



Accreditation: 60-Day Report

December 23, 2022 – February 20, 2023

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

Execution of the Department's 12 divisional project plans continues to be the primary focus as DCYF moves into the final year of its "Self Study" phase of work with the Council on Accreditation (COA). As a reminder, the Self Study 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.

Other key activities during the reporting period have included:

- Ongoing preparation of necessary State regulatory changes related to foster care, congregate care, and case management. The Department is targeting to submit these proposed changes in the first quarter of 2023.
- Finalization of draft plans for qualitative case reviews and quarterly case record reviews. The Department's process was reviewed in February by COA, and DCYF intends to implement a new quarterly case record assessment this summer.
- Collaboration with the Department of Motor Vehicles to develop a process for implementing checks on staff and foster parents who transport children in State care.
- Development of various annual risk prevention and mitigation assessments across different functions of the Department.

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 636 FTEs, compared with 585 in October 2021, for a net gain of 51 employees.

The Department has 25 vacancies for social caseworkers in our Family Service Units (FSU) division. The Department has 7 potential candidates to start in April, and 2 additional to start in September, after they finish their educational programs. The State currently has a posting for another civil service exam and hopes to get a large response. A new list of qualified candidates is expected in April, and then the Department will begin to fill remaining vacancies and schedule its next training academy.

The Department has 16 vacancies for child protective investigators. DCYF has exhausted previous civil service exam lists; the State has prioritized this exam, which is currently posted. A new list of qualified candidates is expected in April, and then the Department will begin to fill remaining vacancies and schedule its next training academy.

The Department also continues to look at attrition; see Table 1 below. As of February 16, the 6 employees have left the Department in calendar year 2023.

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

Reason for Leaving	Calendar Year					
	2018	2019	2020	2021	2022	2023
Bumped	0	0	3	0	1	0
Deceased	2	1	2	0	2	0
Failure to Pass Probation	7	1	1	0	0	0
Leave Return	0	1	0	4	1	0
Resignation	25	31	26	27	62	4
Retirement	16	18	20	24	5	0
Termination	4	5	7	5	10	1
Transfer In State	28	36	21	19	29	1
Transfer Out of State	2	0	0	0	0	0
Total	84	93	80	79	110	6

CASELOAD INFORMATION

Figures 1 and 2 below show the average number of families (cases) assigned to a Family Service Units (FSU) caseworker, by Month. In Figure 1, only caseworkers carrying 14 or more cases are included in the calculation so as to exclude new workers still in training/probation or otherwise not carrying a full caseload. Figure 2 depicts caseworkers carrying 10 or more cases to include those nearing the end of their probation.

Figure 1. Average Number of Cases Assigned to FSU Caseworker, by Month (14+ Cases)

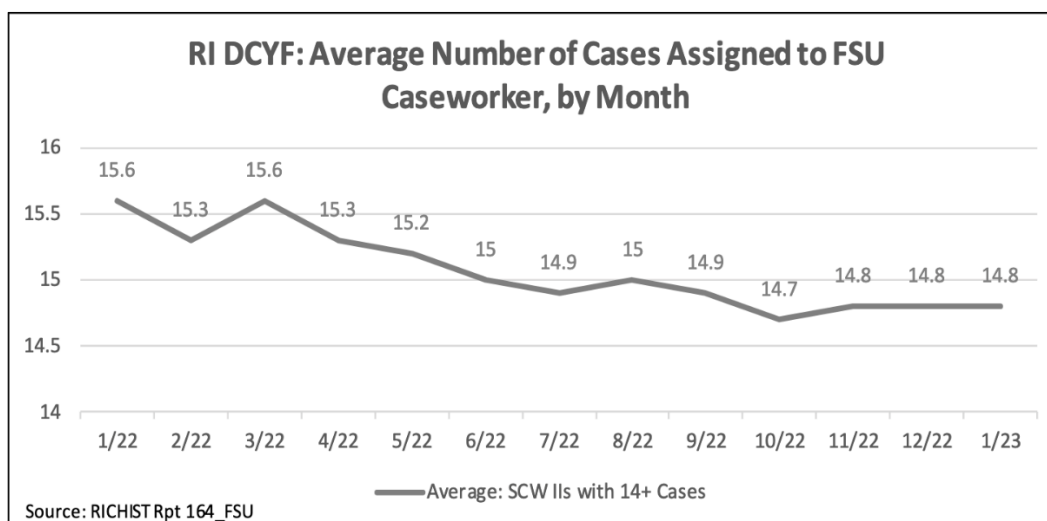
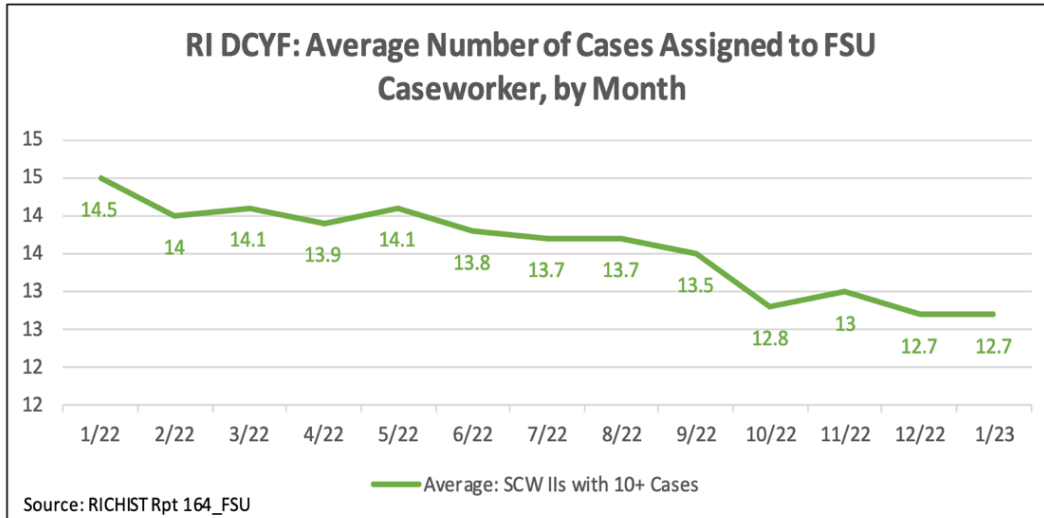


