



Georgia Division of Family & Children Services

Bobby Cagle, Director

ADOPTIONS

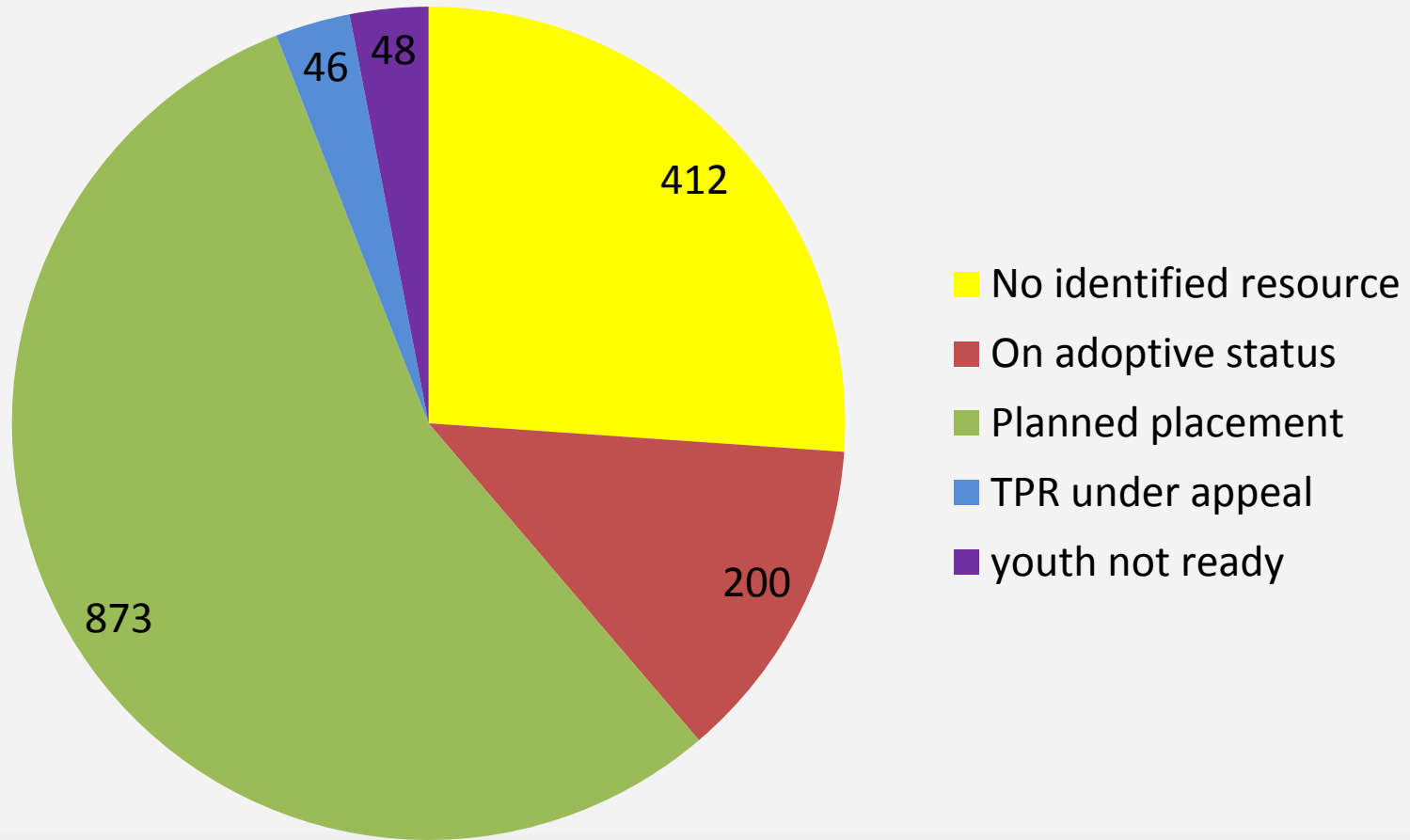


Deborah.Burrus@dhs.ga.gov



Division of Family & Children Services

1579 Children Legally Free with Adoption Goal



2017 RBWO Contract Amendment For Adoption Services (Agencies with Adoption License)

- \$2,500 incentive payment when a special needs child is placed on adoption status.
- \$2,500 incentive when a special needs child's adoption finalizes.
- \$5,000 incentive payment to an agency who has an adoptive family who accepts the adoptive placement of a special needs child \$2,500 at placement and \$2,500 upon finalization.



