

NEW MEXICO FFYs 2010 - 2014 CHILD & FAMILY SERVICES PLAN

**SUBMITTED TO:
CHILDREN'S BUREAU
ADMINISTRATION FOR CHILDREN AND FAMILIES
U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES**

**SUBMITTED BY:
PROTECTIVE SERVICES DIVISION
NEW MEXICO CHILDREN, YOUTH & FAMILIES DEPARTMENT**

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I. INTRODUCTION

A. PSD Overview & Structure

The Protective Services Division (PSD) is one of four service areas that make up the New Mexico of Children, Youth and Families Department (CYFD):

- Protective Services;
- Youth & Family Services;
- Early Childhood Services;
- Juvenile Justice Facilities.

The Program Support Division supports all the service areas, including Budget/Finance, Human Resources, and Information Technology. In the Office of the Department Secretary are located the General Counsel's Office, the Inspector General's Office, and Program Planning, Communications and Research.

PSD is the state agency designated to administer the Stephanie Tubbs Jones Child Welfare Services Program (Title IV-B subpart 1), the Promoting Safe and Stable Families (PSSF) Program (Title IV-B subpart 2), Child Abuse Prevention and Treatment Act (CAPTA), Title IV-E, the Chafee Foster Care Independence Program and Education and Training Voucher Program. As such, PSD is responsible for all child welfare services for children and families in New Mexico. The Division is mandated, in accordance with the New Mexico Children's Code, Section 32A-4 *et. seq.*, NMSA 1997, to receive and investigate reports of children in need of protection from abuse and/or neglect by their parent, guardian or custodian, and to take action to protect those children whose safety cannot be assured in the home. In addition, the Division is committed to assuring the well-being of the children in its care and to providing permanency for those children as quickly as safely possible.

PSD provides child protective services and other child welfare services in every geographic area in the state. Administration of the child welfare program is centralized, with direct services offered through county offices located within five designated regions. County Office Managers report to five Regional Managers who, in turn, report to Field Deputy Directors. A Program Deputy manages the centralized functions of the Adoption/Foster Care Bureau, Statewide Central Intake, In-Home Services, Community Services Bureau, and Family Centered Meeting Facilitation. An Administrative Deputy manages administrative functions, including the Policy, Training and Federal Reporting Bureau, Research and Evaluation Bureau, Practice Improvement Bureau, Fiscal/Budget, Chafee/ETV, Human Resources and Administration and the Constituent Ombudsperson. PSD has in-house Children's Court Attorneys, located across the state and managed by Regional Attorney Managers under the Chief Children's Court Attorney. An organizational chart is included with this plan in Attachment A.

B. Vision, Mission, Principles, Goals, Objectives, & Measures

As an integral part of CYFD, a blended system of services for children and families, PSD shares the Mission, Vision, and Principles of the Department.

VISION:

The Children, Youth and Families Department partners with communities to strengthen families in New Mexico to be productive and self-sufficient.

MISSION:

CYFD believes in the strengths and resiliency of families who are our partners and for whom we advocate to enhance their safety and well-being. We respectfully serve and support children and families and supervise youth in a responsive, community-based system of care that is client-centered, family-focused and culturally competent.

PRINCIPLES:

CYFD believes that children and families should receive:

- Services that promote and build individual strengths.
- Early identification and intervention services to address problems as they emerge.
- Access to a comprehensive array of services that are individualized, community-based and, whenever possible, in-home, to meet the unique needs and potential of each child and family.
- Full participation and choice in all aspects in the planning and delivery of services.
- Services that are provided in the least restrictive setting and most normative environment and are integrated and linked, both within CYFD and with other child-serving agencies and which use peers, family and natural resources.
- Culturally competent services delivered without regard to race, ethnicity, religion, national origin, gender, sexual orientation, or disability.
- The most effective services that are based on evidence or promising or emerging practices, to achieve positive outcomes.
- Services that ensure smooth transactions to adult service systems.

In CYFD's *Strategic Direction Update 2008 – 2009*, five Performance Measures are identified for Protective Services:

1. Percent of children who are the subject of substantiated maltreatment within six months of a prior determination of substantiated maltreatment.
2. Percent of children reunified with their natural families in less than 12 months of entry into care.
3. Percent of children who are the subject of substantiated maltreatment while in foster care.
4. Percent of children in foster care for 12 months with no more than two placements.
5. Percent of children adopted within 24 months from entry into foster care.

These five measures are among the specific measures included in this Child and Families Services Plan (CFSP), numbers 1 and 3 under Safety (IV.A), and numbers 2, 4, and 5 under Permanency (IV.B). Other Goals, Objectives, and Strategies for the five years covered by this are included in Section IV (Child Welfare and PSSF Goals, Objectives, and Strategies), as well as within Section X (Foster & Adoptive Parent Recruitment & Retention), Section XVI (CAPTA), and Section XVII (Chafee Foster Care Independence Program & Education and Training Vouchers).

Recently PSD has recognized a need to articulate its own vision, mission, and guiding principles, consistent with those of the Department. This is a critical step in the development of a child welfare practice model, an effort we hope to take on during the period of this Five Year Child and Families Services Plan (CFSP), as a collaborative project with the Mountains & Plains Child Welfare Implementation Center. (See Section II.C for more information on this proposed project.)

C. Consultation and Coordination

New Mexico prides itself on its long-term and effective collaboration with numerous partners and stakeholders. PSD was found to be in substantial compliance with the systemic factor “Agency Responsiveness to the Community” in both rounds of the CFSR. Among those collaborations which will be continued and strengthened during the 2009 – 2014 term of this CFSP are:

Courts: The partnership between PSD and the courts continues to develop and improve. County Office Managers (COMs) meet at least quarterly with judges and attorneys together with PSD Children’s Court Attorneys to positively impact the local child welfare system and to maximize the role of the court. Several District Court Judges participated in the CFSR statewide self-assessment, and the Judges’ Focus Group provided an opportunity for the district court judges to come together to identify and discuss matters of concern. All participants in the most recent CFSR statewide self-assessment noted that the Court Improvement Project (CIP) is the pinnacle of multi-stakeholder collaboration, producing numerous positive outcomes. PSD is represented on the CIP Task Force and many of the CIP’s work groups, including the Advisory Groups for the new CIP training and data grants. At each meeting of the CIP, PSD provides training and additional information on the CFSR.

In the past year, PSD has worked with the courts to share data, and those data will be used in judicial district specific cross-training events to be held in the fall of 2009 (“Pacing Permanency: Best Practices and Local Perspectives”) to develop district based Child Welfare Improvement Plans. The ability of the states to use Title IV-E funds to support training for judges, attorneys and court staff will certainly enhance this partnership over the coming years, especially our collaboration with the Children’s Law Center at the University of New Mexico School of Law, the sub-grantee on the CIP training grant.

Behavioral Health Purchasing Collaborative: In July 2005, New Mexico formally established the Behavioral Health Purchasing Collaborative (BHPC). Mandated by the state legislature, the Collaborative brings together 17 different state agencies to integrate the funding and provision of behavioral health services for families and children. PSD is involved as a member of the Behavioral Health Purchasing Collaborative and a number of the Collaborative’s Subcommittees. In addition, many Regional Managers and COMs participate in Local Collaborative stakeholder meetings in an effort to strengthen the service array and provide more resources to families. Family Centered Meetings have also strengthened collaborations by including stakeholders in meetings to ensure that all available resources are provided to families. In recent months CYFD data production and data analysis workers have been working with their counterparts at the new statewide single entity, OptumHealth. In the future, staff anticipate that there will be increased functionality gained in our capacity to analyze and characterize behavioral health services received by clients of the child welfare system.

PSSF Providers: As described further in Section III.B.2, community providers across the state are contracted (through a competitive bid process) for Family Support, Family Preservation, Time-Limited Family Reunification, and Adoption Promotion and Support Services. Providers meet with PSD staff at least four times a year and participate in various conferences and other events on a regular basis.

Tribal Collaboration: PSD, and indeed all of CYFD, is firmly committed to working collaboratively with the 22 tribes located in New Mexico, as well as with those tribes whose members come into the care of the agency. A tribal focus group provided input into the

CFSR review process, and on-site reviewers. Tribal input was also obtained in the development of PSD's five year plan. PSD includes tribes in IV-E and other training, in the development of revisions to the Children's Code, and other important policy and program areas that impact tribes as called for in the Tribal-State Consultation Protocol document (see below). The clearest indication of CYFD's commitment to tribal consultation and collaboration was the creation of the Native American Liaison (NAL) Program. That program and other plans for 2009 – 2014 are detailed in Section V (Coordination with Tribes).

Youth: PSD supports and is actively involved with Adelante (formerly, the Youth Advocates), an organization of foster and former youth. Members of Adelante plan the annual Independent Living Conference, identifying topics for workshops and other activities. Youth are also involved in planning and participating in the Annual Children's Law Institute. PSD collaborates with Adelante and other youth to improve outcomes for older children in care, focusing most recently on youth transitioning out of foster care and examining the needs of youth up to the age of 21. In addition, youth were involved in the CFSR self-assessment and on-site review. Efforts involving youth in terms of the Chafee and ETV programs are described in more detail in Section XII.

Other Forums: In addition to multiple county-based meetings, there are other forums and multiple opportunities which will continue to be used for ongoing collaboration and cooperation, including the annual Children's Law Institute, presentations at the annual Foster Parent Conference and the Adoptive Families Conference, the Children's Justice Act Advisory Group, the Court Improvement Project Task Force, the Interagency Coordinating Council for Early Intervention, the IDEA Statewide Advisory Board, the PSD Youth Advisory Board and the Children's Cabinet.

Public Input: The public has an opportunity to provide input into PSD's ongoing planning and service provision through participation in 360° Reviews. Through this process, stakeholders are invited to review the results of quality assurance reviews and county-specific data. Staff and community representatives look at PSD services, outcomes of those services, and service needs at the most local level. PSD uses the feedback to amend practice, revise policies, and determine how we use some of our community contracts.

As part of the effort to ensure input into this 2009 - 2014 CFSP, PSD held a town hall at the most recent Annual Foster Parent Conference, conducted a workshop/feedback session at the 2009 Children's Law Institute, and met with tribal social service personnel through the New Mexico BIA Social Services. PSD held a public hearing on this CFSP in June 2009. In addition, as required by state regulation, a public hearing is held any time PSD proposes new policy for promulgation.

II. HISTORICAL CONTEXT & NEW DIRECTIONS

A. Child & Family Services Review (CFSR) and Program Improvement Plan (PIP)

PSD has fully embraced the goals and outcome measures of the Child and Family Services Review (CFSR). During New Mexico's most recent on-site review, federal reviewers noted the obvious familiarity with CFSR outcomes and review process on the part of staff, judges, service providers, and other partners. In addition, CFSR outcomes are integrated into the structure of the agency's Performance Management System. During the coming years, New Mexico will continue with efforts to enhance our performance and to develop and implement management information reports to support our efforts to improve outcomes for children and families as measured through the CFSR.

In Round Two of the CFSR (completed in May 2007), New Mexico met the national standards for two of the national data indicators: timeliness of adoptions and achieving permanency for children in foster care for extended time periods. In addition, New Mexico achieved overall ratings of *Strength* for the individual indicators pertaining to timeliness of initiating investigations, foster care re-entry, placing children in close proximity to their parents, and meeting children's physical health needs. The State did not meet the national standards pertaining to the absence of recurrence of maltreatment, timeliness and permanency of reunification, placement stability, and others.

PSD was in substantial conformity with the systemic factors of Statewide Information System, Quality Assurance System, and Agency Responsiveness to the Community. We were not in substantial conformity with the systemic factors of Case Review System, Training, Service Array, and Foster and Adoptive Parent Licensing, Recruitment, and Retention.

In November 2007, New Mexico submitted a draft Program Improvement Plan (PIP) for federal review and consideration, and final approval was received in June 2008. The 2007 Annual Progress and Services Report regarding the 2005 – 2009 Child and Families Services Plan considerably reorganized our original plan in order to better incorporate CFSR outcomes and the anticipated activities of the new PIP. The goals, strategies and action steps of the new PIP were fully integrated into New Mexico's plan in 2008, and this same integration will be evidenced in the new 2009 – 2014 CFSP.

The Program Improvement Plan resulting from the CFSR calls for numerous policy and practice changes in three primary strategic areas. Those three areas are:

- Increase and enhance placement resources through improved recruitment and enhanced data system features to support recruitment; specialized training for placement staff; improved training for foster parents, especially for recertification; implementation of the Structured Analysis Family Evaluation (SAFE) process; expanded foster parent services and supports through placement staff and contractors; and revision of policies and procedures to change the culture and climate of foster care and improve placement stability. Placement stability efforts to date have focused on:
 - developing regional recruitment teams and targeted recruitment efforts;

- training staff and foster and adoptive parents;
 - developing new policy and practice, and
 - providing increased services and supports to foster and adoptive parents.
- Enhance the capacity of families to provide for the children’s needs through substantive revisions to in-home services (IHS) policies and procedures; specialized training for IHS staff; improved training for supervisors; expansion of facilitated staffings and meetings; improved contracted in-home services; development of a safety assessment and management model, including policy, procedures, and training; expanded access to behavioral health, education, legal and other services; and statutory changes related to emergency removal of children by law enforcement. Efforts to date include:
 - revising IHS policies and procedures;
 - drafting new safety assessment and management processes;
 - working to amend the Children’s Code to require a PSD safety assessment in conjunction with law enforcement emergency removals, and
 - working to secure better access to behavioral health and other services.
 - Enhance permanency planning through new concurrent planning model and practice; staffings and reviews of permanency efforts to identify barriers; coordination and collaboration with the Court Improvement Program and others to minimize delays in court hearings, including expedited filing of Termination of Parental Rights petitions; and expanded quality assurance and local program improvement through 360° review process. Efforts to date include:
 - developing a new concurrent planning model;
 - implementing new “Pacing Permanency” reviews of cases at key points to address barriers to permanency;
 - collaborating with the courts to address delays in adjudication and other hearings; and
 - expanding and supporting local efforts through the 360° review process. (The 360° review process includes county quality assurance studies and provides other data and other information to local offices and stakeholders, supporting collaborative work to address barriers.)

New Mexico is now in the second year of its PIP, and much of what was called for has been accomplished or is at least well underway. This new five-year CFSP provides an opportunity to systematically plan for achieving those items still not completed and, more importantly, ensuring the sustainability of these critical improvements. For more information on the conformity between this CFSP and New Mexico’s PIP and CFSR process, see Section IV., Child Welfare & PSSF Goals, Objectives & Strategies.

B. ACCOMPLISHMENTS OF LAST FIVE YEARS

During the five years included in PSD's last Child and Family Services Plan (2005 – 2009), important accomplishments were made in numerous areas. These accomplishments, which were included in our 2009 Annual Progress and Services Report, are also included here, since they provide a context and backdrop for the directions envisioned for the next five years.

1. Goal 1: Safety – Major Accomplishments During 2005 – 2009

- PSD moved closer to achieving federal standards for timeliness of initiating investigations. During the 2008 calendar year, 80.5% of investigations were initiated timely, according to the time frames for initiation set forth in policy and procedure. Additional efforts to capture these data specifically by priority type are ongoing, as are efforts to further improve the timeliness rate.
- In the 2009 NM legislative session, the Children's Code was amended to require an on-site safety assessment by PSD prior to law enforcement placing a child into emergency temporary custody of the agency. This amendment is designed to address the 40% of children who enter foster care but are reunified in less than eight days.
- The number of pending investigations decreased from 4917 in November 2004 to 1365 in April 2009, a decrease of 72%. (The number of pending investigations fluctuates somewhat from month to month; this decrease has been as high as 77%.) Pending investigations will continue to be monitored and further decreases targeted.
- PSD achieved its PIP goal for absence of recurrence of maltreatment, 91.5% (8.5%). Maintenance of this accomplishment and improvements in this area will continue in the future.
- PSD now provides for a facilitated case staffing (Family Centered Meeting) for high risk/high need families with multiple referral history. Critical case decision making points have been identified and protocols developed for FCMs.
- In accordance with the PIP, PSD promulgated new policies for foster and adoptive family licensing and placement services in May 2009. Changes in these policies address Adam Walsh requirements, the limitation in provisional licenses discussed above, the implementation of SAFE as also discussed above, and other practice changes. Staff will be trained in policy and procedure changes in July 2009.
- In September 2008, a Program Instruction Guideline (PIG) was issued limiting a provisional license (allowing placement of a child with relatives before the full licensure process is complete) to sixty (60) days with one possible thirty (30) day extension at the discretion of the PSD deputy director. (This PIG has since been incorporated into new foster and adoptive family licensing policy, as discussed further below.) In May 2008 PSD created reports to monitor and track provisional licenses. Since that time, the number of provisional licenses in place over 60 days has decreased from 112 to 26 (April 2009).
- The Structured Analysis Family Evaluation (SAFE) home study process was implemented for all new and renewing foster and adoptive families statewide and a plan was developed for ongoing SAFE certification for new staff and contractors.

- Specialized Training for Placement Workers (STPS), a new pre-service training, was developed and pilot-tested in 2009, and this training will be required for all new placement workers beginning in the summer of 2009.
- A new safety assessment and standards for safety planning have been drafted, and implementation is slated for spring of 2010. In the spring of 2009, agency staff were trained on the conceptual framework of the new safety management model. Additional training will be developed and delivered to staff on the new tool, and monitoring and follow-up measures will be identified and put in place.
- In accordance with the PIP, PSD made significant revisions to In-Home Services (IHS) practice, developed new policy, procedures and forms, and current staff were trained. A new pre-service training for IHS workers has been developed and will be pilot-tested in September 2009. This training will be required for all new placement workers beginning in the fall of 2009.

2. Goal 2: Permanency – Major Accomplishments During 2005 – 2009

- PSD has achieved or closely approximated its permanency targets in terms of several objectives, including:
 - Preventing multiple entries into foster care;
 - Appropriate and timely permanency goals;
 - Reunification within 12 months of removal;
 - Finalized adoption within 24 months of removal;
 - Fewer disruptions in adoptive placements;
 - Placement close to parents and/or in child's community;
 - Placement with siblings.
- In the 2009 NM legislative session, the Children's Code was amended to require efforts for sibling placement/visitation in accordance with Fostering Connections to Success and Increasing Adoptions Act of 2008. Additional Children's Code amendments were made to support preserving connections including expanding open adoptions to include ongoing contact between siblings.
- The PSD Permanency Obstacles Removal Team (PORT) evolved over the past few years, especially after finalization of the PIP, into the Program Improvement Committee (PI). PI has implemented several initiatives to expedite permanency for children in custody:
 - New management information system reports have been created which flag cases involving children who have been in custody and out-of-home placement for 13 months or longer.
 - Pacing Permanency reviews were implemented in 2008-2009. These reviews occur at fixed intervals (6 months, 10 months, and 13 months) in every case where any child has a permanency plan of reunification.
 - The Adolescent and Adoption Resource Team (AART) expanded its review process (originally intended for children with a plan of adoption and no identified placement resource) to also include all cases of youth aged 16 and over and all cases of children 15 years of age or younger prior to establishing PPLA as the permanency plan. As of 2009, the AART also reviews cases where the established plan of reunification has been in place for over one year.

- In the most recent reporting period, PI developed a new model for concurrent planning in New Mexico. Training in the new model (which requires concurrent planning for all children under age 4 and their siblings) has been presented to foster parents and to staff.
- Several statewide summits have been held, involving a cross-section of staff, including one on Placement Stability, and ongoing efforts identified at that summit are in progress in several areas, including:
 - Requirements for monthly visits in the child's out-of-home placement have been implemented, training provided statewide in conducting quality visits, and management information reports developed to track compliance.
 - Family Support services are now directed to foster and adoptive families throughout the state. The goal is provide support for foster/adoptive families to help them achieve successful placement and other outcomes for children, including improved placement stability and enhanced safety in out of home placement.
 - Time Limited Reunification contracts were strengthened in 2008, requiring the TLR contractors to provide intensive services and assist in reunifying families in an expedited time frame (four months from the date of referral).
 - Beginning in late 2008, PSD contracted with a statewide agency to provide post-decree family support services for adoptive families. Information is provided through a lending library of books, videos, and DVDs. Additionally, the agency sponsors a blog, so that parents can network on-line. An adoptive parent family contact in every region is responsible for coordinating activities and running a warm line.
- In 2009, placement staff and contractors participated in an extensive training through the Kinship Center, focusing on childhood trauma and attachment, in order to improve placement stability outcomes. Currently further such training is being planned. In addition, a half-day workshop on Placement Stability was provided to all staff at the mandatory Annual Training in the spring of 2009.
- PSD staff are working with the Court Improvement Project and the CIP Data Project to share data regarding timeliness of court events. These data will be used in 2009, as part of the CIP Cross-Training project, to inform the courts' efforts to develop court-based Child Welfare Improvement Plans (CWIPs), involving PSD and other partners as well as court personnel.

3. Goal 3: Well-Being – Major Accomplishments During 2005 – 2009

- PSD has achieved or closely approximated its targets in terms of several well-being objectives, including:
 - Conducting quality face-to-face visits with children;
 - Addressing the needs of children, parents, and foster parents and providing needed services;
 - Addressing the health needs of children in foster care and receiving in-home services.
- In the 2009 NM legislative session, the Children's Code was amended to require efforts for educational continuity in accordance with Fostering Connections to Success and Increasing Adoptions Act of 2008.
- PSD works with the Court Improvement Project and others to develop and distribute booklets and best practice bulletins on a variety of issues, including Preserving Connections, Behavioral Health Evaluations, Well-Being, Cultural Connections, and Visitation.

- In July 2005, New Mexico formally established the Behavioral Health Purchasing Collaborative (BHPC). Mandated by the state legislature, the Collaborative brings together 17 different state agencies to integrate the funding and provision of behavioral health services for families and children. Through a competitive RFP process, ValueOptions New Mexico was selected as the Statewide Entity (SE) to administer the project. Beginning in July 2009, OptumHealth assumes this responsibility. The BHPC and SE enable the state to provide coordinated, cost-effective and comprehensive behavioral health services for children and families served by PSD and other agencies. PSD representatives continue to participate on the BHPC and are now working with OptumHealth to ensure continuity of care, that the needs of our clients are met, and that successful case consultation and review processes established with Value Options continue into the new contract period.
- PSD was able to institutionalize the Targeted Case Management (TCM) process in agency operations. The position provides technical assistance and oversight in order to ensure that children’s physical and mental health needs are addressed.
- New procedures for assisting undocumented youth to achieve Special Immigrant Juvenile Status were created, and staff were trained.
- FCM PSD has developed a new protocol for Family Centered Meetings (FCMs), previously called Family Group Decision Making, Team Decision Making or Protective Services Interventions. We have enhanced agency capacity to provide these FCMs statewide, and hired and trained FCM facilitators. FCMs serve to enhance family participation in safety management and case planning.
- Efforts related to the well-being of older youth have received much attention in New Mexico over the past five years:
 - The State’s Medicaid plan was amended to allow Chafee Medicaid for youth emancipating out of foster care up to age 21.
 - PSD participated in the development and dissemination of a Court Improvement Project booklet, *Transition to Adulthood, A Guide for Those Who Work with Youth in the Foster Care System*.
 - PSD participated in an amendment to the Children’s Code creating the position of Youth Attorney, to be appointed by the court for all youth 14 and over. More recently, the Code was amended to allow the court to retain custody of a youth after 18 in cases involving SIJS and other limited situations. In addition, the Code now includes specific requirements for transition planning for foster youth, including review of that plan at a discharge hearing prior to the foster youth’s 18th birthday.

4. Systemic Factors – Major Accomplishments During 2005 - 2009

- Over the past five years, PSD has continued to improve the availability and usability of data for staff and management, including the annual FACTS book and 360 Degree County Profiles. Significant FACTS updates are planned for the coming state fiscal year, focusing on changes related to implementing a new safety management model.
- PSD is working with the Court Improvement Project to share and use data as part of a planning process to expedite permanency through ensuring timely hearings, including permanency hearings.

- Major changes in the PSD staff training system have taken place in the past five years, including:
 - A complete revision of PSD Basic Core and the development of specialty trainings for placement and in-home services staff, as well as a training for new PSD Supervisors which is in progress. As part of Basic Core, an extensive OJT component was developed, with training for supervisors in managing the OJT experience.
 - A Training Advisory Council has been established which guides the development, evaluation, and implementation of all PSD trainings.
 - A statewide cadre of trainers has been trained, certified, and deployed. A second Training for Trainers is planned for later in 2009.
- As part of the revision of Basic Core and the development of specialty trainings, the FACTS User Manual was completely revised. The new Manual is now available on the PSD section of the CYFD website and will be regularly updated.
- In terms of foster parent training, annual training requirements have been expanded and standardized. Trainers have been identified and trained to deliver PRIDE training, and PRIDE training will be augmented during the coming year.
- The SAFE assessment process for prospective foster and adoptive homes has been implemented statewide. Two PSD placement staff are in the process of being certified to provide SAFE training for staff and providers in the state.
- PSD's collaboration with the courts, providers, and other partners continues to be very strong. We are actively involved in the Court Improvement Project and its two grant advisory committees (Training and Data). We actively participate with the Behavioral Health Purchasing Collaborative.
- CYFD's Native American Liaison meets regularly with the Navajo Nation Inter-Governmental Agreement committee and participates in quarterly meetings with BIA staff. PSD has IV-E agreements with 11 Tribes and Pueblos and will work in the coming year to expand that number.

5. CAPTA: Major Accomplishments During 2005 – 2009

During the five years of the current NM Child & Family Services Plan, PSD made significant progress in terms of the six CAPTA program areas targeted in the state's CAPTA plan. Those six program areas, and a summary of some of the significant accomplishments in each, are listed below.

- Improving the intake, assessment, screening, and investigation of reports of abuse and neglect:
 - During the past five years, PSD, through improved procedures and tracking/reporting methods, has improved the timeliness of both the initiation and closure of investigations.
 - A web-based CFSR investigation supervisory tool has been developed and will be rolled out in mid-2009.
 - A new safety management model has been developed, and implementation is slated for spring of 2010. Staff training will be developed and delivered in the new model, and monitoring and follow-up measures will be identified and put in place.

- Developing and updating systems of technology that support the program and track records of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange:
 - Several updates have been made to FACTS, focusing on safety elements and enhancing the agency's reporting capabilities.
 - PSD has worked collaboratively with the courts to share data and use data to improve timeliness of permanency.
- Developing, strengthening, and facilitating training including training regarding research-based strategies to promote collaboration with families, training regarding the legal duties of individuals and personal safety training for caseworkers:
 - A new pre-service training for IHS workers has been developed and will be pilot-tested in August 2009. This training will be required for all new placement workers beginning in the fall of 2009.
 - FCM PSD has developed a new protocol for Family Centered Meetings (FCMs) and enhanced agency capacity to provide these FCMs statewide. FCMs serve to enhance family participation in safety management and case planning.
 - Through CAPTA and other funding sources, PSD co-sponsors the annual Children's Law Institute, which has approximated 1000 participants in the last two years, and participates on the advisory committee for the CIP Cross-Training Grant.
- Improving the skills, qualifications, and availability of individuals providing services to children and families, and supervisors of such individuals, through the child protection system, including improvements in the recruitment and retention of case workers:
 - The agency's training system, in part supported by CAPTA, has seen major improvements, including the revision of pre-service Core and specialty Cores and the development of a cadre of trained and certified trainers.
 - A new pre-service for new supervisors is in development and will be implemented in the second half of 2009.
 - CFSR supervisory tools for investigation and in-home services are in progress, and supervisors will be trained in their use in terms of best-practices.
- Developing and delivering information to educate the public on the role and responsibilities of the child protection system and the nature and basis for reporting suspected incidents of child abuse and neglect:
 - PSD developed the "Silence Hurts" campaign, including posters and other public information material intended to promote the agency's 1-800 number.
 - Statewide Centralized Intake has supervisors assigned to regional areas who, with county office personnel, meet with community groups to provide information about reporting abuse and neglect.
- Supporting and enhancing collaboration among public health agencies, the child protection system and private community-based programs to provide child abuse and neglect prevention and treatment services and to address health needs, including mental health needs of children identified as abused or neglected, including supporting prompt, comprehensive health and developmental evaluations for children who are the subject of substantiated child maltreatment reports:
 - PSD staff continually participate in and make presentations at various community meetings and other events.
 - Health and mental health providers and other community partners participated on PSD's Statewide Assessment Teams for both Round1 and Round 2 of the Child and Family Services Review.

