



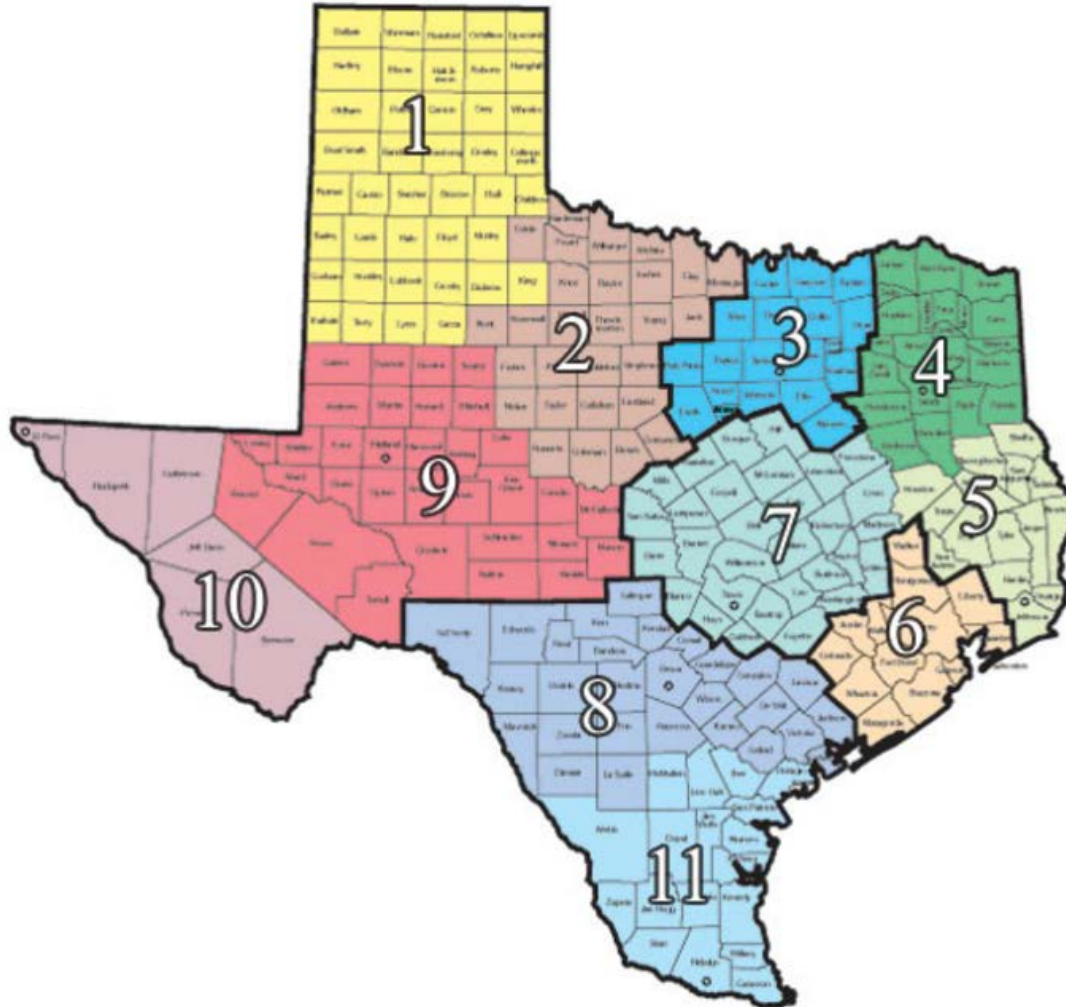
House Committee on County Affairs

Kristene Blackstone, Assistant Commissioner, CPS

August 4, 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 03 Expenditures

Expenditure Category	Expenditure Amount
Day Care Payments	\$10,124,014
CPS Direct Delivery	84,593,071
CPS Program Support	1,953,747
Foster Care Payments (YTD)	93,870,983
Dallas County	2,430,299
Tarrant County	1,829,945

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 3 Child Placement

Living Arrangement	Total Children	Total Placed Within Region	Total Placed Outside of Region
DFPS Foster Homes	213	164	49
Private CPA and Independent Homes	2,951	2,744	207
GRO: Child Care Services Only	101	57	44
Residential Treatment	356	52	304
Emergency Shelter Services	109	64	45
Other Foster Care	111	80	31
Kinship	2,171	1,907	264
Adoptive Home	90	65	25
Independent Living	4	2	2
Other Subcare	103	51	52
All Total Placements	6,209	5,186	1,023