Requirements

- Child Placing Agencies currently providing Foster Care Services with an RBWO contract
- Licensed Adoption Agencies
- Agencies must comply with adoption policy
- Authorizations for the incentives must be approved by State Office
- Funds for the incentives are contingent on the availability of funds.
- Child meets Special Needs Definition



Adoption Special Needs Definition

- Child in Foster Care for 24 months or longer.
- Member of a sibling group of 2 or more to be placed together.
- Child with a diagnosed physical, emotional, medical disability.



Adoption Policy 11.6

Adoption Policy – 11.6 to be revised

Policy revision will require supervision and support of the placement to remain with the licensed adoption agency until finalization.



Adoption Consideration Evaluation (ACE)

- All agencies must continue to comply with current policy and provide all required documents to the local DFCS office for completion of the ACE.
- Agencies without an adoption license must allow DFCS to assume supervision of the placement in accordance with current policy



PBP Summary



PBP Summary Scores

79 CPA SCORE SUMMARY

- **During Q2, 92% earned a grade of A-C as compared to Q1 96%.**
- 17% earned more than 100 points; scores ranged from 100.49 to 106.87 points.
- 6% scored below the threshold with grades of D or F.
 - 2 providers earned a grade of D.
 - **1** provider earned an F with a score of less than 60 points.
- 5 providers were not graded because of no placements or staff during the quarter.



Common Errors

Tiffany Cutliff, Monitoring Manager (Green Team)

- Admissions
- Discharges/Placement Moves
- Academic Supports
- Purposeful Documentation

Karsten Hartman, Monitoring Manager (Red Team)

- Maintaining GA+SCORE
- Individualized Skills Plan
- Family Contact
- RPPS Reminders
- Significant Events
- Automated Emails



Admissions

- 4.1 Providers must only accept referrals for children with program designations for which they have been approved unless a waiver has been granted by OPM.
- Placements should only be made based on foster home approval for the following:
 - Capacity
 - Program Designations
 - Approval status



Discharges/Placement Moves

- Placement Move
 - Whenever a youth leaves one home to go to another.
- Discharge
 - Whenever a youth is moved from one site to another, it is considered a discharge.
- A discharge summary is required at each discharge.
- RBWO Minimum Standard 5.9-A Discharge Summary must be provided to the DFCS case manager at the time of notification of placement move/disruption but no later than 24 hours from the provider.

DISCHARGED



Discharges/Placement Moves

- **5.7** Providers must ensure that no child will be moved from one placement site or home to another without prior approval of DFCS and the execution of a new institutional placement agreement as appropriate. For children in the custody of Fulton or DeKalb counties, an FTM may be required prior to placement changes.

DISCHARGED



Academic Support

- Definition - an educational activity, service or resource that assists the child with meeting learning standards, accelerates their learning process, and encourages and promotes the child's overall academic success.
 - Applies to children who are enrolled in grades K-12 or a GED program.
 - Counts for post secondary education as well.
 - Two (2) required per month, per child. Six (6) required per month, per child for incentive credit.
 - A description of each academic support must be properly dated and documented in the child's case record.





Academic Support Examples

- *Tutoring*
- *Attendance at school meetings (IEP, PTA, conference, graduation, etc.)*
- *Digital and online learning applications*
- *Community enrichment activities*
- *Summer programs that include learning activities*
- *Homework Assistance*
- *College tours/Orientations*
- *Assisting with Scholarship Opportunities*



Every Child, Every Month (ECEM)

- A purposeful, face-to-face monthly contact with the child placed.
- Must take place in the child's residence.
- Conducted by the Human Service Professional (HSP), Life Coach or Case Support Worker (CSW).
- Documented on the guided narrative in GA SHINES that addresses Safety, Permanency and Well-Being.
- Must be documented within 72 hours of the visit in GA SHINES.
- Applies during the child's first full month in the placement.
- A child is not required to receive an ECEM during partial months in care.
- However, the provider receives credit if a child is in care for a partial month and the provider nevertheless conducts an ECEM during the month.



Every Child, Every Month (ECEM) cont'd...

Documentation must include the following:

- a. Developmental, social, emotional progress and challenges
- b. Progress on Individual Service Plan goals
- c. Child's involvement in the permanency case plan
- d. Issues pertinent to safety, permanency and well-being
- e. Any concerns or red flags
- f. Any need for follow-up and next steps.



