

ACHIEVEMENT GUIDE

Reaching Excellence and Accountability in Practice



June 2013

Guide to Achievements

This document provides a brief introduction to each achievement as well as how that achievement was generated. Guidance is provided on where to look for supplemental information for each achievement as well as where to find historical indicators. This document provides links to state level measures. Information for specific counties can be obtained by selecting the county from the pull down menus in the upper right hand corner of the HTML page of the provided link.

Dashboard Dates

The Data Dashboard of Achievements is a document based on a dynamic data system, the Management Assistance website that is updated monthly. This Achievements Guide is written to coordinate with the Data Dashboard Example for December of 2012, and the dates within this document reflect the dates in effect for the Achievements of December 2012. The dates within a dashboard reflect the most current and available data as updated by the Management Assistance website. Staffing survey information is updated annually around July. Reports per 1000 are updated annually as population information is released by the Census around November. CFSR measures are based on a rolling four quarters of data and updated four times a year (January, April, July and October). Adoption TPR measures are based on a rolling four quarters of adoption within a year of the TPR date and advanced quarterly as new data become available. Transitions from Foster Care to Adulthood measures are based on a rolling four quarters within a year of emancipation and updated quarterly as new data become available.

SYSTEMIC FACTORS:

The annual social worker departure rate (excluding deaths, retirements and reductions in force) (2011 Staffing Survey):

The number of calendar year vacancies designated as avoidable (any vacancies other than death, retirement and reduction in force) on the survey.

Child Welfare Staffing Gap or Surplus (2011 Staffing Survey):

Gaps or surpluses were determined by comparing the number of budgeted positions reported by counties to the number of workers needed in order to meet state caseload size standards based on the counties' caseload data for the survey year. For example, if a county averaged 100 CPS cases in 2009, then a comparison to the caseload size standard of 10 cases would suggest that the county needed 10 CPS workers (100 cases/10 caseload size standard = 10 workers needed). The county reported 9 budgeted CPS workers, so the county's gap in this area would be -1 (9 budgeted workers - 10 workers needed = -1). Whereas if the county reported 11 budgeted CPS workers, then the county would have a surplus of 1 (11 budgeted workers - 10 workers needed = 1). The gaps or surpluses for each type of child welfare worker (intake, assessment, in-home, placement and foster parent training or licensing worker) were summed to create a total gap or surplus. The percentage of calendar year turnover (total calendar year vacancies divided by the total child welfare social worker staff) was then multiplied with the gap or surplus, which would increase a gap or lessen a surplus of workers.

CORE CHILD WELFARE ACHIEVEMENTS:

Prevention

The annual rate of child maltreatment:

The annual rate of child maltreatment is calculated by dividing the number of children reported as victims of maltreatment by the estimated number of children living in a county. The number of children reported as victims of maltreatment is drawn from the Management Assistance website. It represents a count of the number of unique children—based on having a different or unique SISID—reported as a victim of maltreatment during a state fiscal year. State-level data can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&_program=cwwweb.tbReport.sas&county=North%20Carolina&label=&type=RCHILD&fn=ALL&vtype=find&format=html&entry=11. The population is based on estimates provided by the U.S. Census Bureau. The Census Bureau periodically provides an updated population estimate of each county's population. The estimates are available for different groups in the population, including individuals age 17 and younger. Information on the population estimates can be found at <http://www.census.gov/popest/estimates.html>.

The annual rate of child maltreatment on the achievement report was obtained by dividing the number of unique children reported in a county in State Fiscal Year (SFY) 2012 by the estimated number of children living in the county on July 1, 2011 in the example dashboard. That figure is then multiplied by 1,000 to obtain a rate per thousand.

The annual rate of child victimization (per 1,000 children):

The annual rate of child victimization (per 1,000 children) is calculated by dividing the number of children with substantiated victimization by the estimated number of children living in a county. The number of children reported for victimization is drawn from the Management Assistance website. It represents a count of the number of unique children – based on having a different or unique SISID – reported for victimization during a state fiscal year. The number of children with substantiated victimization can be calculated by adding the number of children with findings/decisions of “abuse and neglect,” “abuse,” “neglect,” “dependency,” “services needed” and “services provided, no longer needed.” The state-level data can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&_program=cwwweb.tbReport.sas&county=North%20Carolina&label=&type=RCHILD&fn=ALL&vtype=find&format=html&entry=11. The population is based on estimates provided by the U.S. Census Bureau. The Census Bureau periodically provides an updated population estimate of each county's population. The estimates are available for different groups in the population, including individuals age 17 and younger. Information on the population estimates can be found at <http://www.census.gov/popest/estimates.html>.

