## Oregon
### Improving Permanency Outcomes
#### Action Plan
Updated 3/26/08

<table>
<thead>
<tr>
<th>Soc Principle</th>
<th>Goal</th>
<th>Activity</th>
<th>Tasks</th>
<th>Responsible Party</th>
<th>Due Date</th>
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</thead>
</table>
| Interagency Collaboration            | Gain a shared language and understanding of permanency principles and values | Conduct survey of SOC advisory boards to assess knowledge and understanding of permanency principles and values | 1. Identify stakeholders.  
2. Design and administer Survey to SOC advisory board and community stakeholders  
3. Analyze and report back to stakeholders and site on themes. | 1. IPOP Coordinator  
  2. IPOP Coordinator / PSU  
  3. IPOP Coordinator/ PSU | DONE                                             |
| Interagency Collaboration            | Increase Community Awareness of Permanency Issues for Children       | Use data to inform local and State Advisory Boards                       | Make presentations at Advisory Boards on barriers to permanency issues. | Program Managers                                                                 | ongoing  |
| Interagency Collaboration            | Transition Advisory Board into embracing their role in improving permanency outcomes for children | Use data to inform local and State Advisory Boards                       | 1. Present Local Permanency data to Advisory Board as pertinent.  
2. Build Monthly Board Agenda to include discussions on permanency plans, process, challenges and successes. | 1. DHS staff, IPOP site coordinator, Local Child Welfare Program manager,  
  2. Washington Co: IPOP site coordinator, Local Child Welfare Program manager, | ongoing  |
|                                      |                                                                     |                                                                          |                                                                      |                                                                                |          |
| Interagency Collaboration | Improved shared community support for child caretaking families | Build community partnerships designed to recruit and retain temporary and permanent caretakers of child welfare children | 1. Provide foster care statistics, including geo-mapping, to advisory board stakeholders.  
2. Build partnerships with community-based foster family recruitment team.  
3. Engage community partners in recruitment activities.  
4. Collaborate with Commission on Children & Families on “Connecting Children & Families” project. | Washington County  
1. Program managers; Site Coordinator  
2. Site Coordinator; Foster Parent Recruiter  
3. Site Coordinator; Foster Parent Recruiter  
4. Program managers; Site Coordinator | 1. 2/06- ongoing  
2. Ongoing  
3. 3/07-Ongoing  
4. 7/06- ongoing |
|---|---|---|---|---|---|
| Interagency Collaboration | Effective transition services provided to children and their “permanent” Caregivers. Permanency included in mental health and other services plans for children | Complete Interagency review of transition issues for children whose plan is adoption or guardianship via case dissection | 1. Design review process.  
2. Conduct case reviews  
3. Analyze and Report findings to Board and DHS Child Welfare program managers | All Sites:  
1. PSU and Permanency Facilitators  
2. Site Coordinators and Permanency Facilitators  
3. PSU, Site Coordinators, IPOP project manager | Done 9/07 |
| Community Based | Sustainability of SOC principles in Child Welfare Practice | Expand local SOC Advisory Board membership by adding stakeholders and parents and providers. | 1. Recruit providers, stakeholders and parents  
2. Provide regular updates on IPOP project to SOC advisory boards and state CWAC  
3. Add new members to Umatilla/Morrow SOC advisory board | 1. Site Coordinators  
2. Site Coordinators, IPOP Project Director  
3. Site Coordinators | DONE Dec. 06 |
| Community Based | Sustainability of SOC principles in Child Welfare Practice | Shared Leadership of SOC advisory boards | 1. establish co-chair, co-facilitator role committed to community collaboration. | 1. Clackamas & Umatilla Child Welfare Program Manager | 1. DONE March 07 |
| Community Based | Increased parent and child shared time | Increase interagency understanding of child welfare visitation program processes and needs | 1. Provide existing program information to advisory board membership.  
