

# OUTCOME BASED CHILD WELFARE PRACTICE

## Agency Self-Assessment Tool

Listed below are seven core agency systems that influence the implementation of outcome based child welfare practice. If these systems do not provide a framework for outcome based child welfare practice, they can hinder its effectiveness. The questions on this tool are designed to help you examine systemic factors at your Agency that may help or hinder the implementation of outcome based practice. Please be honest about your Agency’s performance.

### AGENCY LEADERSHIP

- |    |  |  |
|----|--|--|
| 1. | Agency leadership supports outcome based practice.   | Always/Sometimes/Never/Unsure  |
| 2. | The Agency updates its strategic plan on a yearly basis.   | Always/Sometimes/Never/Unsure  |
| 3. | The Agency provides staff with updated strategic plans.  | Always/Sometimes/Never/Unsure  |
| 4. | The strategic plans incorporate outcomes that are emphasized by the State or Federal government.   | Always/Sometimes/Never/Unsure  |
| 5. | The Agency engages in ongoing consultation with the following parties to develop and implement goals and objectives of the strategic plan: <ul style="list-style-type: none"> <li>▪ Natural Parents</li> <li>▪ Foster/Adoptive Parents</li> <li>▪ Juvenile Court</li> <li>▪ Service Providers in the Community</li> <li>▪ Tribal Representatives</li> <li>▪ Staff at the agency</li> </ul> | Always/Sometimes/Never/Unsure<br>Always/Sometimes/Never/Unsure<br>Always/Sometimes/Never/Unsure<br>Always/Sometimes/Never/Unsure<br>Always/Sometimes/Never/Unsure<br>Always/Sometimes/Never/Unsure |
| 6. | The Agency publishes an annual report that provides data and discusses the agency’s performance with outcomes.   | Always/Sometimes/Never/Unsure  |
| 7. | On a scale of 1 to 5 (5 being lowest), rate the degree to which the Agency’s upper management supports outcome based practice:<br><div style="text-align: center; margin-top: 5px;">                     (High) 1    2    3    4    5 (Low)                 </div>   |  |
| 8. | On a scale of 1 to 5 (5 being the lowest), rate the degree to which the Agency’s middle management supports outcome based practice:<br><div style="text-align: center; margin-top: 5px;">                     (High) 1    2    3    4    5 (Low)                 </div>  |  |

**INFORMATION SYSTEM**

1. The Agency has a process for gathering client information. True/False/ Unsure

**If true, please answer the questions below. If false or unsure, skip to the next section, Service Planning.**

2. The information system is: Electronic/Hand Generated/Unsure

3. The information system can readily identify the following information for every child in the Agency programs:

- Demographic characteristics of child and family True / False/Unsure
- Length of time child has been in care True/ False/ Unsure
- Legal status of the child True / False/Unsure
- Status of any siblings True/ False/Unsure
- Number of placements True/ False/Unsure
- Child’s current placement True / False/Unsure
- Child’s performance goal True / False/Unsure

4. The information system is updated at least monthly. True/ False/Unsure

5. The following staff have access to information/data gathered by the system:

- Managers True / False/Unsure
- Supervisors True / False/Unsure
- Caseworkers True / False/Unsure

6. The following staff receive regular reports with data from the information system:

- Managers True / False/Unsure
- Supervisors True / False/Unsure
- Caseworkers True / False/Unsure

7. Information received from the system helps staff perform their job more effectively. True / False/Unsure

8. On a scale of 1 to 5 (5 being lowest), rate the availability of data at the Agency to support outcome based practice:

(High) 1    2    3    4    5 (Low)

**SERVICE PLANNING**

1. The Agency regularly reviews client service plans outside of the ACR process. Always/Sometimes/Never/Unsure

2. This review ensures that each child's file has:

- a written treatment plan Always/Sometimes/Never/Unsure
- a record of progress toward outcomes Always/Sometimes/Never/Unsure

3. The Agency continuously revises the service plan to reflect the child and family’s current progress. Always/Sometimes/Never/Unsure

4. The service plan is developed and updated with the assistance of the child and family. Always/Sometimes/Never/Unsure

- |    |   |                               |
|----|---|-------------------------------|
| 5. | The Agency conducts concurrent planning with all cases.   | Always/Sometimes/Never/Unsure |
| 6. | The Agency sets unique goals, objectives and tasks for each case.   | Always/Sometimes/Never/Unsure |
| 7. | The Agency sets performance goals for different programs at the start of each year.   | Always/Sometimes/Never/Unsure |
| 8. | Each case has a time frame set for achieving the stated performance goal.   | Always/Sometimes/Never/Unsure |
| 9. | On a scale of 1 to 5 (5 being lowest), rate the quality of the Agency's service planning to support outcome based practice:<br><br>(High) 1   2   3   4   5 (Low) |                               |

**QUALITY ASSURANCE SYSTEM**

- |    |  |                     |
|----|--|---------------------|
| 1. | The Agency has an internal quality assurance system. | True / False/Unsure |
|----|--|---------------------|