- The BHPC and SE enable the state to provide coordinated, cost-effective and comprehensive behavioral health services for children and families served by PSD and other agencies. PSD representatives continue to participate on the Behavioral Health Purchasing Collaborative and are now working with OptumHealth (the statewide entity for behavioral health services beginning July 1, 2009) to ensure continuity of care and that the needs of our clients are met.
- PSD staff worked with staff from the state's Department of Health to develop procedures to address the initial referral to early intervention services and ongoing treatment for children under the age of three involved in a substantiated report of maltreatment (the FIT program).
- PSD staff actively participated in the multi-agency, multi-disciplinary Children's Code Revision Committee, which proposed a comprehensive set of amendments to the NM Children's Code which were approved by the 2009 legislature.

6. Foster Parent Recruitment & Retention – Major Accomplishments During 2005 – 2009

- Foster and adoptive family policies were revised in 2009. Procedures related to the implementation of those policies are currently being drafted.
- PSD has developed Regional Recruitment Teams, who are able to regionalize and focus their recruitment activities to best meet the needs of children and families in their areas.
- Since July 2008, Family Support services have been directed to foster and adoptive families. There are currently seven (7) Family Support service providers providing services throughout the state. The goal is to provide support for foster/adoptive families to help them to achieve successful placement and other outcomes for children. These support services include client support services, education and training, life skills development, crisis intervention, mentoring programs for foster/adoptive parents, home-based services, and transportation.
- Beginning in late 2008, PSD contracted with a statewide agency to provide post-decree family support services for adoptive families. The FIESTA Program includes Family activities, Information, Education, Support groups and Training for Adoptive families. The services include social opportunities for adoptive parents and their children in every region of the state. Information is provided through a lending library of books, videos, and DVDs. Additionally, the agency sponsors a blog, so that parents can network on-line. An adoptive parent family contact in every region is responsible for coordinating activities and running a warm line.
- This new emphasis on family support represents a significant new direction for both providers and foster/adoptive parents. It supports PSD's efforts to move from a medical model ("fixing" sick clients) to a resiliency and strengths-based model, providing families the support they need to promote the safety, permanency and well-being of children in their care.
- Specialized Training for Placement Workers (STPS), a new pre-service training, was developed and pilot-tested in 2009, and this training will be required for all new placement workers beginning in the summer of 2009.
- The NM legislature continues to generously support the Heart Gallery of NM. In 2008 we received \$150,000 from the state legislature and in 2009 we received \$135,000. This money goes towards public awareness of adoption and child specific recruitment events and statewide Heart Gallery openings. The collaboration with the Heart Gallery Foundation of NM continues to expand. In the past year, the Heart Gallery awarded scholarships to older youth who were not adopted to continue to improve their lives.

- PSD has begun to require specific professional development opportunities to our foster and adoptive parents. In 2008 we piloted the program, and it will be required effective July 1, 2009. New regulations require that half of a family's training hours be standardized for all foster and adoptive families. In 2009 the standardized topics will be concurrent planning, placement stability, and parenting a child who has been traumatized and has attachment issues.
- PSD has been partnering with the Kinship Center in California to improve our training efforts to foster and adoptive families. Trainers from the Kinship Center have offered over 10 trainings to both staff and foster and adoptive families. PSD has also had placement workers attend the Kinship Centers ACT training to also build our staff's knowledge of working with families who are adopting children through the child welfare system.

7. Chafee & ETV: Major Accomplishments During 2005 – 2009

- PSD established a Youth Services Bureau and doubled the number of Youth Services Consultants available to work with foster care youth.
- In 2009, the NM Legislature amended the New Mexico Children's Code to bring it into conformity with the youth-related requirements of the Fostering Connections Act. Also during that session, changes were made to State law to allow youth in foster care the opportunity to apply for driver's licenses.
- With previous changes to the New Mexico's Children's Code, older youth in foster care are now represented by a "youth attorney" rather than a Guardian Ad Litem. This attorney model provides for a greater opportunity for youth-directed representation in court proceedings. The youth in foster care advocated with the Court Improvement Project for this mode.
- PSD adopted the Ansell-Casey Life Skills Assessment and resource guides. Resource guides assist Youth Services Consultants in developing and presenting life skills classes.
- Independent Living policies and procedures were updated to more clearly delineate the roles of permanency planning workers and youth services consultants; create a more stringent review and approval process for older youth in foster care to be able to live independently; and require AART to review cases of older youth and cases of any child for whom a plan of planned permanent living arrangement was being considered.
- PSD worked with the State Medicaid agency to provide continuing eligibility for Medicaid for youth emancipating from foster care up to age 21.
- Adelante, previously known as Youth Advocates for New Mexico (YANM), increased membership and matured as an advisory board. Adelante continues to be a strong voice informing PSD program development and policy and procedures. PSD has partnered with Adelante and other current and former foster youth to provide town hall meetings, panel presentations, participate in state and national conferences, to inform others as to what changes in the Independent Living Program and in child welfare are needed. Adelante has spoken at the Pew Commission Conference, at the Annual Children's Law Institute, at Foster and Adoptive Conferences, at Regional PRIDE trainings, at the Court Improvement Project, and has presented to CYFD's Cabinet Secretary.
- Each year PSD holds an Independent Living Conference for youth. Current and former foster youth are actively involved in the planning and implementation of these conferences.

- A PSD committee, comprised of Youth Services staff, providers, field workers, PSD management and youth, developed guidelines to govern youth safely reconnecting with their biological families.
- PSD expanded housing opportunities for youth aging out of the foster care system through the creation of a housing pilot program. A total of 20 vouchers were designated for the target populations.
- Established the Youth Transitions Task Force to address barriers that youth transitioning out of the foster care system and Juvenile Justice Youth transitioning out of correctional facilities face. Since the creation of the Youth Transitions Task Force, CYFD has enhanced its collaborative activities with other state agencies, community providers, foundations, contract providers, youth and the Statewide Entity to better assist youth in accessing employment, housing, education, mental health services, Developmental Disability Waivers, SSI, and other services.
- PSD initiated and continues efforts to enhance ability to collect data and analyze programs using agency SACWIS system. We have begun initial efforts to modify the SACWIS system to be able to collect data needed for NYTD.
- Since FFY 2006 PSD has co-sponsored three Tribal Conferences, working with the New Mexico Indian Child Welfare Association, ACF, BIA, and other state and private agencies. In general, PSD, CYFD and the BIA have developed a strong partnership, and the BIA has invited PSD and CYFD to present to the tribes at their quarterly meetings. This has helped increase conversations as to how to best serve Tribal youth.
- In FFY 2007, PSD developed a strategic plan with the National Child Welfare Resource Center for Youth Development to utilize ETV funding for eligible youth more efficiently and to expend all ETV funds provided to New Mexico. Since FFY 2008 CYFD has contracted with Acumen, an outside fiscal agent to assist in expediting funding and services to eligible youth. Contracting with Acumen has increased the amount of ETV PSD has been able to use on behalf of youth. Youth receive funding in a timelier manner than was previously occurring.

C. MAJOR NEW DIRECTIONS: MPCWIP

In the spring of 2009, PSD staff participated in the Regional Forum sponsored by the Mountains and Plains Child Welfare Implementation Center at the University of Texas Arlington and were immediately aware that a collaborative project with MPCWIP would be timely and critical to the agency at this point. Therefore, at the end of May, PSD submitted a proposal for a three-year Child Welfare Implementation Project. The proposal requests technical assistance and other resources to develop and implement a practice model to guide our efforts in the near and long term. As stated in the proposal:

“PSD has a long and impressive history of improvement initiatives. We are constantly focused on change and may even, in fact, be suffering from ‘change fatigue.’ Our problem is that our current change initiatives are not sufficiently directed by a clearly articulated practice framework inclusive of vision, mission, values and operating principles. Policy and procedure are fragmented and inadvertently reflect more of a deficit-based approach rather than a strengths-based resiliency model.

“PSD will engage its partners in this effort, including the Court Improvement Project, the Behavioral Health Collaborative, advocates, and other stakeholders. Through this concerted effort, we believe that organizational culture and climate will shift to a more child focused, family centered, trauma informed, strengths based, community based, and culturally competent system and array of services and supports. Outcomes for children and families will be strengthened, and staff will be more directed and productive in their work.

“The practice model and framework we envision would have several outcomes. It would:

- Articulate vision, mission, values, and operating principles in a manner that inspires, empowers, and engages staff and partners; creates commitment, and provides clarity and direction to our work.*
- Improve our organizational culture and climate, policies, structure, and practices.*
- Promote achievement of safety, permanence, and well-being outcomes with a special emphasis on placement stability.*
- Engage all stakeholders: staff, children and youth, families, foster parents and adoptive parents, behavioral and physical health and other partners, the legal community, child advocates, and others.*
- Move New Mexico from a deficit based/medical model to a strengths based “resiliency” model; our purpose needs to be understood as building on strengths and removing barriers; we don’t “fix/cure people.”*
- Employ a strengths based approach in developing the model, building on what is working.*
- Incorporate the principles and practices of System of Care: child focused, family centered, trauma informed, strengths based, community based, and culturally competent array of services and supports.*
- Create a strategy for change management that is data driven and data tracked, allowing for ongoing evaluation of the change process as well as tracking of targeted outcomes.”*

The project will require at least eight major phases of work, to include:

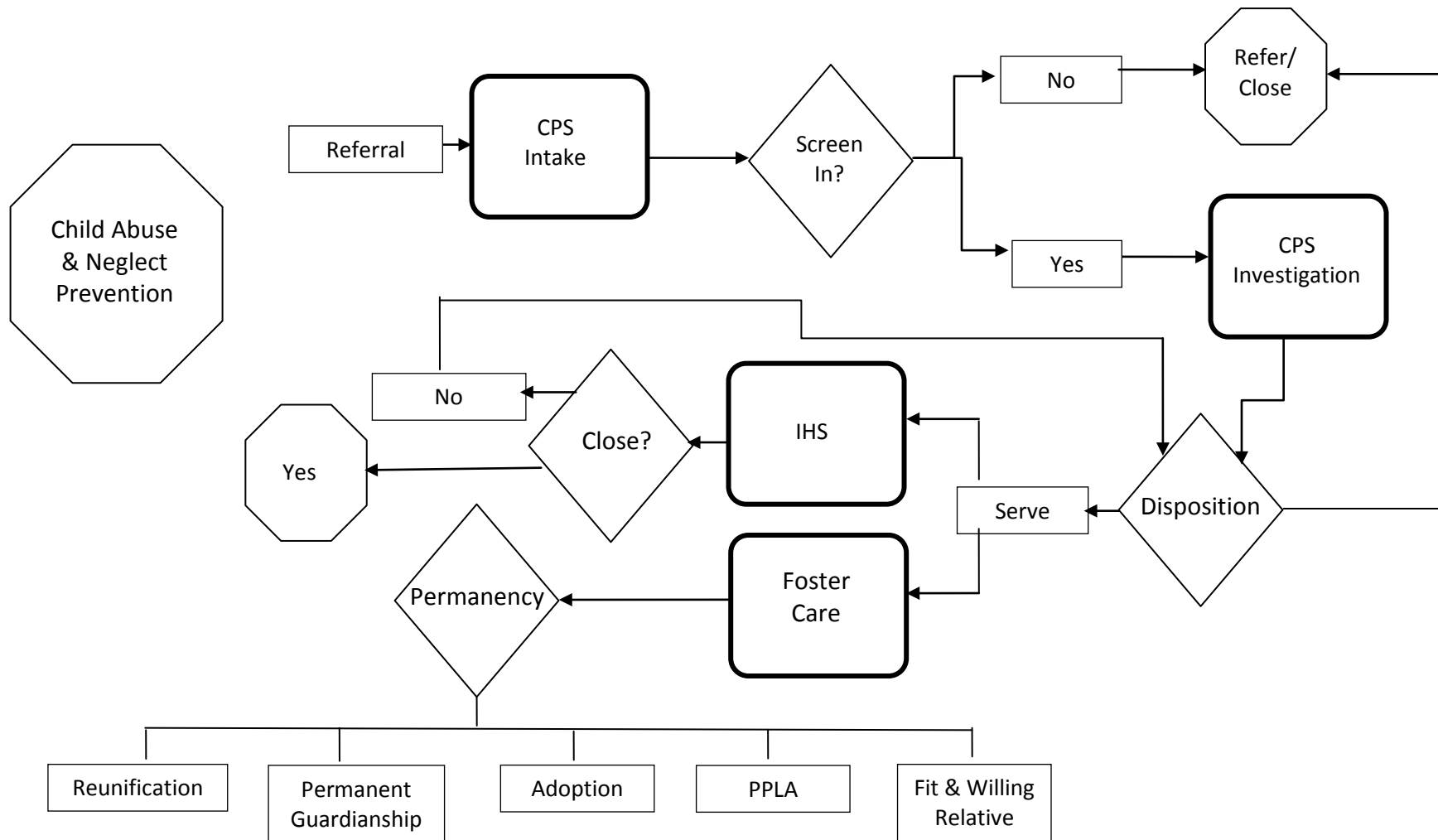
- preliminary research to identify an appropriate practice framework;
- a thorough organizational assessment;

- articulation of vision, mission, values and operating principles;
- identification of best practices and promising strategies;
- an implementation plan, inclusive of training and other communication strategies;
- development of procedures to measure and monitor both child/family outcomes and staff outcomes;
- actual implementation of the model and its component parts; and
- ongoing evaluation and monitoring, with redirection of our efforts as necessary.

Should PSD's proposed collaboration project be approved by MPCWIP, we anticipate that, during the first three years of our CFSP, much of our focus will be towards this effort. However, our work as the State's child welfare agency must obviously continue. Our goals, objectives, and major activities for the coming five years are spelled out in Section IV (Child Welfare and PSSF Goals, Objectives and Strategies), with additional goals specified in Sections X (Foster & Adoptive Parent Recruitment & Retention), XVI (CAPTA), and XVII (Chafee and ETV). It is acknowledged from the start that those goals, objectives and activities may change as work on the MPCWIP project evolves. It is possible, indeed likely, that new goals may be set and new strategies (especially best practice strategies) identified and implemented.

III. PSD SERVICES AND DESCRIPTION OF MAJOR PROGRAM AREAS

A. Continuum of Services



B. Descriptions of Major Program Areas

This section provides a brief narrative description of the services provided in each of the Program Areas. Services are provided statewide unless specifically noted. The child welfare services described in Section 1 below are provided through a combination of funds, as permitted in the State's federally approved Cost Allocation Plan. These funding sources include the Stephanie Tubbs Jones Child Welfare Services Program (Title IV-B subpart 1), CBCAP, Title IV-E, and the New Mexico General Fund. Section 2 below describes services provided through the Promoting Safe and Stable Families Program (Title IV-B subpart 2). Services funded through the Child Abuse Prevention and Treatment Act (CAPTA) are described in Section 3 below, and the Chafee Foster Care Independence Program and Education and Training Voucher Program are described in Sections 4 and 5.

1. Child Welfare Services

Section A above depicts the continuum of services provided by PSD. Most of those services fall in the category of Child Welfare Services, designed to prevent child abuse and neglect, respond to allegations of abuse/neglect, intervene and provide treatment services to maltreated children or children at risk of maltreatment and their families, and provide foster care and permanency to children needing protection. All these services are focused on assuring the safety, permanency, and well-being of the children served by PSD.

a. Child Abuse & Neglect Prevention Services

With federal CBCAP and state general funds, PSD provides community-based prevention and support services through a combination of contracted and direct services. CBCAP funds, formally administered by the Family Services Division of CYFD were transferred to the PSD in June 2008. Over the past several years, this program has provided Fatherhood services throughout the state. In keeping with federal directions, PSD's approach to CBCAP services will shift during the next five years. Planning, programming, and monitoring will emphasize: greater use of evidence-based or evidence-informed programs and projects; efforts to enhance parental capacity and parental involvement in CBCAP program development; better integration with child welfare services (as a front-end component of the continuum of services), and more effective use of leveraging funds to support prevention activities.

In other prevention efforts, PSD funds programs for children of arrested parents to provide safety and well-being to those children. Services include safety assessments of relative caregivers, parenting classes for arrested parents, visitation of children and their arrested parents, and home visiting to relative caregivers. As of this writing, in June 2009, there are five around the state in Bernalillo, Chaves, Santa Fe, Valencia, and San Miguel Counties.

PSD also provides prevention services through public speaking, participation in community based training events and conferences, and informational materials.

b. Child Protective Services Intake

Reports are received by PSD's Statewide Central Intake (SCI) through the state's toll free number. SCI responds to calls and is staffed 24 hours a day, seven days a week with professionally trained and educated caseworkers and social workers. Intake workers use a "decision tree" to guide them in making the decision as to whether or not a report meets the legal criteria for investigation and in assigning a priority for the report. The majority of reports come from school personnel and law enforcement, and there are separate dedicated phone lines for these sources. Dedicated lines have streamlined the process for key reporters and allowed the intake workers to respond rapidly. The toll free line has the capacity for callers in both English and Spanish. All reporters who leave a name and address receive a letter which informs them if the report has been accepted for investigation or not and the location and phone number of the county field office the report was assigned to in case the caller has further information.

c. Child Protective Services Investigation

Reports of abuse or neglect that meet the state's criteria for investigation are assigned a priority status based on the severity of harm or safety concerns of the child, including CAPTA requirements regarding an infant born drug-addicted or exposed. Emergency reports are initiated within three hours from receipt of the report at SCI, Priority 1 reports within 24 hours, and Priority 2 reports within five working days. A report is considered to have been initiated when the assigned caseworker has face-to-face contact with the reported alleged victim child. PSD is responsible for conducting civil investigation of allegations of child maltreatment; law enforcement conducts criminal investigations. County offices work with local law enforcement to coordinate when each entity is involved.

Investigations are conducted by workers in the county field offices. The investigation decision, due within 30 days of the report, includes a determination of substantiated or unsubstantiated on each of the allegations in the report. The services of medical professionals, mental health professionals and other related professionals are used as appropriate to assess the safety of the child, threat of risk to the child, and the family's needs and strengths. The workers use standardized safety assessment, risk assessment, and family needs and strengths assessment tools to make a determination about the safety and risk to the child and what actions, if any, should be taken by PSD. Children under the age of three who are subject of a substantiated report of child maltreatment are referred to the state's early intervention program, Family Infant Toddler (FIT), for an assessment.

PSD often conducts facilitated Family Centered Meetings (FCMs) prior to filing a petition to remove a child from home. These meetings may also be used to assist PSD in locating relatives in order to comply with the relative notification requirement of the federal Fostering Connections Act.

By law, only law enforcement can actually remove a child from the home. As part of a set of amendments passed by the 2009 legislature, the state's Children's Code now requires that law enforcement contact PSD before removing the child from home and before placing a child into shelter care. PSD will conduct an on-site safety assessment to determine whether or not it is appropriate to take the child into custody. In addition, the law now clarifies that PSD may release a child from custody within the two-day period to file a petition if it is determined that release is appropriate.

d. In-Home Services

In-Home Services (IHS) are services provided without court intervention that are designed to enhance the family's ability to function independently of Protective Services, improve safety for the children, create stability within the home and develop healthy and supportive ongoing community relationships. IHS case interventions are provided for a maximum of 180 days with a possibility of up to three 45 day extensions. IHS is an integrated, comprehensive approach to strengthening and preserving families who are at risk for, or who are currently experiencing problems in family functioning.

e. Foster Care

Permanency planning services (foster care services) are provided when legal intervention is required to protect a child's safety and enhance the child's well being. Legal intervention often involves a child in state custody being placed in foster care. New Mexico's Children's Code contains the requirements of the Adoption and Safe Families Act and other relevant federal laws, including the Safe and Timely Interstate Placement of Foster Children Act of 2006, the Child and Family Services Improvement Act of 2006, and the Adam Walsh Child Protection and Safety Act of 2006. Changes to the Code in 2009 assure compliance with the Fostering Connections to Success and Increasing Adoptions Act of 2008.

Entry into Custody: A child can enter PSD custody through emergency placement by law enforcement, but an abuse/neglect petition must be filed with the district court within two business days of the custody or the child will be returned to the parent or guardian. PSD has the responsibility to make reasonable efforts to prevent the removal of a child from the home; however, the child's safety always takes precedence. If a child enters foster care, PSD then has the responsibility to make reasonable efforts to reunify the child with the parent or guardian, if that can be done safely for the child. A significant number of the children who enter foster care (approximately 40-45%) are reunified in less than eight days.

Permanency Planning Services: Permanency planning services include services needed to ameliorate the safety and risk factors present in the child's family, as well as the services needed to safely maintain the child in the out of home placement when that is necessary to protect the child. PSD establishes a permanency plan for every child taken into PSD custody. Reunification is the initial plan of choice for each child, unless that plan is determined not to be appropriate. Other acceptable plans are adoption, permanent guardianship, placement with a fit and willing relative, and other planned permanent living arrangement. In 2009 PSD developed a new model for Concurrent Planning: all children under age 4 (and their siblings if appropriate) are given a concurrent plan, with reunification always the primary plan and either adoption or guardianship the alternate plan.

Level of Care: Children are assessed upon entry into foster care for their appropriate level of care. The child's level of care determines the maintenance payment amount and also the skill level of the foster care provider. All children enter foster care as a Level 1 placement. Children who have a higher level of need than the general population of children in out of home care and who also require a higher level of supervision and skill by the substitute care provider are eligible for Level 2 foster care. Level 3 foster care is for those children with significant medical or behavioral needs who require a significantly and consistently higher level of care from a highly trained caregiver. These are children who would otherwise require hospitalization or institutional placement.

Health Care: Children who are legal residents of the United States in out of home care are eligible for Medicaid, either through Title IV-E eligibility or state funded care. Medical care is provided for children who are non-citizens through state funds. Children receive Early Periodic Screening Diagnostic and Treatment (EPSDT) assessment within the first 30 days of placement; this begins the

process to identify any needs they have and begin early intervention. In terms of services, Targeted Case Management (TCM) services are provided to eligible children to ensure their physical and mental health needs are met appropriately. The quality of the TCM performance is regularly reviewed through internal means to ensure compliance with Medicaid Regulations, although New Mexico discontinued billing Medicaid for TCM services.

Representation & Advocacy: For every legal custody case, the parent or guardian is appointed an attorney if they cannot afford one, and every child is appointed an attorney Guardian ad Litem or a Youth Attorney. (Children under the age of 14 are appointed an attorney Guardian ad Litem who represents the best interest of the child. Older youth have a Youth Attorney who represents the position and wishes of the child.) Many children are assigned a Court Appointed Special Advocate (CASA), who acts as an advocate for the child and reports on the status of the child to the judge at reviews. New Mexico has a Citizens Review Board (CRB) system, and Boards around the state conduct reviews of legal custody cases on a periodic basis.

Foster Care Providers: PSD recruits, trains, licenses, and maintains foster families for placement of children. Placement types include emergency shelter/crisis shelter, emergency foster care, family foster care, relative foster care, independent living arrangements, treatment foster care, group homes, residential treatment care, and psychiatric/medical hospitalization. There is an emphasis on placements with relatives, and policy directs that relative placement options be considered throughout the life of the case. Both relative and non-relative foster care applicants are required to complete the same set of licensing criteria, including a criminal records check, training, a home safety check list, and a mutual assessment process to identify the strengths of the applicant family and their appropriateness for caring for children in state custody, whether temporarily in foster care or permanently in adoption. Agency policy and procedure detail the requirements for local, state and federal criminal record checks for persons applying to be foster parents or relative foster parents. Criminal background checks and abuse/neglect checks are also required for any adult residing in the home of the foster parent/relative foster parent applicant. PSD provides foster care maintenance payments to substitute care providers as financial support for the care of children placed in their home. Maintenance payments are supported by both general funds and Title IV-E funds.

2. Promoting Safe and Stable Families Program

The continuum of services funded through the Title IV-B subpart 2 Promoting Safe and Stable Families (PSSF) Program is complemented by other services provided to families by PSD, funded with state general funds and through other sources. This range of services is described in this section. Protective Services earmarks 20% of PSSF funds for each of the four allowable services: Family Support Services, Family Preservation Services, Time-Limited Reunification Services and Adoption Promotion and Support. Additionally, 10% is earmarked for administrative costs which include the salaries and operating costs of program managers who are administering the delivery of these services statewide. The remaining 10% is earmarked for planning, training and evaluation of the community based services.

Contracts are issued through a competitive bid process. The RFP requires that all agencies be community based providers. PSD then awarded the contracts based on the most qualified proposals. PSD provides quarterly training and ongoing technical assistance to all providers.

a. Family Support

Since July 2008, Family Support services have been directed to foster and adoptive families, and contracts have been awarded to seven providers throughout the state. Family support is used to provide services to foster and adoptive families in Bernalillo, Valencia, Sandoval, Santa Fe, Taos, Rio Arriba, Los Alamos, Torrance, Socorro, Sierra, Catron, Hildalgo, Grant, Luna, Dona Ana, McKinley, Chavez, and Eddy counties. Foster/adoptive families receive family support services upon any new placement. The purpose of this service is to assist the foster/adoptive family in assessing and meeting the needs of the child(ren) placed in their home and to help the foster/adoptive family to prepare for and manage the impact of the placement on the family.

This new emphasis for family support represents a significant new direction for both providers and foster/adoptive parents. It supports PSD's efforts to move from a medical model ("fixing" sick clients) to a resiliency and strengths-based model, providing families the support they need to promote the safety, permanency and well-being of children in their care.

Family Support Services to the foster/adoptive family are more intensive upon the initial placement and remain available throughout the placement period as long as needed. The purpose of these services is to reduce maltreatment in foster care, to increase placement stability, and enhance child and family well-being. The types of services which may be provided include:

- Home visits;
- Parent support visits;
- Information and referral;
- Crisis intervention;
- Support services;
- Life skills;
- Education and training;
- Mentoring, and
- Transportation.

b. Family Preservation

In part in accordance with the Promoting Safe and Stable Families Program (PSFF), PSD implements family preservation services. The model incorporates the basic premises of family preservation services as an intensive in-home service, while recognizing that the short-term crisis intervention model did not offer the sufficient amount of time needed to address the complex needs of the children and their families. The development of a family service model for practice is a step to move services to the front end of problem solving and assistance to families. Family needs and strengths are identified by a mutual assessment process that builds on the family's existing strengths and supports and expands their network of resources, building their capacity to meet the needs of the family system and of the individual family members. The model develops a strong partnership between the department and the family, and expands to include traditional and nontraditional helping agencies, individuals, and organizations based on the unique qualities and characteristics of each family.

For the past several years, family preservation services have been available to families in 28 county offices either through direct services from PSD staff or contract services from community providers. Family Preservation Services are intended to work with families at imminent risk of having a child removed from the home due to abuse or neglect, with moderate to high needs/strengths ratings on the SDM. They are home-based services with an emphasis on skill building and are a means to help maintain the stability of the family unit and prevent out of home placement of the child. The services are time-limited and are driven by addressing factors that contribute to the risk of abuse or neglect of the child. The purpose of these services is to reduce the risk of abuse and neglect using the family's strengths while addressing family needs.

Families referred to contractors by PSD receive family preservation support every week for four months in the following areas:

- Safety planning
- Skill building including parenting skills, children's social and life skills, family relationship enhancement, mood management, interpersonal skills, nutrition, time management and household maintenance
- Transportation
- Assistance in finding housing
- Case management
- Counseling

c. Time-Limited Reunification Services

When a child cannot be safely maintained in the home and the child enters foster care, time-limited reunification services are offered through direct intervention contract providers in some areas of the state. Services are provided by contractors in Bernalillo, Sandoval, Valencia, Santa Fe, Tarrant, McKinley, Union, Colfax, Dona Ana, Grant, Hidalgo, Luna, Catron, Rio Arriba, Los Alamos and Chavez. They include development of a safety plan by a designated support system, visitation, therapy and parent skill building, and respite services and monitoring when the child returns to the home. Services provided directly by protective services case workers may include case management, supervised and directed visitation, transportation, skill building, parent education, and referrals to community based services such as counseling. PSD utilizes ancillary support services provided by other program areas and other state agencies such as childcare, substance abuse intervention, mental health intervention, and employment assistance.

