

Strategic Thinking to Align Initiatives and Integrate Management, Supervision, and Practice

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DEPARTMENT of CHILDREN and FAMILIES

Making a Difference for Children, Families and Communities



Aligning Multiple Initiatives

- Vision: To align the multiple required plans and major initiatives of DCF to ensure synergy.
- Challenges:
 - Demands of multiple external entities
 - Different time frames
 - Internal / external priorities

Federal Context

- CFSR: Conducted week of September 22, 2008
- PIP: Due June 8, 2009
 - Two-Year time-frame
- CFSP: Due June 30, 2009
 - Five-Year time frame

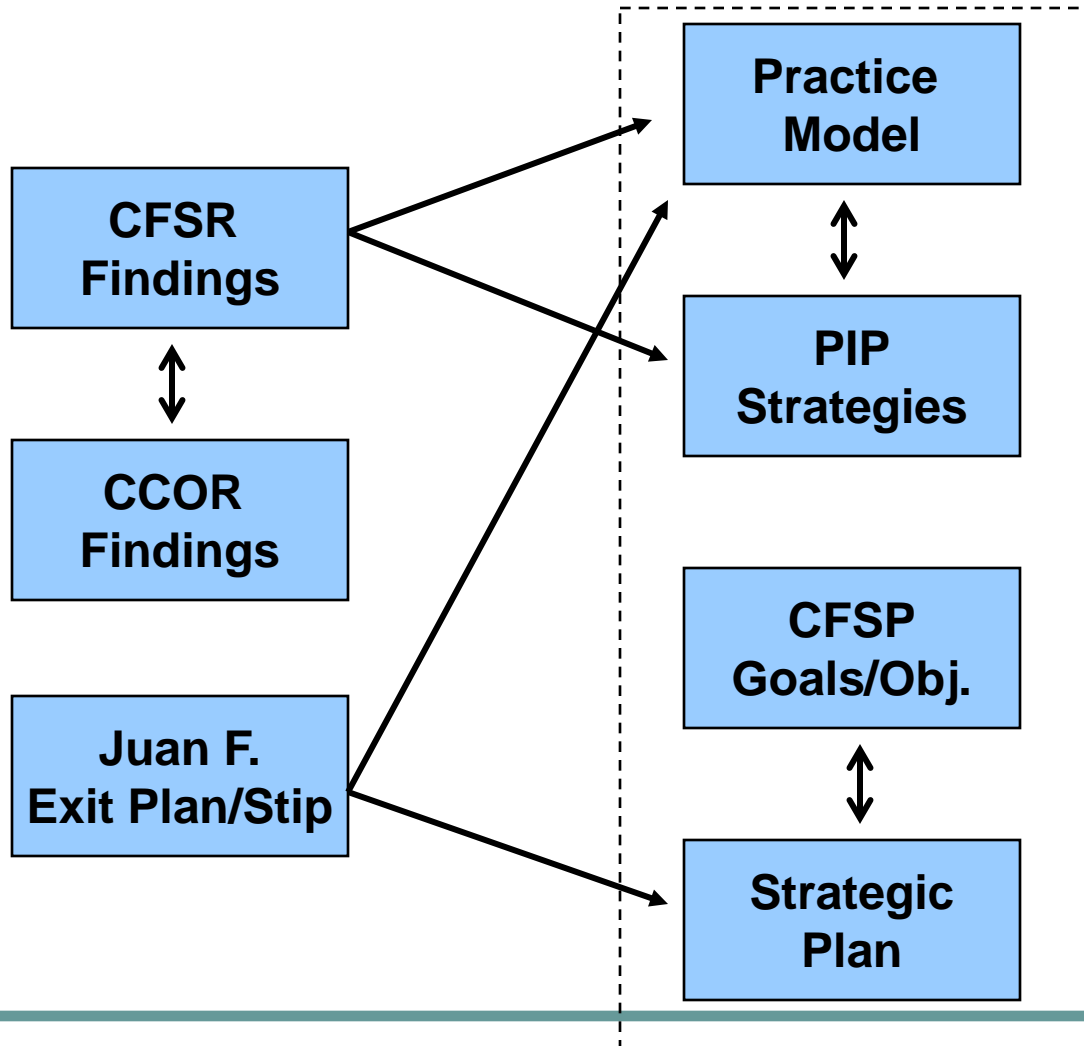
Connecticut Context

***Juan F* Exit Plan** – The Exit Plan delineates 22 specific outcome measures whose achievement are a prerequisite for termination of the federal court jurisdiction of the *Juan F* class action lawsuit against the Department.

***Juan F* 3-15 Stipulation** - Due to a lack of progress regarding Outcome Measures 3 and 15, a stipulation was enacted effective July 2008, in which the Department agreed to undertake certain activities designed to achieve these measures, including enhanced foster care recruitment and retention plans, the development of a Practice Model and other major initiatives.

Strategic Plan – The strategic plan is the Department's internal plan, developed by the Executive Team with input from staff and external stakeholders, that outlines the major initiatives and activities DCF will implement from 2010 to 2014. This plan is required by state statute.

Framework for Alignment



Alignment Decisions

- Practice Model to be primary strategy for the PIP
- Goals of Strategic Plan to be framework for the goals of the CFSP
- Practice Model / PIP activities to be integrated into the Strategic Plan
- Juan F. Exit Plan Measures and CCOR to be used as primary measures for overall plan implementation

Practice Model Components

- Assuring Child Safety;
- Assessing the Strengths and Needs of Children and Families;
- Timely and Appropriate Decision Making Regarding Permanency;
- Involving Children and Families in Case Planning and Decision Making;
- Individualizing Services; and
- Monitoring.

Strategic Plan / CFSP Goals

1. Increase prevention so that families have less need for DCF services.
2. Children to remain safely at home.
3. Achieve more timely permanency for children who must be in care.
4. Improve child well-being for children in care.
5. Ensure that youth who transition from DCF care are better prepared for adulthood.

Framework for Measurement

Practice Model Component	<i>Juan F</i> Exit Plan Measures	CFSR / CCOR Measures
Assuring Child Safety	<ul style="list-style-type: none">◆ Measure 1: Investigation commencement◆ Measure 2: Investigation completion◆ Measure 5: Repeat maltreatment◆ Measure 6: Maltreatment in out-of-home care◆ Measure 7: Reunification◆ Measure 11: Re-entry◆ Measures 16 & 17: Worker and child visitation	<ul style="list-style-type: none">◆ Outcome S1, Items 1,2: Timeliness of initiating investigations, recurrence of maltreatment◆ Outcome S2, Items 3,4: Services to protect children in-home, safety assessment and risk management

Implementation & Monitoring

- DCF Executive Committee
 - Overseeing overall strategic direction
- Practice Model Implementation Steering Committee
 - Includes Regional Directors, Training Academy, Policy Unit
 - Guiding Implementation of the Practice Model and corresponding supervision model
- Bureau of Continuous Quality Improvement
 - CFSR / CFSP Coordination
 - Juan F. Exit Plan reporting
 - CCOR Implementation & reporting