



VIRGINIA'S FOSTER CARE SYSTEM: BEDFORD TEAM

Casey Tanner, Family Services Specialist - CPS

Jennifer Hooper, Family Services Specialist - Foster Care

Joseph Wriston, Family Services Specialist - CPS
Ongoing/Prevention



BEDFORD COUNTY DEPARTMENT OF SOCIAL SERVICES



JUNE 22, 2015

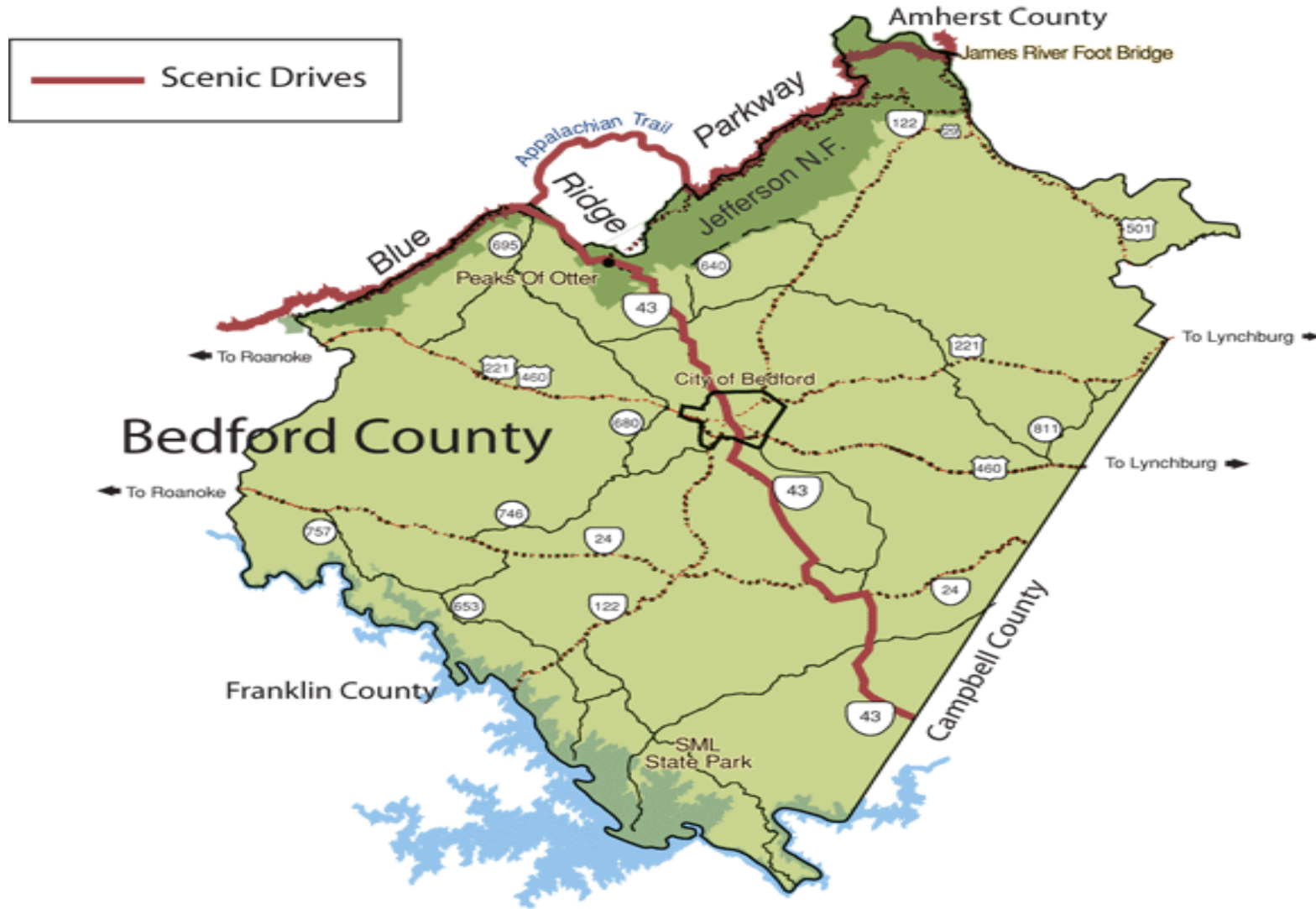
A NORMAL TUESDAY



10:00 PM

- Dispatch calls on call worker.
- 13 year old has escaped her home where she has been kept in a closet. Law Enforcement is on scene.