Time Limited Reunification contracts were strengthened in 2008, requiring the TLR contractors to provide intensive services and assist in reunifying families in an expedited time frame (four months from the date of referral). These contracts incorporate monthly Family Support Network Development meetings with the biological family, child welfare, TLR provider, other service providers and/or interested parties to review the treatment plan, reunification goals, and visitation plan to ensure the family is receiving the appropriate services required to achieve the reunification plan. PSD staff have been trained on improved collaboration with TLR providers.

d. Adoption Promotion and Support Services

If it is determined that a child cannot be reunited safely with the parent or guardian, PSD works to identify an adoptive home that will meet the child's needs and provide a nurturing family environment. Services are provided through a combination of staff and contractor providers. PSD recruits, trains, licenses, and maintains adoptive families for children in the custody of the department. PSD has a policy preference for placement and adoption with relatives. PSD works to minimize the trauma of change of placement by implementing concurrent planning and encouraging adoption of children by their current foster parents. Both relative and non-relative adoptive applicants have the same licensing requirements, including criminal records checks, training, a home safety check list and mutual assessment process.

PSD provides adoption promotion and support services through a combination of direct and contracted services. State staff and contracted workers are available to recruit, train and study adoptive families and to provide post-placement support services. Post adoptive support services are available through state and IV-E subsidies. PSD works with AdoptUSKids, the Adoption Exchange and other national exchanges to conduct child-specific recruitment for children requiring adoptive families. PSD continues to implement the Structured Analysis Family Evaluation (SAFE) home study process throughout the state. The SAFE home study process, which includes an extensive psychosocial evaluation of all members of a prospective foster/adoptive family, is intended to result in a more comprehensive evaluation of family functioning and more stable and safe placement options for children. In 2009, agency policies, procedures and practice were amended to incorporate SAFE.

Beginning in late 2008, PSD contracted with a statewide agency to provide post-decree family support services for adoptive families. The FIESTA Program includes Family activities, Information, Education, Support groups and Training for Adoptive families. The services include social opportunities for adoptive parents and their children in every region of the state. Information is provided through a lending library of books, videos, and DVDs. Additionally, the agency sponsors a blog, so that parents can network on-line. An adoptive parent family contact in every region is responsible for coordinating activities and running a warm line.

During 2006-2007 CYFD began offering mediation services for biological and pre-adoptive families considering open adoption and Post-Adoption Contract Agreements. This service is funded through Title IV-B funds and is provided by the Administrative Office of the Courts. In the 2009 Legislative session, the New Mexico Children's Code was amended to require that a motion for mediation in contemplation of an open adoption be filed when the agency files a motion for termination of parental rights. The Code was also amended to include the option of Post-Adoption Contact Agreements among siblings.

PSD continues its partnerships with two non-profit organizations within the state. The Heart Gallery of New Mexico has been a valuable resource for supporting the state and adoptive children in adoption recruitment efforts. The Adoption Means Love (AML) Foundation seeks to promote adoption and to provide for adoption stability. AML has been providing adoptive families with small grants to secure the training and/or supports needed by the family to provide for placement stability and enhance the adoption experience.

3. CAPTA State Grant

PSD is the state agency responsible for administering the Child Abuse Prevention and Treatment Act (CAPTA) state plan. The CAPTA plan shares many of the same goals and objectives found within the Child Welfare Services and PSSF, and agency policies and procedures and state law have been made compliant with the CAPTA requirements. During the five years of the 2005 – 2009 CFSP, the grant has been directed towards six of the 14 program areas set forth in Section 106(a) of CAPTA. Those six program areas included:

- Improving the intake, assessment, screening, and investigation of reports of abuse and neglect.
- Developing and updating systems of technology that support the program and track records of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange.
- Developing, strengthening, and facilitating training including training regarding research-based strategies to promote collaboration with the families, training regarding the legal duties of individuals and personal safety training for caseworkers.
- Improving the skills, qualifications, and availability of individuals providing services to children and families, and supervisors of such individuals, through the child protection system, including improvements in the recruitment and retention of case workers.
- Developing and delivering information to educate the public on the role and responsibilities of the child protection system and the nature and basis for reporting suspected incidents of child abuse and neglect.
- Supporting and enhancing collaboration among public health agencies, the child protection system and private community-based programs to provide child abuse and neglect prevention and treatment services and to address health needs, including mental health needs of children identified as abused or neglected, including supporting prompt, comprehensive health and developmental evaluations for children who are the subject of substantiated child maltreatment reports.

In this 2009 – 2014 Plan, PSD anticipates directing the grant towards the following eight of the 14 program areas as follows:

- Improving the intake, assessment, screening, and investigation of reports of abuse and neglect (program area 1);
- Case management, including ongoing case monitoring, and delivery of services and treatment provided to children and their families (program area 3);
- Enhancing the general child protective system by developing, improving, and implementing risk and safety assessment tools and protocols (program area 4);
- Developing and updating systems of technology that support the program and track reports of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange (program area 5);
- Developing, strengthening, and facilitating training including training regarding research-based strategies to promote collaboration with the families; training regarding the legal duties of such individuals; and personal safety training for case workers (program area 6);

- Improving the skills, qualifications, and availability of individuals providing services to children and families, and the supervisors of such individuals, through the child protection system, including improvements in the recruitment and retention of caseworkers (program area 7);
- Developing and delivering information to improve public education relating to the role and responsibilities of the child protection system and the nature and basis for reporting suspected incidents of child abuse and neglect (program area 11);
- Supporting and enhancing collaboration among public health agencies, the child protection system, and private community-based programs to provide child abuse and neglect prevention and treatment services (including linkages with education systems) and to address the health needs, including mental health needs, of children identified as abused or neglected, including supporting prompt, comprehensive health and developmental evaluations for children who are the subject of substantiated child maltreatment reports (program area 14).

The strategies/activities for these eight program areas are identified in the CAPTA Plan (see Section XVI for more detail).

4. Chafee Foster Care Independence Program

New Mexico uses both staff and contract resources to provide for the needs of youth who are likely to emancipate out of foster care. A strong statewide youth advisory board, Adelante, participates in developing the independent living program and provides feedback and suggestions to PSD staff, foster parents and community providers. PSD is committed to partnering with youth to identify and develop relationships with adults who can serve as mentors and advocates as the youth transitions to adulthood.

Components of New Mexico's CFCIP include an independent living (IL) assessment, domain-based case planning (including housing), IL skills, Educational and Training Vouchers (ETVs), and continuation of Medicaid eligibility up to age 21. Goals, objectives, and latest accomplishments of the Chafee Foster Care Independence Program are provided in more detail in Section XVII.

5. Education and Training Vouchers

At the time the 2005 – 2014 CFSP was written, the educational and training voucher (ETV) program was in the preliminary development and implementation stage. PSD continues to strengthen the ETV program through outreach activities and the engagement of youth to assist in accessing post-secondary educational opportunities and increasing their participation in the ETV program. Goals, objectives, and latest accomplishments are provided in more detail in Section XVII.

C. Decision Making Process

PSD selects community-based agencies and organizations to provide family support services in accordance with the State of New Mexico's Procurement Code, CYFD's financial regulations, and the state's federally approved Cost Allocation Formula. Contracts are issued through a competitive bid process. Requests for proposals are issued outlining services and requesting proposals. Proposals are then received from community-based agencies. An RFP committee consisting of field personnel and central office personnel is assigned to review proposals. Proposals are then reviewed and scored to determine who will be awarded contracts. Contracts, which are negotiated with community agencies, are awarded for four years.

IV. CHILD WELFARE & PSSF GOALS, OBJECTIVES & STRATEGIES

Goals, objectives, and activities related to service improvements for PSD's Child Welfare and Promoting Safe and Stable Families programs are presented in this section in terms of the CFSR goals of safety, permanency, and well-being, as well as the CFR Systemic Factors. Some CAPTA, Chafee, and ETV goals and objectives are integrated within these sections. However, in accordance with the federal Program Instruction, more detailed CAPTA and Chafee Independent Living and ETV plans are included separately in Sections XVI and XVII respectively of this plan.

This Section is divided into four parts: Part A covers Goal 1, Safety; Part B is Goal 2, Permanency, Part C is Goal 3, Well-Being, and Part D is Goal 4, CFSR Systemic Factors. Each of the four parts of this Section is further divided by a more specific outcome, followed by a table for each outcome which identifies:

- specific objectives,
- baseline data (from CY 2008 unless otherwise stated), and
- targets.

The outcomes, objectives, and strategies that the state is pursuing in these four goal areas are designed to improve service responsiveness and to create positive outcomes for children and families served by the state. New targets were set based on baseline performance in CY08. Targets for QA data were set using an 80% confidence interval based on guidance from CFSR tech bulletin 3, Section III. This increase indicates a general trend toward improvement which is not attributable merely to chance. Targets for data reported to Federal stakeholders (e.g. AFCARS, & NCANDS) were set using improvement factors based on ACF-CB-IM-09-01. Targets for internal measures from FACTS were set based on best practice information. The goals set here provide an emphasis on maintaining progress made to date toward PIP goals and continuing that progress beyond the PIP period, which ends for New Mexico in March 2010.

It is New Mexico's preference, assuming federal approval, to set targets specifically for Year 3 (June 2012) of this Five-Year Plan. As part of the APSR submitted at that time, we would evaluate our progress toward those targets and set new ones for June 2014 accordingly. This time frame allows us to complete our PIP cycle (including the non-overlapping year), and allows for one additional year as we prepare the state self assessment for Round 3 of the CFSR. It also corresponds with the MPCWIP project, should our proposal (as discussed in Section II.C) be approved. Specific time frames would be as follows:

MPCWIP	2009 – 2012
Completion of PIP	March 2010
Completion of non-overlapping year	March 2011
Round 3 CFSR	2011 – 2012
Reevaluation of CFSP goals and setting new targets	June 2012

A. GOAL 1: Safety

1. Safety Outcomes, Objectives, Baseline Data, and Targets

a. Safety Outcome 1: Children are, first and foremost, protected from abuse and neglect.

By June 30, 2012, New Mexico will achieve 74.6% conformity with CFSR Safety Outcome 1.

baseline	69.51% (QA data; CY 2008)
target	74.6%

Objective	Baseline	Target
S1.1 Timely response to incoming reports of child maltreatment (Item 1)		
By June 30, 2012, no more than 5.8% of all investigations conducted during a calendar year will be pending (without a disposition) over 30 days. Source: FACTS SM06A01	7.3%	5.8%
By June 30, 2012, at least 84.9% of cases reviewed will be rated as a “strength” on Item 1 of the CFSR tool. Source: PSD QA Team	80.5%	84.9%
S1.2 Reduced recurrence of child maltreatment (Item 2)		
By June 30, 2012, at least 92.8% of children with a previous substantiated maltreatment will not experience repeat maltreatment within six months. Source: CFSR Round II Federal Syntax (PIP goal = 91.55); <i>CYFD PSD Performance Measure 1</i>	92.2%	92.8%
By June 30, 2012, at least 83.6% of cases reviewed will be rated as a “strength” on Item 2 of the CFSR tool. Source: PSD QA Team	78.5%	83.6%

b. Safety Outcome 2: Children are safely maintained in their homes whenever possible and appropriate.

By June 30, 2012, New Mexico will achieve 50.7% conformity with CFSR Safety Outcome 2.

baseline 46.4% (QA data; CY 2008)
target 50.7%

Objective	Baseline	Target
S2.1 Services to prevent removal (Item 3)		
By June 30, 2012, at least 58.3% of cases reviewed will be rated as a “strength” on Item 3 of the CFSR tool. Source: PSD QA Team	52.9%	58.3%
S2.2 Reducing risk of harm to children in foster care and receiving in-home services (Item 4)		
By June 30, 2012, at least 99.61% of the children in foster care will not experience child maltreatment. Source: NCANDS Round II Federal Syntax; <i>CYFD/PSD Performance Measure 3</i>	99.5%	99.61%*
By June 30, 2012, at least 52.8% of cases reviewed will be rated as a “strength” on Item 4 of the CFSR tool. Source: PSD QA Team	48.6%	52.8%

* Target consistent with national standard.

2. Goal 1: Safety – Strategies to Achieve Safety Outcomes and Objectives

Strategy	Target Dates
1. Design and implement new Safety Management Protocol, including redesigned safety assessment instrument and standardized safety plan. Train agency staff on protocol. Incorporate safety assessment & safety plan into agency management information system.	Process designed December 2009. Safety assessment and safety plan incorporated into agency MIS management information system May 2010. Staff trained by June 2010.
2. Design and implement process to receive, record and standardize response to possible regulation violations and/or service provisions that could potentially impact the safety and stability of children in out of home care, including screened out referrals. Train staff in procedure. Incorporate safety assessment and safety plan into agency management information system.	Process designed December 2009. Safety assessment and safety plan incorporated into agency MIS management information system May 2010. Staff trained by June 2010.
3. Conduct FCMs on all 48-hour (police) holds to determine whether or not the child can be safely returned home or to another caregiver. Conduct FCMs whenever there are safety issues related to the child. Formalize process for FCMs into revised Permanency Planning Policy and Procedures.	FCMs are ongoing. Policy & Procedure revision June 2010.
4. Incorporate PSD's new Program Instruction Guidelines regarding relative notification into revised Investigation and Permanency Planning policy and procedures. Ensure relatives are notified in order to assess possibilities for placement with kin.	Policy & Procedure revision June 2010.
5. Finalize supervisory tool focusing on CFSR outcomes in terms of investigation, including timeliness of initiation. Train Supervisors in use of tool and implement. Analyze data to identify patterns in timeliness of investigations and develop plan to remediate problems, if any.	Tool finalized September 2009. Supervisors trained and tool implemented May 2010. Data analyzed May 2011. Plan developed and implemented March 2012.
6. Develop and implement enhancements to the PRIDE curriculum to include skill building in terms of childhood trauma. Include skill building in terms of childhood trauma in annual Foster Parent Development Training. This emphasis in both PRIDE and annual training is intended to build skills to deal with children with attachment disorders and trauma in order to improve behavior management and safety.	Curriculum developed December 2009. PRIDE trainers trained in enhancements March 2010. Foster Parent Development Training ongoing.
7. Implement and evaluate new IHS specialty training in terms of knowledge and skills gained in safety assessment and safety planning, effectiveness of IHS services, etc.	Pilot new curriculum September 2009. Revise as necessary January 2010. Evaluate December 2010.

Strategy

Target Dates

- | | |
|---|---|
| 8. Implement and evaluate new Placement specialty training in terms of knowledge and skills gained in safety assessment and safety planning. | Revise and finalize curriculum September 2009.
Evaluate September 2010. |
| 9. Continue to require and monitor worker visits with the child in the placement at least once a month. Revise visit guidelines if necessary to include increased attention to safety concerns and safety assessment. Incorporate visit guidelines into revised Permanency Planning Procedure. | Visits and monitoring ongoing. Visit guidelines revised and disseminated March 2010.
Procedures developed June 2010. |
| 10. Implement a new practice requirement that each foster home with a new placement will be visited at least three times within the first 30 days of that new visit. Disseminate instructions through a Program Instruction Guideline and then incorporate into policy and procedures. | Program Instruction Guideline September 2009.
Policy & Procedure revision June 2010. |
| 11. Continue the provision of support services (FSS) to foster families beginning as soon as possible after placement in order to assess the family's needs related to the child who has just been placed with them. Monitor those services and assess their effectiveness and reevaluate as appropriate. | Ongoing. Reassessment by June 2012. |

B. GOAL 2: Permanency

1. Permanency Outcomes, Objectives, Baseline Data, and Targets

a. Permanency Outcome 1: Children have permanency and stability in their living arrangements.

By June 30, 2012, New Mexico will achieve 35.0% conformity with CFSR Permanency Outcome 1.

baseline 30.6% (QA data; CY 2008)

target 35.0%

Objective	Baseline	Target
P1.1 Preventing multiple entries into foster care (Item 5)		
By June 30, 2012, at least 94.0% of cases reviewed will be rated as a “strength” on Item 5 of the CFSR tool. Source: PSD QA Team	91.7%	94.0%*
P1.2 Placement stability (Item 6)		
By June 30, 2012, at least 64.5% of cases reviewed will be rated as a “strength” on Item 6 of the CFSR tool. Source: PSD QA Team; <i>CYFD/PSD Performance Measure 4</i>	59.6%	64.5%
P1.3 Appropriate and timely permanency goals (Item 7)		
By June 30, 2012, at least 67.3% of cases reviewed will be rated as a “strength” on Item 7 of the CFSR tool. Source: PSD QA Team	62.5%	67.3%
P1.4 Permanency through reunification, permanent guardianship, and placement with fit and willing relative (Item 8)		
By June 30, 2012, PSD’s Permanency Composite 1 (timeliness and permanency of reunification) will achieve a score of 116.2. Source: AFCARS rolling 12 month file; <i>CYFD/PSD Performance Measure 2</i>	112.9	116.2
By June 30, 2012, at least 57.5% of cases reviewed will be rated as a “strength” on Item 8 of the CFSR tool. Source: PSD QA Team	50.0%	57.5%

** data unstable and based on small numbers; therefore confidence interval not used for target

a. **Permanency Outcome 1 (cont.)**

Objective	Baseline	Target
P1.5 Timely adoption (Item 9)		
By June 30, 2012, PSD's Permanency Composite 2 (timeliness of adoption) will achieve a score of 106.4. Source: AFCARS rolling 12 month file; <i>CYFD/PSD Performance Measure 5</i>	134	106.4*
By June 30, 2012, at least 25.9% of cases reviewed will be rated as a "strength" on Item 9 of the CFSR tool. Source: PSD QA Team	20.4%	25.9%
P1.6 Planned permanent living arrangements (Item 10)		
By June 30, 2012, at least 33.0% of cases reviewed will be rated as a "strength" on Item 10 of the CFSR tool. Source: PSD QA Team	25.0%	33.0%**
Permanency Composite 3: By June 30, 2012, PSD's Permanency Composite 3 (permanency in less than 18 months) will achieve a score of 122.7.	135	122.7*
Permanency Composite 4: By June 30, 2012, PSD's Permanency Composite 4 (placement stability) will achieve a score of 87.4. Source: AFCARS rolling 12 month file (target = PIP goal)	84.9	87.4

* In the last reporting period, NM exceeded the National Standards on both Permanency Composites 2 and 3. Our intention is to remain above the National Standards and no less than the target cited here.

** Data on this item are based on small numbers and unstable; therefore confidence interval not used for target in this case.

b. Permanency Outcome 2: The continuity of family relationships will be preserved for children.

By June 30, 2012, New Mexico will achieve 33.3% conformity with CFSR Permanency Outcome 2.

baseline	28.9%
target	33.3%

Objective	Baseline	Target
P2.1 Placement close to parents and/or in child’s community (Item 11)		
By June 30, 2012, at least 95.0% of cases reviewed will be rated as a “strength” on Item 11 of the CFSR tool. Source: PSD QA Team	94.2%	95.0%*
P2.2 Placement with siblings (Item 12)		
By June 30, 2012, at least 84.3% of cases reviewed will be rated as a “strength” on Item 12 of the CFSR tool. Source: PSD QA Team	79.8%	84.3%
P2.3 Visitation with parents and siblings (Item 13)		
By June 30, 2012, at least 45.2% of cases reviewed will be rated as a “strength” on Item 13 of the CFSR tool. Source: PSD QA Team	40.2%	45.2%
P2.4 Preserving connections (Item 14)		
By June 30, 2012, at least 61.2% of cases reviewed will be rated as a “strength” on Item 14 of the CFSR tool. Source: PSD QA Team	56.3%	61.2%
P2.5 Relative placements (Item 15)		
By June 30, 2012, at least 71.9% of cases reviewed will be rated as a “strength” on Item 15 of the CFSR tool. Source: PSD QA Team	67.0%	71.9%
P2.6 Parent-child relationship (Item 16)		
By June 30, 2012, at least 29.4% of cases reviewed will be rated as a “strength” on Item 16 of the CFSR tool. Source: PSD QA Team	24.7%	29.4%

* New Mexico exceeds national requirement on this item and intends to maintain performance at approximately 95%

2. Goal 2: Permanency – Strategies to Achieve Permanency Outcomes and Objectives

Strategy	Target Dates
<p>1. Continue to conduct reviews intended, among other things, to identify and address barriers to permanency:</p> <ul style="list-style-type: none"> • Continue AART reviews for: all children with plans of adoption and no identified placement resource, all youth aged 16 and over, all children prior to establishing PPLA as a permanency plan, and all children with plans of reunification for over one year. • Continue Pacing Permanency Reviews specified intervals (6 months, 9/10 months, and 13 months) in every case with a permanency plan of reunification • Conduct Family Centered Meetings (FCMs) whenever a child is assessed to be at risk for placement disruption or in response to a request to move a child in foster care; in anticipation of a change in permanency plan; and/or to consider a trial home visit or discharge from custody. 	<p>All three of these types of reviews and meetings are currently ongoing and expanding. The Core Training for New Supervisors (to be completed by December 2009) will address monitoring the occurrence of these events and using the resulting recommendations in supervision and staffing cases. Development of a tracking and follow-up system will be considered and developed, if appropriate, by December 2010. Decisions can then be made as to any revisions to practice, June 2011. Permanency Planning procedures regarding reviews and FCMs will be revised by June 2010.</p>
<p>Track reviews, recommendations, and outcomes. Incorporate program instruction guidelines into revised Permanency Planning Procedures.</p>	
<p>2. Consider the possibility of conducting FCMs post-placement and pre-finalization for adoptive families whenever there are concerns about disruptions or other issues.</p>	<p>New Program Instruction disseminated by December 2009.</p>
<p>3. Develop and implement a system to monitor and assess the implementation of the new Concurrent Planning Model. Consider revisions and expansions to the model if appropriate.</p>	<p>Tracking system developed by March 2010. Model assessed and revised by December 2010. Reassessment by June 2012.</p>
<p>4. Continue the provision of support services (FSS) to foster families. Monitor those services and assess their effectiveness and reevaluate as appropriate.</p>	<p>Ongoing. Reassessment by June 2012.</p>
<p>5. Develop and implement enhancements to the PRIDE curriculum to include skill building in terms of childhood trauma, placement stability, preserving connections, and the importance of placing siblings together. Develop a plan to include similar content in the annual Foster Parent Development Training.</p>	<p>Curriculum developed December 2009. PRIDE trainers trained in enhancements March 2010. Foster Parent Development Training ongoing.</p>

Strategy	Target Dates
6. Continue to conduct the annual Foster Family Conference and Adoptive Family Conference, including content on placement stability, preserving connections, and the need for expedited permanency for children in foster care.	Annual
7. Continue to support Adelante, the Youth Advocates, in order to plan and implement effective programs to assist youth transitioning to adulthood, reconnecting with biological families, and preparing for independent living.	Ongoing
8. Identify one person in each county office to serve as a Youth Specialist. Provide training, working with the NRC for Youth Development, on the Ansell-Casey Life Skills Assessment and other topics. Include training on effective ways of talking to youth about adoption and reconnecting with biological families.	Staff identified December 2009. Training developed and delivered December 2010. Approach assessed and revised as needed December 2011.
9. Incorporate PSD's new Program Instruction Guidelines regarding relative notification into revised Investigation and Permanency Planning policies and procedures. Ensure relatives are notified prior to the child's first permanency hearing and develop documentation for the court regarding reasonable efforts to notify.	Policy & Procedure revision June 2010. Documentation templates developed October 2009.
10. Continue to work with the courts and the CIP to share data and make improvements to accelerate permanency. Participate in judicial district specific cross-training events ("Pacing Permanency: Best Practices and Local Perspectives") to be held in the fall of 2009 to develop district based Child Welfare Improvement Plans.	Data sharing ongoing. Cross-Training December 2009.
11. Develop and provide training for staff, including CSAs, on parent-child visitation, including visit coaching and specific issues involved in trial home visits.	Training developed and piloted June 2010. Ongoing thereafter, as needed.
12. Implement a new practice requirement that each foster home with a new placement will be visited at least three times within the first 30 days of that new visit. Disseminate instructions through a Program Instruction Guideline and then incorporate into policy and procedures.	Program Instruction Guideline September 2009. Policy & Procedure revision June 2010.

C. GOAL 3: Well-Being

1. Well-Being Objectives, Baseline Data, and Targets

a. Well-Being Outcome 1: Families have enhanced capacity to provide for their children's needs.

By June 30, 2012, New Mexico will achieve 35.4% with CFSR Well-Being Outcome 1.

baseline	31.4%
target	35.4%

Objective	Baseline	Target
WB1.1 Addressing the needs of children, parents, and foster parents and providing needed services (Item 17)		
By June 30, 2012, at least 37.6% of cases reviewed will be rated as a "strength" on Item 17 of the CFSR tool. Source: PSD QA Team	33.6%	37.6%
WB1.2 Involvement of parents and children in case planning process (Item 18)		
By June 30, 2012, at least 52.5% of cases reviewed will be rated as a "strength" on Item 18 of the CFSR tool. Source: PSD QA Team	48.2%	52.5%
WB1.3 Conducting face-to-face visits with children (Item 19)		
By June 30, 2012, 90% of the children in foster care will have a monthly visit with the case worker with the majority of these visits occurring in the child's place of residence. Source: SM08-07 & SM08-06	78.5%	90.0%
By June 30, 2012, at least 74.6% of cases reviewed will be rated as a "strength" on Item 19 of the CFSR tool. Source: PSD QA Team	70.7%	74.6%
WB1.4 Conducting face-to-face visits with parents (Item 20)		
By June 30, 2012, at least 41.9% of cases reviewed will be rated as a "strength" on Item 20 of the CFSR tool. Source: PSD QA Team	37.5%	41.9%

b. Well-Being Outcome 2: Children receive appropriate services to meet their educational needs.

By June 30, 2012, New Mexico will achieve 81.0% conformity with CFSR Well-Being Outcome 2.

baseline 77.0%
target 81.0%

Objective	Baseline	Target
WB2.1 Addressing the education needs of children in foster care and receiving IHS (Item 21)		
By June 30, 2012, at least 81.0% of cases reviewed will be rated as a “strength” on Item 21 of the CFSR tool. Source: PSD QA Team	77.0%	81.0%

c. Well-Being Outcome 3: Children receive adequate services to meet their physical and mental health needs.

By June 30, 2012, New Mexico will achieve 68.3% conformity with CFSR Well-Being Outcome 3.

baseline 64.1%
target 68.4%

Objective	Baseline	Target
WB3.1 Addressing the health needs of children in foster care and receiving in-home services (Item 22)		
By June 30, 2012, EPSDTs will be completed within 30 days of custody for at least 62.2% of children in custody in accordance with agency policy. Source: FACTS SM10A36	54.7%	62.2%
By June 30, 2009, at least 80.2% of cases reviewed will be rated as a “strength” on Item 22 of the CFSR tool. Source: PSD QA Team	76.3%	80.2%
WB3.2 Addressing the mental/behavioral health needs of children in foster care and receiving in-home services (Item 23)		
By June 30, 2012, at least 72.5% of cases reviewed will be rated as a “strength” on Item 23 of the CFSR tool. Source: PSD QA Team	67.7%	72.5%

2. Goal 3: Well-Being – Strategies to Achieve Well-Being Outcomes and Objectives

Strategy	Target Dates
1. Conduct Family Centered Meetings (FCMs) when appropriate when there are concerns about the needs of the child or family. There shall be an emphasis on assuring the continuity of service, and service providers will be invited to attend.	Ongoing.
2. Consider the possibility of conducting FCMs post-placement and pre-finalization for adoptive families whenever there are concerns about the child's well-being.	New Program Instruction disseminated by December 2009.
3. Continue to provide Targeted Case Management services to eligible children to ensure their physical and mental health needs are met appropriately. Review the quality of the Targeted Case Management performance regularly to ensure compliance and ensure that children's physical and behavioral health needs are being assessed and addressed.	Ongoing
4. Continue to conduct "Ice Breakers" statewide, as soon as possible after the child is placed out of home, bringing together the biological and foster families to discuss the well-being needs of the child.	Ongoing
5. Implement a new practice requirement that each foster home with a new placement will be visited at least three times within the first 30 days of that new visit. Disseminate instructions through a Program Instruction Guideline and then incorporate into policy and procedures.	Program Instruction Guideline September 2009. Policy & Procedure revision June 2010.
6. Continue to visit each child in placement in the child's placement at least once a month in order to assess the safety and well-being of the child.	Ongoing
7. Develop visit guidelines similar to the Worker/Child Visit Guidelines for Worker/Parent visits, including assessing parent need for services, progress on services plan, etc. Develop and provide training.	Visit Guidelines December 2009. Training developed and piloted December 2010. Ongoing thereafter as needed.
8. Continue the provision of support services (FSS) to foster families in order to ensure the well-being of the child and the family. Monitor those services and assess their effectiveness and reevaluate as appropriate.	Ongoing. Reassessment by June 2012.

