

<p><b>Strategy Title:</b> Achieve more timely permanent exits by <b>locating &amp; engaging fathers and other relatives</b> early in the life of the child welfare case.</p> <p><b>Problem Statement:</b> In Phantom County, too few children (50%) exit foster care within 2 years. When fathers are located and engaged early in the foster care placement, this leads to shorter foster care stays.</p>					
"Where are you now?" Needs Assessment of Strengths and ANL / Environmental Scan	What will you do to address the problems? Activities/Strategies	How will you know that you implemented the strategy as designed? Outputs	What are the immediate effects on knowledge, behavior and decisions of staff and families? Initial Outcomes	What are the long-term effects on families that you expect? Intermediate Outcomes	Long-Term Outcomes
<p><b>Why are too few children in our county reaching permanency?</b>                  Fathers are not located and/or engaged early in the life of the case. This creates a barrier to locating other permanency resources, and barriers to timely TPR.</p> <p><b>Why are fathers not located &amp; engaged early enough in the case?</b>  <b>How will the Toolkit help?</b></p> <ul style="list-style-type: none"> <li>• Caseworker/supervisor attitude about "deadbeat dads"</li> <li>• Lack of caseworker skills in effectively "probing" for info.</li> <li>• Lack of skill in communicating with fathers</li> <li>• Recorded information isn't transferred to new caseworker/unit</li> <li>• Lack of knowledge about FPLS</li> </ul>	<p>Caseworkers and supervisors will participate in the <u>Locating and Engaging Fathers Toolkit</u> activities</p> <p>Family Engagement Specialists will coach caseworkers in the use of:</p> <ul style="list-style-type: none"> <li>• <u>Interviewing skills</u> to gather information necessary to <u>locate</u> fathers.</li> <li>• Skills to increase effective gender and cultural communication</li> </ul>	<p># and % of caseworkers and supervisors who complete the electronic "Locating and Engaging Fathers" toolkit.</p> <p># coaching sessions provided to # caseworkers/supervisors</p>	<p><b>Attitudes/Beliefs Change:</b>                  More caseworker/supervisors report <u>valuing</u> the need to <u>locate</u> and involve fathers early in the case</p> <p><b>Skills Improve:</b>                  Caseworkers report <u>increased skill</u> in <u>soliciting/"probing"</u> for information related to the location of the father</p> <p>Caseworkers report <u>increased skill</u> in gender and cultural communication styles</p> <p><b>Knowledge Increases:</b>                  More caseworkers <u>know how</u> to use the <b>FPLS</b></p>	<p><b>Caseworker Behavior Changes:</b>                  # caseworkers report <u>increased success</u> in <u>locating</u> and <u>engaging</u> fathers</p> <p><b>Father's Behavior Change</b>                  # &amp; % of fathers that are <u>located</u></p> <p># &amp; % of fathers that are reportedly <u>actively engaged</u> in the child's permanency goal, will <u>increase</u></p> <p># &amp; % of fathers/relatives who assist with identifying self or relatives as a permanency resource</p> <p># of fathers who reduce <b>TPR</b> barriers by <u>surrendering</u> child</p>	<p><b>Timely Permanent Exits</b></p> <p>Children reach permanency (reunification, exit to relative adoption,) more quickly:</p> <p>53% of the children entering foster care for the first time will exit within 2 years. (5% increase)</p>