

# Region 3 - Work Plan Template - Draft

- Four Components of ARM:**
- Differential Response (DR)
  - Permanency Planning (PP)
  - Community-based Supports (CS)
  - Increased Parental Responsibility (PR)

**Group name:** Permanency Planning Strategic Working Group

**Co-Chairs:** Susan Gardiner and Gloria Atkinson

Business Plan Strategies	Work Plan Details	Timeframe	Performance Measures or Deliverables	Relevant ARM Component(s)
Ensure that children receiving Children's Services have stability and permanent relationship by enhancing concurrent planning and permanency planning, and increasing and enhancing permanent placement options for children requiring out-of-home placements.	<b>PARTNERSHIP PROJECT GROUPS:</b> 1. Looking After Children Project: Development of a model of practice that links outcomes for children/youth in care to social work practice. Will also be linked to the National Outcomes Measures. A project will be developed to target a specific COS site or team within a COS site to change practice and compare results to other sites.	Interim report to Strategic Working Group in October and Final Report in March 04	1. Written report with recommendations on next steps 2. Pilot project identified	Permanency Planning
	2. Long Term Foster Care Protocol: Development of a formal process to refer and celebrate when long-term foster care is part of the Permanency Plan	Same as above	Draft protocol developed	Permanency Planning
	3. Concurrent Planning Project: A research project that will focus on a case management model of intervention and activities for planning permanent alternatives for children.	Same as above	Literature Review with recommendations for implementation	Permanency Planning
	4. Launching Foster Children into Adoption: Training/education program for agency and regional foster parents to assist in a process to transition children from foster care to adoptive homes. Will be linked closely to the Foster/Adopt Program.	Same as above	Training plans developed with recommendations for implementation	Permanency Planning
	5. Open Contact After Adoption: Providing a process for addressing the concept of openness with adoptive parents for contact with significant others in a child's life after adoption. Linked to the Mediation Project from the Strategic Work Plan of 2002 – 2003.	Same as above	1. Training plan developed 2. Pilot project identified 3. Negotiate with Justice to incorporate openness in adoption into mediation process within current project	Permanency Planning
	6. Licensed Agency Project: An ongoing project to enlist agencies in recruiting, matching and supporting adoptive homes for PGOs, with an emphasis on openness	March 04 Report	Ongoing Project: A final report will analyze the results of the work completed to date	Permanency Planning
	7. Co-parenting Model for Bio/Foster Families: Strategic Work Plan for 2002 – 2003. Pilot implemented	March 04 Report	Ongoing Project: A final report will analyze the results of the work completed to date	Permanency Planning
	8. Returning Children Home: Strategic Work Plan for 2002 – 2003. Pilot implemented.	March 04 Report	Ongoing Project: A final report will analyze the results of the work completed to date. This will look at items like the usefulness of the Returning children home form, process, etc.	Permanency Planning

