



Accreditation: 60-Day Report

August 25, 2022 – October 23, 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 this reporting period, the Department's divisions began to execute the 12 project plans that have been developed to implement the policy, practice, programmatic and operational changes required to achieve accreditation. Each division has been assigned support from the agency's COA unit, policy team, and data and evaluation team to help execute their plans.

Examples of planning that have already begun include:

- Workgroups to draft modifications to any State regulations that will be required to achieve accreditation. This includes closely examining our foster care and residential child care regulations.
- Preparation of new operational procedures for critical administrative functions, such as strategic planning, workforce development, policymaking, and agencywide change initiatives.
- Planning for enhanced qualitative case reviews and quarterly case record reviews, which will begin sometime in 2023.
- Research, with the help of the Council on Accreditation (COA) and other accredited states, to understand how they are approaching standards that support succession planning and risk prevention.

The Department remains on track to achieve COA accreditation by the summer of 2024.

STAFFING PROGRESS

The Department continues its focus on backfilling existing vacancies, with an emphasis on filling vacant frontline positions. The Department currently has 641 FTEs, compared with 585 in October 2021, for a net gain of 56 employees.

DCYF commenced on September 12 its most recent training academy, which includes 17 social caseworkers and 7 child protective investigators.

The Department has 16 vacancies for social caseworkers in our Family Service Units (FSU) division. The goal is to hire candidates to fill these positions for our January 2023 training

academy. To achieve this goal, the State has administered an additional civil service exam announcement, which closed on October 28.

The Department has 15 vacancies for child protective investigators. DCYF is in the process of filling as many of these positions as possible, with an anticipated start date of December 5. The State has administered a civil service exam in anticipation of using that list to fill any remaining investigator vacancies in January of 2023.

The Department also continues to look at attrition; see Table 1 below. Ninety (90) staff have left the Department this calendar year through the end of the reporting period.

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

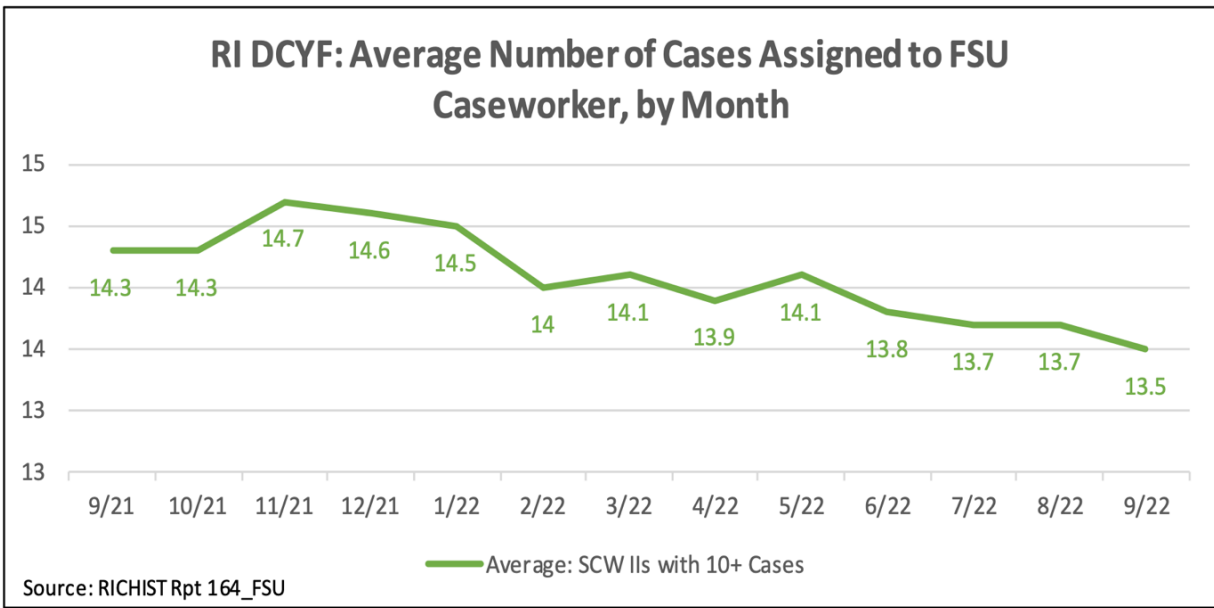
Reason for Leaving	Calendar Year				
	2018	2019	2020	2021	2022 (YTD)
Bumped	0	0	3	0	1
Deceased	2	1	2	0	2
Failure to Pass Probation	7	1	1	0	0
Leave Return	0	1	0	4	1
Resignation	25	31	26	27	46
Retirement	16	18	20	24	6
Termination	4	5	7	5	9
Transfer In State	28	36	21	19	25
Transfer Out of State	2	0	0	0	0
Total	84	93	80	79	90

Of the 46 resignations in calendar year 2022, this includes 16 social caseworkers and 15 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.