BEDFORD





12:00 AM

- Interviews begin



1:15 AM

- On Call Team (CPS, Foster care, Supervisor, Law enforcement) Determines there is only enough evidence to remove the one child.
- 5 children remain in the home.
- All of the children have been adopted by the family from another locality. They were not known to Bedford.



3:30 AM

- Photographs taken of child at DSS building.



4:30 AM

- Worker is home to rest for a couple of hours before being back at work.



JUNE 23, 2015

- 8:30 AM A new work day begins



10:30 AM

- 3 Child Protective Services Staff and Law Enforcement return to the home to conduct further interviews.



11:30 AM

- Emergency Removal Order (ERO) paperwork written, approved, and filed with court by staff in the office.



1:20 PM

- Home interviews complete
- Staff return to DSS to schedule interagency staffing



2:30 PM

- Child In Need of Services (CHINS) affidavits written, approved, and filed with the court.



4:20 PM

- Interagency meeting with Child Protective Services, Law enforcement, and Commonwealth Attorney.
- Charges determined.
- Plan established to return to the home for further interviews.



6:00 PM

- Jane Doe (Child) seen by Forensic Nurse



7:00 PM

- Child Protective Services and Law Enforcement meet to return to the home.



7:30 PM

- All children removed from the home.
- Mother, father, and grandmother arrested.

2 HOURS 44
MINUTES

TIME IT TAKES
TO GET TO
PLACEMENT





JUNE 24, 2015

- Remaining ERO's filed
- CPS Investigation continues



JULY 2, 2015

- 4 other children have forensic interviews in Roanoke



JULY 9, 2015

- Final child has forensic interview in Emporia, Virginia



DECEMBER 9, 2016

- Final Adult Sentenced and case work is completed.



4

- Number of children from this family still waiting on adoption due to significant trauma.

MEANWHILE:

COMMONWEALTH OF VIRGINIA WORKLOAD LIST									
Staff Person Name CASEY R TANNER				Staff Person Unit 4015		Staff Person County Bedford County			
ID	***	Type	Name	Date Assigned	Time Assigned	Approval Status	Resp	Ref/Inv/Case Open Date	
2408363		FA	[REDACTED]	04/16/2019	08:16 AM		P	04/12/2019	
2406331		FA	[REDACTED]	04/11/2019	04:07 PM		P	04/04/2019	
2407276		FA	[REDACTED]	04/11/2019	04:05 PM		P	04/09/2019	
2405857		INV	[REDACTED]	04/10/2019	05:35 PM		P	00/00/0000	
2406334		INV	[REDACTED]	04/09/2019	03:10 PM		P	00/00/0000	
2401418		FA	[REDACTED]	03/29/2019	03:58 PM		P	03/20/2019	
2402711		FA	[REDACTED]	03/28/2019	11:22 AM	CLOSURE PENDING	P	03/25/2019	
2401717		FA	[REDACTED]	03/22/2019	12:08 PM		P	03/21/2019	
2400581		FA	[REDACTED]	03/19/2019	08:29 AM		P	03/18/2019	
2398703		FA	[REDACTED]	03/12/2019	04:56 PM		P	03/12/2019	
2397840		FA	[REDACTED]	03/08/2019	02:42 PM		P	03/08/2019	
2396478		INV	[REDACTED]	03/05/2019	04:38 PM		P	00/00/0000	
2395299		INV	[REDACTED]	03/01/2019	12:03 PM		P	00/00/0000	
2393919		INV	[REDACTED]	02/27/2019	09:12 AM		P	00/00/0000	
2393646		FA	[REDACTED]	02/22/2019	10:17 AM		P	02/21/2019	
2392775		INV	[REDACTED]	02/19/2019	03:27 PM		P	00/00/0000	
2392166		FA	[REDACTED]	02/18/2019	09:15 AM		P	02/15/2019	
2390049		FA	[REDACTED]	02/13/2019	02:40 PM		P	02/08/2019	
2390728		FA	[REDACTED]	02/13/2019	02:28 PM		P	02/11/2019	
2388797		FA	[REDACTED]	02/11/2019	03:58 PM		P	02/05/2019	
2387010		FA	[REDACTED]	01/31/2019	11:34 AM		P	01/29/2019	
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2384930		FA	[REDACTED]	01/23/2019	12:40 PM		P	01/22/2019	
2382629		FA	[REDACTED]	01/16/2019	10:21 AM		P	01/11/2019	
2383155		FA	[REDACTED]	01/16/2019	09:53 AM		P	01/12/2019	
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2380231		FA	[REDACTED]	01/07/2019	09:49 AM		P	01/03/2019	
2377135		INV	[REDACTED]	12/20/2018	04:17 PM		P	00/00/0000	
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2371835		INV	[REDACTED]	12/06/2018	02:49 PM		P	00/00/0000	
2370999		INV	[REDACTED]	11/26/2018	04:54 PM		P	00/00/0000	

