



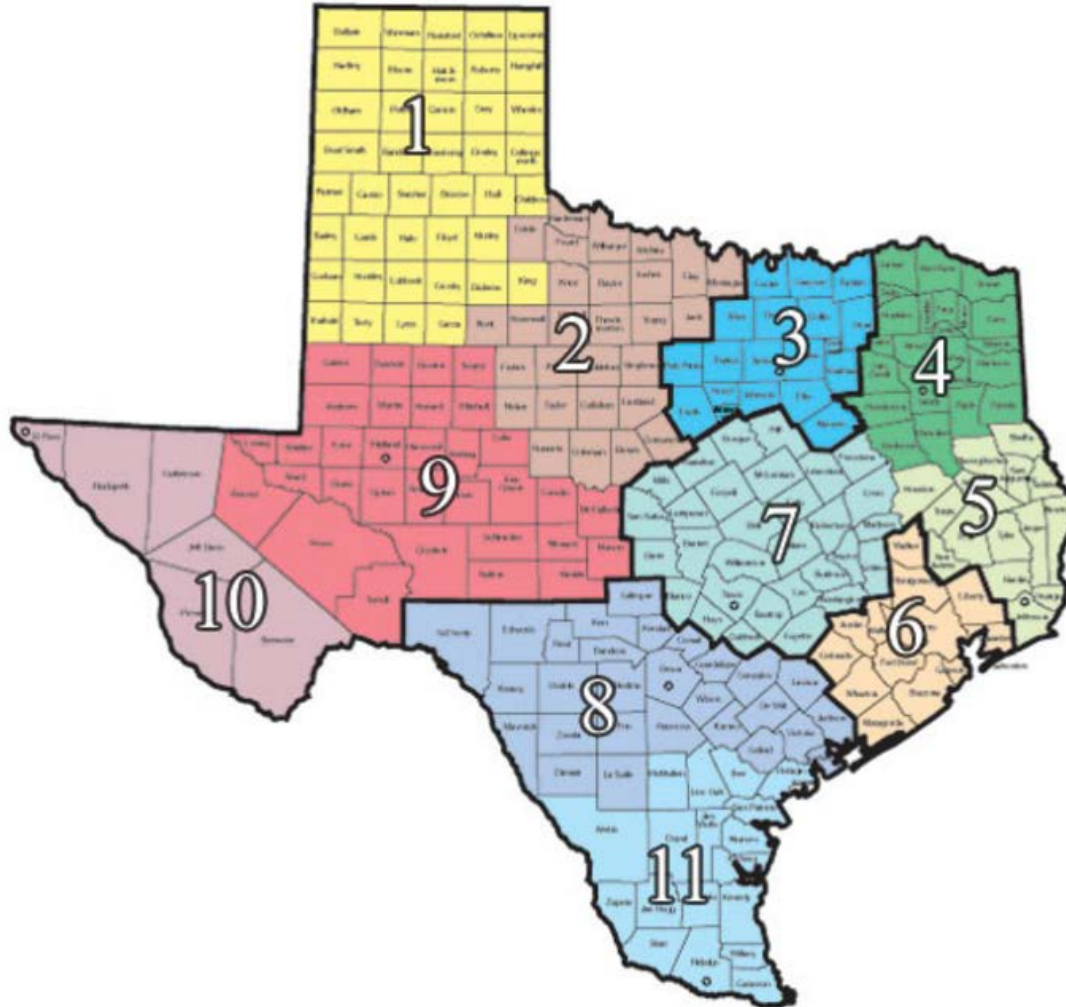
House Committee on County Affairs

Camille Gilliam, Director of Permanency

August 29, 2016

The mission of the Department of Family and Protective Services is to protect children, the elderly, and people with disabilities from abuse, neglect, and exploitation by involving clients, families, and communities.

- Local Resources
- Community Partnerships
- Foster Care and Foster Care Redesign
- Workforce Stabilization



Region 08 Expenditures

| Expenditure Category | Expenditure Amount |
|----------------------------|--------------------|
| Day Care Payments | \$7,881,307 |
| CPS Direct Delivery | 50,315,405 |
| CPS Program Support | 1,636,584 |
| Foster Care Payments (YTD) | 56,557,771 |
| Bexar County | 2,456,491 |

