


**Foster Care Provider
CPS Assessments**
Children and Family Services
CPS-Field Service Specialists: CPS Licensing Unit

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By Legislature

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PURPOSE

Ensure all workers understand their role in the process and the importance of collaboration and teamwork when completing the child protection assessment on behalf of a licensed foster care provider.



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AGENDA

- Partnerships
 - Roles & Responsibilities
- CFS Internal Workflow
- Child Safety
- Impacts of Findings
- Support

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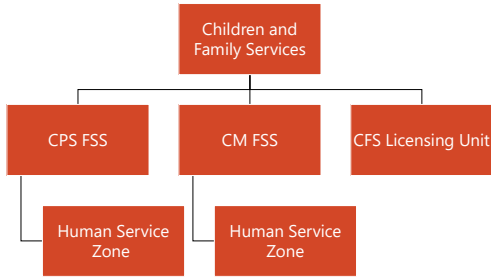
JOINT ASSESSMENT

- The WHY
- Different lens



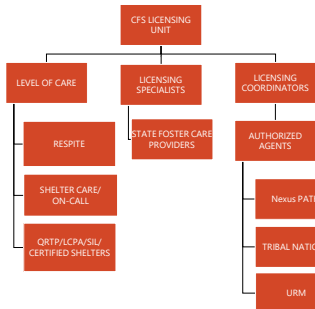
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PARTNERSHIPS



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CFS LICENSING UNIT ROLES



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ROLES AND RESPONSIBILITIES CPS PROCESS: CFS LICENSING

- Safety assessment & determination
 - ✓ Determine HOLDS, licensing concerns, and if children need to be moved
- Support foster care provider
- Communicate
- Confidentiality



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ROLES AND RESPONSIBILITIES CPS PROCESS: CUSTODIAL AGENCY

- Safety assessment & determination
 - ✓ Collaborates with law enforcement, if applicable
- Communication
 - ✓ Provide collateral information
- Support
 - ✓ To child and child's family



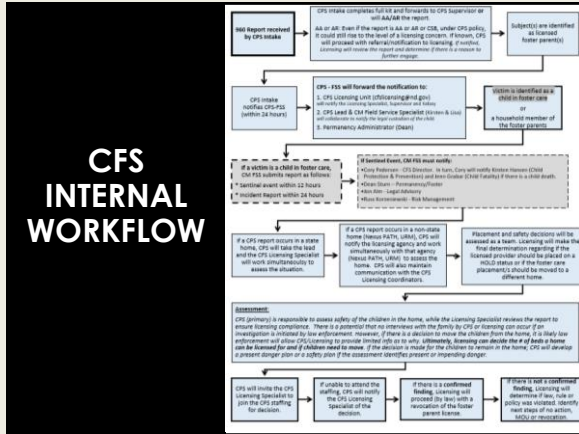
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ROLES AND RESPONSIBILITIES CPS PROCESS: CPS

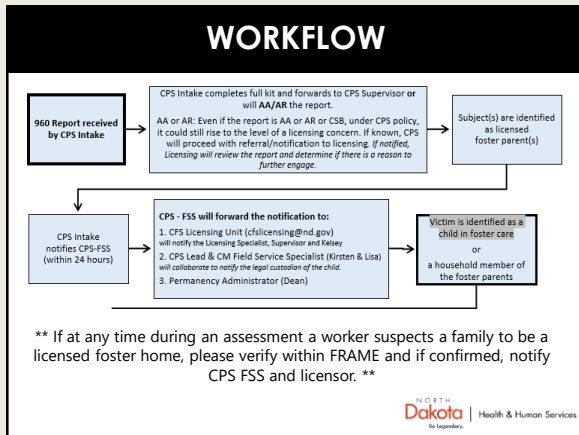
- Safety Assessment & Determination
- Communication
 - ✓ Leads the CPS assessment
 - ✓ Collaborates with law enforcement, if applicable
- Complete & Prepare Assessment for Decision
- Notification of outcome
 - ✓ Subject, non-subject caregiver (i.e.: victim's parent or caregiver)
 - ✓ Foster care case manager
 - ✓ Licensing
 - Authorized agent if applicable (Ex: Nexus PATH)



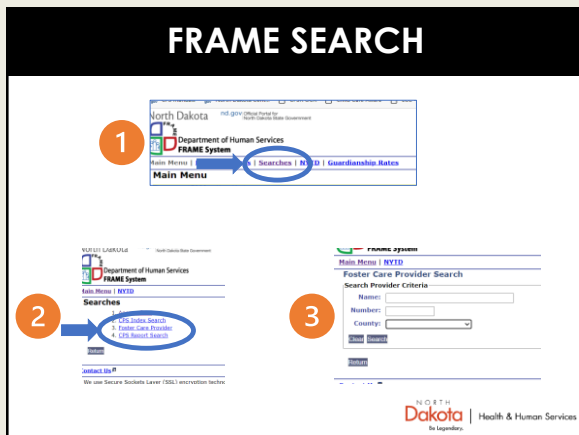
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WORKFLOW