Strategy	Target Dates
9. Develop and implement enhancements to the PRIDE curriculum to include skill building in terms of ensuring the well-being of the child. Develop a plan to include similar content in the annual Foster Parent Development Training.	Enhanced curriculum developed December 2009. PRIDE trainers trained in enhancements March 2010. Foster Parent Development Training ongoing.
10. Continue to conduct the annual Foster Family Conference and Adoptive Family Conference, including content on ensuring the well-being of children in care.	Annual
11. Continue to support Adelante, the Youth Advocates, in order to plan and implement effective programs to assist youth transitioning to adulthood and preparing for independent living.	Ongoing
12. Identify one person in each county office to serve as a Youth Specialist. Provide training, working with the NRC for Youth Development, on the Ansell-Casey Life Skills Assessment and other topics. Include training on effective ways of talking to youth about adoption and reconnecting with biological families.	Staff identified December 2009. Training developed and delivered December 2010. Approach assessed and revised as needed December 2011.
13. Maintain the position of PSD Medical Director to provide training and consult with PSD staff related to the on-going physical needs of children, and to assist with identification of specialists, as needed.	Ongoing
14. Continue involvement as a member of the Behavioral Health Purchasing Collaborative and a number of the Collaborative's Subcommittees, including the Children's Subcommittee. Participate in Local Collaborative stakeholder meetings in an effort to ensure the behavioral health needs of children and families are addressed.	Ongoing
15. Continue to monitor the timeliness of referrals for EPSDT and develop a plan to improve timeliness as needed. Incorporate EPSDT referral data into County 360 ^o Reports.	Review data December 2009. Develop and implement plan September 2010. Incorporate data into 360 ^o Reports September 2009.
16. Incorporate Children's Code changes and Fostering Connections requirements into Permanency Planning policy and procedures; modify FACTS to capture educational continuity efforts for court reports and other purposes.	Policy and procedure June 2010. FACTS modifications May 2010.

D. GOAL 4: SYSTEMIC FACTORS

PSD is committed to maintaining a collaborative and cooperative child welfare system that is responsive to the needs of the clients and community in a professional and timely manner. We are committed to a process of continuous improvement through training, case review, data analysis, and feedback from and collaboration with constituents and stakeholders. This commitment is furthered by reaching conformity with the seven systemic factors included in the CFSR. In PSD's second round CFSR, the State was found to be in substantial conformity with three of the seven factors, and not with the other four.

PSD's goal is to be found in substantial conformity with each of the seven systemic factors by the time of the third round of the CFSR (2011 – 2012).

The rest of this section provides the CFSR definition for each systemic factor and the second round CFSR finding and lists several strategies to remain in substantial conformity or achieve substantial conformity by the third round CFSR. Additional strategies as listed in other sections of this plan (specifically Parts A – C of this Section, Section X, Section XVI, and Section XVIII) also address systemic factors. It is also anticipated that the work of the MPCWIP collaborative project (should New Mexico's proposal be approved) will contribute greatly to our conformity with systemic factors.

1. Statewide Information System

a. Requirement:

State is operating a statewide information system that, at a minimum, can readily identify the status, demographic characteristics, location, and goals for the placement of every child who is (or within the immediately preceding 12 months, has been) in foster care.

b. Second Round CFSR Finding: Substantial Conformity

c. Strategies (see also Section XIV):

- Continue to expand functionality over the next five years, including furthering the utilization of the data generated by FACTS through trainings and the targeting of additional measures, as appropriate. A specific objective will be to ensure that the county profile reports are regularly provided to the supervisory and line staff for greater and more effective utilization of the data reported.
- Continue to involve field management and staff in the analysis of current data to support rapid and local responsiveness to needed upgrades in child welfare practice.
- Incorporate PSD's new safety assessment and safety plan incorporated into management information system in Spring 2010.
- Pursue funding for work on the web-based development of the National Youth in Transition Database.

2. Case Review System

a. Requirement:

The State provides a process that ensures that each child has a written case plan to be developed jointly with the child's parent(s) that includes the required provisions; a process for the periodic review of the status of each child, no less frequently than once every 6 months; a process that ensures that each child in foster care under the supervision of the State has a permanency hearing no later than 12 months from the date the child entered foster care and no less frequently than every 12 months, thereafter, and a process for termination of parental rights proceedings in accordance with the provisions of ASFA.

b. Second Round CFSR Finding: Not in Substantial Conformity

c. Strategies:

- Continue to conduct reviews and meetings, inviting family, foster family, and others as appropriate; reviews and hearings include, but are not limited to:
 - AART reviews for: all children with plans of adoption and no identified placement resource, all youth aged 16 and over, all children prior to establishing PPLA as a permanency plan, and all children with plans of reunification for over one year;
 - Conduct Pacing Permanency Reviews at specified intervals (6 months, 9/10 months, and 13 months) in every case with a permanency plan of reunification
 - Conduct Family Centered Meetings (FCMs) whenever there is 48 hour police hold, when a child is assessed to be at risk for placement disruption or in response to a request to move a child in foster care; in anticipation of a change in permanency plan; to consider a trial home visit or discharge from custody, or other appropriate times.
- Continue to share data related to timeliness of court events with courts. Work with courts and CIP to address barriers to timelines of adjudicatory, permanency, and TPR hearings.
- Work with the CIP Cross-Training Project to co-sponsor and participate in the judicial district based meetings designed to develop district specific Child Welfare Implementation Plans.
- Work with the MPCWIP (if approved) to improve coordination of Pacing Permanency Reviews, AART reviews, judicial reviews and hearings, and other elements of PSD's extensive case review system.

3. Quality Assurance System

a. Requirement:

The State has developed and implemented standards to ensure that children in foster care are provided quality services that protect the safety and health of the children, and the State is operating an identifiable quality assurance system that evaluates the quality of services, identifies strengths and needs of the service delivery system, provides relevant reports, and evaluates program improvement measures implemented.

b. Second Round CFSR Finding: Substantial Conformity

c. Strategies (see also Section XV)

- Continue to produce 360° Reports, combining County Profile data, a critical analysis of that data, and a comprehensive action plan for that county.

- Finalize and implement the use of supervisory tools for investigation, placement, and in-home services based primarily on CFSR outcomes. These tools will provide management data to identify strengths and areas needing improvement.
- Focus on getting more staff, at various levels of responsibility, trained in the CFSR process and able to participate effectively in the Quality Assurance Reviews.
- Focus on ensuring all new processes, such as the Pacing Permanency Reviews, are properly incorporated into practice.

4. Staff and Provider Training

a. Requirement:

The State is operating a staff development and training program that supports the goals and objectives in the CFSP, addresses services provided under titles IV-B and IV-E, and provides initial training for all staff who deliver these services; provides for ongoing training for staff that addresses the skills and knowledge base needed to carry out their duties with regard to the services included in the CFSP, and provides training for current or prospective foster and adoptive parents, receiving foster care or adoption assistance under title IV-E that addresses the skills and knowledge base needed to carry out their duties with regard to foster and adopted children.

b. Second Round CFSR Finding: Not in Substantial Conformity

c. Strategies (see also Section XII):

- Complete the E-learning components of PSD Basic Core. Evaluate all the components of Basic Core (including classroom, OJT, and E-learning) and revise as necessary.
- Roll out three new specialty trainings: Specialized Training for Placement Staff (STPS), Specialized IHS Training, Core Training for New Supervisors. Evaluate and revise as necessary.
- Roll out the new Foster Parent Recertification Training requirements. Assess the new requirements and modify as necessary.
- Ensure that there are sufficient opportunities for staff to meet Social Work Board's new requirement for training in Cultural Competency.
- Maintain the PSD Training Advisory Committee to oversee ongoing training development, delivery, and evaluation.
- Continue and expand PSD's new Trainer Development Process. The trainer development and certification process is standardized and rigorous, and ensures that training delivered to staff, court personnel, foster and adoptive parents and others is of a high quality. A new Training for Trainers (T4T) will be offered in the fall of 2009.
- Maintain a good working relationship with the New Mexico State University School of Social Work, PSD's primary University Training Partner. With NMSU, explore the possibility of developing a Child Welfare Training Academy, eventually including CYFD's Professional Development Bureau, the other three University Schools of Social Work, and the Corinne Wolfe Children's Law Center at the UNM School of Law
- Explore opportunities to partner with the Children's Law Center to maximize IV-E funding for training for judges, court personnel, and CASA volunteers.

5. Service Array and Resource Development

a. Requirement:

The State has in place an array of services that assess the strengths and needs of children and families and determine other service needs, address the needs of families in addition to individual children in order to create a safe home environment, enable children to remain safely with their parents when reasonable, and help children in foster and adoptive placements achieve permanency.

b. Second Round CFSP Finding: Not in Substantial Conformity

c. Strategies:

- Continue to actively participate on the Behavioral Health Purchasing Collaborative (BHPC) and work with the Collaborative, other state agencies, and the statewide entity to ensure access to behavioral health and substance abuse services and an expansion of services to children and families in a rural setting.
- Work with the structure of the BHPC local collaboratives to identify and advocate for behavioral health services for child welfare client. Local collaboratives, in response to a survey by the BHPC Children's Subcommittee (on which PSD is represented), identified a need for a "rebalancing of services" to include crisis services, prevention, outpatient services, residential services, inpatient care, and transition services. PSD will continue to participate in efforts to meet those needs.
- Work with existing health care providers and organizations to improve the service array and availability for health and dental health care for child welfare clients. Among the services now available are the Healthy Beginnings Clinic, Cares Clinic, and the Teen Care Clinic. At the stage of investigation, there is the Child Abuse Response Team (CART) that is able to serve children and youth statewide. Services include psychological evaluations as well as comprehensive exams, including dental. CART is at the University Hospital and can be used by anyone from other counties if the youth is sent to Albuquerque; it is essentially a trauma team. There are traveling dental clinics in Roswell, Doña Ana, and Santa Fe Counties, although these are not limited just to foster children. Routine health care is generally accessible statewide, but for other needs individuals have to travel to Albuquerque. EPSDTs (Early Periodic Screening, Diagnosis, and Treatment) are considered to be more comprehensive and meaningful than in the past.
- Continue coordination with the Family Infant Toddler Program (Early Intervention Services) staff to ensure service delivery to families, refine the referral process as needed, and to access training for staff.
- Continue to work with Adelante to identify services needed by youth transitioning out of care; work with community providers and other agencies to ensure such services are available.
- Continue to work with tribes to ensure access to state services, specifically working to ensure Chafee/ETV services are available to tribal youth.

6. Agency Responsiveness to the Community

a. Requirement:

The State engages in ongoing consultation with tribal representatives, consumers, service providers, foster care providers, the juvenile court, and other public and private child- and family- serving agencies and includes the major concerns of these representatives in the goals and objectives of the CFSP; services provided under the CFSP are coordinated with services or benefits of other Federal or federally assisted programs serving the same population.

b. Second Round CFSR Finding: Substantial Conformity

c. Strategies:

- Continue to staff a constituency response desk along with an inspector general position to receive and respond to constituency concerns.
- Through the Native American Liaison, continue to work with the New Mexico Tribes and Pueblos to improve relationships with tribal state governments *We have IV-E agreements with 11 tribes and Pueblos, and will work in the coming year to expand that number.*
- Continue to participate on the Court Improvement Project Task Force, the interagency planning committee for the annual Children's Law Institute, the State/Tribal Judicial Consortium, and other multi-disciplinary, multi-jurisdictional, and interagency organizations in order to identify and address the concerns of partners, constituents, and the community.
- Continue to work with Adelante to identify services needed by youth transitioning out of care; work with community providers and other agencies to ensure such services are available.
- Publicize and conduct public hearings whenever promulgating new or revised policy and whenever developing a new or revised plan, such as this CFSP, the annual Title XX block grant plan, etc.
- Continue to participate in and make presentations at various community meetings and other events.

7. Foster and Adoptive Parent Licensing, Recruitment, and Retention

a. Requirement:

The State has implemented standards for foster family homes and child care institutions that are reasonably in accord with recommended national standards; the State complies with Federal requirements for criminal background clearances as related to licensing or approving foster care and adoptive placements and has in place a case planning process that includes provisions for addressing the safety of foster care and adoptive placements for children; the State has in place a process for ensuring the diligent recruitment of potential foster and adoptive families who reflect the ethnic and racial diversity of children in the State for whom foster and adoptive homes are needed, and the State has in place a process for the effective use of cross-jurisdictional resources to facilitate timely adoptive or permanent placements for waiting children.

b. Second Round CFSR Finding: Substantial Conformity

c. Strategies (see also Section X):

- Provide training for placement staff and placement contractors statewide on new placement policies and procedures regarding criminal background clearances, licensing, training, recertification, etc.
- Design, implement and train staff on new Safety Management Protocol, including redesigned safety assessment instrument and standardized safety plan. Protocol will include procedures for assessing safety in the event of referrals in foster homes which are not screened in as abuse/neglect but may indicate a policy violation or other problem.
- Recruit and retain an adequate pool of foster and adoptive parents to meet the needs of children in care.
- Develop and implement a targeted pilot project in at least four counties specifically aimed at recruiting families for sibling groups and older youth.

- Continue to develop and implement targeted recruitment activities aimed at recruiting African American, Hispanic, and Native American foster and adoptive families.
- Continue to provide the Annual Foster Parent and Adoptive Family Conferences and other opportunities for training and skill building.
- Identify and implement strategies to improve foster parent involvement as a member of the PSD treatment team.
- Enhance and utilize data collection and tracking systems to increase information about the children in foster care, the available foster and adoptive parents, the effectiveness of recruitment activities, the reasons why foster/adoptive parents leave the system, etc.

V. COORDINATION WITH TRIBES

PSD, and indeed all of CYFD, is firmly committed to working collaboratively with the 22 tribes located in New Mexico, as well as with those tribes whose members come into the care of the agency. Perhaps the clearest indication of CYFD's commitment to tribal consultation and collaboration has been the creation of the Native American Liaison (NAL) Program. The role of that program and NAL and PSD plans for tribal collaboration and coordination are summarized in this section.

A. The Native American Liaison (NAL) Program

For the past several years, the CYFD Office of the Secretary has maintained and expanded a Native American Liaison (NAL) Program to implement the CYFD strategic plan relative to Native American issues and to ensure completion of specific assignments made by the CYFD Office of the Secretary in accordance with the Governor's State-Tribal Agreement and Executive Order 2005-004 (see below). The NAL Program now has two team members. The role of this program continues to be to work cooperatively with the tribes to identify barriers to service delivery, to be a conduit for the major issues and concerns expressed by the tribes as services for children and families including, but not limited to child welfare, are developed and delivered to tribal members, and to provide a bridge with the tribal governments to foster a cooperative working relationship with the state. Through the NAL, PSD continues to work with the tribes to develop services and agreements that are responsive to the needs of tribal members. The NAL has provided support to PSD staff on a number of difficult ICWA cases with both in-state and out-of-state tribes and participated in ICWA training for PSD staff and ASFA/IV-E training for tribal court and social services personnel. The NAL has facilitated and mediated staffing sessions, provided contact information for out-of-state tribes, and assisted with tribal requests for home studies for off-reservation homes.

B. Intergovernmental Relationships

Governor's Executive Order 2005-004 and Tribal-State Consultation Protocol: In 2005 New Mexico Governor Bill Richardson issued the Governor's Executive Order 2005-004 directing 17 executive agencies, including CYFD, to adopt pilot tribal consultation plans to address department operations and interaction involving New Mexico's 22 tribal governments and their communities and tribal members. The 2009 New Mexico State Legislature passed the Tribal State Collaboration Act, which enhances government-to-government communication and collaboration between the state and tribal governments. The Act requires cabinet-level agencies to develop policies that promote communication and cooperation between the state and tribal governments and ensures that each of the 34 Executive agencies permanently designates a tribal liaison. During the past year, PSD joined five other state agencies and the 22 tribes in signing the Tribal-State Consultation Protocol. This document defines and acknowledges a formal method for Tribal-State Consultation that is in accordance with the Governor's Order and meets the requirements of the New Mexico Tribal State Collaboration Act.

ICWA Intergovernmental Agreement (IGA): On October 22, 2007, the Navajo Nation and CYFD, in a public ceremony, signed the ICWA Intergovernmental Agreement (IGA). This ceremony recognized that both CYFD and Navajo Nation view this agreement as a

historic event; it has been nearly 22 years since the last ICWA IGA was revised, in September 1985. The Navajo Nation has used the New Mexico ICWA IGA model as the template for their negotiations with the States of Utah and Arizona. As required in the IGA, CYFD and the Navajo Nation conducted four quarterly coordination sessions during 2007. Examples of the topics addressed include difficult ICWA cases, foster and adoptive parent recruitment and retention, and Navajo adoption policies and procedures. The NAL has conducted training on the provisions of the IGA, and in June 2008 PSD and the NAL piloted a new training on ICWA and the IGA in the northwest corner of the state.

The ICWA IGA serves as a model template for other New Mexico Tribes that want to renegotiate ICWA IGA agreements. For example, CYFD and the Mescalero Apache Tribe have entered into a formal Intergovernmental Agreement that allows the Tribe to access CYFD juvenile justice facilities while retaining legal jurisdiction of the child. Although this agreement primarily relates to juvenile justice and not protective services, the work involved in developing the IGA has laid the groundwork for expanding its purview to IV-E and IV-B services. The NAL and the Title IV-E Unit Manager have met with Mescalero Social Services, and will meet again in the summer of 2009.

Title IV-E Agreements: Eleven (11) tribes and pueblos have entered into Title IV-E Joint Powers Agreements (JPAs) with the State of New Mexico: Navajo Nation, Jicarilla Apache Tribe, and Taos, Picuris, Zuni, Acoma, Santa Ana, Cochiti, Nambe, Santa Clara and Pojoaque Pueblos. PSD is continuing to work to encourage tribes without JPAs to enter into negotiations to establish an agreement; currently, preliminary negotiations are taking place with the Mescalero Apache Tribe, Jemez Pueblo and Santo Domingo Pueblo. PSD provides training and technical assistance to JPA tribes in order to increase their utilization of IV-E funds, as described further below.

The Fostering Connections to Success and Increasing Adoptions Act of 2008: Prior to the enactment of the Fostering Connections Act, it was not possible for a tribe to administer its own IV-E foster care programs and claim Federal reimbursement directly. New Mexico, however, has long been committed to the concept and the reality of tribal sovereignty. Accordingly, in 2003 New Mexico entered into a Title IV-E Demonstration Waiver Project that allowed Zuni Pueblo to administer its own IV-E program. (The Navajo Nation had also intended to participate, but chose to maintain their IV-E JPA instead.) The waiver ended in 2005.

The Fostering Connections Act has been the focus of several meetings in 2008-2009, particularly around the possibility of tribes directly administering their own Title IV-E programs. One concern raised by tribal representatives related to the Fostering Connections Act was that, although the Act allows for a state plan *option* of subsidized guardianships, at this time New Mexico has not elected to offer that option. (The state is currently evaluating the fiscal and practice implications of adopting the option for IV-E Permanent Guardianship.)

In 2009 CYFD FACTS and IT staff met with Navajo Nation personnel to discuss the data requirements of Title IV-E and provide technical assistance to the Nation in this area. The CYFD Cabinet Secretary has signed a letter of support for the Nation in their proposal for the planning and implementation funds provided under the Fostering Connections Act. CYFD supports the provision that Tribes may use every source of match that states are permitted to use and all other sources otherwise permitted by law currently including Tribal 638 programs, Tribal Self-Governance funds and BIA ICWA funds in the event a tribe decides to directly administer the Title IV-E program. CYFD will continue to provide training, resources and support as needed to assist tribes in accessing direct Title IV-E funding should they decide to seek direct funding as a result of the Fostering Connections Act.

Other State-Tribal Agreements: Currently PSD has a contract with Zuni to provide child welfare services, in addition to their IV-E JPA. PSD also has an agreement with the Navajo Nation to provide a share of the state's Title XX Social Services Block Grant fund to the Nation to offer child and adult protective services.

For FY 08, thirteen NM Tribes access IV-B-1 funds: Acoma Pueblo, Isleta Pueblo, Jemez Pueblo, Jicarilla Apache Tribe, Laguna Pueblo, San Felipe Pueblo, San Ildefonso Pueblo, Sandia Pueblo, Santa Ana Pueblo, Santa Clara Pueblo, Santo Domingo Pueblo, Taos Pueblo and Zuni Pueblo. San Juan Pueblo and Mescalero Apache Tribe have applied for FY 09 grants and it is anticipated that they will receive it. These are direct agreements with the federal agreements, not with the State, but the CYFD NAL and PSD staff meet with these tribes, participate in federal meetings, etc. whenever possible.

C. Training and Collaboration

Title IV-E: The PSD Title IV-E Unit Manager meets regularly with JPA tribes to ensure IV-E requirements are understood. In March 2008, PSD, the CYFD NAL, NMSU, the Bureau of Indian Affairs Southwest Regional Social Services Office, the American Indian Law Center, Inc., the Corinne Wolfe Children's Law Center, and the Indian Child & Family Resource Center co-sponsored a training conference for tribal judges and social workers on IV-E and ASFA requirements. Representatives of 16 tribes attended, and the conference was extremely well received. Future events of this type are being planned. The PSD IV-E Unit Manager and Federal Program Bureau Chief will meet with Zuni Pueblo in June 2008 to brief tribal court and social services personnel on IV-E requirements.

Child Welfare Training: PSD participates on the Advisory Group for the CIP Cross-Training Grant, and, as such, works to ensure that tribal representatives are invited to all training events and that topics are relevant to tribal social services and children's courts. Tribal judges, prosecutors and social services personnel are always invited to the Annual Children's Law Institute, and participation is typically high.

Other Tribal Consultation and Collaboration Activities:

- The NAL and PSD meet with Navajo Nation Social Services on a regular basis, with quarterly meetings specifically called for in the Intergovernmental Agreement (see below). The NAL and PSD participate in the BIA-Tribal Social Services Quarterly meetings on ICWA coordination issues and concerns in order to jointly address children and family issues.
- A tribal focus group provided input into the CFSR review process. Tribal input was also obtained in the development of PSD's five year plan, through informal meetings with Navajo Nation and BIA Social Services personnel.
- PSD has also included tribes in IV-E and other training, in the development of revisions to the Children's Code, and other important policy and program areas that impact tribes as called for in the Tribal-State Consultation Protocol document.
- The NAL and PSD continue to assist the Pueblo of Zuni in developing a community-based independent living program, as well as assisting with the identification of funding resources and the development of policies and procedures for establishing a foster care group home. The PSD Independent Living program staff will be invited to future meetings to directly assist with IL program funding.
- The NAL is a participant in ICWA/CWLA hosted monthly teleconference calls at which ICWA issues and concerns are discussed with fellow State Native American liaisons and resource staff from the CWLA, NICWA and others as invited. Issues

that have been recently discussed include: SACWIS access by tribes, adoption/recruitment best practices including the development of a “tool kit” for tribal and state staff; ICPC/ICWA issues; ICWA compliance reporting and sharing of reporting tools; federal children and family legislative updates; information and data sharing.

- PSD in collaboration with the Bureau of Indian Affairs Southwest Region, New Mexico Tribes, Luna Community College and the NM Department of Health have conducted annual Indian Child Welfare Conferences since 2007. Highlights of the 2008 conference included a presentation on P.L. 110-351, Fostering Connections and Increasing Adoptions Act by Children’s Bureau ACF Commissioner Christine Calpin; David Simmons, National Indian Child Welfare Association, and Dana Huckabee, Region 6.
- PSD met with BIA Social Services and tribal representatives three times in the past year to discuss the State’s Chafee Plan and solicit their input and to consider ways to improve access to Chafee/ETV services for tribal youth. (See Section XVII, Chafee Foster Care Independence and ETV Programs, for additional information regarding tribal consultation and coordination and the provision of services to Indian youth in care.)
- CYFD supports and participates in Region VI ACF training and technical assistance sessions for Title IV-B NM Tribal programs. The May 2008 event was hosted by PSD and held at the PSD Santa Fe County Office.

D. ICWA Compliance

Compliance with the Indian Child Welfare Act (ICWA) is a high priority for PSD, CYFD, and the State of New Mexico. ICWA requirements are included in PSD policies in many places, including an extensive section in Legal Services and specific references and requirements in Investigation, Permanency Planning, and Adoption Act Regulations. The New Mexico Children’s Code incorporates the provisions of ICWA into state law. Specifically:

- Notification of Indian parents and Tribes of State proceedings involving Indian children and their right to intervene: PSD Intake Policy (8.10.2.14 NMAC); PSD Investigation Policy (8.10.3.15 NMAC; 8.10.3.16 NMAC); PSD Legal Services Policy (8.10.7.27 NMAC); NM Children’s Code Abuse & Neglect Act 32A-4-6 NMSA 1978 (Taking into custody), 32A-4-22 NMSA 1978 (Disposition of adjudicated abused or neglected child);
- Placement preferences of Indian children in foster care, pre-adoptive, and adoptive homes: PSD Legal Services Policy (8.10.7.27 NMAC); PSD Permanency Planning Policy (8.10.3.11 NMAC); PSD Adoption Act Regulations (8.26.3.44 NMAC); NM Children’s Code Abuse & Neglect Act 32A-4-9 NMSA 1978 (Indian child placement preferences), 32A-4-21 NMSA 1978 (Neglect or abuse predisposition studies...), 32A-4-22 NMSA 1978 (Disposition of adjudicated abused or neglected child); Children’s Code Adoptions Act 32A-5-4 NMSA 1978 (Application of federal Indian Child Welfare Act of 1978), 32A-5-5 NMSA 1978 (Indian child placement preferences);
- Active efforts to prevent the breakup of the Indian family when parties seek to place a child in foster care or for adoption: PSD Permanency Planning Policy (8.10.8.19 NMAC); NM Children’s Code Abuse & Neglect Act 32A-4-24 NMSA 1978 (Periodic Review of dispositional judgments), 32A-4-28 NMSA 1978 (Termination of parental rights; adoption decree), 32A-4-20 NMSA 1978 (Termination procedure); NM Children’s Code Adoptions Act 32A-5-4 NMSA 1978 (Application of federal Indian Child Welfare Act of 1978), 32A-5-5 NMSA 1978 (Indian child placement preferences);

- Tribal right to intervene in State proceedings or transfer proceedings to the jurisdiction of the tribe: PSD Legal Services Policy (8.10.7.27 NMAC); NM Children’s Code Abuse & Neglect Act 32A-4-6 NMSA 1978 (Taking into custody), 32A-4-27 NMSA 1978 (Intervention; persons permitted to intervene).

PSD continues to work to ensure compliance with ICWA through records review, staff training, supervision, Quality Assurance reviews and ongoing meetings with tribal representatives, the Bureau of Indian Affairs and others. According to previous monitoring, PSD performance in terms of identifying Indian children, notifying the tribe and meeting ICWA placement preferences whenever possible is consistently quite good. However, we recognize that we face challenges in terms of ongoing notification and communication with tribes. We will address that in training. Most recently, PSD, the NAL, and New Mexico State University developed an ICWA training course piloted in the northwest quadrant of the state in June 2008; this course will be revised and offered in other locations in the coming year.

E. Plans for 2009 – 2012

PSD has identified several primary goals for the next three years. These goals reflect issues raised in various formal and informal meetings with the NAL, tribal representatives, PSD priorities and directions, federal directives and regulations, the Tribal-State Consultation Protocol, and more. The NAL will be an important partner in these goals and activities. In addition, the NAL’s plan for the coming three years is more detailed and specific. Those components of that plan relevant to PSD are included in Tab 5.

