



CPS Transformation

Greetings! Thank you for attending today! I am grateful for your continued support of Child Protective Services. Provided below are highlights from today's presentation for your convenience.

~Lisa Black, Assistant Commissioner for CPS

What is Transformation?

CPS Transformation is a unique opportunity for Field and State Office Collaboration and the rigorous improvement process to transform CPS into the most effective program possible. It is also the process of putting into practice combined recommendations from the:

- CPS Operational Review;
- Sunset Commission; and
- Casey Family Programs' study of children in foster care in Harris County.

Goals and Process of Transformation

A transformed CPS will create an environment where workers look forward to coming to work and want to stay, which means:

- Hiring the best candidates
- Providing quality training
- Developing great mentors, supervisors and leaders
- Streamlining processes so workers can spend more time with children and families

State and regional staff are addressing the bulk of recommendations led/co-led by Regional Directors in 4 key teams:

- Continuous Learning
- Investigation/Family Based Safety Services
- Reunification and Permanency
- Communications

Phase I of Transformation includes:

- Reducing turnover and improving employee retention
- Improving child safety, permanency and well-being
- Establishing an efficient and effective organization and operations

Transformative Actions

We are already seeing the effects of Transformation!

- Mentoring pilot program rolled out in several areas of the state September 1st
- Non-critical policy directives were halted
- Prevention and Early Intervention program now reports to the DFPS Commissioner
- Policy for Investigations and Family Based Safety Services is being revised with continued work on all CPS policies
- Outreach to caseworkers who have been on the job for less than 18 months is being conducted

IMPACT Modernization

Modernizing our caseworker system (IMPACT) supports CPS Transformation so workers can document cases faster and spend more quality time with families.

Stay Connected! Sign up for Email Updates!

For regular updates and information for Transformation or IMPACT Modernization:

- http://www.dfps.state.tx.us/Child_Protection/About_Child_Protective_Services/transformation.asp
- https://www.dfps.state.tx.us/PCS/impact_modernization.asp