The annual rate of child victimization on the achievement report was obtained by dividing the number of unique children with findings/decisions of victimization in a county in State Fiscal Year 2012 by the estimated number of children living in the county on July 1, 2011. That figure is then multiplied by 1,000 to obtain a rate per thousand.

Child Protective Services

The annual % of maltreated children who are not repeat victims of indicated maltreatment:

This achievement is based on the Federal Child and Family Services Review (CFSR) Safety Indicator One. This indicator is calculated by taking the number of children with a substantiated report of maltreatment during the first six months of a time period and dividing that number into the number of children from that group that has a substantiated report within six months of the first report and subtracting the result from 100. The term substantiated report includes both those with a substantiation as well as the alternative response finding of "services needed." The definition for *substantiated reports* was changed in Jan 2009 to properly reflect MRS changes. Both *Recurrence of maltreatment* and *Maltreatment in foster care* were modified to include services needed as maltreatment. That is type found codes of (1,2,3,4,5) are all considered maltreatment. Previously, only codes (1,2,3) were considered as maltreatment.

The percentage in the current report is calculated for SFY2012 in the example dashboard. State level information on this achievement can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&county=North+Carolina&entry=8&label=&format=html&program=cwweb.gracfsr.sas&Type=11&AX=1.

The annual % of CPS reports screened out (2011 Staffing Survey):

This achievement is based on information reported in the 2011 Staffing Survey. It is calculated by dividing the average number of reports screened out in SFY 2012 by the sum of the average number of reports screened out plus the number of reports accepted.

The annual % of children entering foster care who are nonwhite:

This achievement is calculated by dividing the sum of the number of children that are in foster care for one or more days with a racial classification code on the DSS-5027 of 03 or greater by the total number of children that entered foster care during a designated SFY.

This achievement is based on SFY 2011-2012 in the example dashboard. State level information on the racial classification of children in foster care for twelve month periods of time can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&program=cwweb.tbFstYear.sas&county=North%20Carolina&label=&fn=Ctgr2&format=html&entry=13. The estimate on the achievement report was obtained by subtracting the percentage of White from 100.

Foster Care

The annual % of children in foster care who have not been maltreated by their foster home:

This achievement is based on CFSR Safety Indicator Two. This indicator is based on the number of children in foster care during the 12 month reporting period which has a substantiated report of abuse and/or neglect where the perpetrator was a foster parent or facility staff member during that reporting period. This measure identifies children who are in foster care as those with a placement begin date or ongoing placement within the reporting period under review. The percentage of children in foster care with a substantiated report of abuse and/or neglect by a foster parent or facility staff member is determined by identifying children with a subsequent substantiated child abuse and/or neglect completion date within the reporting period with an identified perpetrator as a foster parent or employee of a group home or institution. The term substantiated report includes both those with a substantiation as well as the alternative response finding of "services needed." Children in foster care for the measure of

maltreatment in foster care are considered those with one of the following living arrangements: home of relative (52), therapeutic home (53), residential school (55), family foster care home (56), small group home (57), small treatment group home (58), children's camp (59), specialized foster home (60), large residential group facility (61), large treatment group facility (62), independent living (64), adoptive non-relative home (65), adoptive relative home (66), adoptive foster home (67), maternity home (68), emergency shelter (70), relative family foster home (71), specialized relative family foster home (73), runaway (76), respite (98), and other (99), but excluding Division of Youth Service residential facility (54), hospital (63), jail, lock-up, or detention (69), and trial home visit (75).

The percentage shown in the current report is based on SFY 2012 in the example dashboard. State level information on this achievement can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&county=North+Carolina&entry=8&label=&format=html&program=cwweb.gracfsr.sas&Type=12&AX=1.