Training:

- Work with the Court Improvement Project’s Cross-Training Grant to consider the possibilities of providing a regional cross-training on ICWA compliance, the relationship between ICWA and ASFA, and related issues.
- Develop an e-learning component of Basic Core on ICWA compliance.
- Refine the ICWA training course piloted in June 2008 and offer at least three regional trainings (two in Albuquerque and one in Santa Fe). Include information on the Navajo Nation IGA and other tribal-state agreements. Seek the participation of the American Indian Law Center, the Children’s Law Center, the BIA Social Services, the NAL, and tribal representatives in the development and delivery of the training.
- Notify tribal social services and court staff of all PSD training and encourage their participation. Explore with the PSD Training Advisory Committee the possibility of inviting tribal social services personnel to participate in PSD’s Basic Core and IHS and placement specialty Cores.
- Provide technical assistance to tribes preparing to seek direct IV-E funding as requested.
- Provide training and technical assistance on IV-E requirements on an ongoing basis to tribes with IV-E JPAs and those interested in IV-E JPAs. Seek the participation of the Indian Child & Family Resource Center, the American Indian Law Center, the Children’s Law Center, the BIA Social Services, the NAL, National Child Welfare Resource Centers, the Native American Training Institute and tribal representatives in the development and delivery of training and TA.

- Respond to tribal requests for training and technical assistance whenever possible. (For example, in June 2009 a Managing Children's Court Attorney will make a presentation on the Safe Haven Act for BIA and tribal Social Workers.)

IV-E Joint Powers Agreements:

- Support the tribes with IV-E JPAs through training, technical assistance (as described above) and consultation to assist those tribes in more effectively utilizing IV-E resources.
- Work with other tribes to develop additional JPAs. Preliminary negotiations are taking place with the Mescalero Apache Tribe, Jemez Pueblo and Santo Domingo Pueblo.
- Visit tribal leaders, judges and social services staff in each of the tribes with IV-E JPAs annually to work with them to identify barriers to IV-E eligibility, training and technical assistance needs, challenges in working with the state, etc.

Consultation and Coordination:

- Continue to sponsor annual ICWA-Independent Living conferences. The August 15 ICWA/IL conference was a collaborative effort between CYFD, the Pueblo of Sandia, the Pueblo of Santa Clara and the NM Indian Child Welfare Association.
- Participate in quarterly IGA meetings with the Navajo Nation, quarterly BIA Social Services meetings, federal meetings with IV-B tribes and other federal consultation with tribal social services.
- Tribal participation will be invited and facilitated in all phases PSD's Implementation Center project (should it be approved).

VI. HEALTH CARE SERVICES

A. Background & Overview

New Mexico comes into this new CFSP with many accomplishments and strengths in terms of health care (including behavioral health and dental health), and with some acknowledged challenges.

- PSD retains the services of a forensic pediatrician as Medical Director. The Medical Director provides training on the detection of abuse and neglect and the impact of severe abuse on the child victim. She is available to PSD staff for consultations related to meeting the on-going physical needs of children and to assist with identification of specialists, as needed.
- Results of Round Two of the CFSR found Well-Being Outcome 3 (Children receive adequate services to meet their physical and mental health needs) to be a strength in New Mexico, although not meeting substantial conformity. Most notably, Item 22 was rated as a strength at 90%. There were numerous improvements in this area since CFSR Round One due to increased availability of physicians and other medical professionals to consult with the agency both in terms of individual children and in terms of changes needed in the overall service system. There are clinics in Albuquerque that provide comprehensive services to foster children and youth. At the stage of an abuse/neglect investigation, the Child Abuse Response Team (CART) provides psychological evaluations and comprehensive physical exams, including dental. CART is at the University Hospital and can be used by other counties if the youth is sent to Albuquerque; it is essentially a trauma team. Dental services can be rather limited, but there are traveling dental clinics (not limited to foster children) in Chavez, Doña Ana, and Santa Fe Counties. Routine health care is generally accessible statewide, but for certain specific needs, individuals have to travel to Albuquerque.
- In July 2005, New Mexico formally established the Behavioral Health Purchasing Collaborative (BHPC). Mandated by the state legislature, the Collaborative brings together 17 different state agencies to integrate the funding and provision of behavioral health services for families and children. Through a competitive RFP process, ValueOptions New Mexico was selected as the Statewide Entity (SE) to administer the project. Beginning in July 2009, OptumHealth assumes this responsibility. PSD representatives participate on the BHPC and are now working with OptumHealth to ensure continuity of care, that the needs of our clients are met, and that successful case consultation and review processes established with Value Options continue into the new contract period. PSD is also involved in a number of the Collaborative's Subcommittees, including the Children's Subcommittee. In addition, many Regional Managers and COMs participate in Local Collaborative stakeholder meetings in an effort to strengthen the service array and provide more resources to families. In recent months CYFD data production and data analysis workers have been working with their counterparts at the new statewide single entity, OptumHealth. In the future, staff anticipate that there will be increased functionality gained in our capacity to analyze and characterize behavioral health services received by clients of the child welfare system.
- PSD was able to institutionalize the Targeted Case Management (TCM) process in agency operations. The position provides technical assistance, and oversight in order to ensure that children's physical and mental health needs are addressed.

B. Plans for 2009 – 2012

1. Initial and Follow-up Health Screenings, Treatment of Health Needs, Updated Medical Information

PSD Permanency Planning procedures require the child have a complete physical examination (EPSDT screening) within the first 30 days of custody. Procedures continue: “Each child in out-of-home placement receives scheduled routine medical care, dental care, eye care, or psychological services, as needed. For Medicaid eligible children, the investigation or treatment worker coordinates care with the child’s primary provider. Information regarding the child’s medical, dental, eye care or psychological status is documented on the Medical Profile tab in the Medical window in FACTS and is updated at least every six months to reflect the medical status. Hard copies of records are maintained in the hard file as well as provided to the substitute care provider.”

Placement Services procedures require:

- There shall be a designated license physician and dentist for each child, so that a coordinated plan of care is assured.
- Foster parents shall obtain medical attention for any sick or injured child. Foster parents, in their role as an adjunct representative of state government, shall not rely solely on spiritual or religious healing for children.
- Foster parents shall maintain copies of all educational and medical documents related to the foster child in a traveling medical and educational file that shall remain with the child if the child is moved.

Challenges & Strategies:

- Foster parents do not consistently maintain and update traveling files. Foster Parent Liaisons and other staff will work with foster parents, providing supplies if necessary and available, to monitor and emphasize the importance of this responsibility.
- Current compliance with the requirement of EPSDT screenings within 30 days is only at 54.7%. As a Well-Being Strategy (see Section IV), PSD will continue to monitor the timeliness of referrals for EPSDT and develop a plan to improve timeliness as needed. In addition, EPSDT referral data will be incorporated into the County 360° Reports by September 2009.

2. Oversight of Prescription Medicines

PSD is completely aware of the reality and risks of the over-prescription of medication to children in out-of-home care. In 2006-2007, a CYFD committee worked with ValueOptions (VO), then the statewide entity for behavioral health services, in an attempt to study the situation in terms of psychotropic medication and create guidelines.

Challenges & Strategies:

This effort to study and oversee prescription medicines was abandoned when it became clear how difficult, if not impossible, it was to track (difficulties included multiple prescribers, an inability to sort out children in PSD custody from other children receiving services through VO providers, etc.). This issue could be addressed at the Children’s Health Summit proposed in the next item.

3. Continuity of Health Care, Medical Home, Consultation with Physicians and other Professionals

Current efforts to ensure continuity of health care and consultation with health care providers include:

- Currently, PSD primarily consults with physicians and other health care professionals on a case-by-case basis.
- Many county offices meet with Family Infant Toddler Program (Early Intervention Services) staff on a regular basis, typically quarterly, to ensure service delivery to families, refine the referral process as needed, and to access training for staff.
- Community providers, including behavioral health and medical providers participate in county-based 360° reviews, providing input regarding the needs of foster children on a local level. In addition, community provider are invited (and often attend) Family Centered Meetings (FCMs).
- As mentioned above, PSD was able to institutionalize the Targeted Case Management (TCM) process in agency operations. The position provides technical assistance and oversight in order to ensure that children's physical and mental health needs are addressed.
- As also mentioned above, PSD has a full-time Medical Director available for staff training and consultation related to meeting the needs of children.

Challenges & Strategies:

Clearly PSD has policy and many practices in place to assure the availability and coordination of services to meet the behavioral, physical, and dental health needs of children in our care. However, we recognize that this is still a work in progress. We have yet to fully meet all the expectations of the Fostering Connections Act in terms of:

A plan for the ongoing oversight and coordination of health care services for any child in a foster care placement which shall ensure a coordinated strategy to identify and respond to the health care needs of children in foster care placements, including mental health and dental health needs.

PSD, working through the Medical Director, plans to convene a **Children's Health Summit** before the end of 2010, to address this critical issue. Participants will include, but not be limited to, representatives of:

- the NM Human Services Department Medical Assistance Division (the State's Title XIX Agency);
- the NM Department of Health Public Health Division and Family Health Bureau;
- Indian Health Service;
- OptumHealth and the Behavioral Health Purchasing Collaborative;
- the NM Pediatric Society;
- the University of New Mexico School of Medicine and the Child Abuse Response Team (CART).

VII. DISASTER PLANNING

A. Background & Overview

In response to the requirements of the Child and Family Services Improvement Act of 2006, PSD developed the Protective Services Statewide All-Hazard Emergency Response Plan. In March 2007, a Protective Services Emergency Planning Committee was created, including representatives of various parts of the state and various service areas (intake, investigation, placement, permanency, legal, etc.). The Emergency Planning Committee developed a planning template consistent with the National Response Template, the National Incident Management System, FEMA planning guidelines, and the State of New Mexico's All-Hazard Emergency Operations Plan. Using this template, and following the suggestions provided in *Coping with Disasters and Strengthening Systems: A Framework for Child Agencies* as well as models from other states (particularly Washington and Delaware), the Committee developed the All-Hazard Emergency Response Plan, originally submitted to ACF in September 2007.

The plan has been minimally revised since it was originally submitted and is included here in Tab 5. The PSD Plan has two inter-related and equally important components: local and statewide. Together these processes will assure:

- continued services for children in state custody and for new cases caused by the disaster,
- ongoing communication with workers displaced because of the disaster,
- preservation of essential program records, and
- coordination and information sharing with other states.

State Planning: The PSD Statewide All-Hazard Emergency Response Plan addresses all phases of emergency preparedness, including prevention, response, and recovery (or, as organized in *Coping with Disasters and Strengthening Systems*, before, during and after a disaster). The plan is considered a work in progress, constantly changing in response to new hazards, new technologies, and new state and federal emergency response initiatives. The PSD Emergency Response Plan is serving as a template for response plans being developed by other service areas within the Children, Youth & Families Department, all of which will then comprise the CYFD Emergency Response Plan. While it was hoped that training in the Emergency Response Plan, including tabletops and other exercises and drills, would be developed and provided to all employees during 2008 – 2009, resources were only available to conduct preliminary training and discuss the staff emergency directory.

Local Planning: In New Mexico, and across the country, it is understood that almost all emergency response takes place at the local level. Every county in the state has a Local Emergency Manager, and many counties also have multi-disciplinary local planning committees. In April 2006, each PSD County Office Manager (COM) designated a representative to serve as a liaison between PSD and the local emergency management system. These PSD liaisons help inform state-level planning activities and serve as points of contact for the dissemination of emergency planning information, including checklists for foster families for emergency preparedness and resources made available through National Resource Centers and other sources. Each liaison has been provided a copy of *Coping with Disasters and Strengthening Systems: A Framework for Child Agencies* for additional information and direction. During the spring of 2008, meetings were conducted in each of the five PSD regions, bringing together COMs, county liaisons, Local

Emergency Managers, and others to begin to work together to incorporate a PSD response into local emergency response plans. Each county office is charged with completing a County Emergency Response Plan. Although it was hoped these plans would be completed and submitted to the PSD Central Office by June 2008, resources to provide the necessary assistance and support to the county offices were not available to make this happen. Only ten counties have begun to work on their plans, and it is clear more follow-up and support from Central Office is needed.

The PSD Training, Policy & Federal Reporting Bureau Chief has completed FEMA training ICS 100 and ICS 700. She attended the Region VI ACF/FEMA Disaster Response Conference in Dallas July 30 - August 1, 2008. Following the regional conference, the Region VI Emergency Management Specialist traveled to New Mexico and met with representatives of several agencies, including PSD, other CYFD components, Child Support Enforcement and other HSD components, and Department of Health.

In May 2009, a modification to the FACTS system now allows emergency contact information for staff, parents, and foster parents to be entered into and maintained in the system. The system provides for up to three contacts, including names, addresses, email addresses, and phone numbers. We have begun the process of collecting this contact information and will continue to do so, as described below under Plans.

B. Plans for 2009 – 2014

As of spring of 2009, a new staff person has temporarily been assigned to PSD central office. This person, the Protective Services Recruiter and EOP Contact, has assumed responsibility for some aspects of the disaster planning and response process. With the addition of this staff position, PSD has identified some immediate and longer-term goals for the next five years:

- finalize and keep current a database of emergency contact information for all central office staff, identifying three locations (one outside the immediate area) where they would go if an evacuation were necessary; in addition to contact information, the database includes skills, in addition to job duties, which might be helpful in an emergency situation, such as first aid, crisis intervention, amateur radio operation, etc.; by December 2009, this contact information will also be entered into and maintained in FACTS;
- work with county offices to update the list of county office emergency liaisons and to build a database of local staff contact information parallel to the central office database; by March 2010, this contact information will also be entered into and maintained in FACTS;
- work with County Office Managers and emergency liaisons to develop county level plans, in coordination with county response plans and in coordination with Local Emergency Managers;
- work with regional Placement Supervisor 2s to:
 - ensure foster parent emergency directories are in place procedures for regular updates have been developed; by December 2009, ensure all emergency contact information is entered into FACTS and maintained regularly;
 - assist placement staff in informing foster parents regarding emergency response;
 - assist placement and central office staff in building and maintaining regional registries of volunteer foster care providers;

- notify central office and field staff of the availability of FEMA and other emergency response training; in the staff emergency database, document completion of FEMA training;
- follow up with private Child Placement Agencies, licensed by PSD, to ensure their agency Emergency Response Plans are developed and meet PSD criteria;
- follow up with the NM branch of the American Red Cross to develop a Memorandum of Understanding regarding the establishment of emergency shelters for unaccompanied children;
- reconvene the CYFD Emergency Response Planning committee to:
 - continue work on the department-wide All Hazard Emergency Response Plan;
 - determine the emergency response hierarchy in the agency;
 - identify an alternate location for continuation of business;
 - develop a staff augmentation and call-back plan and communication mechanisms; and
 - develop and conduct training, exercises and drills in PSD and CYFD plans;
- work with the CIP and NM Supreme Court to assure judicial determinations are made as required, with procedures in place for emergency placements if required;
- in coordination with representatives of other human service state agencies (e.g., Department of Health, Human Services Department, Aging & Long Term Services Department) as well as the Emergency Management section of the state Department of Homeland Service:
 - conduct collaborative meetings and planning (including defining roles, responsibilities and working relationships);
 - develop specific plans in response to populations with special needs;
 - make presentations to the Governor's Cabinet;
 - advocate with the Region VI Emergency Management Specialist regarding the development of agreements and understandings which will assist the Region VI states in meeting their emergency plan responsibilities, including emergency waivers to ICPC agreements, Medicaid waivers, formalization of liaison relationships, and collaborative agreements among the states to provide supplies, staff, information, etc.;
- cooperate with the Regional Office in response to existing and emergent disaster situations, such as was required in response to the recent H1N1 event.

VIII. DEMONSTRATION WAIVERS

New Mexico is not currently involved in any child welfare demonstration waivers.

IX. MONTHLY CASEWORKER VISITS

Data regarding monthly caseworker visits is included in Section XIII.C below.

Current PSD policy requires that the caseworker visit each child in custody in his/her placement at least monthly to assess the placement for appropriateness in meeting the child's needs and safety. Visitation Guidelines and a corresponding visitation checklist provide specific information to case workers about the nature and content of the visitation and include guidance as to the information to be obtained from and shared with the child during each visitation.

Activities completed and planned to support monthly caseworker visits with children in foster care include:

1. Twenty additional Client Service Agent (CSA) positions were transferred to PSD in the fall of 2007. These CSAs assist permanency workers with various tasks, making monthly visits more manageable for the worker.
2. Management reports were developed in 2007, enabling the state to produce baseline data regarding the frequency and location of visits and track visits on a monthly and quarterly basis. Reports were revised in 2008 to include children on runaway status in the calculations. Reports were again revised in 2009 according to federal direction.
3. Training on effective caseworker visits was developed and delivered statewide during 2007 - 2008. Additional training will be provided as the need arises.
4. Visitation guidelines will be incorporated into revised Permanency Planning Procedure in 2009 – 2010. A Program Instruction Guideline was issued in July 2007, and it was then determined to include incorporation of guidelines into procedures as part of a more comprehensive effort to update and revise agency policies and procedures.
5. In 2007 PSD piloted Speakwrite technology in three county offices within the state. This technology enables case workers to dictate information related to case work activities from any location using a cell phone, thereby making more time for them to conduct face-to-face visitation with the child in the child's place of residence. PSD is planning to expand this service beyond the pilot sites in the coming years.

X. FOSTER & ADOPTIVE PARENT RECRUITMENT & RETENTION

During the five years of New Mexico's last Child & Family Services Plan, PSD made considerable progress in terms of recruitment and retention of foster and adoptive parents. As noted in the final APSR for that period, and summarized briefly in Section II.B above, PSD has regionalized and focused its recruitment efforts, significantly expanded its support services for foster and adoptive families, and is in the process of refining and improving staff and foster/adoptive parent training.

These accomplishments represent a significant new direction and support PSD's efforts to move from a medical model to a resiliency and strengths-based model, providing families the support they need to promote the safety, permanency and well-being of children in their care. A continued move in this direction will be facilitated through New Mexico's participation in PSD's proposed MPCWIP collaborative project, should that project be approved. Foster and adoptive parents, community providers, and others will participate in this project, through which we intend to shift our organizational culture and climate to a more child focused, family centered, trauma informed, strengths based, community based, and culturally competent system and array of services and supports

While we are proud of our accomplishments and committed to continuing these efforts, we are also cognizant of the challenges we still face in terms of providing safe and stable placements for our children. Our disruption rate remains above our target, and we have not yet met our PIP goal in terms of placement stability. Although we have met our target for number of foster parents who have been licensed for two or more years, we have not yet systemically looked at our usage patterns for our licensed families (for example, are we using all our families efficiently and appropriately) nor the reasons why those who leave the system choose to do so.

Specific outcomes, objectives, targets, and strategies for recruitment and retention of foster and adoptive parents are presented below. Other objectives, targets, and strategies related to ensuring the safety, permanency and well-being of foster and adoptive children are included in Section IV (Child Welfare and PSSF Goals, Objectives, and Strategies).

PSD's goal is to provide safe and stable foster and adoptive placements for children in PSD custody.

- Outcome 1: To increase the number of foster and adoptive homes available in the state in order to provide the most appropriate placements for children who cannot safely remain in the home or be returned home.**
- Outcome 2: To provide services and supports to foster and adoptive families to enhance their ability to meet the needs of children in their care.**
- Outcome 3: To increase the participation of foster and adoptive families as integral members of the protective services team.**

1. Foster/Adoptive Family Objectives, Baseline Data, and Targets

Objective	Baseline	Target	Discussion
Outcome 1: Recruitment & retention: increase the number of foster and adoptive homes available in the state			
By June 30, 2012, the number of PSD licensed foster homes will be equal to 60% of the number children in custody. Source: PM02A01	52.9%	60.0%	PSD has determined that a practical target for number of foster homes is 60% of the total number of children in custody. This takes into consideration the number of children in sibling groups (for whom placement together is prioritized) and the children who require placement in a privately licensed therapeutic foster home or residential program.
By June 30, 2012, the number of available (“waiting”) adoptive homes will double from the 2009 baseline. Source: PM02A01	100 (est.)	200	PSD has determined that a practical target for number of available adoptive homes (given a relatively constant number of child awaiting adoption) is 200. This takes into consideration the new concurrent planning model and the continued emphasis on finding adoptive placements for older children and youth.
By June 30, 2012, 70% of foster parents will have been licensed for two or more years. Source: FACTS Pm02A01	67.2%	70%	PSD will study reasons why foster parents don’t renew licenses, as well as patterns of placement and reasons why some placement resources may be underutilized, in order to develop strategies for retention and to ensure efficient management of placement resources.
Note: An increased number of licensed foster and adoptive homes will enable the agency to strive for placement resources with demographic characteristics (especially race and ethnicity) which more accurately approximate those of the foster care population.			
Outcome 2: Improve placement stability by providing services and supports to foster and adoptive families			
By June 30, 2012, 95% of the children placed in a home for the purpose of adoption will not experience a disruption in that placement. Source: FACTS Sm10A01	90.1%	95%	As discussed in Section III.B.2, PSD has shifted the emphasis of its PSSF Family Support and Adoption Services components to provide services and supports to foster and adoptive families. It is believed that these services and supports, as well as the training and professional development discussed below, will result in fewer adoption and foster care disruptions and increased placement stability. It is also believed that the provision of such services will increase foster parent retention.
By June 30, 2012, 64.5% of the children in out of home placement for 12 months or less will have no more than two placement settings in the current out of home placement episode. Source: FACTS SM0907	59.6%	64.5%	

Objective	Baseline	Target	Discussion
Outcome 3: Enhance the skills of foster and adoptive families and increase their involvement with PSD			
At least 350 foster parents will attend the Annual Foster Parent Conference each year. Source: NMSU registrations	350	350	PSD believes that increased training and professional development opportunities will result in fewer adoption and foster care disruptions and increased placement stability. It is also believed that the provision of such services will increase foster/adoptive parent satisfaction and retention.
At least 250 adoptive family members will attend the Annual Adoptive Family Conference each year. Source: NMSU registrations	150	150	
At least 75% of foster parents will complete their professional development training requirements each year. Source: to be developed	na	75%	

B. Strategies for 2009 – 2012

Strategy	Target Dates
Recruitment Strategies	
Collect and analyze data concerning the demographics of children in foster care and the demographics of foster and adoptive parents.	Ongoing
Collect and analyze data on foster-adoptive parent inquiries, including inquiries received at recruitment events and other activities and the number of inquiries by ethnicity.	Ongoing
Based on the data collected above and input from placement staff, create a pilot program in at least four counties most in need of families. This program will include targeted advertising, and, at least in some counties a direct mailing program. (The direct mail will be a series of three post cards leading to an orientation in that community.). The pilot program will offer orientations specifically aimed at recruiting families to foster sibling groups and older youth.	June 2010
Develop and implement regionally based targeted outreach and recruitment activities to reach Native American, African American, and Hispanic populations.	Ongoing
Maintain the “Heart Gallery” to promote general awareness of the need for adoptive and foster families and to recruit for hard to place children. Those efforts will include adoption events, teen specific adoption events, gallery openings etc.	Ongoing
Establish and maintain partnerships with faith based organizations for recruitment of foster and adoptive parents.	Ongoing
Use the recommendations of the Adolescent and Adoption Resource team to develop and monitor child specific recruitment plans for children needing adoptive families and or older youth.	Ongoing
Create and implement procedures to screen applicants prior to studying the family to ensure that we are licensing families who will be able to parent children from the child welfare system.	Procedures developed June 2010
Coordinate a review of the reasons foster parents leave the system and develop strategies to address those reasons.	Study completed by December 2010; plan developed June 2011

Placement Stability (see also Section IV.B.2, Strategies to Achieve Permanency Outcomes)	
Provide contracted support services to foster families to help ensure placement stability, improve retention, and provide child specific training.	Ongoing
Provide contracted support to adoptive families statewide through support groups, family events, warm line for adoptive families, a blog and lending library.	Ongoing
Foster/Adoptive Parent Development and Involvement	
In collaboration with New Mexico State University, present the Annual Foster and Adoptive Parent Conference to provide opportunities to enhance the skill level of foster and adoptive parents and staff, create networking opportunities among public and private agencies, and create networking opportunities among the families.	Annual
Develop and implement procedures and training that will help families develop their own internal support through friends and family members prior to adoption. Begin to train those family members who will have the highest amount of contact with the children, so that they also know how to parent a child who has been abused and/or neglected.	Procedures and training developed June 2010; training piloted December 2010; ongoing thereafter.
Assuming approval of the Implementation Grant, convene foster and adoptive parents, placement staff, providers, and PSD staff across the state throughout Phase 1 and as needed through Phases 2 and 3.	June 2011
Work with the Court Improvement Project and the Children's Law Center to update and widely distribute the booklet <i>Going to Court: When and How a Foster Parent Can Help - A Guide for Foster Parents and Other Caregivers About Participating in Court Hearings</i> and the Best Practice Bulletin, <i>Foster Parent Involvement</i> .	December 2011

XI. ADOPTION INCENTIVE PAYMENTS

New Mexico has received \$350,000 in adoption incentive payments during the past two federal fiscal years. Funding is being directed to enhance recruitment for foster-adoptive and adoptive parents. Efforts to date have included purchasing supplies and equipment for the production of recruitment materials, purchasing materials to be used to identify and recruit adoptive homes and promote foster parent conversions, enhancements to electronic management information system so as to be better able to collect and process information about children waiting for adoptive homes and eligible families. PSD has also used the funding to improve child specific recruitment capabilities on the CYFD website. Adoption incentive money also was used to send certain Central Office staff to the Kinship Center to learn about their programming and training for adoptive families. In 2008, PSD, with adoption incentive funding, sponsored the statewide Adoption Competencies Conference. This conference, for community based service providers, was designed to further their knowledge and skills for working with adoptive families, thus preventing adoption disruption.

New Mexico expects to receive \$57,000 in FFY2010. Our plan is to use these funds for targeted recruitment of homes in areas of most need, including recruitment of homes that will foster/adopt older youth and sibling groups. Among the specific activities planned for the coming year are:

- development and purchase of targeted recruitment materials;
- design and placement of billboards in targeted areas;
- design and placement of radio and television PSAs and other media approaches
- piloting a direct mailing project;
- implementing faith-based approaches, based on the Aspen Project at Calvary Church in Albuquerque, beginning with at least one county in each region.

XII. TRAINING

A. Background

Many significant changes in the PSD staff training system have taken place over the past five years which lay the groundwork to meet the training needs of the next five. Many of these efforts were designed to address issues identified in round 2 of the CFSR and are part of NM's PIP. Among those changes are:

- A complete revision of PSD Basic Core and the development of specialty trainings for placement and in-home services staff, as well as a training for new PSD Supervisors which is in progress. As part of Basic Core, an extensive OJT component was developed, with training for supervisors in managing the OJT experience. Also as part of Basic Core and the development of specialty trainings, the FACTS User Manual was completely revised. The new Manual is now available on the PSD section of the CYFD website and will be regularly updated.
- A Training Advisory Council has been established which guides the development, evaluation, and implementation of all PSD trainings.
- A statewide cadre of trainers has been trained and certified. A second Training for Trainers is planned for fall of 2009.

PSD continues to move forward in the development of an integrated training collaborative, in order to ensure an improved and more efficient utilization of training resources, avoid duplication of training efforts, and target the most important training needs as determined by PSD management. Toward that end, PSD will continue to work with CYFD's Professional Development Bureau, the four Universities offering Social Work programs in the state, the Corinne Wolfe Children's Law Center at the University of New Mexico School of Law, and various training efforts coordinated by the NM Administrative Office of the Courts. PSD continues to collaborate with New Mexico State University, our primary training partner, and together PSD and NMSU have begun exploration of the establishment of an integrated Child Welfare Training Academy. That exploration will continue over the next few years.

B. Strategies for 2009 – 2014

1. Overview

Over the past few years, PSD has developed and conducted an increasingly vigorous training program for staff and partners. As PSD moves forward with the initiatives and system changes described in this plan, training for staff, contractors, foster parents, judges and court staff, and other partners in the child welfare system will become increasingly important. PSD training, which includes pre-service and in-service training as well as conferences and other events, is supported with a combination of state general funds and federal IV-E, IV-B Part 2, and CAPTA funds. Training is provided by PSD staff, the CYFD Professional Development

Bureau, and through a partnership with New Mexico State University. Title IV-B Part 2 and CAPTA funds, although limited, provide important support for training for contract service providers, as well as staff training on topics not eligible for IV-E reimbursement.

It is anticipated that New Mexico's work with the Child Welfare Implementation Center will lead to a newly articulated practice model. Policy and procedure will be revised to reflect that new model. Best practices will be identified and implemented. Training for PSD staff and PSD partners in the child welfare system on the new model, policy and procedures, and best practices will be a critical component of the Project. Support from the Implementation Center will be significant, and funds from all other possible sources, federal and state, will be needed. As the Project develops, specific training needs will be identified. The IV-E Training Plan included here will be amended as needed, and future plans will reflect this new area of training.