If a victim is a child in foster care,
CM FSS submits report as follows:

- * Sentinel event within 12 hours
- * Incident Report within 24 hours

If Sentinel Event, CM FSS must notify:

- *Cory Pedersen - CFS Director. In turn, Cory will notify Kirsten Hansen (Child Protection & Prevention) and Jenn Grabar (Child Fatality) if there is a child death.
- *Dean Sturm - Permanency/Foster
- *Jon Alm - Legal Advisory
- *Russ Korzeniewski - Risk Management

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FACT

When a licensed foster care provider is the subject of a CPS assessment, it is the role and responsibility of the licensing unit to notify the licensed foster care provider of the CPS assessment.

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When a licensed foster care provider is the subject of a CPS assessment, it is the role and responsibility of the CPS worker to notify the licensed foster care provider of the CPS assessment.

NDAC: 75-03-19
POLICY: 640-01-10-15

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WORKFLOW

If a CPS report occurs in a state home, CPS will take the lead and the CFS Licensing Specialist will work simultaneously to assess the situation.

If a CPS report occurs in a non-state home (Nexus PATH, URM), CPS will notify the licensing agency and work simultaneously with that agency (Nexus PATH, URM) to assess the home. CPS will also maintain communication with the CFS Licensing Coordinators.

- CPS will refer report to LE, if applicable
 - ✓ If involved, law enforcement will lead the assessment and determine next steps, etc.
- CPS Informs:
 - ✓ CFS Licensing Unit regardless if there are children in the home
 - ✓ Foster Care Case Manager of *any* children in the home
 - ✓ Authorized Agency (Nexus-PATH, URM) if applicable
 - In certain circumstances, Authorized Agents may be notified by CFS Licensing Unit
 - ✓ Subject(s)/ Foster Care Provider(s)



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FACT

When a licensed foster care provider is on HOLD, the HSZ can still call the provider for placement needs.




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Although the licensed foster care provider continues to be a part of the ND provider list, even when on HOLD, the licensed foster care provider cannot be called or utilized for placements while on HOLD. The provider's status in the ND provider list will clearly indicate they are **Do NOT Call=ON HOLD** and cannot be called.



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FACT

Licensed foster care providers can continue to provide respite & shelter care, shelter care on-call and substitute care while their license is on hold.




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Licensed foster care providers **cannot** continue to provide respite care, shelter care on-call and substitute care while their license is on hold.




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WHAT DOES ON-HOLD MEAN?

- A foster care provider is often put on a hold when a CPS assessment is assigned
- On-Hold means:
 - ✓ Foster Care Providers
 - Cannot take placements
 - Cannot provide Respite Care
 - Cannot provide Shelter Care
 - ✓ Child Welfare workers should not call providers with an On-Hold Status

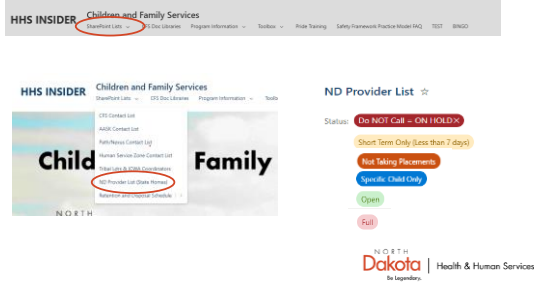




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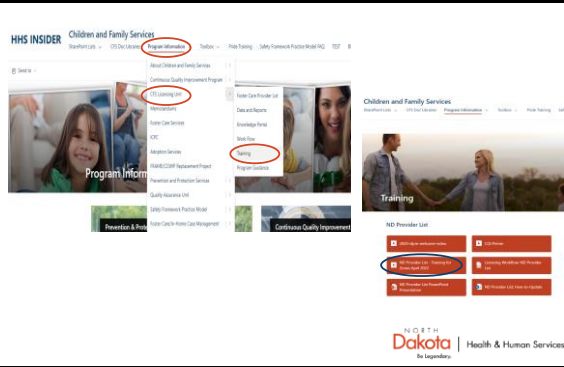
HOW TO KNOW STATUS

The ND Foster Care Provider list is found on SharePoint



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SHAREPOINT



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CHILD SAFETY



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FACT

CPS HSZ receives a report of suspected child abuse and neglect for a child placed with a licensed foster care provider. The provider is the subject. The child must be moved immediately.