General Contact

- A purposeful, face-to-face monthly contact with the child placed.
- Does NOT need to occur in the residence.
- Generally focuses mainly on safety and well-being.
- Conducted during the first week of the child's placement then once per month.
- Conducted by the Human Service Professional (HSP), Life Coach, Case Support Worker (CSW) or Case Support Supervisor (CSS).
- Must be documented on the standard narrative or guided narrative in GA SHINES.
- Must be documented within 72 hours of the visit.
- Cannot be conducted on the same day as the ECEM.



Maintaining GA+SCORE

Information in GA+SCORE should be kept up to date per the timeframes outlined in the RBWO Minimum Standards.

- Provider Profile
- Child/Staff Rosters



Program Information

Rachel's Place (Test Only)

Group Home (5106) - Child Caring Institution (Active)

Profile

Monitoring

Services

Rosters

Reports

Risk Management

Program Information

Contact Information

Program Designations

Staffing

Contract Activity

Notes

Program Information

Program Name:	<input type="text" value="Group Home"/>	Status:	Active
Vendor ID:	<input type="text" value="98986"/>	License Type:	<input type="text" value="Child Caring Institution"/>
Agency Type:	<input type="text" value="CCI"/>	Payment Center:	<input type="text" value="Region 4 DFCS Accounting"/>
Phone Number:	<input type="text" value="404-241-6501"/>	Fax Number:	<input type="text" value="404-241-6502"/>
Site Capacity:	<input type="text" value="1"/>	SHINES Resource ID:	<input type="text" value="87356419"/>
Service Type:	<input type="text" value="-not selected-"/>		
Resource Maintainer:	<input type="text" value="Deborah Spaulding"/>		
Program Website:	<input type="text" value="https://www.caresolutions.com"/>		

Mailing Address:

Address 1:
Address 2:
City: **State:** **Zip:**

Site Address:

Address 1:
Address 2:
City: **State:** **Zip:**
County: **Region:**

Accreditations:

-none reported-



Division of Family & Children Services

Contact Information

Profile

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Notes

Contact Information


Currently Assigned Executive Director/CEO:

 [Mark Cook \(308510\)](#)
mark.cook@dhs.ga.gov

Currently Assigned Site/Program Director:

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dawnreed@caresolutions.com
404-241-6652


Currently Assigned Admissions Contact (1):

 [Elizabeth Lary \(249843\)](#)
elizabethlary2@caresolutions.com
770-642-6722

Currently Assigned Admissions Contact (2):

 [Charlie Brown \(272900\)](#)

Currently Assigned GA SCORE Reporting Contact:

 [Alex Redovian \(247727\)](#)
aredovian@gmail.com
404-241-6651

Currently Assigned After Hours Contact:

 [Carla Rogg \(ph\) 404-555-8716 -- \(em\) test2@caresolutions.com](#)



Division of Family & Children Services

Child Roster

- RBWO
- Non-RBWO
- RBWO Referrals

Rachel's Place (Test Only)
Group Home (5106) - Child Caring Institution (Active)

Profile Monitoring Services **Rosters** Reports Risk Management

Daily Roster | Daily Non-RBWO Roster | RBWO Referrals

Daily Roster

This tab includes a comprehensive listing of RBWO children your program has admitted to GA+SCORE. Children indicated in green are known to GA+SCORE as MAAC-funded.

[Add New Admission](#)

Child ID#	Child Name	SHINES ID	Child Age	Admission Date	PD	Discharge
4459965	Johns (Test), Katelyn	MISSING	20	4/18/2010	BWO	X
4462853	Van Pelt, Linus	MISSING	8	8/12/2011	Base	X

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Individualized Skills Plan

RBWO Minimum Standard 10.0

Providers who care for youth ages 14 years and up will develop Individualized Skill Plans based upon the Casey Life Skills Assessment (CLSA). The individualized skills plan is a supportive component to the DFCS Written Transitional Living Plan (WTLP). The individualized skills plan must be updated every six months.



FAQ : Individualized Skills Plan

What is the Individualized Skills Plan? Is it the same as the service plan?

A: The Provider's service plan for youth age 14 years and up that focuses on independent living skills. The skills plan can be a component of the youth's Individual Service Plan (ISP) or a stand alone document.



FAQ : Individualized Skills Plan

What should be included in the plan?

A: The provider will use the results of the youth's completed Casey Life Skills Assessment (CLSA) to develop goals, objectives, and interventions for the youth.



Create SMART Goals



Example of a Skills Plan Goal

Goal: Within three months, Lauren will develop two new skills related to budgeting and money management in preparation for adulthood..

Objective 1: Lauren will be able to create and use a monthly budget.

Objective 2: Lauren will know how to make a purchase using a check and balance a checkbook.