Business Plan Strategies	Work Plan Details	Timeframe	Performance Measures or Deliverables	Relevant ARM Component(s)
	<i>REGIONAL PROJECT GROUPS:</i>			
	9. Barriers Analysis of Permanent Placement Options for Children under PGO: Utilizing the Permanency Planning Tracking System, all children with PGO status between the ages of 0 – 6 years will be reviewed and analyzed to identify barriers for movement to permanent placements. A project will be developed in which a “Permanency Planning Facilitator” will work with case managers of children under PGO identified for adoption to assist in meeting regionally established standards.	Same as above	Pilot project to increase compliance with regional standards and provide a report identifying barriers	Permanency Planning
	10. Formal Permanency Planning process to ensure that regional standards are followed: Strategic Work Plan for 2002 – 2003. Protocol Developed. Requires monitoring and evaluation to analyze compliance.	March 04 Report	Quality Assurance analysis	Permanency Planning
	11. Adoption Revitalization: Strategic Work Plan for 2002 – 2003. Project implemented. Requires analysis and decision making for implementation	September 2003	Plan for implementation Reporting using adoption intake measures, VTAs, number of Home Assessments, and the number of matches	Permanency Planning
	12. Child Welfare Mediation: Strategic Work Plan for 2002 – 2003. Project implemented for conflict resolution cases. Requires analysis and evaluation. Potential for mediation to promote access after adoption.	March 2004	1. Report from mediation analyzing work to date (using tracking methods, how many were served). 2. Negotiate with Justice to incorporate mediation for openness in adoption	Permanency Planning
Ensure that the unique assets and issues of rural communities are considered and incorporated as Regional strategies are implemented	To be addressed as an inherent goal within each project identified in the Work Plans.	Throughout 2003-2004	Have a rural representative sitting on the Permanency Planning Committee.	Permanency Planning
Work collaboratively with our communities to build capacity and develop a shared responsibility for the well-being of children and families so that integrated, community-based supports are available to children and families	To be addressed as an inherent goal within each project identified in the Work Plans.	Throughout 2003-2004		Permanency Planning
Continue enhancing working relationship with other relevant service providers to ensure that services are integrated, efficient, and effective (Regional Health Authority, School Boards, Alberta Mental Health, AADAC, Family and Community Support Services (FCSS), Justice, United Way, etc.)	To be addressed as an inherent goal within each project identified in the Work Plans.	Throughout 2003-2004		Permanency Planning

**Pilot Planned: Yes**

→ **If you are planning a pilot project, please provide details (*indicate your preferred location (i.e. specific COS site(s)/regional), and explain the rationale for this location*)**

1. Looking After Children Project: The Project group will identify the specific scope of a pilot project, limited to a COS site and/or a team.
2. Openness in Adoption Project: The Project group will identify the specific scope of a pilot project, limited to a COS site and/or a team.
3. Barriers Analysis of Permanent Placement Options for Children under PGO: Regional implementation of a “Permanent Placement Worker” who will work with case managers to move children toward a permanent outcome.

→ **Practice changes that will be focused on in the pilot**

1. LAC advocates for a system shift from a reactive, protection focus to a proactive, well-being approach, necessary for effective parenting.
2. Openness in adoption is an issue that child welfare workers can incorporate into practice in order to provide increased options for children whose biological parents, relatives, significant others, or foster parents wish to continued contact.
3. As a result of the work, case managers will meet standards, gain knowledge that will benefit their work with a child available for adoption, and be able to complete documentation required for matching in a timely manner.

**Outcomes** (*Provide one or two key child or family outcomes that will result from implementing this work plan and how these could be measured*)

1. A shift from risk management outcomes to child well-being outcomes.
2. A change in practice in working with the adoptive parents to understand the developmental needs of children who could be successful in their homes could increase the range of placements available to children in care.
3. More children available for matching, sooner, increased understanding of the adoption matching system and a better understanding of the philosophy of Permanency Planning by all workers (agency and authority). This outcome will be measured using the statistics for children and families.

**Other future directions** (*long-term ideas that are not included in the Work Plan*)

1. Broader application on a regional level and linking to national outcome measures.
2. Practice standards adapted to incorporate the need to pay attention to children’s need to remain attached to one or more key figures from the past.
3. Potential for an ongoing Permanency Planning Worker position to ensure that barriers to permanent placement for all children are addressed on a regular basis.

**Partners** (*e.g. funders, departments that are involved or linked to the work of your group*)

1. Enviro and Woods
2. Adoption Options, Adoption by Choice and (potentially) Mediation Services

**Please list group members and their affiliation**

Region 3 – Calgary and Area Child and Family Services Staff

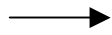
Representatives from:

- Aspen Family and Community Network Society
- Boys and Girls Club of Calgary
- Enviro Wildness School
- McMan Youth Family and Community Association
- Private Licensed Adoption Agencies
- Wood's Homes

**Are additional supports needed?** (e.g. administrative, data collection/analysis):

Yes

No, not at this time



**If yes, please describe the supports needed.**

DRAFT