**If true, please answer the questions below. If false or unsure, skip to the next section, Training.**

**Safety**

- |    |   |   |
|----|---|---|
| 2. | The Agency has developed standards to ensure that children in foster care are provided quality services that address their <u>safety</u> needs.                 | True / False/Unsure   |
| 3. | The standards are known and understood by: <ul style="list-style-type: none"> <li>▪ workers</li> <li>▪ foster parents</li> <li>▪ relative caregivers</li> </ul> | True / False/Unsure<br>True / False/Unsure<br>True / False/Unsure |
| 4. | These standards are adhered to with penalties/ consequences for failure to meet them.   | True / False/Unsure   |

**Health**

- |    |   |   |
|----|---|---|
| 5. | The Agency has developed standards to ensure that children in foster care are provided quality services that address their <u>health</u> needs.                 | True / False/Unsure   |
| 6. | The standards are known and understood by: <ul style="list-style-type: none"> <li>▪ workers</li> <li>▪ foster parents</li> <li>▪ relative caregivers</li> </ul> | True / False/Unsure<br>True / False/Unsure<br>True / False/Unsure |
| 7. | These standards are adhered to with penalties/ consequences for failure to meet the standards   | True / False/Unsure   |

## Well Being

8. The Agency has developed standards to ensure that children in foster care are provided quality services that address their well-being needs. True / False/Unsure
9. The standards are known and understood by:  
▪ workers True / False/Unsure  
▪ foster parents True / False/Unsure  
▪ relative caregivers True / False/Unsure
10. These standards are adhered to with penalties/ consequences for failure to meet them. True/False/Unsure
11. The Agency has an internal system to evaluate the quality of services provided to children and families. True/False/Unsure
12. The Agency's quality assurance system does the following:  
▪ Evaluates the quality of services True / False/Unsure  
▪ Identifies the strengths and needs of the service delivery system True / False/Unsure  
▪ Provides relevant reports True / False/Unsure  
▪ Evaluates the progress of program improvement True / False/Unsure
13. On a scale of 1 to 5 (5 being lowest) rate the quality of the Agency's quality assurance system to support outcome based practice:  
(High) 1 2 3 4 5 (Low)

## TRAINING

1. The Agency has a staff development and training program True / False/Unsure
- If true, please answer the questions below. If false or unsure, skip to the next section, Service Delivery Programs.**
2. The staff development and training program:  
▪ Supports the goal and objectives in the Agency's strategic plan. True / False/Unsure  
▪ Addresses services provided under Titles IV-B AND IV-E True / False/Unsure  
▪ Provides initial training for all staff True / False/Unsure
3. The Agency incorporates outcomes into their regular training programs True / False/Unsure
4. The Agency provides ongoing casework training that addresses the skills and knowledge base needed to perform outcome based training in child welfare. True / False/Unsure
5. On a scale of 1 to 5 (5 being lowest), rate the quality of the training program as it supports outcome based practice  
(High) 1 2 3 4 5 (Low)

## SERVICE DELIVERY PROGRAMS

1. The Agency program(s) support(s) outcome based child welfare practice in the following ways:
 

<ul style="list-style-type: none"> <li>▪ Examination of client outcomes is a standard part of program evaluation.</li> </ul>	Always Sometimes Never Unsure
<ul style="list-style-type: none"> <li>▪ Examination of client outcomes is a standard component for reviewing case progress.</li> </ul>	Always/Sometimes/Never/Unsure
<ul style="list-style-type: none"> <li>▪ Safety outcomes are priorities with service delivery</li> </ul>	Always/Sometimes/Never/Unsure
<ul style="list-style-type: none"> <li>▪ Permanency outcomes are priorities with service delivery.</li> </ul>	Always/Sometimes/Never/Unsure
<ul style="list-style-type: none"> <li>▪ Well-being outcomes are priorities with service delivery.</li> </ul>	Always/Sometimes/Never/Unsure
<ul style="list-style-type: none"> <li>▪ Examination of worker progress toward client outcomes is a component of worker evaluations.</li> </ul>	Always/Sometimes/Never/Unsure
  
2. On a scale of 1 to 5 (5 being lowest), rate the quality of the service programs to support outcome based practice:
 

(High) 1    2    3    4    5 (Low)

## FOSTER AND ADOPTIVE PARENT LICENSING, RECRUITMENT, TRAINING, AND RETENTION

1. The Agency holds foster/adoptive homes to licensing standards that are at least as high as State standards. True / False/Unsure
  
2. The standards are applied to all licensed or approved foster family homes. True / False/Unsure
  
3. Criminal background checks are completed per federal requirements. True / False/Unsure
  
4. Recruitment strategies reflect the ethnic and racial diversity of children in need. True / False/Unsure
  
5. The Agency has a stated plan that guides recruitment activities for the year. True / False/Unsure
  
6. The Agency collaborates with other child welfare agencies to find foster/adoptive parents for children on their caseload. True / False/Unsure
  
7. The following parties are provided with training seminars that address the skills and knowledge base needed to ensure positive outcomes for foster/adoptive children:
  1. Prospective
    - Foster parents True / False/Unsure
    - Adoptive parents True / False/Unsure
  
  2. Current
    - Foster parents True / False/Unsure
    - Adoptive parents True / False/Unsure

8. Foster/adoptive parents are kept apprised of the outcomes that the Agency is trying to achieve. True / False/Unsure
9. On a scale of 1 to 5 (5 being lowest), rate the quality of foster/adoptive parent licensing, recruitment, training and retention services to support outcome based practice:
- (High) 1 2 3 4 5 (Low)