Intervention 1: The **CSW** will organize and plan for the youth to attend applicable ILP events and a financial education class.

Intervention 2: Lauren will attend and participate in a financial education class/workshop and all planned ILP events.

Intervention 3: Foster Parent will teach Lauren to create a monthly budget using her allowance money.

Intervention 4: Lauren will practice making purchases using “mock” checks during weekly visits to the Rachel’s Place Store.



FAQ : Individualized Skills Plan

How often should a youth retake the Casey Life Skills Assessment (CLSA)?

A: Youth complete the CLSA at ages 14, 16 and 17 ½ years and annually for youth ages 18 to 21 years.



Family Contact

Provider's role in permanency is to provide supportive services to assist DFCS in achieving permanency for children.

Family contact is a right, not a privilege.



Stronger Families for a Stronger Georgia



Division of Family & Children Services

RPPS Reminders





Number One:

ALL providers are required to have a policy and to put these standards into practice. There are no exceptions.



Number Two:

RPPS decisions must first and foremost be “reasonable” and “prudent.”



Number Three:

When making RPPS decisions, it must be clear that the child is benefitting in efforts to create normalcy. RPPS is not intended to be an advantage for the agency/caregiver.



Significant Events Review



STANDARD 1.12

Providers must notify OPM whenever there is a Significant Event relating to the provider's operation or to the care or protection of children in its care. Notification must be made as soon as possible but within **24 hours** via GA+SCORE. Additionally, based on circumstances and the severity of situations, providers should use good judgment in determining which Significant Events should also be reported verbally to OPM.



REPORTABLE EVENT CATEGORIES (1 of 2)

- Automobile Accident
- Child on Child- Sexual acting out
- Child on Child- Physical confrontation
- CPS Involvement
- Death
- Emergency Safety Intervention (10+) more than 10 times in one month for all children in the agency
- Emergency Safety Intervention (3+) 3 or more times in one month on the same child
- Emergency Safety Intervention (Injury)- any ESI resulting in injury
- Environmental Safety/Physical Plant
- Fire Department Involvement

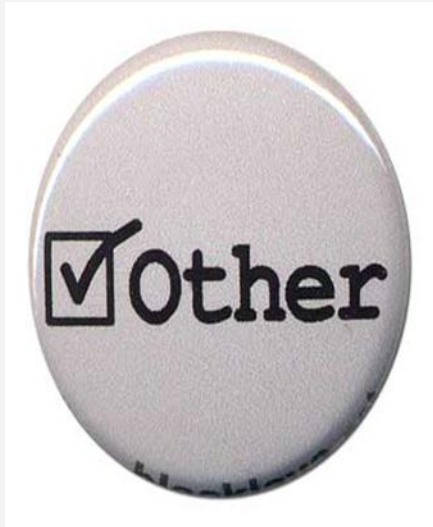


REPORTABLE EVENT CATEGORIES (2 of 2)

- Good News
- Impact from Natural Disaster, Fire, or Flood
- Inappropriate Discipline/Corporal Punishment
- Legal Action-Federal state or local litigation against agency or staff member
- Media coverage
- Medical Care, Emergency – Hospitalization, ER visit, injury requiring more than First Aid, serious injury
- Medical Care, Emergency – Resulting from a medication administration error
- Medical Care, Planned – Hospitalization, outpatient invasive procedure
- Medication Refusal
- Neglect
- ORCC Investigation Initiated
- Police Intervention (Assault, Community or school issue, Drugs, Other, Runaway, Theft)
- Psychiatric Emergency (1013)
- Staff to Child- Other confrontation
- Staff to Child- Physical confrontation
- Suicide/Homicide- Attempt
- Suicide/Homicide- Threat
- Temporary Closure of a Living Unit
- Other



“Other”



Please note that the use of “**other**” **should not be routine** as a Significant Event reporting type.

In addition, **under-reporting** could significantly impact your agency’s Comprehensive Review score.



And...???



You may be contacted by OPM if:

... your report was not clear about exactly what happened.

... your report did not include critical information (immediate corrective actions, safety plan, location of children, action against staff member, etc.).

... you used an inappropriate category.