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The decision to move a child is made in conjunction with partners; CFS Licensing, CPS Worker, and Case Manager.


POLICY: 622-05-35
POLICY: 640-01-10-75-01



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WHEN SHOULD A CHILD BE MOVED

- The decision to move a child should be made in conjunction with partners. Partners may include:
 - ✓ CFS Licensing, CPS, Foster Care Case Management
- Utilize safety framework to help guide decisions
 - ✓ Present danger
 - ✓ Impending danger
- At any point, CPS or Foster Care Case Management can decide to remove the children
 - ✓ CFS Licensing will support the decision



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WHEN A CHILD CAN STAY

- Safety must be assessed for all children in the care of a Foster Care Provider, including the Providers children and any child in foster care.
- CPS worker, Case Manager, and CFS licensing should work together to assess child vulnerability, historical concerns, and threat of danger, etc. to determine if a plan to address child safety can be established to maintain the child in the home.
 - ✓ If a child is determined to be maintained with the Foster Care Provider, still **cannot** take additional placements, provide respite or shelter care, or substitute care during the assessment.



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FINAL DETERMINATION

CFS Licensing makes the final determination if the foster home is allowed to maintain children in the home both during and after the CPS assessment is completed.

In most circumstances, CFS Licensing defers to the Custodial Agency regarding child placement decision. However, there have been times CFS Licensing has made a determination for the children to move.

- If CFS Licensing determines that it is unsafe for children to remain in the home and a custodian chooses to have the children remain in the home, payment will be impacted for each child.
- In such cases, if a custodian allows for the child to remain in the home, case management will need to change the placement to "no pay" and make arrangements with the Zone Director to reimburse the provider against policy/recommendations of CFS.



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WORKFLOW

Assessment:

CPS (primary) is responsible to assess safety of the children in the home, while the Licensing Specialist reviews the report to ensure licensing compliance. There is a potential that no interviews with the family by CPS or licensing can occur if an investigation is initiated by law enforcement. However, if there is a decision to move the children from the home, it is likely law enforcement will allow CPS/licensing to provide limited info as to why. Ultimately, licensing can decide the # of beds a home can be licensed for and if children need to move. If the decision is made for the children to remain in the home, CPS will develop a present danger plan or a safety plan if the assessment identifies present or impending danger.

Subject Interview

- CPS should be coordinating with CFS Licensing and Authorized Agent (Nexus PATH and URM) to complete interviews together, if appropriate
 - ✓ Licensing Specialist will assess for licensing concerns simultaneously during the interview process and will support foster care providers

Gathering Collateral Information

- CPS worker should utilize Foster Care Case Manager and CFS Licensing Specialist as a source of potential collateral information during assessment



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OUTCOMES



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FACT

It is the role and responsibility of the CFS Licensing Unit to notify the licensed foster care provider of the CPS assessment outcome decision.



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It is the role and responsibility of the CPS worker to notify the licensed foster care provider of CPS assessment outcome decision.

POLICY: 640-01-15-25



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OUTCOMES

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      A[CPS will invite the CFS Licensing Specialist to join the CPS staffing for decision.] --> B[If unable to attend the staffing, CPS will notify the CFS Licensing Specialist of the decision.]
      B --> C[If there is a confirmed finding, Licensing will proceed (by law) with a revocation of the foster parent license.]
      B --> D[If there is not a confirmed finding, Licensing will determine if law, rule or policy was violated. Identify next steps of no action, MOU or revocation.]
  
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Staffing Assessment for Decision

- Staffing *may* be completed within the Human Service Zone if it is Unconfirmed
- Staffing *must* occur with CPS FSS when potential for Confirmed finding
- CPS worker should invite applicable Licensing Unit team members to staffing

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IMPACTS OF FINDINGS

Confirmed:

- CPS will notify both Subject(s)/Foster Care Provider and Licensing Specialist of the Confirmed finding.
- Subject's name will appear on the North Dakota Child Abuse and Neglect Information Index.
- Foster Care Provider license MUST be revoked
- CFS Licensing Specialist will work with their Supervisor on communication with provider and preparing a revocation notice

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IMPACTS OF FINDINGS

Unconfirmed and Assessment Terminated in Progress (ATP):

When an unconfirmed or ATP decision is made, CPS will notify both the subject(s)/foster care provider and licensing specialist of the finding.