The annual % of foster youth with 2 or fewer placements who are in care for 12 months or less who have had 2 or fewer placements:

This achievement is based on CFSR Placement Stability indicator 4.1. It is calculated by dividing the total number of children in foster care for at least 8 days but less than 12 months in a one-year time period into the number of those children who had two or fewer placements. This measure identifies children who are in foster care in the 12-month reporting period who had two or fewer placements by calculating the number of placements based on changes in placement living arrangement type, facility id, or permanency status. Children in foster care for this measure of placement stability are considered those with one of the following living arrangements in the placement authority: home of relative (52), therapeutic home (53), Division of Youth Services residential facility (54), residential school (55), family foster care home (56), small group home (57), small treatment home (58), children's camp (59), specialized foster home (60), large residential facility (61), large treatment group home (62), hospital (63), independent living (64), adoptive non-relative home (65), adoptive relative home (66), adoptive foster home (67), maternity home (68), jail, lock-up, or detention (69), emergency shelter (70), relative family foster home (71), specialized relative family foster home (73), runaway (76), respite (98), and other (99), but excluding trial home visit (75).

This measure utilizes a data element (the permanency box) that explicitly indicates whether or not a placement should be counted as a placement move. This data element was implemented started in SFY03-04, so the measure is only valid from this point forward. The placements with the permanency box listed with code 1 (placement is considered a move with progress toward permanency) or code 2 (placement is considered a move with no progress toward permanency) are counted as placement moves. However, placements with code 3 (placement is not considered a move but still considered progress toward permanency) and code 4 (placement is not considered a move and is not considered progress toward permanency) are not counted as placement moves or changes in placement settings.

This achievement is based on the SFY 2012 in the example dashboard. State level information on this achievement can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&county=North+Carolina&entry=8&label=&format=html&program=cwweb.gracfsr4.sas&Type=41&AX=1.

The annual % of foster youth with 2 or fewer placements who are in care for 12 months but less than 24 months:

This achievement is based on CFSR Placement Stability indicator 4.2. It is calculated by dividing the total number of children in foster care during the 12-month reporting period that were served in foster care for at least 12 months but less than 24 months into the number of those children that had two or fewer placements. This measure identifies children who are in foster care in the 12-month reporting period that had two or fewer placements by calculating the number of placements based on changes in placement living arrangement type, facility id, or permanency status. Children in foster care for this measure of placement stability are considered those with one of the following living arrangements in the placement authority: home of relative (52), therapeutic home (53), Division of Youth Services residential facility (54), residential school (55), family foster care home (56), small group home (57), small treatment home (58), children's camp (59), specialized foster home (60), large residential facility (61), large treatment group home (62), hospital (63), independent living (64), adoptive non-relative home (65), adoptive relative home (66), adoptive foster home (67), maternity home (68), jail, lock-up, or detention (69), emergency shelter (70), relative family foster home (71), specialized relative family foster home (73), runaway (76), respite (98), and other (99), but excluding trial home visit (75).

This measure utilizes a data element (the permanency box) that explicitly indicates whether or not a placement should be counted as a placement move. This data element was implemented started in SFY03-04, so the measure is only valid from this point forward. The placements with the permanency box listed with code 1 (placement is considered a move with progress toward permanency) or code 2 (placement is considered a move with no progress toward permanency) are counted as placement moves. However, placements with code 3 (placement is not considered a move but still considered progress toward permanency) and code 4 (placement is not considered a move and is not considered progress toward permanency) are not counted as placement moves or changes in placement settings.

This achievement is based on SFY 2012 in the example dashboard. State level information on this achievement can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&county=North+Carolina&entry=8&label=&format=html&program=cwweb.gracfsr4.sas&Type=42&AX=1.

The annual % of foster youth with 2 or fewer placements who are in care for more than 24 months:

This achievement is based on CFSR Placement Stability indicator 4.3. It is calculated by dividing the total number of children in foster care during the 12-month reporting period that were served in foster care for more than 24 months into the number of those children that had two or fewer placements. This measure identifies children who are in foster care in the 12-month reporting period who had two or fewer placements by calculating the number of placements based on changes in placement living arrangement type, facility id, or permanency status. Children in foster care for this measure of placement stability are considered those with one of the following living arrangements in the placement authority: home of relative (52), therapeutic home (53), Division of Youth Services residential facility (54), residential school (55), family foster care home (56), small group home (57), small treatment home (58), children's camp (59), specialized foster home (60), large residential facility (61), large treatment group home (62), hospital (63), independent living (64), adoptive non-relative home (65), adoptive relative home (66), adoptive foster home (67), maternity home (68), jail, lock-up, or detention

(69), emergency shelter (70), relative family foster home (71), specialized relative family foster home (73), runaway (76), respite (98), and other (99), but excluding trial home visit (75).