2. Engage stakeholders in identifying alternate methods of visitation. | 1. Site Coordinator/Program managers/SSA Supervisor  
2. Site Coordinators, Program Managers, SSA Supervisors | 1. 11/06- Done  
2. 11/06 -Ongoing |
| Community Based | Develop family visitation in Clackamas County | 1. Identify participants within DHS and Community | 1. Site Coordinator/ Program Manager | 9/07 - Done |
| | | 2. Initiate and Facilitate meetings with DHS staff and Community Partners | 2. Site Coordinator/ Permanency Facilitator/ Program Manager | 7/07 - Done |
| | | 3. Review current Clackamas procedures | 3. Site Coordinator/ Permanency Facilitator | Done 5/07 |
| | | 4. Research other visitation procedures (local, national) | 4. Site Coordinator/ Permanency Facilitator | Done 5/07 |
| | | 5. Collaborate with community programs and DHS to develop consistent procedures and protocols | 5. Site Coordinator/ Permanency Facilitator/ Program Manager | Done 7/07 |
| | | 6. Identify ways to increase visitation between child and family | 6. Site Coordinator/ Permanency Facilitator | In process |
| | | 7. Provide information to DHS management team | 7. Site Coordinator/ Permanency Facilitator | Done 7/07 |
| | | 8. Implement new procedures and protocols as pertinent. | 8. Program Manager | Done 7/07 |
| DonFamily Involvement | Families involved at all levels in the system | Provide skill building training for parent leaders and mentors | 1. recruit parent leaders  
2. Educate Advisory Board on role of parents  
3. Contract for parent leadership training with Morrison Center, Parents Anonymous  
4. Participate and present at Local, State and National trainings.  
5. Educate Parent leaders on the role of the Advisory Board  
6. Review Parent Leadership training models from other states  
7. Provide training that will prepare Parent Leaders to conduct meetings and orientations  
8. Add family members to local advisory boards | 1. Permanency Facilitators, Site Coordinators  
2. IPOP Project Director, Site Coordinators  
3. IPOP Project Director or OPPR  
4. IPOP parent leaders, site staff  
5. Site Coordinator  
6. Permanency Facilitators/ Site Coordinators  
7. Site Coordinators/ Permanency Facilitators  
8. Site Coordinators/ IPOP Project Manager | 1. ongoing  
2. ongoing  
3. Done June 06  
4. ongoing  
5. ongoing  
6. ongoing  
7. Done 11/9&10/07  
8. Done March 07 |
| Family Involvement | Families involved in all levels of the system | Prepare Parents to sustain their projects around family involvement | 1. Request and review parent training models from other states  
3. Prepare training contract proposal as needed | 1. Permanency Facilitators, Site Coordinators/ Parents Anonymous Contractor  
2. Permanency Facilitators, Site Coordinators/ Parents Anonymous Contractor  
3. IPOP Project Director | 1. Done 6/07  
2. Nov 07- Done  
3. Done 10/07 |
|-------------------|-----------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Family Involvement | Incorporate Parent Leaders/ Parent Mentors into ongoing Child Welfare System of Care | Gain Department endorsement of Parent Leadership and Parent Mentoring Program | 1. Craft program description for parent leader and Parent Mentor Program  
2. Present Program design to DHS CAF program administration for endorsement.  
3. Meet regularly with CWAC to update on this issue | 1. Site Coordinators/ Project Director  
2. IPOP Project Director  
3.IPOP Project Director | 1. Done 6/07  
2. Done 6/07  
3. semi annually |
| Family Involvement | Parents are supported through their experience in the child welfare system | Inform local SOC Advisory Board and State CWAC on importance of parental involvement in child welfare system | 1. Develop presentation that addresses purpose of parental participation and builds buy in to family involvement and parent mentoring.  
