

Accreditation: 60-Day Report

June 26, 2022 – August 24, 2022

This 60-day report by the RI Department of Children, Youth and Families (DCYF) is submitted to the General Assembly in accordance with Article 1 as amended of Public Law 2021-162. The report describes progress made in implementing the accreditation plan filed in accordance with RIGL 42-72-5.3 and any includes any projected changes needed to effectuate that plan.

KEY ACTIVITIES

During the last reporting period, the Department's primary focus was to engage leadership across the agency's divisions to do a deep assessment of current policy, practice, programs, and operations against the 84 major COA standards. Based on this analysis, each division has developed a project plan that describes the specific tasks and projects that they will work on during the COA self-study, which will occur from September 2022 to December 2023. One division, our Family Service Units (FSU) division, has more standards than the other divisions and, thus, is still in the analysis process. The FSU project plan will be completed by mid-September.

NOT APPLICABLE STANDARDS

As part of the assessment and planning process described above, COA has asked the Department to identify and discuss with them any standards that do not apply to DCYF operations. The Department has identified three (3) of the 84 major standards as "not applicable":

- Child and Family Services Standard 19: Treatment Foster Care. COA determined that since all therapeutic foster care programs are contracted, it will instead evaluate the Department on its licensing, contracting, and monitoring practices as it relates to these programs and their foster families.
- Program Administration Standard 3: Medication Control and Administration. DCYF caseworkers and staff do not prescribe, dispense, administer, or store medications for children. Although this standard will not apply, DCYF will be evaluated on its licensing, contracting, and monitoring oversight over both residential programs that and resource families (kinship and foster parents) who fulfill any role related to medication control and administration.
- Human Resources Standard 4: Performance Review. Performance reviews for RI State employees is overseen by the Department of Administration (DOA), not DCYF. The Department will continue to follow all DOA directives related to performance reviews.

STAFFING PROGRESS

As previously reported, the Department has completed its COA-related hiring plans and continues its focus on backfilling existing vacancies, with an emphasis on filling vacant frontline positions.

The Department is preparing to begin on Monday, September 12, its next academy for frontline workers. There are 18 social caseworkers and 9 child protective investigators scheduled to begin in this academy.

The Department will still have 13 vacancies for social caseworkers; the State has already held an exam and will be able to hire additional caseworkers in the January 2023 academy. The Department will still have 15 vacancies for child protective investigators; DOA has posted for a civil service exam, and we will begin hiring as soon as we have a list available.

The Department also continues to look at attrition; see Table 1 below. Seventy-two (72) staff have left the Department through the end of the reporting period.

Table 1. Attrition of All DCYF Staff, by Calendar Year and Reason for Leaving

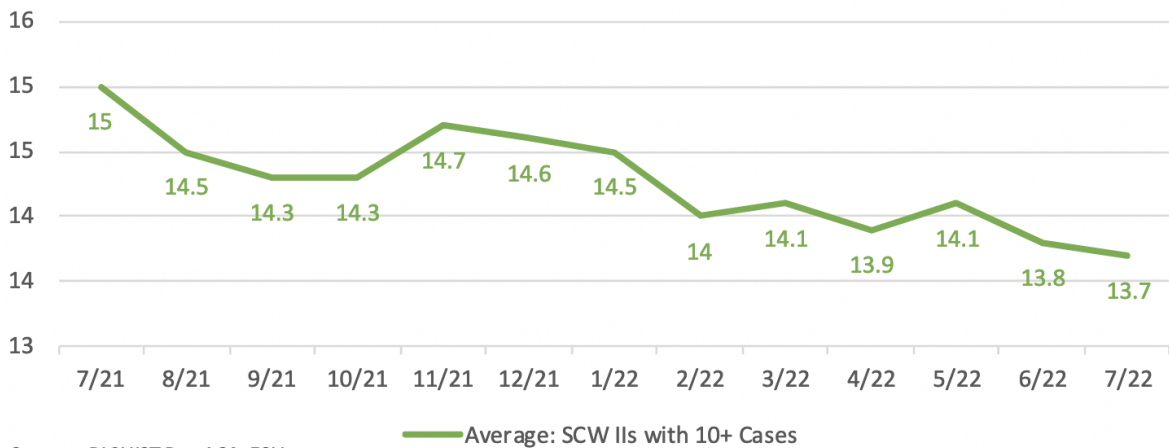
Reason for Leaving	Calendar Year				
	2018	2019	2020	2021	2022 (YTD)
Bumped	0	0	3	0	1
Deceased	2	1	2	0	2
Failure to Pass Probation	7	1	1	0	0
Leave Return	0	1	0	4	1
Resignation	25	31	26	27	35
Retirement	16	18	20	24	6
Termination	4	5	7	5	7
Transfer In State	28	36	21	19	20
Transfer Out of State	2	0	0	0	0
Total	84	93	80	79	72

Of the 35 resignations in calendar year 2022, this includes 14 social caseworkers and 6 child protective investigators.