This measure utilizes a data element (the permanency box) that explicitly indicates whether or not a placement should be counted as a placement move. This data element was implemented started in SFY03-04, so the measure is only valid from this point forward. The placements with the permanency box listed with code 1 (placement is considered a move with progress toward permanency) or code 2 (placement is considered a move with no progress toward permanency) are counted as placement moves. However, placements with code 3 (placement is not considered a move but still considered progress toward permanency) and code 4 (placement is not considered a move and is not considered progress toward permanency) are not counted as placement moves or changes in placement settings.

This achievement is based on SFY 2012 in the example dashboard. State level information on this achievement can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&county=North+Carolina&entry=8&label=&format=html&program=cwweb.gracfsr4.sas&Type=43&AX=1.

The annual % of children in foster care who are nonwhite:

This achievement is calculated by dividing the sum of the number of children that are in foster care for one or more days with a racial classification code on the DSS-5027 of 03 or greater by the total number of children that were in foster care during a designated SFY.

This achievement is based on SFY 2011-2012 in the example dashboard. State level information on the racial classification of children in foster care for twelve month periods of time can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&program=cwweb.tbFstYear.sas&county=North%20Carolina&label=&fn=Ctgr2&format=html&entry=13. The estimate on the achievement report was obtained by subtracting the percentage of White from 100.

Permanency

The annual % of children experiencing re-entries into foster care within 12 months of their discharge:

This achievement is based on CFSR Permanency indicator 1.4. It is based on the percentage all children discharged from foster care to reunification in the 12-month reporting period who have been in foster care for 8 days or longer and who reentered foster care in less than 12 months from the date of discharge.

This achievement is based on SFY 2011-2012 in the example dashboard. State level information on this measure can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&county=North+Carolina&entry=8&label=&format=html&program=cwweb.gracfsr4.sas&Type=14&AX=1.

Reunification

The percentage of youth who achieve permanency through reunification within 12 months (assuming in care 8 days):

This achievement is based on CFSR Permanency indicator 1.1. It is based on the percentage all children discharged from foster care to reunification in the 12-month reporting period, who

have been in foster care for 8 days or longer and who were reunified in less than 12 months from the date of the latest removal from home.

This achievement is based on SFY 2012 in the example dashboard. State level information on this measure can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&county=North+Carolina&entry=8&label=&format=html&program=cwweb.gracfsr4.sas&Type=11&AX=1.

Adoption

Annual percentage of children who left foster care through adoption in last 12 months who were adopted within 24 months of their last entry into foster care:

This achievement is based on CFSR Timeliness of Adoption indicator 2.1. It is based on the percentage of all children who were discharged from foster care to a finalized adoption in the 12-month reporting period, who were discharged in less than 24 months from the date of the latest removal from home.

This achievement is based on SFY 2012 in the example dashboard. State level information on this measure can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&county=North+Carolina&entry=8&label=&format=html&program=cwweb.gracfsr4.sas&Type=21&AX=1.

Annual percentage of nonwhite children free for adoption who are adopted within 1 year of TPR:

This achievement is based on CFSR Timeliness of Adoption indicator 2.5. It is based on the percentage of all nonwhite children who became legally free for adoption in the 12-month reporting period, who were discharged from foster care to a finalized adoption in less than 12 months of becoming legally free. The achievement is based on the twelve month period of TPR SFY 2010-2011 in the example dashboard, with adoptions occurring within 12 months of the TPR date.