2. Conduct Pilot Project on parent mentoring  
3. Report to Children’s Bureau on progress of family training and leadership | 1. Site Coordinators / Permanency Facilitators  
2. Umatilla Site Coordinator  
3. IPOP Project Director | 1. Local: Done  
State:  
2. 3/08- Ongoing  
3. semi annually |

| Family Involvement | Families involved at all levels in the system | Parents co-train and co-present with DHS and/ or providers on family involvement | 1. Parent leaders collaborate with Project staff to develop and provide training on lessons learned from Family Summit Conference  
2. Parents co-train and co-present with DHS and/ or providers on family involvement  
3. Parents from all sites participate in panel presentation at Shoulder to Shoulder Conference  
5. Create and Disseminate Parent Leadership Video (HOPE) | 1. Site Coordinator/ Permanency Facilitator  
2. Site Coordinator/ Permanency Facilitator  
3. Parent leaders  
4. Site Coordinator Clackamas County  
5. Site Coordinators & Parent Leaders all sites | 1. Done 1/07  
2. ongoing  
3. Done 10/06  
4. 1/07  
5. Done 11/06 |
| Cultural Competence | Diverse representation to child welfare advisory boards | Bring individual stakeholders with different ethnic/cultural backgrounds to advisory board | 1. Collaborate with partners and staff to identify agency/individuals. Build ethnic/racial makeup of Advisory Board, including Hispanic representatives.  
2. Strengthen diverse family culture/voice by including Parent Leaders, foster care, adoptive and relative caretakers on Advisory Board or as occasional presenters at Advisory Board. | All sites  
1. Site Coordinators/Program Managers  
2. Site Coordinators/Program Managers | 1. 1/06 ongoing  
2. 1/06 ongoing |

| Accountability | Identify Barriers to Expedient Permanency | Build case data to drive sustainable child welfare systemic/practice improvements in the 3 IPOP goal areas | 1. Identify data needs and information gathering methodologies to assess barriers in IPOP goal areas.  
2. Design and Administer data gathering instruments.  
3. Analyze data and report findings  
4. Determine next steps to further research (if needed). Repeat steps 1-3 as needed.  
5. Summarize findings and submit recommendations to Department Administration. | 1. Grant Staff/PSU evaluators  
2. Grant Staff/PSU evaluators  
3. PSU evaluators  
4. Grant Staff/Steering Committee/PSU evaluator  
5. Grant Staff/Steering Committee | 1. 7/06 Done  
2. 5/07 Done  
3. 7/07 Done  
4. 7/07 Done  
5. Done 9/07 |
| Accountability | Identify Barriers in Foster Care Provider system that inhibit Expedient Permanency | Conduct Survey of Foster Care Providers to gain insights into how Foster Parents view themselves and the system contributing to the permanency goals for children | 1. Design and Administer data gathering instruments.  
2. Analyze data and report findings  
3. Determine next steps to further research (if needed). Repeat steps 1-2 as needed  
4. Summarize findings and submit to Department Administration. | 1. Grant Staff / PSU evaluator  
2. PSU evaluators  
3. Grant Staff/ Steering Committee/ PSU evaluator  
4. IPOP Project Manager | 1. Done 3/07  
2. Done 11/07  
3. Done 11/07  
4. Done 12/07 |
| Accountability | Increased parent and child shared time | Improve family visitation in Clackamas County | 1. Design and implement information gathering instruments.  
2. Conduct case reviews; interview staff and supervisors; administer surveys.  
3. Analyze data and report findings to Local Program Manager in order to assist in the development of ways to increase visitation between child and family. | 1. Site Coordinator/ Permanency Facilitator, Clackamas County  
2. Site Coordinator/ Permanency Facilitator Clackamas County  
3. PSU evaluator/ Site Coordinator, Clackamas County. | 1. Done 8/07  
2. Ongoing  
3. ongoing |
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<tr>
<th>Accountability</th>
<th>Parents are supported through their experience in the Child Welfare System</th>
<th>Conduct Evaluation of Parent Mentor Project in Umatilla County</th>
<th>1. Develop evaluation criteria</th>
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<td></td>
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<td>2. Develop data collection methodologies and instruments</td>
<td>1. Project Oversight Committee, DHS/ IPOP Project Manager, PSU Evaluator</td>
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<td>3. Collect data on Parent Mentor project</td>
<td>2. PSU Evaluator, Project Oversight Committee, DHS/IPOP Project Manager</td>
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<td>4. Analyze and report findings to Project Administration and DHS Child Welfare Program Administrators</td>
<td>3. Parent Mentor Project Staff</td>
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<td>4. PSU evaluator, DHS IPOP Project Manager</td>
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<td>1. 2/08 Done</td>
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<td>4. 9/08</td>
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Reviewed and updated
2/27/08