2. Non IV-E Training

Title IV-B Part 2: For the upcoming five years, it is expected that Title IV-B Part 2 funds will continue to be used to support training for IV-B Part 2 service providers and the annual Adoption Families Conference. For 2009 – 2010, these funds are earmarked for those purposes as well as to provide non-IV-E reimbursable staff training on safety assessment and management.

CAPTA: For the upcoming five years, it is expected that CAPTA funds will primarily be used to develop and deliver training for in-home services staff and providers and other non-IV-E reimbursable staff training. For 2009 – 2010, these funds are earmarked for the development of supervisory tools and training related to investigation, safety management, and in-home services, for the development and delivery of specialized training for in-home services staff, and for other non IV-E training.

Other: Other training for PSD staff is provided through the CYFD state fund budget in areas such as defensive driving, HIPAA, general supervisory skills, respect in the workplace, ethics, and other topics. PSD FACTS staff provide statewide training whenever the FACTS system undergoes a major revision (typically annually). Additional training is supported with Chafee and CBCAP funds for relevant programmatic purposes.

3. Title IV-E Training Program

During 2009 – 2014, PSD looks forward to expanding the availability of IV-E training to the new training audiences allowable under the 2008 Fostering Connections Act. This Act allows training on IV-E eligible topics to be provided to private, licensed child welfare agencies (in New Mexico that would be limited to our private therapeutic foster care agencies) and to court and related personnel. The primary challenge facing the state is securing the necessary match (decreasing from 45% in FFY 2010 to 25% in FFY 2013) for most IV-E eligible topics.

We have begun discussions with the Corinne Wolfe Children's Law Center at the University of New Mexico School of Law and with the NM Administrative Office of the Courts (AOC) to expand training opportunities using IV-E funds matched with state general funds appropriated to those agencies. This training will be targeted to judges, Court-Appointed Special Advocates (CASAs), and court-appointed mediators, Respondent Attorneys, Guardians ad Litem, and Youth Attorneys.

PSD is represented on the Advisory Committee for the Court Improvement Project Cross-Training grant, managed by the Children's Law Center, and has participated in cross-training events for the past three years. This year's cross-training focuses on regional development of Child Welfare Improvement Plans (CWIPs). At the sessions to date, several topics have arisen which specifically point to training needs for court-related training audiences, as well as PSD personnel and other partners. Those topics, and others as

they are identified, will be addressed through this expanded partnership with the Children’s Law Center and the AOC. As those plans evolve, it is expected that PSD’s IV-E Training Plan will be expanded accordingly.

Over the course of this five year plan, Title IV-E supported training activities will include:

- **Social Work Stipend Program:** For the past several years, PSD has negotiated Agreements with social work programs at three state universities (New Mexico Highlands University, New Mexico State University, and Western New Mexico University) to administer IV-E student stipend programs. During this past year, the BSW social work program at Eastern New Mexico University was accredited, and all four University programs have Agreements for IV-E Stipend Programs in 2009 – 2010. It is expected that Agreements will continue with all four programs through 2014. During 2009 – 2010, we plan to develop and implement an extensive tracking and monitoring system.
- **Pre-Service Training:** Pre-service training supported with Title IV-E funds includes an eight-week Basic Core training, a four-day Specialized Training for Placement Staff (STPS), and a nine-day New Supervisors’ Core. The specific number of course offerings varies according to hiring rates, but typically Basic Core is offered four – eight times a year and STPS and new supervisor Core twice a year.
- **Annual Training:** A one to one-and-one-half day annual training is mandatory for all PSD field staff. The plenary session is typically devoted to updates regarding changes in practice, law, regulation, organizational structure, etc. Other topics vary from year to year. The proportion of IV-E funding varies according to the specific topics included.
- **Foster Parent Training:** PSD’s extensive foster parent training program is largely supported with Title IV-E funds. This includes PRIDE training for prospective foster and adoptive parents, annual foster parent development and recertification training (six of the twelve required hours are on mandatory topics and federal funds help support that training), and the Annual Foster Parent Conference.
- **Training on Special Topics:** Title IV-E eligible training is provided on an as needed basis. In 2009 – 2010, this training includes Clinical Supervision and training on Parent-Child Visit Coaching. It is anticipated in future years topics will address issues related to the new Practice Model and related Best Practices. Special training topics will also target judges, attorneys, and other court-related personnel.

More detail about IV-E training planned for the next state fiscal year is provided in the next section.

C. IV-E Training Plan for 2009 – 2010

1. Social Work Stipend Program

Description: CYFD will enter into Agreements with the four Universities offering Social Work programs in the state (New Mexico Highlands University, New Mexico State University, Western New Mexico University, and Eastern New Mexico University) to educate Social Worker Students through the Title IV-E Stipend Program.

Relevant IV-E Training Functions: development of the case plan; permanency planning; case reviews; placement of the child; case management and referral to services; preparation for and participation in judicial determinations; home studies; social work practice; cultural competency related to children and families; Title IV-E policy and procedures; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation,

grief and loss, child development, and visitation; communication skills required to work with children and families; strengthening and reunifying families; use of specialized assessments; ethics and values.

Venue: pre-service

Duration: long-term; full-time

Provider: Universities

Days and Hours: one or two academic years

Audience: BSW and MSW social work students; approximately 71

Description of Estimated Total Costs: \$2.9 million in IV-E FFP to four Universities; includes stipend reimbursements and related faculty and administrative costs; total project costs approximately \$7.1 million, including University match

Cost Allocation Methodology: Total IV-E program FFP includes the cost of the stipend program itself (at 75% for the actual stipend awards and at 50% for the cost of administering the stipend program) and the eligible proportion of the cost of delivering the IV-E related child welfare curriculum (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual).

Specific curricula for the four Universities with stipend programs, including the relevant IV-E training functions, are included in Tab 5.

b. Basic Core Training

Description: Basic Core is the pre-service training required of all PSD new hires. This training was rolled-out in 2009 after a pilot presentation in September – December 2008. The revised Core includes an extensive OJT component, with a comprehensive OJT guide and training for supervisors and mentors. It also includes a revised and extensive FACTS manual, which is now posted on PSD's website. Limited modifications will be made to the course as needed, with a major revision cycle set at every two years. The next revision will be in February 2011. During 2009 at least three e-learning modules will be completed, IV-E/Medicaid Eligibility, CASA/CRB Programs, and child welfare ethics. A statewide cadre of trainers has been trained, certified, and deployed. A second Training for Trainers is planned for later in 2009. A major effort in 2009-2011 will be a comprehensive evaluation of Core.

Relevant IV-E Training Functions: development of the case plan; permanency planning; case reviews; placement of the child; case management and referral to services; preparation for and participation in judicial determinations; home studies; social work practice; cultural competency related to children and families; Title IV-E policy and procedures; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation, grief and loss, child development, and visitation; communication skills required to work with children and families; strengthening and reunifying families; use of specialized assessments; ethics and values; eligibility determinations and redeterminations; fair hearings and appeals; rate settings and level of care; licensing and support of foster and adoptive homes.

Venue: pre-service

Duration: short-term, full-time

Provider: in-house and NMSU

Days and Hours: eight weeks, five classroom (4½ days/week) and three structured on-the job training (OJT)

Audience: newly hired PSD caseworker and supervisory staff; 70-100/year

Description of Estimated Total Costs: approximately \$160,000 of IV-E FFP will support this effort (course revision, course delivery, materials production, evaluation); additional project costs include a proportion of in-house training staff time; PSD Core Revision Advisory Committee time and travel; PSD trainer time and travel, NMSU staff time and expenses, and participant travel and per diem

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP includes the cost of the eligible proportion of the training (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual). It is estimated that at least 85% of this training is eligible at 75%.

c. Placement Core Training

Description: Specialty Training for Placement Staff (STPS) has been developed and pilot tested. It will be revised in the summer of 2009 and beginning in September will be required of all new Placement Workers, whether new hires or transfers.

Relevant IV-E Training Functions: development of the case plan; permanency planning; case reviews; placement of the child; case management and referral to services; preparation for and participation in judicial determinations; home studies; social work practice; cultural competency related to children and families; Title IV-E policy and procedures; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation, grief and loss, child development, and visitation; communication skills required to work with children and families; strengthening and reunifying families; use of specialized assessments; ethics and values; eligibility determinations and redeterminations; fair hearings and appeals; rate settings and level of care; licensing and support of foster and adoptive homes.

Venue: pre-service

Duration: short-term, full-time

Provider: in-house and NMSU

Days and Hours: 3½ days

Audience: new PSD Placement Workers; approximately 15/year

Description of Estimated Total Costs: approximately \$50,000 of IV-E FFP will support this effort (course development as well as delivery); additional project costs include a proportion of in-house training staff time, PSD Placement Core Work Group time and travel, NMSU staff time and expenses, training materials, and trainer and participant travel and per diem.

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP includes the cost of the eligible proportion of the training (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual). It is estimated that at least 85% of this training is eligible at 75%.

d. Supervisory Core Training

Description: Supervisory Core, which will be required of all newly hired or promoted PSD Supervisors, will build on Basic Core and ensure, among other things, that the concepts and skills taught in Basic Core are integrated into practice. The first rough draft of the curriculum will be developed by June 2009, and the course will be field tested in the fall. The model used in the development of Basic Core is being followed for this training as well: a Supervisory Core Work Group has been created and has identified key content topics and specific learning objectives for each of the topics. NMSU is locating existing curriculum material for the key topics and developing other material as needed. The Work Group will review the curriculum material and identify which is most applicable to PS, draft the curriculum, compile the training resources needed, and train trainers.

Relevant IV-E Training Functions: development of the case plan; permanency planning; case reviews; placement of the child; case management and referral to services; home studies; social work practice; cultural competency related to children and families; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation, grief and loss, child development, and visitation; communication skills required to work with children and families; strengthening and reunifying families; use of specialized assessments; ethics and values; licensing and support of foster and adoptive homes.

Venue: pre-service

Duration: short-term, full-time

Provider: in-house and NMSU

Days and Hours: 4½ days

Audience: newly hired and promoted PSD supervisors; approximately 20

Description of Estimated Total Costs: approximately \$80,000 of IV-E FFP will support this effort (course development as well as delivery); additional project costs include a proportion of in-house training staff time, PSD Placement Core Work Group time and travel, NMSU staff time and expenses, training materials, and trainer participant travel and per diem.

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP includes the cost of the eligible proportion of the training (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual). It is estimated that at least 75% of this training is eligible at 75% and 25% eligible at 50%.

e. Clinical Supervision Training

Description: Monthly training and technical assistance on clinical supervision skills and supporting the transfer of those skills into field practice. This training was pilot-tested in one region in the spring of 2008 and continued in the spring of 2009. It will be offered in at least one other region in 2009 – 2010.

Relevant IV-E Training Functions: assessment and development of the case plan; permanency planning; case reviews; social work practice; strengthening and reunifying families; use of specialized assessments; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation, grief

and loss, child development, and visitation; communication skills required to work with children and families; use of specialized assessments; ethics and values;

Venue: in-service; enrichment

Duration: short-term, full-time

Provider: NMSU

Days and Hours: 1 day/month

Audience: PSD permanency planning supervisors in two regions of the state; approximately 40

Description of Estimated Total Costs: approximately \$10,000 of IV-E FFP will support this effort (course development as well as delivery and evaluation of pilot); additional project costs include a proportion of in-house training and other staff time, NMSU staff time and expenses, training materials, and participant travel and per diem.

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP includes the cost of the eligible proportion of the training (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual). It is estimated that at least 85% of this training is eligible at 75%.

f. Annual PSD Worker Training

Description: Training on topics related to PIP implementation and other topics as determined by PSD management. In the spring of 2010, Annual Training will focus on the Implementation Center Project (if approved), with additional workshops on youth transition and other key safety, permanency and well-being topics.

Relevant IV-E Training Functions: development of the case plan; permanency planning; case reviews; placement of the child; case management and referral to services; preparation for and participation in judicial determinations; home studies; social work practice; cultural competency related to children and families; Title IV-E policy and procedures; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation, grief and loss, child development, and visitation; communication skills required to work with children and families; strengthening and reunifying families; use of specialized assessments; ethics and values; eligibility determinations and redeterminations; fair hearings and appeals; rate settings and level of care; licensing and support of foster and adoptive homes.

Venue: in-service; enrichment

Duration: short-term; full-time

Provider: NMSU

Days and Hours: two days (12 hours)

Audience: PSD staff and supervisors; approximately 600

Description of Estimated Total Costs: approximately \$135,000 of IV-E FFP will support this effort (course development as well as delivery); additional project costs include a proportion of in-house training and other staff time, NMSU staff time and expenses, training materials, and participant travel and per diem.

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP includes the cost of the eligible proportion of the training (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual). It is estimated that at least 50% of this training is eligible at 75%, 25% eligible at 50% and 25% non-eligible.

g. Annual Foster Parent Conference

Description: The annual conference provides foster parents and placement staff with presentations by nationally known speakers; workshops on various topics including dealing with children with reactive attachment disorder, information on child abuse and neglect, positive discipline, access to resources, and more, as well as opportunities to meet other foster parents and department staff.

Relevant IV-E Training Functions: foster parent involvement in the development of the case plan and case reviews; cultural competency related to children and families; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation, grief and loss, child development, and visitation; communication skills required to work with children; strengthening and reunifying families; use of specialized assessments; ethics and values.

Venue: in-service, enrichment

Duration: short-term, full-time

Provider: in-house and NMSU

Days and Hours: 1½ days

Audience: licensed foster parents, child placement agency staff, PSD placement staff; approximately 450

Description of Estimated Total Costs: approximately \$60,000 of IV-E FFP will support this effort; additional project costs include a proportion of in-house training and other staff time; NMSU staff and contractor time and expenses; travel expenses for participants; training materials.

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP includes the cost of the eligible proportion of the training (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual). It is estimated that at least 85% of this training is eligible at 75%.

h. Annual Adoptive Parent Conference

Description: The annual conference provides adoptive parents and placement staff with presentations by nationally known speakers; workshops on various topics including dealing with children with reactive attachment disorder, information on child abuse and neglect, positive discipline, access to resources, and more, as well as opportunities to meet other adoptive parents and department staff.

Relevant IV-E Training Functions: cultural competency related to children and families; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation,

grief and loss, child development, and visitation; communication skills required to work with children; strengthening and reunifying families; use of specialized assessments; ethics and values, and availability of post-adoption services and resources.

Venue: in-service, enrichment

Duration: short-term, full-time

Provider: in-house and NMSU

Days and Hours: 1 day.

Audience: adoptive parents, child placement agency staff, PSD placement staff; approximately 200

Description of Estimated Total Costs: approximately \$10,000 of IV-E FFP will support this effort; additional project costs include a proportion of in-house training and other staff time, NMSU staff time and expenses, training materials, and participant travel and per diem.

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP includes the cost of the eligible proportion of the training (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual). It is estimated that at least 85% of this training is eligible at 75%.

i. Annual Children's Law Institute

Description: The annual conference provides PSD staff and partners with presentations by nationally known speakers; workshops on various topics including dealing with children with reactive attachment disorder, information on child abuse and neglect, access to resources, and more.

Relevant IV-E Training Functions: cultural competency related to children and families; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation, grief and loss, child development, and visitation; communication skills required to work with children; strengthening and reunifying families; use of specialized assessments; ethics and values; Title IV-E policy and procedures.

Venue: in-service, enrichment

Duration: short-term, full-time

Provider: in-house and NMSU

Days and Hours: 1 day

Audience: PSD staff, supervisors, attorneys, and managers; licensed foster parents, child placement agency staff; approximately 1000.

Description of Estimated Total Costs: approximately \$10,000 of IV-E FFP will support this effort; additional project costs include a proportion of in-house training and other staff time, NMSU staff time and expenses, training materials, and participant travel and per diem.

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP includes the cost of the eligible proportion of the training (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual). It is estimated that at least 50% of this training is eligible at 75%, 25% eligible at 50% and 25% non-eligible.

j. Annual Foster Parent Development/Recertification Training

Description: The annual recertification training requirements for foster care providers has been increased from 10 hours to 12 hours annually, with six hours required statewide and six hours at local discretion. Required annual foster parent development training in 2009 – 2010 include three hours in childhood trauma and attachment and 1½ hours each in concurrent planning and placement stability. These courses are available at the Annual Foster Parent Conference and also offered in multiple session across the state.

Relevant IV-E Training Functions: foster parent involvement in the development of the case plan and case reviews; cultural competency related to children and families; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation, grief and loss, child development, and visitation; communication skills required to work with children; strengthening and reunifying families; use of specialized assessments; ethics and values

Venue: in-service, enrichment

Duration: short-term, full-time

Provider: in-house and NMSU

Days and Hours: 12 hours

Audience: licensed foster parents, approximately 950.

Description of Estimated Total Costs: approximately \$90,000 of IV-E FFP will support this effort; additional project costs include in-house training and other staff time, NMSU staff time and expenses, training materials, and participant travel and per diem.

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP includes the cost of the eligible proportion of the training (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual). It is estimated that at least 85% of this training is eligible at 75%.

k. PRIDE Training

Description: NMSU will supplement the PRIDE training offered by PSD Placement Workers, offering at least 75 sessions across the state, including at least four in Spanish, taping a Navajo presentation, and providing a Training for Trainers.

Relevant IV-E Training Functions: foster parent involvement in the development of the case plan and case reviews; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation, grief and loss, child development, and visitation; positive discipline; communication skills required to work with children; ethics and values.

Venue: pre-service,

Duration: short-term, part-time

Provider: in-house and NMSU

Days and Hours: 27 hours

Audience: prospective foster and adoptive parents; approximately 600.

Description of Estimated Total Costs: approximately \$140,000 of IV-E FFP will support this effort; additional project costs include a proportion of in-house training and other staff time; NMSU staff and contractor time and expenses; travel expenses for participants; training materials.

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP includes the cost of the eligible proportion of the training (at 75% or 50%, as determined in accordance with the Child Welfare Policy Manual). It is estimated that at least 85% of this training is eligible at 75%.

k. Parent-Child Visit Coaching

Description: NMSU will develop and deliver a new training course on parent-child visit coaching, offering five sessions in at least three locations across the state.

Relevant IV-E Training Functions: social work practice; cultural competency related to children and families; child abuse and neglect issues; substance abuse, domestic violence and mental health issues related to children and families in the child welfare systems; effects of separation, grief and loss, child development, and visitation; communication skills required to work with children and families; strengthening and reunifying families; ethics and values.

Venue: pre-service,

Duration: short-term, part-time

Provider: in-house and NMSU

Days and Hours: 27 hours

Audience: PS permanency and placement staff; approximately 150.

Description of Estimated Total Costs: approximately \$25,000 of IV-E FFP will support this effort; additional project costs include a proportion of in-house training and other staff time; NMSU staff and contractor time and expenses; travel expenses for participants; training materials.

Cost Allocation Methodology: PSD uses CYFD's approved Cost Allocation Plan. FFP calculated at 75% of eligible direct costs (after applying New Mexico's current eligibility rate, 66.58%) and 50% of indirect costs (after applying the University's approved IDC rate and, again, after applying the current eligibility rate).

XIII. TECHNICAL ASSISTANCE

PSD has always utilized the technical assistance (TA) made available through the ACF National Child Welfare Resource Centers to acquire expertise and information on best practices in areas of particular importance and will continue to do so. PSD has determined that it is critical to use the technical assistance as part of an overall plan for development of strategic program areas. The process of accessing technical assistance days has been delegated to the Administrative Deputy Director to ensure a greater coordination with all other training, performance improvement educational efforts. This has resulted in a more focused approach toward the utilization of this important resource.

In the recent past, PSD received the following TA from the NRCs:

- National Child Welfare Resource Center for Organizational Improvement – System change strategies to manage PIP training reform activities.
- National Resource Center for Child Protective Services – TA on practice improvement for assessing and managing safety throughout the life of the case, efforts primarily on developing enhanced safety assessment instrument and standardizing structure and expectations surrounding safety plans.
- National Resource Center for Child Welfare Data and Technology – TA in developing the State’s capacity to produce CFRS outcome measures on quarterly basis using federal syntax.
- National Child Welfare Resource Center for Youth Development – TA and training involving program development and implementation of Ansell Casey assessment practices.
- National Resource Center for Adoption – Provided materials and information used to develop CORE training for placement staff and annual training on placement stability for agency staff.

In the spring of 2009, PSD staff attended the Regional Forum conducted by the Mountains and Plains Child Welfare Implementation Center, and submitted a proposal at the end of May for a collaborative project for a practice change model. This project is described in more detail in Section II.C. As this project (should it be approved) takes shape, our specific needs for TA will become clear, and the Implementation Center, in collaboration with PSD, will arrange for appropriate resources as needed, including project staff at the University of Texas Arlington Center for Child Welfare, the Butler Institute for Families, and the Native American Training Institute.

XIV. RESEARCH, EVALUATION & MANAGEMENT INFORMATION SYSTEM

A. Background & Overview

The Research, Evaluation and FACTS (REF) Bureau develops, implements and monitors the production database system, FACTS, and provides the subsequent analysis and reporting of child welfare data in New Mexico. PSD continues to collaborate with ACF and with the National Resource Center for Child Welfare Data and Technology (NRCCWDT) to further refine analytic capacities that are supportive of accurate, timely and relevant data supportive of local implementation of “best practices” focused on meeting the needs of children and families while satisfying all CFSR Round II requirements.

During the final year of the 2005 - 2009 CFSP implementation, REF developed a process to utilize the federal CFSR syntax to:

- a) replicate CFSR Round II National Measures;
- b) extend CFSR syntax to provide quarterly updates and additional PIP measures; and
- c) provide customized analysis of subpopulations and trend data.

Within 45 days of the close of any quarter REF provides reports, including information down to the worker/supervisor level, for key measures such as “placement stability” and “children with a goal of reunification in care 13+ months.” Since these efforts are viewed nationally as a cutting edge data approach for child welfare, New Mexico and the NRCCWDT are presenting an overview of these accomplishments at the annual National Data Conference in late June, 2009.

Enhanced data capacity without local training and local buy-in may yield limited results for the transformation of child welfare practice. To address these issues, PSD management has worked through the organizational structure to support both the understanding and local implementation of child welfare strategies customized to account for the data variation reflected in PSD refined reporting tools. Regional trainings have been provided to introduce local staff to data interpretation, including comparisons with county, regional, state and national results. Through provision of case level feedback, they are encouraged to incorporate data analysis into their routine case management efforts. Staff are provided with “questions and answers” sessions for the purpose of additional clarification. Both the *360 Degree County Profiles* and the *County PIP for COMs* reports compare county, regional and state measures. They include other information of interest to staff involved in the management of resources, such as case weights and incidental expenses for children in care. The *County PIP for COMs* contains specific case level data, which allows for intensive local review and analysis of practice. Groups receiving customized local presentations include COMs, placement supervisors, regional managers and Protective Services executive management.

A major FACTS release occurred on May 11, 2009. This release enhanced the functionality and data collection abilities for the FACTS data system. The release included enhancements and modifications to the section of FACTS used to provide placement and provider information. Now from provider inquiry through licensure and license maintenance, there is significantly greater functionality within FACTS. New functionality was developed to support inclusion of key elements of the National Youth in Transition Database project. New State Central Intake functionality was developed, and expanded functionality was developed for payments, level of needs case modification, person management, case assignment, and more. Every year the FACTS Unit within REF conducts at least six weeks of intensive county office based trainings for approximately 800 staff on the elements contained in the latest annual

release and other prior database areas that require reinforcement or clarification. PowerPoint trainings for the various aspects of the annual releases are made available to staff via the CYFD intranet.

PSD distributes important information generated by the Management Information System (MIS) to the field through several different methods and provides technical assistance in the interpretation of these data. Some specific examples include:

- Annual FACT Book;
- 360 Degrees County Profile;
- County PIPS for COMS
- Specially designed PowerPoint presentations;
- Intranet trainings;
- Expanded and more rapid reporting to workers through intranet hyperlinking and web access for public data, and
- Customized one-to-one office visits.

As a result of these reports and the assistance provided in their interpretation, there continues to be increased understanding and expertise developed for the field managers in the utilization of information. Managers and workers now call for the reports when they are generated. They are clearly anxious to receive them and have reported that they find the information to be revealing and helpful. PSD gives part of the credit for our increasing ability to generate and use data to manage performance to such positive things as the FACTS staff being regionally based, collaboration among end users, management support, flexible CFSR Round II syntax and the comprehensive efforts of Research/Evaluation & FACT Bureau. This package of strategies enables child welfare staff to more readily identify issues, trends, and needed program change. Finally, much of the responsiveness and flexibility of this data system is due to the strong, responsive, and comprehensive bridge between PSD and CYFD's Information Technology Services staff.

B. Plan

- PSD will continue to expand functionality in the upcoming reporting period:
 - PSD intends to further the utilization of the data generated by FACTS through trainings and the targeting of additional measures, as appropriate. A specific objective will be to ensure that the county profile reports are regularly provided to the supervisory and line staff for greater and more effective utilization of the data reported.
 - Key REF tasks include generation of quarterly data, clear and meaningful data representation, appropriate and timely trainings, and support of individual workers as necessary and feasible.
 - Critical to support of local best practices management will be on-going report updates to foster incorporation of local data analysis into individual worker practice management.
 - REF will continue to involve the field management and staff in the analysis of current data to support rapid and local responsiveness to needed upgrades in child welfare practice.
- Additionally, based on a special state funding allotment received for SFY10 FACTS "Safety" upgrades identified for CFSR Round II PIP functionality, REF staff will be working to coordinate, design and test on-line changes for the FACTS 4.4 release in May 2010.

- Further, REF staff in preparation for the on-line development cycle for SFY11, is working to provide another successful submission for another special state funding allotment to fund additional “Safety” elements and the web-based development of the National Youth in Transition Database survey for youth.

These combined activities will continue to support better outcomes for children and their families in New Mexico.

XV. QUALITY ASSURANCE

A. Background & Overview

PSD has developed and continues to implement standards to ensure that children in foster care are provided quality services that protect the safety and health of children, and is operating an identifiable quality assurance system in place in the jurisdictions where services included in the CFSP are provided. During this reporting period, PSD has reviewed and revised some of these standards as required by the “*Fostering Connections to Success and Improving Adoptions Act of 2008*”. In addition, PSD recently reviewed and revised the standards and regulations concerning Placement Services, Child Placement Agencies, and the Foster Care Licensing Standards.

PSD’s Quality Assurance unit has been in place since 1998, with a goal of providing “reliable and valid performance and outcome data that will be used to improve service delivery and outcomes for children and families.” In Round Two of the CFSR, New Mexico was found to be in Substantial Conformity with the requirements of the systemic factor. The QA Unit continues to conduct regularly scheduled reviews of randomly selected in-home services and foster care cases, utilizing the federal CFSR review methodology. Individual county offices are reviewed on a regular schedule. Counties have been categorized as “large”, “medium” or, “small” depending upon the population of children in foster care. Each quarter the QA unit reviews one large office, one medium and one small office. Counties with very small numbers of children in foster care are reviewed through a *beta* process. The beta process requires a smaller case sample and uses one reviewer instead of a review pair. The Quality Assurance review tool used in both QA unit and beta reviews replicates the CFSR on-site review instrument and yields information on every item for safety, permanency and well-being outcomes. The QA unit has developed additional review instruments for the purpose of conducting reviews of foster care provider files and legal records. The QA unit generates individual reports for each county office reviewed. These reports include identified programmatic strengths, areas in need of improvement and reviews systemic issues. The Quality Assurance Review reports are shared with the COMs, Regional Managers, Deputy Directors and the Director. The reports have been incorporated into the *360 County Reviews* that are held with agency staff and community partners and stakeholders.

Over the last few years, the agency’s approach to quality assurance practice improvement has expanded beyond the QA unit with the creation of the Practice Improvement Bureau and the establishment of the *360 County Review* process. The PSD Practice Improvement Bureau coordinates agency efforts to assure quality services, identify strengths and needs of the service delivery system, provide relevant reports, and evaluate program improvement measures. The bureau consists of the following units and/or functions: the Adolescent and Adoption Resource Teams (which reviews, amends and approves Individual Adoption Plans and Individualized Youth Transition Plans); Critical Incident Reviews (a critical self-analysis to evaluate the internal decision-making process); Targeted Case Management monitoring; Worker/Child Visits monitoring; Program Improvement (PI) Work Group and the Medical Director (a forensic pediatrician). The manager of this bureau serves on a number of inter and intra agency work groups established for the purpose of improving child specific or overall outcomes for children and youth served, including those involving youth transitioning out of foster care needing ongoing protective services and/or multi-system involvement.