CASELOAD INFORMATION

Figure 1 below shows the average number of families (cases) assigned to FSU caseworkers on a statewide level, by month. The green line depicts caseworkers carrying 10 or more cases to only include those caseworkers once they are nearing the end of their 6-month probation period.

Figure 1. Average Number of Cases Assigned to FSU Caseworker, by Month

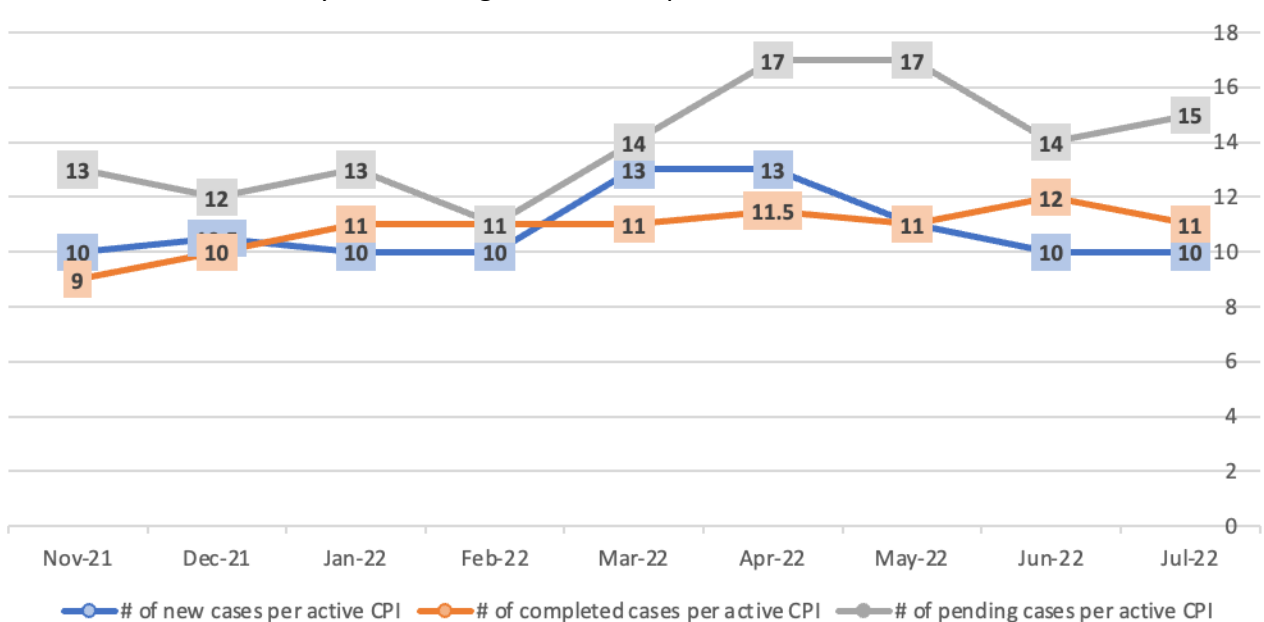


Source: RICHIST Rpt 164_FSU

FSU caseload sizes have decreased over the past two months from an average of 14.1 to 13.7 cases per social caseworker. With the start of next frontline academy on September 12, the Department anticipates further caseload reductions for social caseworkers by the end of the calendar year and into calendar year 2023.

Figure 2 below shows that the Child Protective Services investigators are receiving a median of 10 new investigations per month, which is a decrease from 11 as reported in the previous 60-day report. The median number of pending cases per child protective investigator (CPI) has decreased from 17 to 15 over the past two months.

Figure 2. Median caseloads (new, completed, and pending investigations per active CPI*), by month, August 2021 to April 2022, RI DCYF.



Data notes: Source-RPT 259, 500

*Active investigator: investigator who had 8 or more investigations in a month.

DCYF continues to monitor all caseload data for ongoing impact on staffing needs.

EXPENDITURES TO DATE

Table 2 below displays actual expenditures by statutory program for SFY 2022. Table 3 describes FY 23 Expenditures to date.

Table 2. Accreditation Expenditures by DCYF Expenditure Type, SFY 2022

Expenditures Type	FY 22 Actuals
Salary and Benefits	9,309,317
Contract Professional Services	2,500
Operating Supplies and Expenses	208,442
Capital Purchases and Equipment	413,344
Grand Total	9,933,603

Table 3. Accreditation Expenditures by DCYF Statutory Program, SFY 2023

Program	Actuals Through 8/26/23
Child Welfare	1,061,814
Grand Total	1,061,814

NEXT STEPS

The Department will now fully enter the phase of the accreditation process where its divisions will begin to implement its plans for policy, practice, programmatic, and operations changes to achieve all COA standards. The Executive Team and COA Administrator will set up a process to regularly monitor progress toward execution of these plans.

Other key next steps expected in the next 60 days include:

1. Finalizing the FSU project plan for COA
2. Communicating with staff and stakeholders about major project plan initiatives
3. Considering any potential FY 24 resource requests to support COA initiatives