Community Partnerships

- Child abuse and neglect is a public health issue that must be addressed at the community level. Community partnerships are critical to accomplishing DFPS's Mission.
 - Foster Parents
 - Foster Care Providers
 - Clinicians and Service Providers
 - Hospitals
 - CASA
 - Child Advocacy Centers
 - Local Mental Health Authorities
 - Superior HealthPlan
 - TJJD and Other State Agencies
 - Judiciary
 - Law Enforcement
 - Child Protection Advocates and Stakeholders
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Region 8 Child Placement

| Living Arrangement | Total Children | Total Placed Within Region | Total Placed Outside of Region |
|-----------------------------------|----------------|----------------------------|--------------------------------|
| DFPS Foster Homes | 169 | 131 | 38 |
| Private CPA and Independent Homes | 1,392 | 1,211 | 181 |
| GRO: Child Care Services Only | 227 | 199 | 28 |
| Residential Treatment | 270 | 140 | 130 |
| Emergency Shelter Services | 239 | 194 | 45 |
| Other Foster Care | 121 | 83 | 38 |
| Kinship | 1,779 | 1,582 | 197 |
| Adoptive Home | 80 | 38 | 42 |
| Independent Living | 1 | 1 | 0 |
| Other Subcare | 82 | 45 | 37 |
| All Total Placements | 4,360 | 3,624 | 736 |

- Kinship Care is care provided to a child in DFPS conservatorship by relatives or fictive kin who live outside of the child's home. More than 40% of the children and youth in DFPS conservatorship reside in Kinship placements.
 - A Relative Caregiver is defined as a person who is related to the child by blood or adoption or marriage.
 - A Fictive Kin Caregiver is an individual who has a longstanding and significant relationship with a child or with the child's family.
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- When a child can't live safely at home and no appropriate non-custodial parent, relative, or close family friend is willing to care for them, the court can give conservatorship to CPS.
 - Foster care settings include:
 - Foster family homes
 - Foster group homes
 - Residential group care facilities
 - Facilities overseen by another state agency
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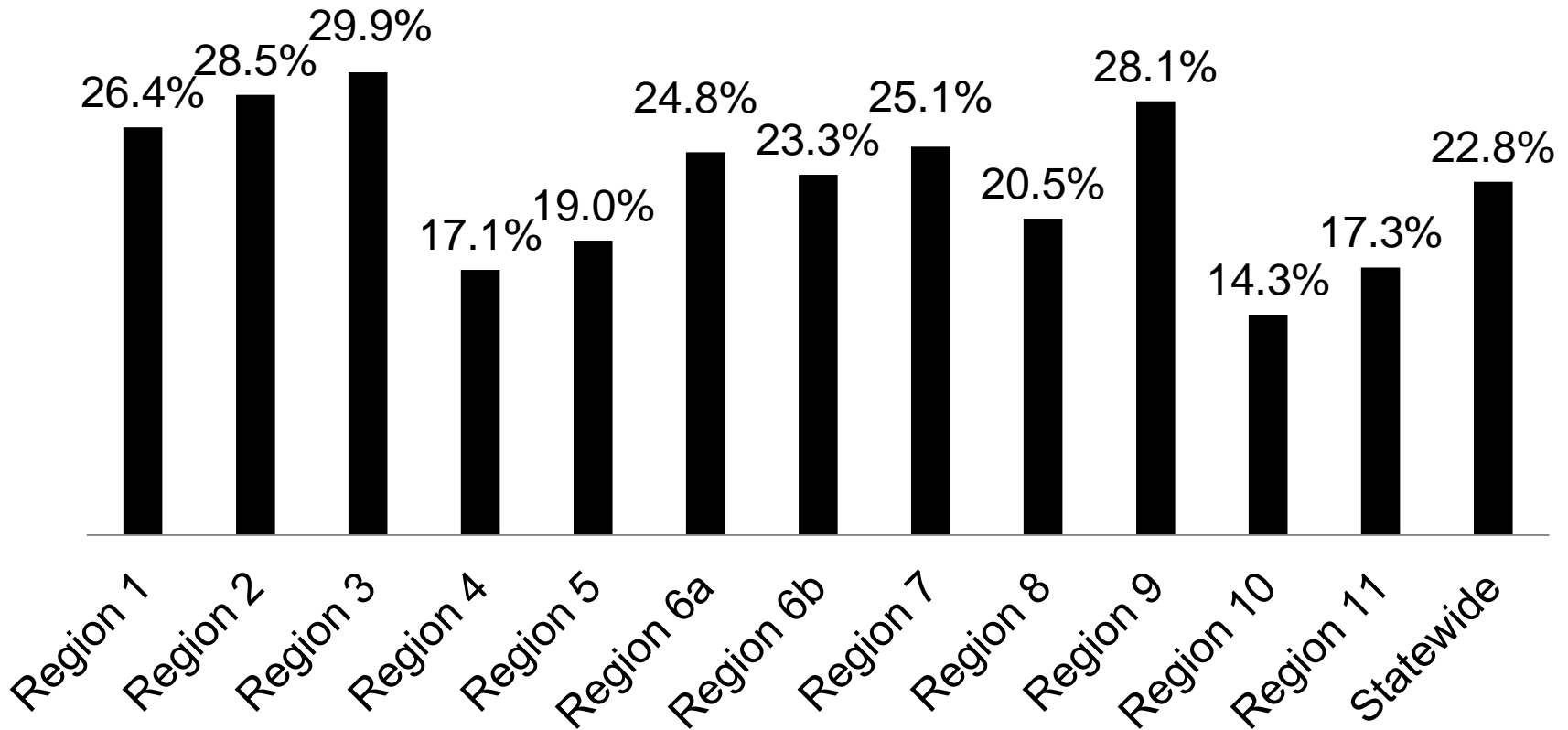
Foster Care - Challenges