Transitions from Foster Care to Adulthood

Percentage of youth aging out of care who have employment earnings in the first year after turning 18 (turned 18 in 2011 in the example dashboard):

This achievement is calculated as the total number of youth with employment divided by the number of youth who aged out in the twelve month period. Earners are defined as those who show any income during the full year (even as little as \$5 per year). Wage information comes from North Carolina Employment Security Commission and only includes covered employment in NC. It does not include earnings from military, federal employment, agriculture work in other states, or under the table work. Keep in mind that the likelihood that an individual moves out of state increases with the passage of each year. Moreover, some youth who aged out may not participate in the workforce because they are attending post-secondary school or for other reasons such as disability or illness, or providing care to young youth.

In the example dashboard, this achievement is based on the twelve month period of Calendar Year 2011 for children turning 18 with earnings occurring during the 12 months following their birthdate. State level information on this measure can be found at http://sasweb.unc.edu/cgi-bin/broker?_service=default&county=North+Carolina&entry=14&label=&format=html&program=cwweb.graAgeOutPercent.sas&type=ALL&mon=7&years=1

NORTH CAROLINA CHILD WELFARE ACHIEVEMENTS
Craven County December 2012

	FY 2011 Statewide Performance Standard	NC's Most Recent Performance	Craven County's Most Recent Performance
SYSTEMIC FACTORS			
1. Annual social worker departure rate (excluding retirements, deaths, and reduction in force) <i>[FY 2011 CW Staffing Survey]</i>	15%	21.84%	
2. Child welfare staffing gap or surplus <i>[FY 2011 CW Staffing Survey]</i>	Meets	Meets	
3. Increase in the annual percent of supervisors certified in child welfare supervision			
4. Increase in the annual percent of managers certified in child welfare supervision			
CORE CHILD WELFARE ACHIEVEMENTS			
Prevention			
5. Annual rate of reports of child maltreatment (per 1,000 children) <i>[SFY 2012]</i>		57.21	
6. Annual rate of child victimization (per 1,000 children) <i>[SFY 2012]</i>		14.68	
Child Protective Services			
7. Annual % of maltreated children who are not repeat victims of indicated maltreatment <i>[2011 Q3 – 2012 Q2]</i>	94.6%	92.89%	
8. Annual % of CPS reports screened out <i>[FY 2011 CW Staffing Survey]</i>		33.24%	
9. Annual % of children who enter foster care who are nonwhite <i>[SFY 2012]</i>		44.55%	
10. Annual % of repeat maltreatment for children who receive in-home services			
Foster Care			
11. Annual % of children in foster care who have not been maltreated by a foster parent or facility staff member <i>[2011 Q3 – 2012 Q2]</i>	99.68%	99.75%	
12. Annual % of foster youth in care for 12 months or less who have 2 or fewer placements <i>[2011 Q3 – 2012 Q2]</i>	86%	87.65%	
13. Annual % of foster youth in care for 12 months but less than 24 months who have 2 or fewer placements <i>[2011 Q3 – 2012 Q2]</i>	65.4%	71.39%	
14. Annual % of foster youth in care for more than 24 months who have 2 or fewer placements <i>[2011 Q3 – 2012 Q2]</i>	41.8%	38.90%	
15. Annual % of children in foster care who are nonwhite <i>[2011 Q3 – 2012 Q2]</i>		47.17%	
Permanency			
16. Annual % of children experiencing re-entries into foster care within 12 months of their discharge <i>2011 Q3 – 2012 Q2]</i>	9.9%	5.05%	
Reunification			
17. Percentage of youth who achieve permanency through reunification within 12 months (assuming in care 8 days) <i>[2011 Q3 – 2012 Q2]</i>	75.2%	59.69%	

Adoption			
18. Annual percentage of children who left foster care through adoption in last 12 months who were adopted within 24 months of their last entry into foster care <i>[2011 Q3 – 2012 Q2]</i>	36.6%	37.44%	
19. Annual percentage of nonwhite children free for adoption who are adopted within 1 year of TPR <i>[TPR SFY 2011]</i>		70.90%	
20. Decrease in the annual percentage of adoptions that disrupt or dissolve			
21. Increase in the annual percentage of TPRs that are finalized timely			
Transitions from Foster Care to Adulthood			
22. Percentage of youth aging out of care who have employment earnings in the first year after turning 18 <i>[turned 18 in 2011]</i>		41.33%	
23. Annual percentage of eligible youth 18-21 who sign a CARS agreement			
24. Percentage of eligible youth who pursue post-secondary education with NC Reach and ETV			