The Practice Improvement Bureau gathers and synthesizes available past-performance and real-time data for the purposes of targeting program improvement priorities. A significant part of this process is the 360° County Profile Report and the PIP Management Reports. During this reporting period, PSD developed and introduced a number of new management information reports to improve performances specifically targeted at areas indentified in the 2nd Round of the CFSR and documented within our PIP. These reports, along with the Quality Assurance Review reports and the 360 County Profile Report provide the foundation for PS's performance management system. This system uses performance measurement (data and evidence) to determine PSD's progress towards achieving specific defined organizational objectives (CFSR Outcomes). The performance management system is the process used to manage towards those outcomes. The ideal performance management system is one that energizes the people in the organization to focus efforts on improving things that really matter. Our performance management system is a cyclical process that begins with our management information reports, moves to our Quality Assurance Reviews and 360° County Reviews. During the multi-day 360 County Review, agency staff, community partners and stakeholders review the information and data and develop county-based program improvement plans. Implementation of these plans and progress on achieving outcomes is evaluated using the management information reports and in subsequent Quality Assurance Reviews. Each subsequent Quality Assurance Review initiates the cycle again to create a structure for ongoing performance improvement.

Targeted Case Management services continue to be provided to eligible children to ensure their physical and mental health needs are met appropriately. The quality of the Targeted Case Management performance is regularly reviewed to ensure that children's physical and behavioral health needs are being assessed and addressed. PSD does not bill Medicaid for TCM services.

Over the time of this CFSP, PSD developed supervisory tools for investigations, and in-home services based primarily on CFSR safety, permanency and well-being outcomes. PSD is in the process of preparing the tools for implementation statewide. PSD has also developed a supervisory and management process to examine permanency through the *Pacing Permanency Reviews*. These structured internal reviews, conducted by supervisors and county office managers provided for the systematic review of cases to identify and address barriers to timely achievement of permanency. The *Pacing Permanency Reviews* were introduced in the spring of 2009.

B. Plan

During the five years covered by this CFSP, PSD's Quality Assurance Unit will continue the various programs, activities, and monitoring described above. The Unit emulates the federal CFSR process in its reviews. Therefore it is essential to have staff trained to work alongside the QA staff while conducting reviews. New Mexico is very fortunate in having several staff who consistently participate as reviewers on federal reviews, so the level of expertise is very good. The Quality Assurance Unit will focus on getting more staff, at various levels of responsibility, trained in the CFSR process and able to participate effectively in the Quality Assurance Reviews.

PSD's Quality Assurance Unit will also focus on ensuring all new processes, such as the Pacing Permanency Reviews, are properly incorporated into practice. They will work with the county offices in a cooperative manner than encourages best practice in the county being reviewed and the sharing of those best practices statewide.

XVI. CAPTA

The Protective Services Division is the state agency responsible for administering the Child Abuse Prevention and Treatment Act (CAPTA) state plan. The goals and objectives specific to CAPTA (as identified in Part A below) have been integrated throughout the CFSP and have been aligned with the other state plan goals and objectives to provide for overarching goals and objectives across the program areas. The strategies/activities detailed in Part B below identify the agency efforts that are being implemented to achieve the CAPTA goals. For each of the strategies/activities funded through the CAPTA state grant, a corresponding program area from one of the 14 delineated in section 106(a)(1) through (14) of CAPTA has been identified.

A. CAPTA Goals & Objectives

New Mexico's goal is to improve our child protective services system by enhancing and improving the continuum of care for children at risk of and/or victims of maltreatment and their families. The agency will refine our efforts through our work with the Implementation Center (see Section II.C) as we design and implement a practice model that is strength based, child focused, family centered, community based and trauma informed. The practice model will be built upon a system of care approach that is consistent with the principles of the Child and Family Services Review (CFSR).

In keeping with those principles, the following goals have been identified for the CAPTA plan. These goals have also been integrated throughout the CFSP and specific objectives, measures, baseline, and targets are captured in more detail in Section IV.A of this integrated CFSP.

Safety Outcome 1: Children are, first and foremost, protected from abuse and neglect (target: 66% conformity)

- Item 1: Timely response to incoming reports of child maltreatment
 - Percent of investigations initiated timely
 - Number of investigations pending over thirty days
- Item 2: Reduced recurrence of child maltreatment
 - Percent of children with previous maltreatment experiencing repeat maltreatment

Safety Outcome 2: Children are safely maintained in their homes whenever possible and appropriate (target: 65% conformity)

- Item 3: Services to protect child(ren) in the home and prevent removal or re-entry into foster care
- Item 4: Absence of maltreatment in foster care

B. CAPTA Activities, Services & Training

The activities, services and training documented in the following table outline the activities that the State intends to carry out with its State Grant funds for the first year of this five year CAPTA state plan. It is anticipated that during the first year of the five year plan, in concert with other components of the state's Child and Family Services Plan (CFSP), PIP, and work with the Implementation Center, the agency will review, refine and strategically identify the CAPTA activities and strategies to braid funding to maximize opportunities to implement the agency's newly developed and defined practice model. Amendments and/or modifications to the CAPTA activities will be captured in the review of the CFSP as provided by the Annual Progress Service Report.

The table lists the specific activity, service or training; projects target dates within the first year of this plan for completion, and matches the activity/service/training to the corresponding CAPTA Program Area. As noted in Section III.B.3, for the next five years, New Mexico will focus on eight of the 14 program areas set forth in Section 106(a) of CAPTA (areas 1, 3, 4, 5, 6, 7, 11, and 14).

Activity/Service/Training	Date	Corresponding CAPTA Program Area
Finalize design, implement and train agency staff on the new safety management protocol including redesigned safety assessment instrument and standardized safety plan.	Training on safety management model completed Spring 2010. Safety assessment and safety plan incorporated into agency management information system May 2010.	(1) the intake, assessment, screening, and investigation of reports of abuse and neglect; (4) enhancing the general child protective system by developing, improving, and implementing risk and safety assessment tools and protocols; (5) developing and updating systems of technology that support the program and track reports of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange; (6) developing, strengthening, and facilitating training including— (A) training regarding research-based strategies to promote collaboration with the families
Design and implement process to receive record and standardize response to potential regulation violations and/or service provisions that could potentially impact the safety and stability of children in out of home care.	Training on safety management model completed Spring 2010. Safety assessment and safety plan incorporated into agency management information system May 2010.	(3) case management, including ongoing case monitoring, and delivery of services and treatment provided to children and their families; (4) enhancing the general child protective system by developing, improving, and implementing risk and safety assessment tools and protocols

Activity/Service/Training	Date	Corresponding CAPTA Program Area
Provide funding to support position in the PSD's Research and Evaluation Unit to support continuing development and updating of the agency's system of technology that supports the program and tracks reports of child abuse and neglect from intake through final disposition and allows interstate and intrastate information exchange.	Ongoing	(5) developing and updating systems of technology that support the program and track reports of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange
Provide funding to support Research and Evaluation staff attendance and participation in annual national data conferences.	Annually	(5) developing and updating systems of technology that support the program and track reports of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange
Support the provision of initial CORE training for all new Supervisors and in-home services workers.	Ongoing	(3) case management, including ongoing case monitoring, and delivery of services and treatment provided to children and their families; (6) developing, strengthening, and facilitating training including— (A) training regarding research-based strategies to promote collaboration with the families; (7) improving the skills, qualifications, and availability of individuals providing services to children and families, and the supervisors of such individuals, through the child protection system, including improvements in the recruitment and retention of caseworkers
Implement CPS Investigation and In-Home Services Supervisory Case Review Instruments	Target date for implementation June 2010; thereafter, ongoing. Implementation includes the provision of training to supervisory staff and proper tool utilization.	(3) case management, including ongoing case monitoring, and delivery of services and treatment provided to children and their families; (7) improving the skills, qualifications, and availability of individuals providing services to children and families, and the supervisors of such individuals, through the child protection system, including improvements in the recruitment and retention of caseworkers
Continue efforts to support the public awareness campaign (Silence Hurts) and development materials for ongoing distribution.	Ongoing	(11) developing and delivering information to improve public education relating to the role and responsibilities of the child protection system and the nature and basis for reporting suspected incidents of child abuse and neglect

Activity/Service/Training	Date	Corresponding CAPTA Program Area
Support attendance and participation in New Mexico's Annual Children's Law Conference.	January 2010	(6) developing, strengthening, and facilitating training including- (A) training regarding research-based strategies to promote collaboration with the families; (B) training regarding the legal duties of such individuals; and (C) personal safety training for case workers; (7) improving the skills, qualifications, and availability of individuals providing services to children and families, and the supervisors of such individuals, through the child protection system, including improvements in the recruitment and retention of caseworkers.
Support agency efforts to participate on behavioral health planning council, Inter-agency coordinating council (IDEA Part C); NM state child fatality review committee and work with state public health and Medicaid agencies through activities of the Program Improvement Bureau of PSD.	Ongoing	(14) supporting and enhancing collaboration among public health agencies, the child protection system, and private community-based programs to provide child abuse and neglect prevention and treatment services (including linkages with education systems) and to address the health needs, including mental health needs, of children identified as abused or neglected, including supporting prompt, comprehensive health and developmental evaluations for children who are the subject of substantiated child maltreatment reports.

C. Assurances

Completed assurance signed by the State's Chief Executive Officer pursuant to section 106(b)(2)(A) and (B) are located in Tab 4.

D. Amendments to State Law

There have been no substantive changes to state law that would affect the State's eligibility for the CAPTA State grant.

E. Provisions for Criminal Records Checks

The State continues to require that any person applying to be an adoptive parent or a foster parent, including relative foster parent, complete a local, state and federal criminal record check upon initial licensure. The criminal background check is also required for any adult residing in the home of the foster parent/adoptive parent applicant. Results of the criminal checks are used to identify the existence of a criminal record that would exclude the applicant from fostering or adopting a child. The list of disqualifying criminal records mirrors federal law requirements. Procedure requires checks at initial licensure and whenever there is a break in service.

XVII. CHAFEE FOSTER CARE INDEPENDENCE PROGRAM (CFCIP) AND EDUCATION & TRAINING VOUCHERS (ETVs) 2009 – 2014 PLAN & 2010 APPLICATION

I. INTRODUCTION

The Protective Services Division (PSD) of the Children, Youth and Families Department (CYFD) is the state agency responsible for the administration for the Chafee Foster Care Independence Program (CFCIP) and the Education and Training Vouchers (ETV) Program. The New Mexico program is designed to provide services and supports to older youth in foster care especially those who are likely to age out of foster care and to youth who have aged out of foster care. Each year of this CFCIP the New Mexico Legislature has appropriated state funds to CYFD PSD to meet federal match requirements.

A. National Evaluation

PSD will cooperate in national evaluations of the effects of the programs in achieving the purposes of CFCIP through the submittal of data to the National Youth Transition Database. Within this 2009 – 2014 Plan and 2010 Application, PSD describes activities to prepare for data collection and data submission.

B. History and Review of Previous Achievement

The New Mexico Independent Living Program was started in 1992. With the passage of the Chafee Foster Care Independence Act of 1999, New Mexico enhanced and expanded its independent living program. In the most recent previous five years, New Mexico expanded its CFCIP and ETV programs by doubling the number of staff available to serve our youth. Additionally, the following has been accomplished:

- Creation of a standardized and uniform approach to assessment through the adoption of the Ansell-Casey Life Skills Assessment and Psychosocial History;
- Continuation of the provision of life skills instruction to older youth in foster care and youth who have emancipated from foster care;
- Expansion of Medicaid eligibility to include older youth who had transitioned out of the foster care system until age 21;
- Strengthening of and expansion of membership in the Statewide Youth Advisory Board;
- Strengthening relationships with tribes, including reintroduction of the Bridging the Gaps Conference;
- Revisions to IL transitional living contracts to provide for statewide coverage that is regionally based and incorporate safety, permanency and well being performance outcome standards;
- Improving ease and timeliness of access to Chafee and ETV funding;

- Revisions to agency practice to enhance safety for youth independently, promote permanency through adoption and recognize the importance of maintaining connections with biological family members, specifically parents and siblings;
- Establishment of an additional quality assurance process through Adolescent and Adoption Resource Team;
- Establishment of an attorney representation model for older youth in foster care;
- Creation of mentoring opportunities for youth;
- Amended the New Mexico Children's Code to achieve compliance with the requirements of the federal Fostering Connections to Success and Increasing Adoptions Act of 2008.

C. Vision

New Mexico recently applied for an Implementation Center grant for the purpose of establishing a practice model that is child focused, family and community based, and trauma informed using a systems of care frame work that is consistent with the CFSP principles. This model is to be strengths based with a focus on resiliency. These principles are especially relevant for our young people as they move towards adulthood. During the next five year period, New Mexico anticipates a review and redesign of our program in concert with these principles and as part of our effort with the Mountains & Plains Child Welfare Implementation Center (should that project be funded).

II. DESCRIPTION OF PROGRAM DESIGN AND DELIVERY

As required by Section 477 (b)(2)(A), the Chafee section of the CFSP must address how the State will design, conduct and/or strengthen programs to achieve the purposes of section (a) (1-7) of the act to:

A. Help youth transition to self-sufficiency

Currently, all youth in foster care are identified at age 15 years 6 months and referred for an assessment of the independent living skills and readiness transition into adulthood. Results of the assessment are used to inform the youth's transitional living plan which outlines the tasks and activities that will be conducted to prepare the youth for independence. The plan is developed with the youth and presented to the court at the annual permanency hearing or six month judicial review. Beginning July 1, 2009, prior to the youth's 17th birthday, PSD will hold a youth-driven meeting for the purpose of developing a transition plan. Participants in the meeting include the youth, the youth's attorney and others of the youth's choosing. The transition plan documents efforts to meet the youth's needs after the youth's 18th birthday in the domains of housing, education, employment or income, health and mental health, local opportunities for mentors and continuing support services. The plan is presented to the court at the first hearing after the youth's 17th birthday and is reviewed at every subsequent review and permanency hearing. The 2009 amendments to the New Mexico's Children's Code have also established a Discharge Hearing for the purpose of determining whether the agency has made efforts to implement the transition plan and whether the agency has provided the youth with specific documents (e.g., birth certificate, health records, state-issued identification card, social security card, etc.) Under specific conditions and with the youth's consent, the court may continue to exercise its jurisdiction for a period of time not to exceed one year from the youth's 18th birthday.

PSD is currently evaluating the current utilization of resources to determine the most effective and efficient method to implement these practice changes. PSD is considering identifying specialized permanency planning workers in each office for the purpose of serving youth, ages 15.5 until their 18th birthday. These workers will manage the case; provide youth with life skills assessments and life skills training; and coordinate the transition plan meeting. At age 17, the youth will be assigned a Youth Services Specialist (YSS) who will be responsible for providing case management and after care services for youth after the age of 18 up to the age of 23.

In this first year of the five year plan, PSD anticipates improving the delivery of life skills training through the purchase and development of standardized curriculum. Any curriculum must incorporate opportunities for individualized and hands on training for youth. The need for such training was identified by the youth advisory board.

B. Services to Support Youth

Services to support youth include Start-up funds, Education and Training Vouchers (ETV), life skills assessments, life skills training, transition planning meeting, transition plan, worker-child visits, educational advocacy, housing assistance, mentoring and case management. Services may be provided to youth participating in the program up to the age of 21, or for ETV until age 23. These are described in more detail below:

1. Formal Life Skills Assessments: Formal life skills assessments are provided to youth 16 years of age and older in the custody of PSD. PSD uses a three-part assessment which includes the Ansell-Casey Life Skills Assessment, a psychosocial assessment, and the Child Protective Services to Adult Protective Services Screening Tool.
2. Independent Living Skills Training: Independent living skills training, including topics such as money management, substance use and abuse, interpersonal relationships, communication, housing, education, and employment, are required for all youth age 16 and older regardless of permanency plan and for all youth with a permanency plan of planned permanent living arrangement (PPLA) regardless of age. Training is provided in various modalities best suited to a youth's learning needs (*i.e.*, group setting, classroom format, tutorial, conference workshop, modeling behavior, hands-on activities, team building opportunities, etc.). Independent living classes are provided by PSD staff to foster youth in their own communities. Community resources are incorporated into program curricula to support youth in accessing local services. Individual tutorials are provided on an as-needed basis for special needs youth and youth who are geographically isolated. PSD is currently evaluating whether the use of contracted resource may be an effective and efficient way to complement the provision of life skills training to youth in state and/or tribal foster care.
3. Transition Plan: As soon as a youth turns 16 or has a plan of PPLA established, in addition to other permanency planning, safety and well-being items documented in the case plan, the plan must include items specifically related to acquiring life skills needed for independence. These case planning requirements continue until such time the youth is discharged from foster care. As an enhancement to planning for youth, as of July 1, 2009, prior the youth's 17th birthday, a transition plan is now also developed. The elements of the transition plan were described earlier. They differ from the previous case planning requirements as the elements in the transition plan identify a specific plan for the youth upon emancipation from foster care.
4. Discharge Hearing/Extended Court Jurisdiction: The judicial review or permanency hearing that occurs within 6 months of a youth's 18th birthday is designated as the 'discharge hearing'. The 2009 New Mexico Children's Code revisions allows for continuing court jurisdiction in limited circumstances, such as when the court determines that termination of jurisdiction would

be harmful to the young adult, the youth consents and critical documents have not yet been provided to the youth. Court jurisdiction may also be extended when PSD is pursuing Special Immigrant Juvenile Status (SIJS) on behalf of the youth.

5. Independent Living Contracts: PSD is currently contracting with the following agencies to provide regionally based independent living programs: Dreamtree Project, Youth Development Incorporated, Families & Youth Inc., Guidance Center for Lea County, and Youth Shelters and Family Services. These programs include housing, life skill assessment, life skills training, transitional living plans, and case management to New Mexico's foster youth. Youth may receive services until age 21. These transitional living programs provide services specifically to current and former foster youth and Tribal Youth. In June of 2009, Intermountain Centers for Human Development (ICHD) informed PSD that they were choosing not to extend their contract to provide services to Tribal youth. PSD is meeting with the Tribes to determine, how given this information, to best meet the needs of Native American youth.
6. Youth Leadership Skills: Youth leadership skills are provided for foster youth and alumni ages 16 – 21 years of age. Opportunities for developing and practicing youth leadership skills are provided during monthly meetings of Adelante (New Mexico's Youth Advisory Board), through formal training, youth participation on conference panel/presentations, conference planning, review of agency policies and procedures, implementing the Program Improvement Plan, and training foster parents and members of the New Mexico Citizen Review Board. Youth have also been able to attend national conferences, create a statewide foster youth newsletter, and advocate for legislation at the NM 2009 legislative session. Adelante is working on creating a foster youth bill of rights. Adelante is co-sponsored by the Heart Gallery of New Mexico Foundation and PSD.
7. Youth Mentorship Program: PSD, in partnership with the Heart Gallery Foundation and Adelante, is developing a peer mentorship program for foster care youth and foster care alumni. New Mexico applied for the OJJDP FY 09 Mentoring Initiative for Foster Care Youth on June 8, 2009, and part of the grant application included the development and implementation of a Peer Mentor Program. Should New Mexico be awarded the grant, New Mexico will enhance its youth mentorship program and begin identifying and training youth mentors within the first year of the five year plan.
8. Statewide Independent Living Conference: PSD sponsors an annual state Independent Living Youth Conference. PSD partners with Adelante and uses a contractor to plan and present the annual conference. This year's conference is scheduled for August 3-5, 2009, in Taos, New Mexico. The theme of the conference is "Generation Transformation".
9. Fiscal Intermediary: Education and Training Vouchers (ETV) and Independent Living Funds are provided to eligible youth for eligible services and activities. A fiscal intermediary is currently utilized to facilitate the timely disbursement of ETV and Chafee funds.
10. Coordination with other State Agencies: PSD continues to coordinate with other state agencies to facilitate transition for youth with special needs and/or significant needs. The Bureau Chief of the Practice Improvement Bureau participates on a work group involving other state agencies to ensure that the needs of youth with special and significant needs are addressed after they leave foster care. PSD participates in the Adolescent in Transition Work Group. This group focuses on youth who've aged out of the foster care and juvenile justice system, youth with mental illness and/or DD and youth who have problems with sexual issues. PSD also participates on the Behavioral Health Purchasing Collaborative to address behavioral health needs, including substance abuse issues for youth and is active on the New Mexico Court Improvement Project.

C. Help youth receive the education, training and services necessary to obtain employment

New Mexico provides youth with the support they need to receive education, training and services necessary to obtain employment, by offering the following services:

1. Employment Readiness Skills: Employment readiness and job seeking skills are assessed and development of skills is included in life skills training.
2. Summer Employment Opportunities: PSD is currently partnering with other state agencies to utilize federal stimulus money to expand existing summer job programs for youth to target foster care youth.
3. Clothing Vouchers: PSD provides clothing vouchers for youth who need clothing and who are required to wear uniforms or specific types of apparel for employment.
4. Counseling: Youth Services Specialists provide ongoing counseling to youth who are applying for, obtaining and maintaining employment.
5. Partnering with State Agencies: The Youth Services Specialists continue to collaborate with the Division of Vocational Rehabilitation Navigators program to help youth obtain employment through this workgroup. Referrals are made to the identified navigator, and the navigator aids the youth to identify goals and targets employment. Nearly all youth working with the navigators have obtained employment within 30 days.

D. Help youth prepare for and enter postsecondary training and educational institutions

New Mexico is dedicated to preparing its youth to enter post-secondary training and educational institutions by continuing to provide the following:

1. Incorporating educational goals as part of the youth's case plan: Permanency planning workers incorporate educational goals into the youth's case plan and report to the court the youth's educational status at each permanency review and judicial review. The permanency planning worker refers youth for special education services as appropriate and advocates with the schools. Youth receiving special education services are provided with a surrogate parent if required. New Mexico's Children Code was revised to require that case plans describe steps to ensure that the youth's educational needs are met and that, for youth who are 14 years of age or older, the case plan specifically sets education and post-secondary goals for the youth.
2. Educational Continuity: New Mexico's Children's Code was amended to provide for educational continuity for foster care youth as required by the Fostering Connections to Success and Increasing Adoptions Act. PSD staff were trained in the spring of 2009 on the new requirements.
3. Adolescent in Transition Group: PSD collaborates with private, state and community education and social service professionals and other interested parties to evaluate the educational needs of youth in the independent living program.
4. Independent Living Conferences: PSD invites various universities and vocational training schools to the annual IL conference to speak to youth about their programs.
5. Lottery Scholarships: PSD assists youth in accessing the state lottery scholarships. The scholarships are available to all New Mexico youth with a high school diploma or GED.
6. Life Skills Training: Permanency Planning Workers and Youth Services Specialists work with youth to assist them with the post-secondary education process, including applying for admission, campus tours, financial aid, and housing and accessing

student support services. Post-secondary education is addressed in life skills classes and training by PSD staff and community partners.

7. Foster Care Youth Scholarship Program: The Albuquerque Community Foundation developed a scholarship program for current and former foster youth. PSD provides information and assistance to youth regarding this opportunity. Scholarships first became available in FFY 2009 and are now available on an annual basis.

E. Provide personal and emotional support to youth aging out of foster care through mentors and the promotion of interactions with dedicated adults

New Mexico recognizes the importance of youth having positive significant adult connections prior to aging out and during the aging out process. During the next five years, PSD will continue to assist youth in identifying these adults and maintaining these relationships through activities described below.

1. Re-Connection with Biological Families: PSD developed guidelines to support youth's safe reconnection with members of their families. In 2010 New Mexico will develop agency procedures for youth re-engagement with family members, including participation in the transition plan meeting, and will provide training to Youth Services Specialists and Permanency Planning Workers on procedures.
2. Gold Mentors Program: New Mexico's Aging and Long Term Services Department Gold Mentors Program provides mentors for youth likely to age out of foster care and for youth who have aged out of foster care in Curry County.
3. OJJDP FY 09 Mentoring Initiative for Foster Care Youth: PSD applied for a mentoring grant, OJJDP FY 09 Mentoring Initiative for Foster Care Youth in June of 2009. If selected New Mexico will utilize a mentorship program model based on motivational interviewing for both New Mexico's Aging and Long Term Services Department Gold Mentors Program and a Peer Mentoring Program that was developed in partnership with the Heart Gallery and Adelante.
4. Adolescent and Adoption Resource Team: As the AART team reviews the cases of youth transitioning out of foster care, they help caseworkers and supervisors develop strategies for obtaining significant adult connections before a youth ages out.

F. Provide financial, housing, counseling, employment, education, and other appropriate support and services to former foster care recipients between 18 and 21 years of age to complement their own efforts to achieve self-sufficiency and to assure that program participants recognize and accept their personal responsibility for preparing for and then making the transition into adulthood

1. Room and Board: New Mexico provides funding for Room and Board through Chafee funds to youth who have aged out of foster care between the ages of 18-21. New Mexico does not utilize more than 30% of the Chafee grant for Room and Board. Room and Board definition is provided in section IV of this plan.
2. Independent Living Placement Status: In addition to Chafee funds, New Mexico provides monthly reimbursement for living expenses to foster youth on Independent Living Placement (ILP) status, which includes former foster youth who receive services from PSD through a voluntary agreement, which may be funded up to the youth's 21st birthday. Youth are classified as their own vendors and receive funds directly. Room and board maintenance payments are approximately \$541 per month. Policies require regional manager approval for any youth under 17 to be placed on ILP status. Youth under 18 have may only be on ILP with the approval of the county office manager. Youth are encouraged to access community services such as

Section 8 housing vouchers, which provide affordable housing alternatives, and TANF and food stamps to ensure that the needs for food and shelter are met.

3. Start Up Funds: Chafee funds are available to eligible youth, including youth under the age of 18, for the purpose of securing the items and/or services needed to establish a residence. Youth who have aged out of foster care between the ages of 18 and 21 are eligible to receive up to \$1500 in start up funds. Youth aged 16-17 and who are on ILP status are eligible for start-up funds with the approval of the Chafee Manager, but the funds cannot be used for room and board. Eligible youth may utilize start-up funds for:

Deposits	Utilities, including cell phones and deposits for utilities	Rent/mortgage payments (if over 18)
Household supplies	Food	Personal care items
Home furnishings	Work apparel	Auto repair and maintenance
Large and small appliances	Driver's education and/or license	Renter's insurance
Computers	Auto insurance	Incentives for participation in NYTD
Transportation		

Youth may request payment for services not specifically listed here and payment may be authorized on a case by case basis by the Chafee Manager when services can be justified as supporting the youth's ability to maintain independence

4. Transitional Living Services: PSD contracts with five transitional living programs across the state to provide housing for current and former foster care and tribal youth.
5. Voluntary Services: Youth who have aged out of foster care are eligible to continue to receive independent living placement maintenance checks, case management and independent living services.
6. Leadership Opportunities: PSD provides youth with a multitude of opportunities to develop and exhibit leadership skills through Adelante.
7. Transitions Supportive Housing Program: PSD has ten vouchers for foster care alumni in the transitions supportive housing program. Youth in the housing program receive supportive services from Youth Services Specialists and community based providers to assist them in maintaining stable tenancy. The *Transitions* Steering Team guides and oversees this program and is responsible for reviewing potential participants, reviewing status updates on current participants, and addressing program and policy issues. The Transitions Steering Team, which convenes monthly, is comprised of representatives from the Supportive Housing Coalition of New Mexico, the Single Entity, the Behavioral Health Collaborative and CYFD. Youth who are current tenants or graduates participate on this team as well as subcommittees/workgroups. This steering team reports to and has representation on the BHC State Housing Leadership Group.
8. HUD Family Unification Program Application: A funding opportunity became available through the US Department of Housing and Urban Development (HUD) for special Section 8 housing called the Family Unification Program (FUP). The NM Public Housing Authority (PHA) and CYFD submitted three applications for these funds/additional vouchers, for Santa Fe City, San Juan County and Bernalillo Counties. The funding would be used to provide additional housing resources to support youth and families to prevent homelessness.
9. Chafee Medicaid: Eligible youth emancipating from foster care are able to access Chafee Medicaid. During this next five year period, PSD will continue to work with New Mexico's Tribes to increase Tribal Youth enrollment in this program.

