



Please be prepared to present on the topics below. Thirty minutes will be allotted for each topic and will be followed by a thirty minute question and answer period.

1. Foster Homes

Describe how your agency will develop and maintain a sufficient number of high quality foster families by providing a standardized, structured framework for recruiting, selecting, preparing and supporting foster families. Please include your Risk Management efforts as you describe this framework.

2. Quality Parenting Initiative

Describe methods and protocols by which your agency will strengthen families whether they are families of origin, blended families, extended or kinship families, foster families, adoptive families, or members of a tribe. Describe the **specific** method by which your agency will ensure a successful integration of the Quality Parenting Initiative **across systems** to meet the needs of the families involved in the child welfare system. Describe how your agency will **ensure** the utilization of transition planning for children in out-of-home care.

3. Personnel Recruitment, Retention and Management

Describe how your agency will recruit and select quality Child Welfare Case Managers. What assessments will be used to select individuals who will succeed in this position? How will new Case Managers be supported as they transition from pre-service training into the field? Describe the case assignment process for new Case Managers.

Describe what methods will be used to ensure staff retention.

Provide a description of supervisor selection, training and support. Describe methods used to ensure consistency of case management practice across units.

Describe how CMO management will be kept aware of internal personnel and work load issues, what data sources will be utilized.

Describe personnel grievance, conflict resolution and progressive discipline practices. Give specific examples of personnel issues that you have resolved in the past. Describe how you were made aware of the issue and how the issue was resolved.

Describe how risk management influences personnel recruitment, training and disciplinary action.

4. Performance Measures*

- Describe specific methods by which your agency will assure that the targeted number of adoptions will be achieved.
- Describe your agency's plan to meet the following performance measure: The percentage of children who were adopted who were adopted within 24 months of the latest removal.
- Describe your agency's plan to meet the following performance measure: The percentage of children reunified who re-entered out-of-home care within 12 months.
- Describe what action steps will be taken to improve the educational outcomes for children in out of home care.

*** Please include tracking methods and feedback loops as you describe your strategies to meet performance measures.**