Licensing Specialist will assess for licensing compliance

- If no licensing violations are identified, no further action taken
- If licensing violations are identified, licensing specialists will work on a plan of correction. Possible outcomes may include:
 - ✓ MOU,
 - ✓ Safety plan, or
 - ✓ Revocation

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IMPACTS OF FINDINGS

Impending dangers are identified:

- CPS/Case Management to coordinate implementation of a Safety Plan as *soon as impending dangers are identified*
 - ✓ Will open to case management if the children remain in the home
- Licensing Specialist will work with the team to determine licensing next steps, potential options:
 - ✓ Hold placed on license,
 - ✓ Closing of license, or
 - ✓ Revocation

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IMPACTS OF FINDINGS

Administrative Assessment (AA) / Administrative Referral (AR):

When an AA decision is made, CPS FSS will notify CFS Licensing Unit.

Licensing Specialist will assess for licensing compliance

- If no licensing violations are identified, no further action taken
- If licensing violations are identified, licensing specialist will work on a plan of correction, which may include:
 - ✓ MOU,
 - ✓ Safety plan, or
 - ✓ Revocation

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SUPPORT



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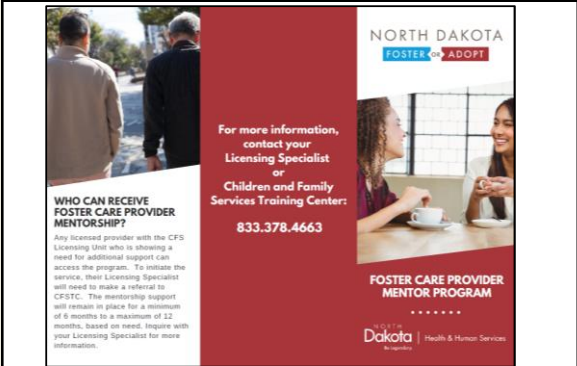
SUPPORTING THE PROVIDER WHO IS A SUBJECT

Licensing Specialist	Child Protection Worker	Foster Care Case Manager
<ul style="list-style-type: none"> • Listen • Explain process • Promote patience • Provide honest, positive collateral information, • Be transparent with the Provider about strengths and challenges • Make referrals for Providers 	<ul style="list-style-type: none"> • Complete assessment timely • Maintain communication with all parties 	<ul style="list-style-type: none"> • Check in with the provider—even if the children were removed • Provide honest, positive collateral information, • Be transparent with the Provider about strengths and challenges



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RESOURCES: MENTOR PROGRAM



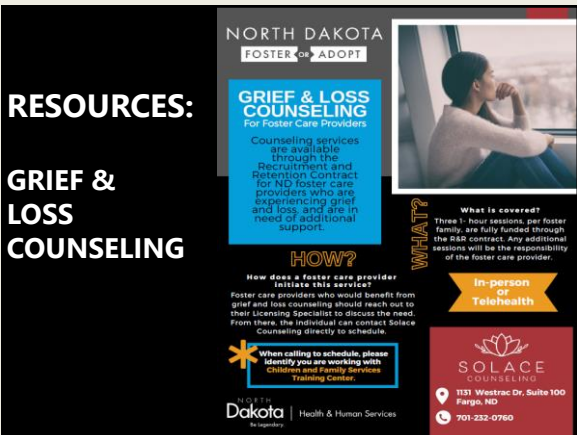
WHO CAN RECEIVE FOSTER CARE PROVIDER MENTORSHIP?
 Any licensed provider with the CFS Licensing Unit who is showing a need for additional support can access the program. To initiate the service, their Licensing Specialist will need to make a referral to CFSIC. The mentorship support will remain in place for a minimum of 6 months to a maximum of 22 months, based on need. Inquire with your Licensing Specialist for more information.

For more information, contact your Licensing Specialist or Children and Family Services Training Center:
 833.378.4663

FOSTER CARE PROVIDER MENTOR PROGRAM



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RESOURCES: GRIEF & LOSS COUNSELING

GRIEF & LOSS COUNSELING
 For Foster Care Providers


Counseling services are available through the Recruitment and Retention Contract for ND foster care providers who are experiencing grief and loss and are in need of additional support.

WHAT?
 What is covered?
 Three 1-hour sessions, per foster family, are fully funded through the R&R contract. Any additional sessions will be the responsibility of the foster care provider.

HOW?
 How does a foster care provider initiate this service?
 Foster care providers who would benefit from grief and loss counseling should reach out to their Licensing Specialist to discuss the need. From there, the individual can contact Solace Counseling directly to schedule.

When calling to schedule, please identify you are working with Children and Family Services Training Center.

SOLACE COUNSELING
 111 Westrac Dr, Suite 100
 Fargo, ND
 701-282-0760



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QUESTIONS?



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Contact Information

CFS Licensing Unit

- Email: cfslicensing@nd.gov
- Toll-free: 1-888-334-1330
- Local: 701-328-2322
- Fax: 701-328-0962



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THANK YOU!



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