10. Fiscal Agent: PSD uses a fiscal agent to disburse Chafee and other funds to eligible youth in obtaining and maintaining housing and other need support services.
11. CCSS and Clinical Home: CYFD youth, including those who have emancipated from foster care, are evaluated for Comprehensive Community Support Services (CCSS) and clinical home support services. The service is aligned with the Milwaukee Wrap around model of support services and are provided through core service agencies designated by the State Entity and the New Mexico Behavioral Health Collaborative

G. Make available vouchers for education and training, including postsecondary education, to youth who have aged out of foster care

New Mexico has provided and will continue to provide ETV for education and training, including post-secondary education, to youth who have aged out of foster care. See section VI.

H. Provide services to youth who, after attaining 16 years of age, have left foster care for kinship guardianship or adoption

PSD provides youth who were adopted at age 16 years of age or older with ETV. New Mexico also provides the following Chafee services and funding to youth who were adopted at age 16 years of age or older: Life skills assessments, life skills training, Adelante membership and allowable start up funds. Currently, NM does not have a subsidized kinship guardianship program.

III. SERVING YOUTH ACROSS THE STATE: ENSURING THAT ALL POLITICAL SUBDIVISIONS IN NM ARE SERVED

New Mexico is largely a rural state with services concentrated in the Albuquerque metro area and to a lesser degree, the smaller urban areas of the state. This, coupled with limitations in public transportation, creates challenges for the provision of services. There are 22 federally recognized Native American tribes within the State and the PSD works collaboratively to provide services to eligible Native American youth. PSD ensures that all political subdivisions of New Mexico are served. New Mexico's Independent Living Program is a state-administered program. The program, administered through central office by the Youth Services Bureau is coordinated with the network of 38 county based local offices located throughout the state. Staff in these offices provide independent living services, e.g., life skills assessments, life skills training, activities, classes, and youth leadership. Quality assurance activities occur through PSD's Quality Assurance Unit and the Adolescent and Adoption Resource Team (AART).

IV. SERVING YOUTH OF VARIOUS AGES AND STATES OF ACHIEVING INDEPENDENCE

New Mexico is dedicated to serving youth likely to age out of foster care, youth who have aged out of foster care, and youth who are adopted at age 16 or older. New Mexico defines youth likely to age out of foster as youth who are 16 years of age or older, and youth who have a permanency plan of PPLA. Youth Services Bureau serves youth at 15.5 through the age of 21 and for ETV up to the age of 23.

A. Describe how youth of various ages and at various stages of achieving independence are to be served.

Appropriate staff and managers are notified of eligible youth through an automated process using the state SACWIS system. This system identifies youth age 15 yrs six months, any youth with a plan of PPLA regardless of age and any youth entering foster care after age 16. This notification identifies the need for the initial independent living assessment and inclusion of items related to independent living skill attainment in the youth's case plan.

By the time a youth is 16 years of age, the assessment is completed and, the permanency planning worker meets with the youth to develop an initial transitional living plan and a youth is referred to life skills training. Between the ages of 16-18 youth are eligible to receive life skills training and other independent living services as appropriate. Beginning July 1, 2009 a structured transition planning meeting occurs prior to the youth's 17th birthday to develop a transition plan. The judicial review or permanency hearing that occurs within 6 months of youth's 18th birthday is designated as the 'discharge hearing'. Youth who have emancipated from foster care are eligible for services, listed in section B. Youth who were adopted at ages of 16 or older will be eligible for Start Up funds, ETV funds and some after care services.

In the next few years of this new planning cycle, NM will be identifying and exploring methods to track and monitor youth who have emancipated from foster care to ensure that these youth have the opportunity to maximize service utilization. NM will establish outcome measures and baselines to evaluate the program and to provide this information for the National Youth Transition Database. Currently NM is considering options and opportunities which include a website for youth, Facebook, and other electronic networking mechanisms.

Room and Board Definition

The State has set a reasonable definition of "room and board" and provided the definition in the application. The specific, objective criteria that are used to determine eligibility for benefits and services under New Mexico's program is based on the intent of the Chafee Foster Care Independence Program which describes eligible youth who are "likely to remain in foster care until the age of 18 and those youth up to age 21 who have aged out of foster care, without regard to their eligibility for Title IV-E funded foster care." New Mexico defines "room and board" as:

Room: Payment of rent or mortgage

Board: Payment for food to maintain living arrangement through

Medical Coverage

NM Medicaid plan allows for continuing eligibility for youth who have emancipated from foster care up until age 21.

B. NM statutory and/or administrative barriers to serving broader range of eligible youth, which need to be amended or eliminated.

Recent 2009 amendments to the New Mexico Children's Code have brought the state into compliance with the requirement of the Fostering Connections to Success and Increasing Adoptions Act. In addition, the Motor Vehicle Code was amended to allow minors in the custody of PSD to apply for a driver's license and clarifies liability issues. Within the first year of this new planning cycle, New Mexico, in its work with the Implementation Center, will be reviewing and revising our program with attention to

identifying and eliminating barriers. In addition, as NM works with our youth advocacy group, our community partners and the tribes to implement the requirements of the National Youth and Transition Database, we will be identifying strategies to further engage youth and provide services to especially those youth who have left care.

V. TRUST FUNDS

During the 2009-2014 five year plan, PSD is not anticipating using Chafee funds to establish a trust fund program for youth receiving independent living services or transition assistance.

VI. EDUCATION AND TRAINING PROGRAM

The Promoting Safe and Stable Families Program was amended in 2001 under section 477 of the Social Security act, to add an additional purpose to the Chafee Foster Care Independence Program, to provide Education and Training Vouchers, for eligible foster youth, youth who have aged out of foster care and youth who were adopted at age 16 who were enrolled in a post-secondary institutional setting as defined in the Higher Education Act in sections 101 and 102. Each year, on an average, 100 youth emancipate from foster care. New Mexico recognizes that success in adulthood is facilitated through attainment of educational and vocational goals. The Education and Training Vouchers (ETV) Program has allowed New Mexico to further assist and support foster youth participating in post-secondary education and/or vocational training programs. The Youth Services Bureau within PSD administers the ETV Program. By providing Education and Training Vouchers (ETV), New Mexico is able to assist foster youth by subsidizing some of the costs associated with attending an institution of higher education or a vocational program. Through this program, PSD is able to provide payments for allowable expenditures for youth not to exceed the lesser of \$5000 or the total cost of attendance as defined in section 472 of the Higher Education Act. Funds may also be used for the purchase of technical equipment, including, but not limited to, computers, calculators, and materials associated with course work. The following describes the ETV program and the methods NM uses to operate the program efficiently and complies with the conditions specified in Subsection 477 (i).

A. Eligibility

Youth who aged out of foster care or youth who were adopted at age 16 years of age or older are eligible for ETV. Youth may continue to participate in the ETV program until age 23, if they were participating at age 21, are enrolled in a post-secondary education or training program and are making satisfactory progress toward completion of that program. PSD continues collaboration efforts with the 22 tribes and pueblos located in New Mexico to enhance utilization of ETV by Indian youth on the same basis as foster youth in state's custody. The effort is an expansion of the protocol developed during the first five years of the Chafee program.

B. Eligible Expenditures

ETV in New Mexico subsidizes costs for support such as:

Tuition & Fees	Books
Tutoring	Supplies
Room & Board (on or off campus)	Computers, laptops and printers
Vehicle purchase and maintenance	Cost/fees for testing
Specialized equipment for disabled youth	Essential furnishing for housing
Activity fees for school programs/trips	Thesis or presentation fees
Graduation fees and costs	College/vocational program housing deposits
Cost/fees for extracurricular activities and/or club activities	Childcare for dependent children needed to allow program attendance and participation
College/vocational program application fees	Transportation cost related to attendance including auto repairs, insurance and driver's education

C. Method for Distribution of Funds

The youth's permanency planning worker or Youth Services Specialist identifies eligible youth for participation in the program and assist the youth in submitting an ETV application. ETV applications are reviewed to ensure youth eligibility, that the funds being requested are for an approved allowable expense and to ensure conformity with federal and state regulations and agency procedures. PSD tracks the disbursements of all ETV funds.

D. Goals and Objectives

Goal: Increase the number of tribal youth and youth adopted at age 16 years of age or older participation in the ETV program.

Objective: In collaboration with the tribes, PSD will enhance access to and utilization of ETV funds with a particular focus on tribal youth and develop targeted outreach programs. First year efforts will be targeted at those tribes who have existing IV-E agreements with the State.

Objective: PSD will enhance access to and utilization of ETV funds with a particular focus on youth adopted at 16 years of age or older by partnering with the PSD Adoption Subsidy program to provide information to eligible youth and their families.

Goal: PSD will enhance youth's successful completion of post secondary educational programs and/or vocational programs.

Objective: Assist youth in remaining in post-secondary institutions and completing their goals through the provision of ETV as part of a coordinated process.

VII. CONSULTATION AND COLLABORATION

A. Coordination with related programs to engage in consultation with a range of Stakeholders, including Tribes.

The 2009 - 2014 plan was developed after consultation with our youth through Adelante, the Tribes in New Mexico and our community partners and state stakeholders. Our community partners and stakeholders have included the New Mexico Citizen Review Board and the First Judicial CASA program, our independent living program providers, Youth Transition Task Force, Division of Vocational Rehabilitation, the Transition Steering Team, Aging and Long Term Services Department, The Gold Mentor Program, Adolescent in Transition Work Group, Adoption Means Love Foundation, the Heart Gallery Foundation and the Behavioral Health Purchasing Collaborative. Opportunities for consultation occurred throughout the year and involved formal public hearing and meetings, presentations at both the foster parent and annual Children's Law Conferences as well as through our ongoing collaborations. These entities reviewed the results of the second round of the Children and Family Service Review (CFSR), New Mexico's Performance Improvement Plan (PIP), the CFCIP plan for 2004-2009, subsequent Annual Progress Service Reports (APSR), requirements of the National Youth Transition Database (NYTD) the federal Fostering Connections to Success and Improving Adoptions Act of 2008, and 2009 revisions to the New Mexico's Children Code. In their review, these entities considered the needs of the older youth in foster care, youth transitioning from foster care and those youth who have recently emancipated from foster care. They took into account the accomplishments and successes of the existing program so as to build upon strengths and successes.

B. Consultation and Coordination with each Indian tribe in the State

New Mexico is committed to serving Native American youth and ensuring that the benefits and services under the program are available to Indian children in the state on the same basis as to other children in the State. New Mexico also certifies that we will negotiate in good faith with any Tribe that does not receive a CFCIP or ETV allotment directly. The Youth Services Bureau works closely with CYFD's Native American Liaison, the New Mexico Indian Child Welfare Association, and Bureau of Indian Affairs to consult and coordinate with all of New Mexico's Tribes and Pueblos.

C. How NM involved the public and private sectors in helping adolescents in foster care achieve independence.

1. Involvement of Public and Private Sector

This 2009-2014 plan describes efforts being made. The following are offered to highlights some of those efforts:

a. Adolescent in Transition Group: PSD actively participates on the Adolescent in Transition Group. This work group is comprised of public and private agencies, such as, Department of Health, Human Services Department, the Statewide Entity, Children, Youth and Families Department, Behavioral Health Collaborative, the Clinical Home Committee and the Wraparound Subcommittee which includes representatives from Department of Health, Humans Services Department, private providers and Consortium for Behavioral Health Training, Evaluation and Research (CBHTER) and Department of Education. This group has developed a work plan to address barriers that may be encountered by foster youth transitioning out of the foster care system.

b. Statewide Transition Coordinating Council (STCC): PSD serves on the STCC. The STCC meets on a quarterly basis and address youth transitioning from secondary education institutions to post-secondary education institutions. Represented

on the Council are the Department of Vocational Rehabilitation, Department of Education, the Special Education Division, CYFD, the Department of Workforce Solutions, the Department of Health, the Human Services Department, New Mexico Department of Corrections, youth and young adults with disabilities, parents of youth and young adults with disabilities including Parents Reaching Out, New Mexico Commission of the Blind, New Mexico Commission of the Deaf and Hard of Hearing, secondary education, adult service provider associations, Bureau of Indian Affairs, New Mexico Highlands University and other four year colleges, and two year colleges.

c. Heart Gallery of New Mexico Foundation (HGNM): The Heart Gallery of New Mexico Foundation co-sponsors Adelante and provides recreational, educational, cultural activities and other supports for youth transitioning out of the foster care system.

d. Adoption Means Love Foundation (AML): The Adoption Means Love Foundation provides funding for youth likely to age out of the foster care system and to youth who have aged out of foster care.

2. Activities undertaken to involve youth up to age 21 in the CFCIP plan and other CYFD PSD efforts such as the CFSR/PIP process and agency improvement planning efforts.

Adelante will continue to be the youth voice in the agency's strategic planning efforts, implementation of the CFSR PIP and in the ongoing evaluation and implementation of the Independent Living Program. Through monthly meetings, PSD requests Adelante's input to PSD's administration of the Independent Living Program, agency policies and procedures, federal plans, and NYTD. PSD maintains support of Adelante's increasing independence and diligence in working on their work implementation plan developed in FY 2009. Adelante is currently mentoring youth in the juvenile justice system on developing an advisory board for juvenile justice and it is anticipated that the youth will collaborate on common issues and inform policies and procedures. Adelante is planning on moving forward with advocating that the Foster Youth Bill of Rights be adopted for youth in New Mexico. Adelante has been asked to assist the Court Improvement project to assist in providing statewide training on best practices for permanency in 2010 and continue to participate in foster and adoptive parent trainings. Youth continue to participate in focus groups and stakeholder meetings for ongoing county based QA reviews, which mirror the federal CFSR process.

3. Efforts to coordinate with "other Federal and State programs for youth (especially TLPs, abstinence programs, local housing programs, programs for disabled youth (especially sheltered workshops), and school-to work programs)."

This 2009-2014 plan describes efforts being made. These are offered to highlight some of the programs with which PSD is coordinating:

- New Mexico Court Improvement Project
- New Mexico Department of Health DD Waiver Program
- New Mexico
- NM Tribal Child Welfare Protection Conference
- Court Appointed Special Advocates
- Behavioral Health Purchasing Collaborative
- New Mexico Department of Labor
- Youth and Family Services Division of CYFD

- Public Education Department
- Teen Dating Violence Work Group
- Human Services Department
- Division of Vocational Rehabilitation
- Supportive Housing Coalition

4. Results of Indian Tribe consultation

As a result of ongoing Indian Tribal consultation, the New Mexico Indian Child Welfare Association, Bureau of Indian Affairs, Department of Health Native American Liaison and United Health Care/Evercare and New Mexico's Tribes have committed to planning and presenting annual Tribal Child Welfare and Protection Conferences. Through this ongoing consultation, PSD Youth Services Bureau has secured a commitment to assist the state in identifying an alternative for the provision of transitional living services program for Native American youth. Recently, Intermountain Centers for Human Development (ICHD), who had previously held a contract to provide such services, notified PSD that they did not wish to continue the contract after July 1, 2009. Ongoing Tribal consultation has provided the opportunity to review the previous state plan and for tribes to provide input into the new state plan. PSD has also been able to provide information to the tribes about Chafee Medicaid and ETV for the purpose of increasing utilization amongst tribal youth.

a. Describe the efforts to coordinate the programs with such Tribes.

In the previous five years, PSD contracted with Intermountain Centers for Human Development (ICHD) to provide outreach to the Tribes and to serve Tribal Youth statewide. PSD is currently working with the tribes to determine alternatives given ICHD's decision not to renew their contract. County office staff at the local level meet regularly with tribes in their jurisdiction and the Title IV-E unit manager conducts regular outreach and technical assistance with the tribes. PSD met with Tribes at a BIA quarterly meeting on June 25, 2009 and held a separate meeting with the Navajo Nation.

b. Discuss how the State ensures benefits and services under the programs are made available to Indian children in the State on the same basis as to other children in the State.

Indian children in the custody of the state are eligible for and receive the same services as other children in the custody of the state. Until recently, PSD contracted with Intermountain Centers for Human Development (ICHD) to provide tribal youth services and benefits on the same basis as other children in the state. The Youth Services Bureau worked in conjunction with ICHD to provide eligible tribal youth with Independent Living Placement Status Maintenance checks, Start Up Funds and ETV's. Until such time that an alternative strategy can be developed, tribal youth will be referred to and can access services from any of the existing independent living contract providers and/or directly by state staff depending on the location and needs of the youth.

- c. Report the CFICP benefits and services currently available and provided to Indian Children and youth in fulfillment of this section and the purposes of the law.**

Indian children are able to receive the same benefits and services that are available to all children in the State. These services include life skills assessments, life skills training classes, start up funds, ETV funds, ILP Status, including ILPS maintenance checks, participation in Adelante, Medicaid, including continued eligibility up to age 21 when emancipating from foster care, and the statewide Independent Living Conference

- d. Describe whether the State has negotiated in good faith with any Tribe that requested to develop an agreement to administer or supervise the CFCIP or an ETV Program with respect to eligible Indian children and to receive an appropriate portion of the State's allotment for such administration or supervision. Describe the outcome of that negotiation.**

New Mexico's Tribes have not yet requested to develop an agreement to administer or supervise the CFICIP or an ETV program with respect to eligible Tribal Youth and to receive an appropriate portion of New Mexico's allotment for such administration or supervision. Within the five year plan, should any Tribe make this request, New Mexico will negotiate in good faith with the Tribe. At that time, PSD will work in collaboration with CYFD's Native American Liaison to assist in this process.

VIII. DETERMINING ELIGIBILITY FOR BENEFITS AND SERVICES

A. Objective criteria used to determine eligibility for benefits and services

All eligible youth in New Mexico, as determined by the objective criteria for services as described by the Act, are assured fair and equitable treatment for accessing the benefits and services provided by the program. The specific, objective criteria that are used to determine eligibility for benefits and services under New Mexico's program is based on the intent of the Chafee Foster Care Independence Program which describes eligible youth who are "likely to remain in foster care until the age of 18 and those youth up to age 21 who have aged out of foster care, without regard to their eligibility for Title IV-E funded foster care." Youth who are likely to remain in foster care until the age of 18 are defined as youth who have a permanency plan of PPLA, no matter what their age, and youth who are 16 years of age or older. Eligibility requirements for Independent Living Services are clearly stated in the Independent Living policies and procedures. Training and technical assistance on eligibility and on other aspects of the Independent living program are provided to all of the county offices, youth services bureau staff, and to contract providers.

B. Ensuring fair and equitable treatment of benefit recipients.

New Mexico will not deny eligibility for independent living services to a youth who otherwise meets the eligibility criteria but who is temporarily residing out of State. In addition PSD will not terminate ongoing independent living assistance solely due to the fact that a youth is temporarily residing out of State. In addition, New Mexico continues to work within its region to assist youth moving to other states so there are no gaps in service.

IX. Specific Training planned for FY 2010 through 2014 in support of the goals and objectives of the State's CFCIP.

New Mexico will be requesting training through the National Child Welfare Resource Center for Youth Development (NCWRCYD) within the next five years. During the first year of the plan, FY 2010, PSD will submit a request for training to our ACF regional office, for the purpose of the NCWRCYD providing Ansell-Casey Life Skills Assessment Training for permanency planning workers, new Youth Service Specialists, and for IL contractors. Other Specific training needs will be identified and requested after PSD revises its Independent Living program.

In addition, Youth Services Bureau staff will attend and participate in National Conferences when funds are available. PSD will continue to work with 360 Consulting, NMSU, Heart Gallery Foundation of New Mexico and other collaborative partners to provide training opportunities for youth at venues such as the annual Children's Law Institute, meetings with NCWRCYD, and other opportunities. Youth Services will continue to partner with Adelante and other youth leaders to provide presentations on the Independent Living Program and staff, foster parents, judges, attorneys, CASA's and others can assist youth in foster care transition more successfully into adulthood.

X. Preparation to Implement National Youth in Transition Database (NYTD):

New Mexico formed a NYTD work group in October of 2008 and contracted with a consultant to provide additional support. The consultant provides technical assistance on the service and outcome reporting requirements. In 2008 and 2009 PSD made modifications to our management information system, FACTS, to be able to collect some of the data required by NYTD. These first modifications were part of the May 2009 FACTS release. Field staff were trained on the modifications in May of 2009. In June of 2009 PSD mapped service reporting requirements to our SACWIS system. As next steps, PSD will be developing systems for extracting needed data from our FACTS system, developing strategies to collect information from youth interviews and strategies to collect information from our contract providers in the required format.

A. Efforts to inform, engage and prepare youth to participate in the outcome survey

Beginning in April 2009, PSD initiated discussions with Adelante to provide information to them on NYTD and to obtain their feedback as to how to effectively engage youth. Within the first year of the five year plan, PSD will meet with 15 year olds who are currently in foster care to explain to them requirements of NYTD and obtain their feedback as to the best way to engage youth who age out of the system at 19 and at 21. PSD anticipates developing a baseline using current 17 years old youth to test strategies for surveying and tracking to inform the process.

B. Describe technical assistance NM needs to prepare for the first submission of NYTD data by May 15, 2011

New Mexico's specific technical assistance needs have not yet fully been identified at the time of the submission of this plan given the recent issuance of program directives. It is anticipated that the upcoming NYTD conference will further inform the process and NM will be in a better position to identify our needs.

XI. Chafee and ETV Program Measures

New Mexico has historically used hand counts when collecting data on the Independent Living Services Program. Due to problems with validity and reliability of these hand counts, PSD is choosing not to rely on hand counts for the Chafee Five Year Plan, 2009-2014. Rather, New Mexico will utilize its SACWIS system to collect data outcomes on youth and will adopt the measures identified using the data collected through NYTD. For the first year of the Five Year plan, the following measures will be used until NYTD is implemented in New Mexico:

1. Permanency Composite 3: Permanency for Children and Youth in Foster Care for Long Periods of Time
2. Permanency Outcome 1 (P1.6) Planned permanent living arrangements (item 10)
3. Number of assessments completed
4. Number of youth served with ETV

The current baselines and performance targets for Permanency Composite 3 and Permanency Outcome 1 are identified in Section IV.B of this CFSP. Once NYTD is in effect, Youth Services will be using NYTD data to inform program development, practice and in establishing goals, objectives and performance measures.

CFCIP Funds Awarded

<u>Funding</u>	<u>Source</u>	<u>Total</u>
Federal Funds Requested: \$591,400	Chafee Foster Care Independence Program	\$ 649,590
State Match Amount: \$449,700	New Mexico General Fund	\$ 449,700
IL BUDGET TOTAL		\$1,099.290
Maximum amount of Federal Funds to be used for room and board		\$ 194,877

I certify that I am authorized to submit for the State of New Mexico the FFY 2009-2014 application for CFCIP funds.

Jared Rounsville, Acting PSD Director

Date

Approval Date: _____

Signature of ACF Regional Administrator or HUB Director

ETV Funds

COST-SHARING REQUIREMENTS

Under section 474(a)(4) of the Act, the Federal government will pay 80% of the total amount of funds expended by the State (less any penalties) up to the amount of ETV funds allotted to the State. New Mexico will provide matching contributions to cover the additional 20% of the costs. In accordance with section 477(d)(3) of the Act, New Mexico will expend its yearly allotment of funds by the end of the fiscal year following the fiscal year in which the grant is awarded. Therefore, FY 2009 ETV funds will be expended by September 30, 2010.

REQUEST FOR FUNDS

Federal Funds Requested:	\$ 218,437
State Match Amount from General Fund:	\$ 41,218
Request for Re-allotted Funds (if available)	\$ 75,600

I certify that I am authorized to submit for the State of New Mexico, the FFYs 2009-2010 application for ETV funds.

Jared Rounsville, Acting PSD Director

Date

Approval Date

Signature of ACT Regional Administrator

XVIII. STATISTICAL & SUPPORTING INFORMATION

A. Juvenile Justice Transfers

New Mexico does not transfer children from the CPSD to JJS system. This section describes the reason why and the coordination between these service systems.

The New Mexico Children, Youth and Families Department is the umbrella agency for both Child Protective Services and Juvenile Justice Services. All cases are contained in the same management information system (FACTS). Changes have been made to FACTS to 1) record the number of case collaboration events and 2) send notifications to the other service areas of significant events in a case that JJS and PSD have in common. This provides an automated way of increasing the communication among the service areas and therefore allows for better case planning and treatment. Management at all levels is encouraging this communication and different offices throughout the State are finding new and better ways to work together with the other service areas. For example, in Bernalillo County, the Protective Services office has designated specific staff to be specialists in these joint cases.

CYFD collaborates across divisions to ensure that youth who are in Juvenile Justice facilities, or who are on probation or parole, receive appropriate independent living services as provided by the Protective Services Division. A sister division that serves youth exiting juvenile justice facilities has implemented a transition program to provide comprehensive transition services to the most challenged youth exiting the facilities. When appropriate, both groups of transition specialists work to ensure that appropriate services are provided to help youth transition successfully.

B. Inter-Country Adoptions

CYFD does not provide post-placement or post-adoption services to children adopted from other countries. Families who have adopted children from other countries may access services through Safe and Stable Families grant funds for these services on a limited basis through family support, family preservation, time limited reunification and/or adoption support contracts. Families may also receive behavioral health services through the funds administered by the single statewide entity, Value Options. These services are available to any family in New Mexico who have adopted based on available funding and services.

At present, New Mexico's Management Information System (FACTS) cannot track children who entered New Mexico from another country for the purpose of adoption but entered foster care prior to finalization or children who were adopted from another country but have entered foster care as a result of parental rights being relinquished or terminated. County Office Managers were surveyed by email, and, according to their responses, no children who had been adopted from another country were taken into Protective Services custody during the last few years. Modifying FACTS to capture this information would require the creation of a new field and is potentially costly. CYFD will prioritize the request in terms of other proposed modifications.

New Mexico has carefully reviewed and determined that CYFD will not pursue becoming the Accrediting Entity for international adoptions under the International Adoption Act. CYFD has been approached by the New Mexico Adoption Alliance about supporting exploring and examining options to become an accrediting agency. During this next CFSP period, CYFD will begin a dialogue with the Alliance on this subject. As part of this dialogue, New Mexico will continue to review our adoption regulations and shall amend as appropriate.

C. Monthly Caseworker Visit Data

Data Collection Methodology

Modifications to the FACTS data system (SACWIS), released May 21, 2007, now enable caseworkers to enter the date and location of visits with the child. Narrative sections can be used to document the content and outcomes of each visit. PSD developed a new management information report to run on a monthly, quarterly and annual basis to be able to meet reporting requirements and provide for the automatic calculation of percentages in accordance with ACYF-CB-PI-07-08. As the FACTS release did not occur until May 2007, PSD established the initial baseline using data from July, August, and September as a sample period. With the direction provided in ACYF-CB-PI-08-03 issued on April 18, 2008, PSD amended the baseline to include children are runaway status in the calculations. PSD amended the baseline again in the spring of 2009 in accordance with federal directive.

Baseline and Annual Goals

Baseline (July - September 2007)	60.1%
2008	65% (actual 78.52%)
2009	74%
2010	82%
2011	90%

PSD exceeded its goal for CY 2008; the goal was 65% and the actual rate was 78.5%. PSD will report actual data for the FY2009 by October 15, 2009, as required in Program Instruction ACYF-CB-PI-09-06.

D. ETV Data

Number of youth who received ETV awards in FY 2008 and FY 2009 (year-to-date):

Total ETV awards in FY 2008 = 65

Total ETV awards in FY 2009 = 55 (to date)

Total ETV awards in FY 2008 – FY 2009 = 120

Number of recipients who were receiving ongoing vouchers (e.g., youth who were new voucher recipients in FY07 and continued to receive vouchers in FY08 and/or 09: 63

Number of youth who were new voucher recipients in each of FYs 08 and 09:

New FY 2008 = 40

New FY 2009 = 17

Total New FY 2008 – FY 2009 = 57

E. Licensing Waivers

New Mexico requires all relative foster homes to be licensed. The same licensing requirements apply as to non-relative foster homes. There are no waivers granted.

F. ICPC Home Studies Data

Between October 1, 2006, and September 30, 2008, New Mexico requested an extended 75 day period for 16 ICPC home study requests from other states. Each of those requests was required because of delays or problems with federal fingerprint checks. Four of the 16 (25%) were completed with the extension time period; the remaining 12 were further delayed. New Mexico is still experiencing delays in completion of home studies and preliminary recommendations to sending states, primarily due to difficulty obtaining legible fingerprints and/or delays in receiving background check results.