*** Indicates Restricted or Adoption security

Page 1 of 1

04/17/2019 08:46 am



RESPONSE TIMES

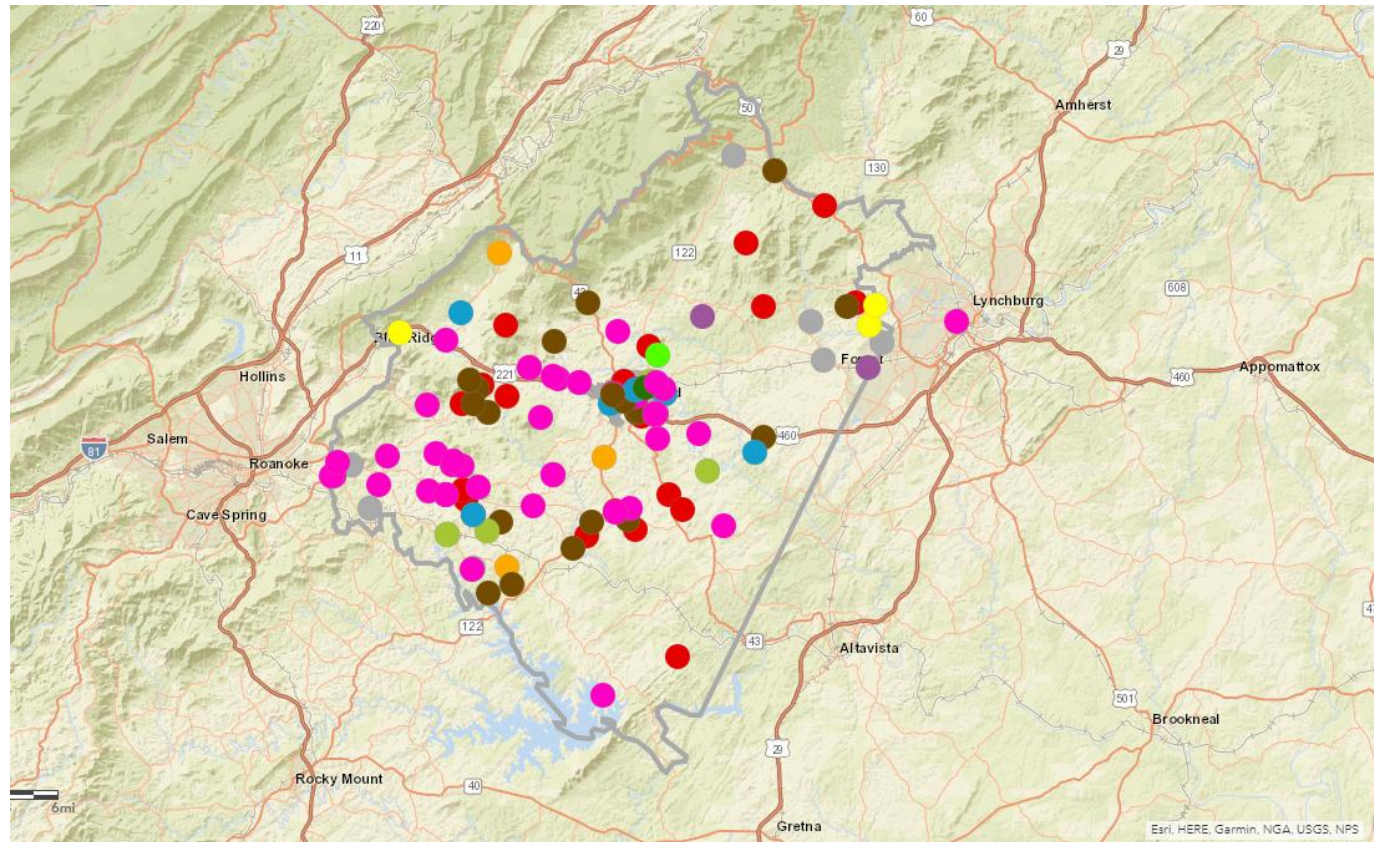
- R1 = 24 hours
- R2 = 48 hours
- R3 = 5 business days



