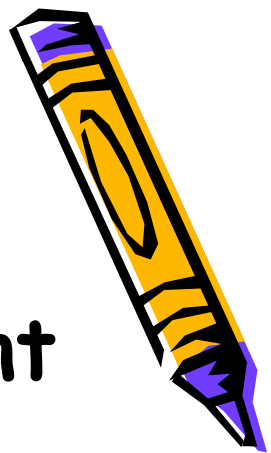


Why Change?

- Supports/forces changes to front end services
- Expands opportunities to avoid out of home placement
- Addresses issues of extensive use of congregate care
- Provides federal funding to encourage these changes

Miscellaneous changes: AA,

Kinship Navigator, Licensing, Foster care retention, Chafee, Interstate placements, reunification time



Family First Issues



- **Prevention Services:**
- MH, Substances, In home Parent skills, Opioids
- **Prevention Plans:**
- 12 months, promising, supported, well supported
- **Congregate Care:**
- Private or under 25- public, 2 weeks then have to have assessments, QRTP accreditation, Trauma informed model, 6 mos post discharge services, assessment of placement need, family members involved



Opportunities

- Lower out of home placement
- Increase 2nd prevention - services in home
- Reduce/limit congregate care
- Involve family members with treatment model
- Funding shift for state/local \$\$
- Potentially serve more families with same \$\$
- Align current policy/practice w/research
- Reevaluate organizational structure
 - Kinship Navigator extension
 - Electronic Interstate placements
 - Adoption/guardianship payments



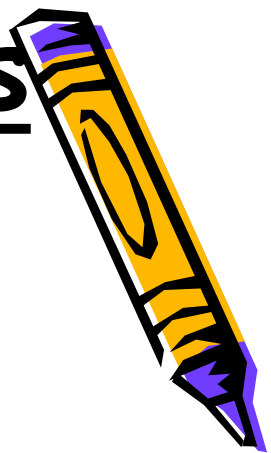
Challenges

- CHANGE
- Staffing
- Policy and practice changes
- Funding shifts
- Provider resistance - congregate care
- Adequate assessment tools
- Adequate/qualified in-home services
- Accreditation
- Trauma informed models
- Time to select opt in or delay
- Organizational structure




Organizational Opportunities or Challenges

- Staffing realignment to front end
- Expanding contracting process
- Contracting staff qualifications
- New contract language- trauma informed
- Managing/monitoring contracts
- Licensing standards and staffing
- Accreditation of congregate care
- Appropriate/adequate assessment tools
- Treatment plan development/monitoring
- Accepting risk of front end treatment
- "What happens when something happens?"



Organizational Evaluation/Realignment



- Evaluate current organizational/staffing structure
- Work with Regional offices & ACF Centers
- Work with University/foundation/business communities- Organizational Behavior
- Evaluate HR process for realignment
- Training/retraining program engagement
- Engage technology team- reporting purposes
-  Work with Provider partners on this
- Review/amend staffing chart- manning table



Organizational Evaluation/Realignment



- Evaluate current organizational chart for prevention services
- Evaluate 2nd prevention services in other agencies
- Evaluate funding mechanism-consider realignment
- Evaluate realignment vs reassignment
- Examples: Healthy families, child care, housing vouchers, Concrete services, MH services, opiod/prescription drugs, pregnant teens, etc
- Assign implementation responsibility- Not Secy



Close
and
Questions



<https://www.acf.hhs.gov/oro/regional-offices>

file:///C:/Users/Mom%20and%20Dad/Downloads/TS_Improve-Evidence-Based-Program-Selection.pdf

<https://www.casey.org/use-org-change-models/>

<https://www.casey.org/what-resources-can-help-us-think-more-strategically-about-financing-child-welfare-services/>

<https://www.casey.org/change-management-readiness-tools/>

<https://www.casey.org/home-visiting-programs-reduce-maltreatment/>

<https://www.casey.org/resources/field-questions/>