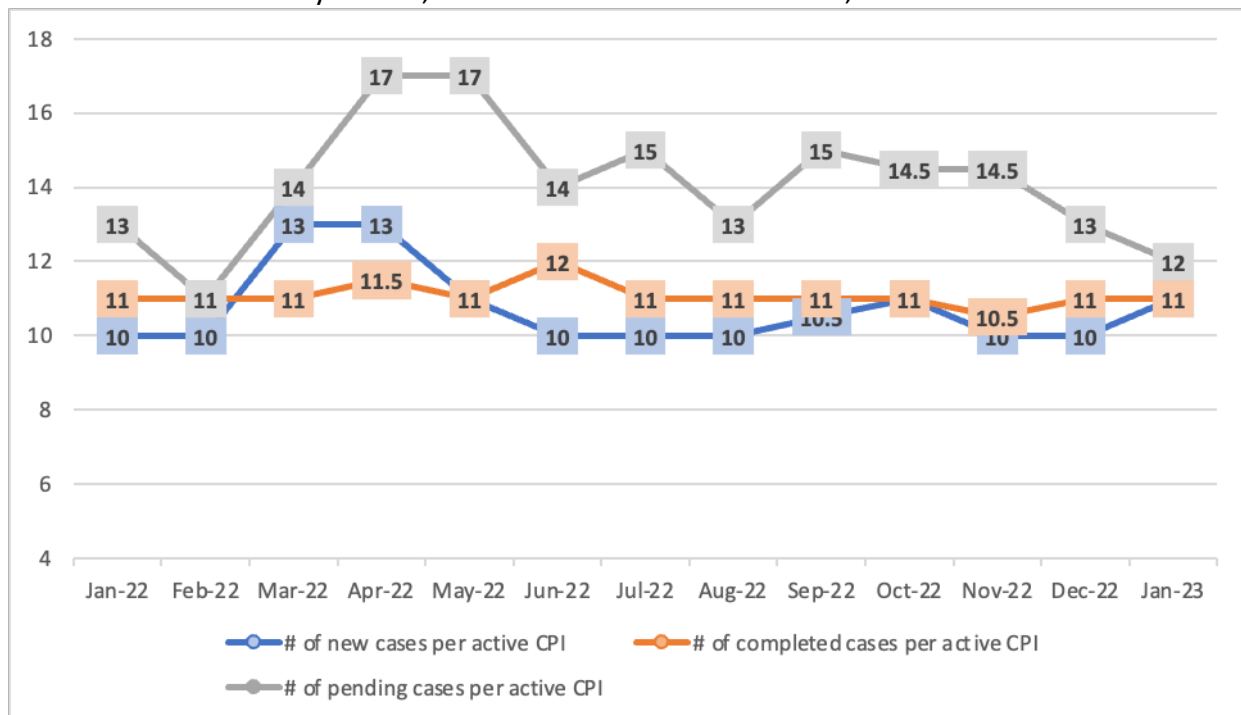
Figure 2. Average Number of Cases Assigned to FSU Caseworker, by Month (10+ Cases)



As a comparison: on March 1, 2020, just prior to the pandemic, the Department had an average of 15.4 cases per work (10+ chart); as of the end of January 2023, the Department was at 12.7 cases per caseworker.

Figure 3 below shows that the Child Protective Services (CPS) investigators are receiving a median of 11 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) is 12 (grey line), which is a decrease from 14.5 as reported in the previous 60-day report.

Figure 3. Median caseloads (new, completed, and pending investigations per active CPI*), by month, March 2022 to November 2022, RI DCYF



Data notes: Source-RPT 259, 500

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

As we continue to fill vacancies and complete training of new staff hired in 2022, 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 breaks 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 2/19/23
Central Management	647,762
Children's Behavioral Health	225,661
Child Welfare	12,345,053
Grand Total	13,218,476

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

Expenditures Type	Expenditures, in Dollars, Through 2/19/23
Salary and Benefits	12,510,959
Contract Professional Services	2,500
Operating Supplies and Expenses	233,992
Capital Purchases and Equipment	471,025
Grand Total	13,218,476

NEXT STEPS

During the next reporting period, the Department will continue its Self Study work and will continue a series of workgroups that are tackling some of the more complex plans.

The Department also remains on track to issue a required Stakeholder Survey in March 2023 that will allow various types of child welfare stakeholders. The Department has worked with COA to identify the stakeholders to which the agency will release the survey. Survey respondents will include all staff, service providers and other community organizations, foster parents, advisory board members, and funders; as well as a random sampling of parents and youth served.