WORKER STRESS

- R1's prior to July 2017 averaged 4 per month
- R1's since July 2017 average 18 per month

DRUG EPIDEMIC JULY 1 2018 TO PRESENT





CPS ONGOING/PREVENTION



CASE LOADS

- State recommended 12-15 cases per worker (Ongoing)
- Bedford currently has 15-20 per worker
- Average length is 3-6 months
- Bedford currently has multiple cases over 1 year.



CRITERIA

- High/Very High Risk – CPS Investigations/Family Assessments
- Voluntary
- Court Ordered



MANDATES

- Family Partnership Meetings
- Teaming Meetings
- Face to Face Contacts Monthly with each family member
- Family Strengths and Needs Assessment
- Service Plans
- Safety Assessment
- Risk Reassessments (quarterly)
- Service Referrals



ADDITIONAL RESPONSIBILITIES

- Family Assessment and Planning Team (FAPT)
- Child and Adolescent Needs and Strengths (CANS)
- Court
- Visitation



PREVENTION

- Early Prevention
- Low/Moderate Risk from CPS cases with voluntary services
- Court ordered
- Truancy
- Home Studies
- Relief of Custody Petitions



MANDATES

- Face to Face Contact
- Initial Prevention Assessment
- Prevention Comprehensive Assessment
- Service Plan
- Service Referrals
- Reasonable Candidacy



IMPACT ON WORKER

- Current workers caseload (Senior Worker – 16 cases)
- Number of people (64 Face-to-face monthly contacts)
- Communicating with providers (School, Therapist, Psychiatrist, Medical Doctors, In-home workers, CASA, GAL, Attorney, extended family due to safety placement)
- Additional cases assigned throughout the month
- EVERYTHING is documented
- Required Child Welfare trainings
- Worrying that further abuse and neglect will occur while meeting mandates
- Hindered amount of time to engage family and build relationships
- Balancing work mandates and personal family time
- Burnout!

The background features abstract, flowing waves in shades of red, orange, and yellow, creating a dynamic and warm visual effect. The waves are layered, with some appearing more prominent than others, giving a sense of depth and movement.

FOSTER CARE



DAY 1 IN CARE

- Place the child on the day of removal
- Obtain: Allergies information
Medications,
Medicaid Card,
Birth Certificate,
Social Security Card,
Immunization Report, and
Clothing
- Send out New Child in care alert to finance and Child's Services Office (CSA)
- Complete placement agreements

PLACEMENT OPTIONS

- **Maintenance Foster Homes**

- Placement agreement
- Code of ethics agreement
- Financial contract

- **Therapeutic Foster Homes**

- Application
- Individual Family Service Plan (IFSP)
- Child and Adolescent Needs and Strengths (CANS)
- Family Assessment and Planning Team (FAPT) Assessment
- Therapeutic Foster Care Confirmation
- Placement agreement
- Virginia Enhanced Maintenance Assessment Tool (VEMAT)

- **Group Home/Residential Placement**

- Application
- Individual Family Service Plan (IFSP)
- Child and Adolescent Needs and Strengths (CANS)
- Initial Plan of Care
- Certificate of Need
- Independent Assessment Certification and Coordination Team (IAACT) Process



