Department of Children and Families
2015 Performance Expectations

1. Exit from *Juan F.* Consent Decree

a. Sustain outcome measures that are pre-certified
   i. Continue meeting measure as reported through the outcome measures

b. Achieve outcome measures not yet pre-certified
   i. Measure: Percent improvement as identified through internal case reviews
      1. OM 3: Case planning
      2. OM 10: Sibling placement
      3. OM 15: Needs met
   ii. Measure: Percent improvement as identified through automated reports
      1. OM 1: Commencement of investigation
      2. OM 2: Completion of investigation
      3. OM 7: Reunification
      4. OM 9: Transfer of guardianship
      5. OM 11: Re-entry
      6. OM 13: Foster parent training
      7. OM 17. in-home visitation
      8. OM 18: caseload standards

2. Ensure that children reside safely with families whenever possible and appropriate

a. Increase the proportion of children who are served in their homes
   i. Measure: Of all children served by CPS, the proportion of children in CPS cases served in-home versus out-of-home
   ii. Measure: Of all children committed delinquent, the proportion of children being served in the community versus out of home placement

b. Increase the use of preferred permanency goals
   i. Measure: the percent of children in care with preferred permanency goal vs. APPLA
   ii. Measure: Children exiting to permanency
   iii. Measure: time to permanency

c. Increase the proportion of children in care who are in kinship care
   i. Measure: Percent of children in relative or special study placements

d. Increase the proportion of children in care who are in family foster care settings

i. Measure: Percent of children in DCF core, kinship, or therapeutic foster care settings

e. Assure the community-based service system is effective and meets the needs of the commu
   i. Measure: Number of clients served (by program)
   ii. Measure: Rate of utilization of contracted slots (by program)
   iii. Measure: For those clients who meet eligibility criteria, length of time from referral to admission
   iv. Measure: The percent of consumers satisfied with services they have received
   v. Measure: The percent of funded services with RBA performance measures
   vi. Measure: For those clients completing community-based programming, the percent who have received the intended benefit (are better off) as defined by each program type

f. Assure congregate care services are brief, family-engaged, connected to the community, and include discharge planning that begins at admission
   i. Measure: Length of stay rates
   ii. Measure: rates of readmission to the same, or higher, level of care

3. Achieve Racial Justice Across the DCF system

a. Reduce disparities for children served by Child Welfare Services
   i. Measure: The Disparity Index for alleged victims in Family Assessment Responses
   ii. Measure: The Disparity Index for alleged victims in CPS Investigations
   iii. Measure: The Disparity Index for substantiated victims
   iv. Measure: The Disparity Index for children in cases opened for services
   v. Measure: The Disparity Index for children entering care
   vi. Measure: The Disparity Index for children in family care
   vii. Measure: The Disparity Index for children in congregate care

b. Reduce disparities for children served by the Juvenile Justice System
   i. Measure: The Disparity Index for children placed in secure treatment on a pretrial ba
   ii. Measure: The Disparity Index for children committed delinquent
   iii. Measure: The Disparity Index for children committed delinquent and placed in secure treatment
   iv. Measure: The Disparity Index for children committed delinquent and placed in congregate care
   v. Measure: The Disparity Index for children committed delinquent and placed on parol

c. Reduce disparities for children served by Behavioral Health Services
   *** Performance Measures for this section are still in process and will be forwarded when completed**

d. Reduce disparities for children served by Education Services

i. Measure: The disparity index for DCF-involved children relative to performing at grade level
ii. Measure: The disparity index for DCF-involved children who are chronically absent
iii. Measure: The disparity index for DCF-involved children with in-and out-of-school suspensions, expulsions, and disciplinary actions
iv. Measure: The disparity index for DCF-involved children graduating on time from high school

e. Reduce disparities for children served by Prevention Services
*** Performance Measures for this section are still in process and will be forwarded when completed**

4. Prepare children and adolescents in care for success

a. Ensure children and adolescents in care are safe and stable
   i. Measure: Of all children who enter out-of-home-care in a 12-month period, the rate of placement moves per day of out-of-home-care.
   ii. Measure: of all children in out-of-home-care during a 12 month period, the rate of maltreatment per day of out-of-home-care.
   iii. Measure: the percent of 17 year-olds with documented lifelong family ties

b. Provide quality education and support services that lead to educational success
   i. Measure: the percent of children who are performing at "proficient or better" based on CM, CAPT or SBAC test results
   ii. Measure: the on-time graduation rate
   iii. Measure: the percent of adolescents aging out of care participating in Post Secondary Education (including vocational) or employed full time

c. Provide formal and informal life skills
   i. Measure: The number and percent of committed adolescents, over 14 years old, who have been assessed using the approved DCF life skills program on an annual basis
   ii. Measure: The percent of adolescents aging out of care who score "advanced" on all relevant domains of the approved DCF life skills program

d. Ensure physical, behavioral, and dental health needs of children in care are met
   i. Measure: rates of obesity
   ii. Measure: Of all children in care with asthma, percent of children receiving appropriate care
   iii. Measure: Of all children in care with diabetes, the percent of children receiving appropriate care
   iv. Measure: rates of up-to-date dental care
   v. Measure: Court Monitor case reviews

5. Prepare and support the workforce to meet the needs of children and families

*** Performance Measures for this section are still in process and will be forwarded when completed**

a. Create stability in the workforce
   i. Measure: rate of staff turnover
   ii. Measure: rate of lateral transfers
   iii. Measure: consistent and effective supervision
   iv. Measure: percent of newly-hired social workers with MSWs or BSWs
   v. Measure: establishment and functioning of staff support teams in each facility, office, and central office

b. Train managers and supervisors in supervisory and management skills
   i. Measure: percent of social work supervisors successfully completing the Leadership Academy for Supervisors
   ii. Measure: percent of program managers successfully completing the Leadership Academy for Middle Managers
   iii. Measure: improved performance management through the Organizational Intervention
   iv. Measure: The percent of Program Development and Oversight Coordinator s trained in contracting and performance management

c. Support regions, facilities and communities in their work on behalf of children and families
   i. Measure: Length of time for Fiscal to approve spending requests
   ii. Measure: Length of time for OFAS to approve adoptions
   iii. Measure: Length of time for Human Resources to fill vacancies
   iv. Measure: Data access provided by Information Systems and Office of Research and Evaluation
      1. development of protocol for data reporting
      2. full implementation of new SACWIS system
   v. Measure: Length of time for policy to be developed
      1. Length of time for policy owners to finalize policy drafts
      2. Length of time for Legal to finalize policy and post to the web.
   vi. Measure: Level of grants, federal revenue and private funding to maximize revenue potential