- 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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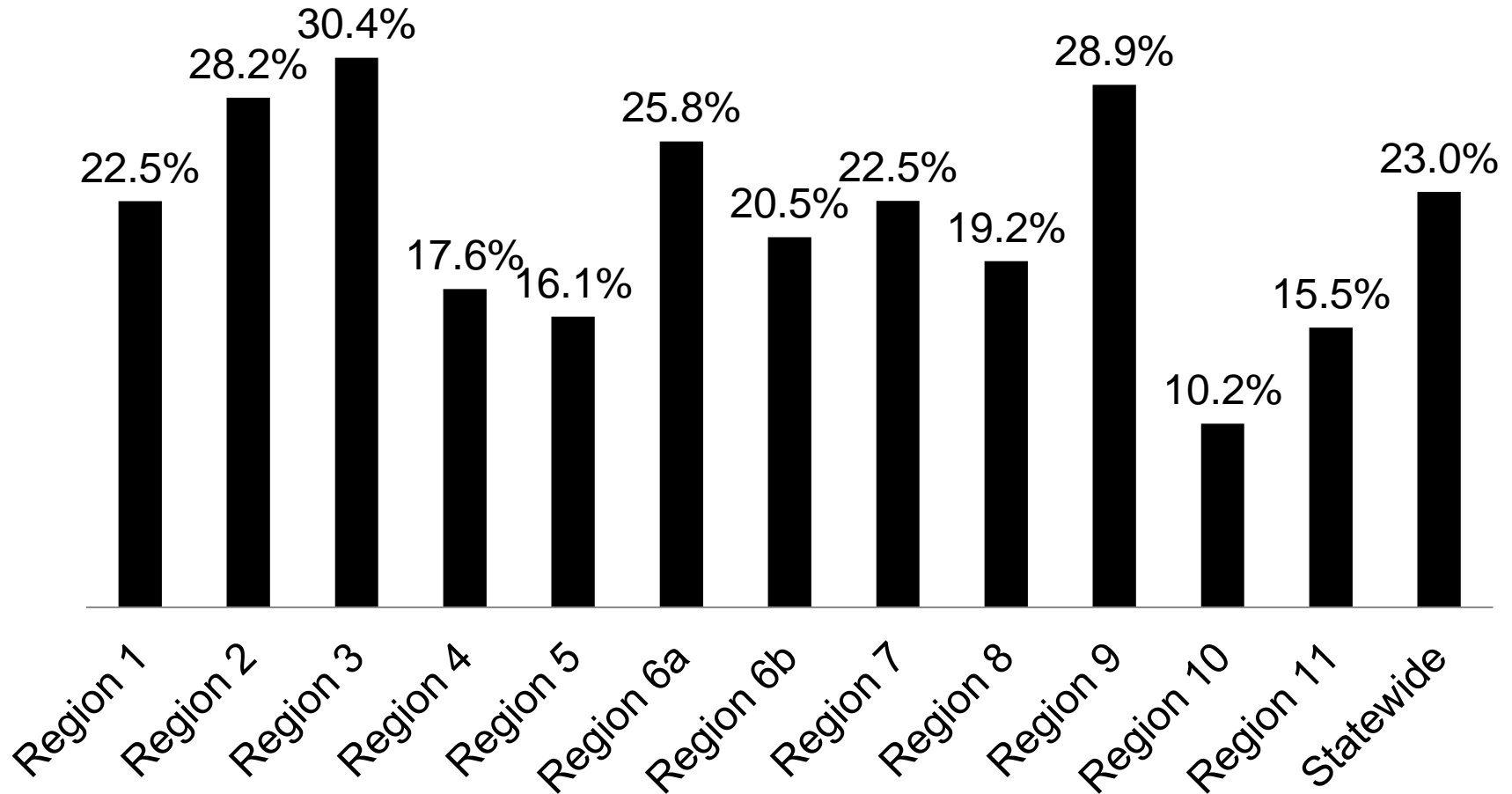
Foster Care - Challenges

- 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 2nd Qtr FY16



Region 3 Staff Tenure

Tenure	0-.99	1-1.99	2-2.99	3-4.99	5+	Total	Average Staff Tenure
CVS	186	43	77	55	118	479	3.6
FBSS	64	35	30	24	39	192	3.2
INV	289	51	52	49	77	518	2.4
CVS Supervisor	0	0	1	4	51	56	12.6
FBSS Supervisor	0	0	0	3	23	26	11.0
INV Supervisor	5	0	3	7	59	74	10.1
						1345	Total Regional Staff
						978	Total Staff With Less Than 5 Years Experience
						367	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 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.