FIRST 30 DAYS IN CARE

- Best Interest Determination Meeting for School Placement
- Expedited enrollment in school within 72 hours
- Title IV-E/Medicaid Application within 10 days
- Family Assessment and Planning Team (FAPT) within 14 days
- Individual Family Service Plan (IFSP)
- Child and Adolescent Needs and Strengths (CANS)
- Authorization to Exchange Information
- Procedural Safeguards



FIRST 30 DAYS IN CARE

- Home visit with prior custodian
- Pathways to Permanency
- Begin Full Disclosure Affidavit
- Indian Child Welfare Affidavit
- Paternity Affidavit
- Relative Locator and Family Tree
- Clear Search (family locator)
- Relative Letters
- Visits with family



FIRST 30 DAYS IN CARE

- Family Partnership Meeting
- Casey Life Skills Assessment
- Transitional Living Plan
- Fatherhood Registry Search
- 5 day court hearing
- 30 day court hearing
- Service plan to court
- Visit with child in placement



SERVICE PLAN REQUIREMENTS

- Transmittal
- Order/Underlying Petition
- Legal Issues Supplement Order
- Uniform Child Custody Jurisdiction and Enforcement Act Affidavit
- Service Member Civil Relief Act/Default Judgement Affidavit
- Service Plan Part A
- Indian Child Welfare Affidavit
- Paternity Affidavit
- Copy of Pathways to Permanency
- Client Health Report
- Client Education Report
- Copy of Transitional Living Plan (Independent Living Plan for youth 14 and older).
- Immunization Record



FAMILY VISITATION

- Children under 1 year of age - 3 visits per week-supervised initially
- Children 2-17 years of age - 1 visit per week-supervised initially
- Children in residential placements- 1 face to face visit per month

WHERE ARE MY KIDS (CASELOAD)?

- Appomattox
- Bedford (1 in own locality)
- Boones Mill
- Charlottesville
- Chesterfield
- Jarratt (3 children)
- Lynchburg
- Newport News
- Portsmouth
- Richmond (2 children)
- Roanoke
- South Boston
- Waynesboro

WHO IS IN CARE

- Currently, we have 85 children in care ranging from 4 months to 19 years of age.
- 16 of the 85 children are free for adoption.
- Of those free for adoption:

There are at least 5 children free for adoption who are in residential treatment facilities due to a higher level of need. Aside from their case worker and Guardian Ad Litem (GAL), **they have no one.**



STRUGGLES

- Not enough foster homes
 - Right now when we are able to find an available foster home, it is most often outside of our community, requires a change in school and is too far from their families.
- Not enough adoptive homes
- Foster Care is a complex job with many components.
 - Takes two years to be trained, even longer to become proficient
 - Worker Turnover is high (less than 2 years)
 - Workers who don't leave are burdened by the additional work created by continuous turnover.

STRUGGLES

- **Caseloads** – Bedford DSS believes best practice is that each worker should carry no more than 8-10 cases to be effective. This enables the worker to make a relationship with the family and the youth that can promote healthy changes in a family system.
- **Family Engagement** - Families don't typically ask or want Social Services in their lives. Each worker has to work with the family to establish a relationship and even then the worker may be yelled at, cursed at and/or threatened.
- **Work Load/Schedule** -Foster Care is not a 40 hour a week job. We work early in the morning to late at night due to visits with youth after school or around foster parent work schedules and children's activities, not to mention distance to each visit.
- **Compensation** – a new worker makes as much as a new employee at Hobby Lobby without having the added stress and student loans that come with a job in Foster Care. Workers are able to earn Comp time for hours worked outside of 40 hours. However, you have to have time to take it. Taking one week off, a worker needs to prepare the week before taking leave to make sure all is covered and then make up again the week they return from vacation. So a worker may work 20 hours over to prepare and be off for 40 hours of vacation.



FOSTERING FUTURES

- Aside from placement needs, we have a need for people to provide support to our young adults.
- We have 10 youth who are living on their own.
- Of those, 5 are living on their own, alone and without family support or contact.
- Other than their case worker, they have no one to call when their car breaks down, they run out of food, or they need advice.