- The foster care population has shifted. A greater percentage of children in care are requiring a higher level of services. The services may include:
 - Behavioral Health Services
 - Primary Medical Needs
 - Intellectual or Development Disabilities
 - Other special needs such as autism, bipolar disorder, diabetes and serious behavioral issues.
 - Many children with high needs entering foster care are placed outside of their communities.
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- Foster Care Redesign
- Child and Adolescent Needs and Strength (CANS) Assessment Tool
- Single Child's Plan of Service
- Performance-based Demonstration

Workforce Stabilization - CPS Turnover

CPS Turnover Data for 3rd Qtr FY 16



Region 8 Staff Tenure

| Tenure | 0-.99 | 1-1.99 | 2-2.99 | 3-4.99 | 5+ | Total | Average Staff Tenure |
|-----------------|-------|--------|--------|--------|----|-------|---|
| CVS | 66 | 43 | 71 | 56 | 69 | 305 | 3.8 |
| FBSS | 24 | 20 | 30 | 18 | 29 | 121 | 3.9 |
| INV | 76 | 44 | 33 | 49 | 42 | 244 | 3.0 |
| CVS Supervisor | 0 | 0 | 1 | 2 | 39 | 42 | 10.1 |
| FBSS Supervisor | 0 | 0 | 0 | 0 | 20 | 20 | 13.7 |
| INV Supervisor | 0 | 0 | 0 | 4 | 38 | 42 | 10.2 |
| | | | | | | 774 | Total Regional Staff |
| | | | | | | 537 | Total Staff With Less Than 5 Years Experience |
| | | | | | | 237 | Total Staff With 5+ Years Experience |

Average State Tenure

| Tenure | 0-.99 | 1-1.99 | 2-2.99 | 3-4.99 | 5+ | Total | Average Staff Tenure |
|-----------------|-------|--------|--------|--------|-----|-------|---|
| CVS | 537 | 237 | 368 | 278 | 506 | 1926 | 3.8 |
| FBSS | 225 | 143 | 145 | 115 | 250 | 878 | 4.0 |
| INV | 745 | 307 | 330 | 267 | 346 | 1995 | 3.0 |
| CVS Supervisor | 0 | 0 | 6 | 22 | 251 | 279 | 11.0 |
| FBSS Supervisor | 0 | 0 | 2 | 7 | 113 | 122 | 11.7 |
| INV Supervisor | 5 | 1 | 6 | 26 | 281 | 319 | 10.8 |
| | | | | | | 5519 | Total Regional Staff |
| | | | | | | 3772 | Total Staff With Less Than 5 Years Experience |
| | | | | | | 1747 | Total Staff With 5+ Years Experience |

- Reasons Caseworkers leave and what DFPS is doing about it:
 1. Concerns about Working Conditions: Safety and Stress Levels
 - Office of Worker Safety
 - Caseworker Support Centers
 - Impact Modernization
 2. Better Pay and Benefits
 - Overtime Balance Pay Down
 - Locality Pay
 - Performance Based Merits
 3. Issues with Supervisors or People Supervised
 - Redesigned Training Model
 - Performance Evaluations
 - Cultural Shift
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- Over the last 3 1/2 years we have made a number of changes to ensure the safety of our children, but challenges still exist.
- These challenges include meeting the higher needs of our children and addressing the stability of our workforce.
- As we continue CPS Transformation, we expect better outcomes for our children.