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## California Permanency for Youth Project Work Plan Template

County:	San Francisco
Contact Person:	David Turk

- Administrative Practices – The leadership, strategic or policy changes to ensure improved permanency relationships for older youth.**

**Implementation Objective 1:** Family and Children’s Services procedures, forms, and contracts will mandate and support the establishment of significant adult relationships for youth, as well as permanent placements.

**Tasks for procedures/forms:**

<u>Task 1A1:</u>	Review FCS handbook	
<u>Task 1A2:</u>	Review FCS transfer checklist	
<u>Task 1A3:</u>	Review FCS adoptability assessment form	
<u>Task 1A4:</u>	Review forms and practices used in admin reviews	
<u>Task 1A5:</u>	Review current content of emancipation planning conferences	

**Tasks for Contracts:**

<u>Task 1B1:</u>	Modify SF Child contract to include emphasis on recruiting homes for older youth.	
<u>Task 1B2:</u>	Explore ILSP contracts regarding services to locate significant adults for youth.	

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## 2. Permanency Practice – the practice strategies and innovations to ensure improved permanency relationships for older youth.

**Implementation Objective 2:** Social workers throughout the Family and Children’s Services division will involve youth in ongoing conversations about permanence and lifelong connections and will incorporate these issues into each child’s caseplan. Tracking tools will be established to monitor permanence conversations and training will be provided to staff on conducting permanence conversations.

### Tasks for developing tracking tools:

<u>Task 2A1:</u>	Modify adoptability assessment form to include information on youth’s position on adoption and existence of significant adult relationship.	
<u>Task 2A2:</u>	Modify Court Report formats to include fields for discussion of youth’s position on adoption and existence of significant adult relationship.	
<u>Task 2A3:</u>	Include discussion of significant adult relationships and the subject of adoption in current emancipation conferences.	
<u>Task 2A4:</u>	Modify face sheet to include names of significant adults in children’s lives.	
<u>Task 2A5:</u>	Enlist assistance of caretakers/group home staff to identify significant adult connections.	
<u>Task 2A6</u>	Modify Special Rate Request Form to capture significant adult information.	
<u>Task 2A7:</u>	Redefine “permanence” for staff per CPYP definition and ensure that Reunification is included in the definition.	
<u>Task 2A8:</u>	Include discussion of permanence issues at SAC mtg.	

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<u>Task 2A9:</u>	Start using permanence commitment form developed by Stewart Foundation.	
<u>Task 2A10:</u>	Consider using Genogram form developed by Incarcerated Parent Program.	

**Tasks for providing training to staff:**

<u>Task 2B1:</u>	Research current training available on youth permanence.	
<u>Task 2B2:</u>	Meet with Bay Area Academy staff regarding youth permanence training and tailoring training for SF social workers.	
<u>Task 2B3:</u>	Ensure training stresses the need for the foster youth to be an active, central part of identifying their significant adult connections.	
<u>Task 2B4:</u>	Make the training mandatory for all staff.	
<u>Task 2B5:</u>	Arrange unit meeting based discussions with members of the Youth Permanence Task Force beginning with those units working most directly with older youth.	
<u>Task 2B6:</u>	Secure funds for use of internet search engines (US Search, etc).	

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**3. Target Population – the client population to be served by improved achievement of permanency relationships for older youth, including the criteria and process to identify these cases.**

**Implementation Objective 3:** Social workers will have ongoing conversations with all youth, with a plan of Long Term Placement, about adoption and lifelong connections. A pilot will be initiated involving 20 youth ages 14 and over (to be culled from Teen Unit and Long Term Placement Caseloads and possibly FSU).

**Tasks :**

<u>Task 3B1:</u>	Meet with Teen Unit and LTP Unit Supervisors	
<u>Task 3B2:</u>	Have staff identify youth on their caseloads who do not have permanent plans and are not connected with family.	
<u>Task 3B3:</u>	Identify the 20 cases	
<u>Task 3B4:</u>	Target initial procedural/practice changes toward the pilot group.	
<u>Task 3B5</u>	Collect data on permanency discussions and effort to locate significant adult connections.	
<u>Task 3B6</u>	Consolidate all cases under one worker (if feasible).	
<u>Task 3B6</u>	Involved staff will receive monthly TA from Stewart Foundation.	
<u>Task 3B7:</u>	Involved staff will receive Bay Area Academy Training on youth permanence.	

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## 5. Partnerships for Permanence – establishing & sustaining effective partnerships to improve achievement of permanency relationships for older youth.

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**Implementation Objective 5:** Community partners will be engaged to value and support the concepts of permanence and lifelong connections.

**Tasks:**

<u>Task 5A1:</u>	The SF DHS Youth Permanence Task Force will continue to meet with and engage community agencies and foster youth organizations to support our efforts and provide input into modifying SF DHS services.	
<u>Task 5A2</u>	Recruit representatives from outside DHS such as Mental Health Department, CASA, Foster Youth.	

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## 6. Integration with Other Initiatives – coordination and integration of existing initiatives with the goal of improved achievement of permanency relationships for older youth.

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**Implementation Objective 6:** The California Permanency For Youth Project is integrated into SFDHS's Youth Permanence Task Force, Family to Family Initiative efforts, and SFDHS's SIP/Redesign plan.

**Tasks:**

<u>Task 6A1:</u>	Add SIP objective regarding increasing recruitment of permanent homes for older youth.	
<u>Task 6A2:</u>	Continue with SIP objective regarding identification of significant adult connections for youth.	
<u>Task 6A3:</u>	Incorporate discussion of Significant adult relationships into TDMs.	
<u>Task 6A4:</u>	Link CPYP efforts to Connect by 25 Initiative	
<u>Task 6A5:</u>	Link CPYP to the Bay Area Heart Gallery.	

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**7. Involvement of Youth in the Permanency Process– Youth as central to the process, perhaps even the leader of the process, of finding permanence for him or herself.**

**Implementation Objective 7:** Foster youth and former foster youth are participants on the Youth Permanency Task Force, in DHS trainings, and on other SIP committees (Differential Response, Substance Abuse, Team Decision Making, etc.).

**Tasks for involvement in overall process:**

<u>Task 7A1:</u>	Committee chairs will recruit current and former foster youth to be standing members of their committees.	
<u>Task 7A2:</u>	Meet with committee chairs and discuss progress towards this goal.	
<u>Task 7A3:</u>	Contact LSP section manager for referrals of potential youth participants.	
<u>Task 7A4:</u>	Secure funds to pay youth for participation.	
<u>Task 7A5:</u>	Survey current and former foster youth about their attitudes towards adoption and about their significant adult connections.	
<u>Task 7A6:</u>	Continue with youth survey being planned by Self Evaluation committee.	
<u>Task 7A7:</u>	Expand survey to all foster youth.	

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**Tasks for ensuring youth are part of identifying permanence for their own situations:**

<u>Task 7B1:</u>	Mandate training on permanence conversations for all staff.
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