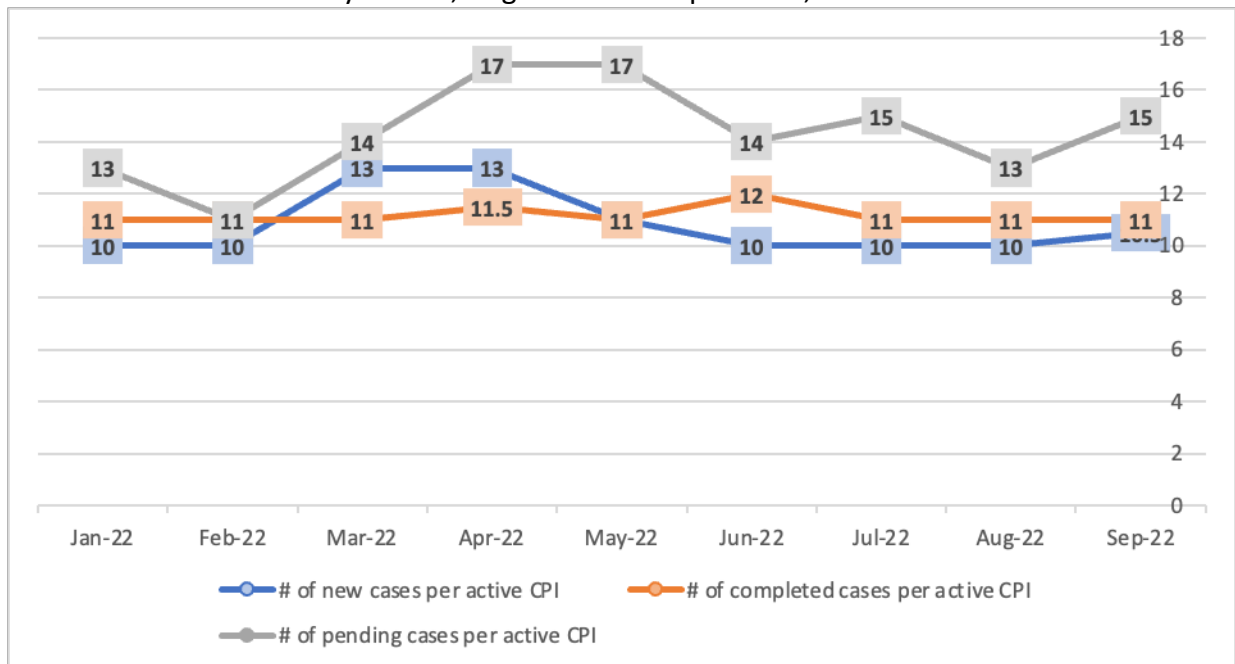
Figure 1. Average Number of Cases Assigned to FSU Caseworker, by Month



FSU caseload sizes have decreased over the past two months from an average of 13.7 to 13.5 cases per social caseworker.

Figure 2 below shows that the Child Protective Services (CPS) investigators are receiving a median of 10.5 new investigations per month (blue line), which is an increase from 10 as reported in the previous 60-day report. The median number of pending cases per child protective investigator (CPI) has remained at 15 over the past two months (grey line).

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.

As hiring continues and workers from our most recent two academies begin to take on full caseloads, the Department anticipates further caseload reductions for both social caseworkers and child protective investigators in calendar year 2023.

EXPENDITURES TO DATE

Table 2 below displays expenditures by statutory program from July 1, 2021, through the end of the reporting period. Table 3 break down accreditation costs by expenditure type for this same period.

Table 2. Accreditation Expenditures by DCYF Statutory Program, SFY 2022 and SFY 2023

Program	Expenditures, in Dollars, Through 10/23/22
Central Management	645,030
Children’s Behavioral Health	222,928
Child Welfare	11,060,539
Grand Total	11,928,497

Table 3. Accreditation Expenditures by DCYF Expenditure Type, SFY 2022 and SFY 2023

Expenditures Type	Expenditures, in Dollars, Through 10/23/22
Salary and Benefits	11,246,531
Contract Professional Services	2,500
Operating Supplies and Expenses	208,441
Capital Purchases and Equipment	471,025
Grand Total	11,928,497

The Department requested three additional full-time employees (FTEs) to support accreditation as part of the FY 24 budget process. The FTEs requested are as follows:

Title (Pay Grade): Casework Supervisor II (28)

Division/Unit: Workforce Development Unit

Justification: Workforce development is one of the most critical components of COA. The Department made investments in the Phase One Hiring Plan (FY22) that increased the number of clinical training specialists from 2 to 4. However, to meet the demands of the COA standards related to ongoing training, supervisor training and leadership development, the Department is recommending adding a Casework Supervisor II to the unit.

Title (Pay Grade): Program Services Officer (31A)

Division/Unit: Division of Performance Improvement

Justification: COA standards will require additional capacity for case review work and quality improvement of case records across all programs where caseloads are carried (FSU, CPS, Voluntary Extension of Care program, and Children’s Behavioral Health). When not engaged in case reviews, the person could support quality assurance and

related change management specifically within FSU and Resource Families, the divisions with the most standards.

Title (Pay Grade): Contract Compliance Officer (23A)

Division/Unit: Contracts, Compliance and Auditing

Justification: COA requires that DCYF begin to engage in active contract management (ACM) of home-based services contracts. An additional staff member would allow the Contracts, Compliance and Auditing division to establish ACM practices for these contracts.

NEXT STEPS

During the next reporting period, the Department will continue its Self Study work, which is the largest and longest component of the COA process wherein DCYF will implement its plans for policy, practice, programmatic, and operations changes to achieve all COA standards. The most critical activity will be to fully prepare any necessary State regulatory changes and engage with key stakeholders. The Department is targeting to submit these proposed changes in the beginning of 2023.

Also, the Department will begin preparing for the Stakeholder Survey phase of accreditation. With COA's support, the Department will issue a survey in the first quarter of 2023 that will allow various types of child welfare stakeholders, including families, the opportunity to provide input on agency operations.