Documentation Best Practices



- Be thorough, but to the point
- Avoid unnecessary information
- Stick to the facts, don't speculate
- Use full names of DFCS children and involved staff members



GA+SCORE's Automatically Generated Emails



- ❖ Please ensure that email addresses under the “Contact Information” tab are correct.
- ❖ Alerts regarding all available reports (Comprehensive Reviews, Safety Reviews, PBP Verification Reviews), PIPs, CAPs, and PVAs are sent to the two email addresses listed under “Currently Assigned Executive Director/CEO” and “Currently Assigned Site/Program Director.”
- ❖ The same person should not be listed under both of these categories.
- ❖ If you are not receiving these alerts, it means that either your email address is not correct or there is no one listed at all.



Resource Development Reminders



Initial Family Evaluation Assessment Reminders

- Please refer to DFCS RD Policy 14.12 to ensure all sections and subsections are included in the assessment.
- Information should correlate with the written evaluation
- Upload documents in PDF format
- Prior Service Reference Form
 - Foster or Adoptive History
 - Childcare Employment History (5 years)
- Thoroughly assess and document CPS history
- Foster Parent, Director or Designee signature where applicable





Re-evaluation Assessment Reminders

- Please refer to DFCS RD Policy 14.13 to ensure all sections are included in re-evaluation narrative.
 - CPS History
 - Homes On Hold
 - Gather information for the DFCS CM
- Re-evaluations completed 30 calendar days early or late; the approval term **MUST** change.
- The re-evaluation process should be started within 90 calendar days of the re-evaluation due date.
- All required forms should be updated at the time of re-evaluation.



Addenda Reminders

- Please refer to DFCS RD Policy 14.14 to ensure all addendum guidelines are followed.
- CPA should require caregivers to inform the agency of any significant changes to the home within **ONE** business day. The CPA should provide notification of this change to OPM within **ONE** business day.
- All Addenda should be signed
- When completing an addendum that requires a waiver, please ensure the waiver is attached and uploaded into GA+Score.
- Thoroughly assessed and appropriately documented



81 CPA'S

Jan 1 – April 12, 2016

TOTAL FH APPROVED: **2299**

INITIALS

Jan 1 – Apr 12, 2016

TOTAL FH APPROVED: **203**

RE-EVALUATIONS

Jan 1 – Apr 12, 2016

TOTAL FH APPROVED: **438**

CLOSED

Jan 1 – Apr 12, 2016

TOTAL FH APPROVED: **179**

TOP 3
RECRUITING CPAs

UNITING HOPE 4 CHILDREN – 17

FAITHBRIDGE-ATLANTA – 12

UNITED METHODIST – 11



Division of Family & Children Services

FOSTER HOME STATUS

**PENDING UNAPPROVED
CLOSURE**

as of Apr 12, 2016

TOTAL FH APPROVED: **250**

- **Deadline of May 31**

- All required documents must be submitted for review to bring each of these homes back into “Full Approval Status”.
- All homes without children placed and the deadline of May 31 is unobtainable homes must be **CLOSED**.
- Homes with children placed, email the reasons for delay to your Resource Developer prior to deadline.

Don't Miss the
DEADLINE!



Division of Family & Children Services

PBP Updates for FY 17





PBP FY17

- ❖ Minimum Threshold increased to 85% from 70%.
- ❖ For providers with the average quarterly score over the fiscal year was at least 85%, the every other year comprehensive review schedule will be applied. OPM will determine which year (of the two years) that the review will occur.
- ❖ Maltreatment in care measure will be changed to all or none to support the Division's stance on zero tolerance for maltreatment in care.



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FY 2017 PBP Measures	CCIs	CPAs
	Weight	Weight
OPM Monitoring Reviews		
Annual Comprehensive Review	25%	25%
Safety Reviews	15%	10%-15%
Foster Home Evaluation- Qualitative Reviews	---	10%
Safety Measures		
Incidence of Maltreatment	10%	10%
Staff Training	4%	4%-10%
	10%	
Permanency Measures		
Placement Stability	15%	10%-15%
Sibling Contacts	5%	5%
Well-Being Measures		
EPSDT Medical Visits	4%	4 %
EPSDT Dental Visits	4%	4 %
Academic Supports	4%-3%	4 %-3%
Provider Every Child Every Month Visit	7%	7 %
Provider General Contact	7%	7 %
Total = 100%		

Caregiver Recruitment and Retention Plan

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Division of Family & Children Services

2016 Caregiver Retention and Recruitment Plan

The Recruitment and Retention Plan functions as a part of the state's overall objectives to strengthen families, protect children from further abuse and neglect and ensure permanency for every child in care. The plan is based on an assessment of the state's resource development system's strengths and challenges. It establishes statewide goals and interventions as well as regional implementation plans.



2016 Statewide Recruitment and Retention Goals, Objectives and Interventions



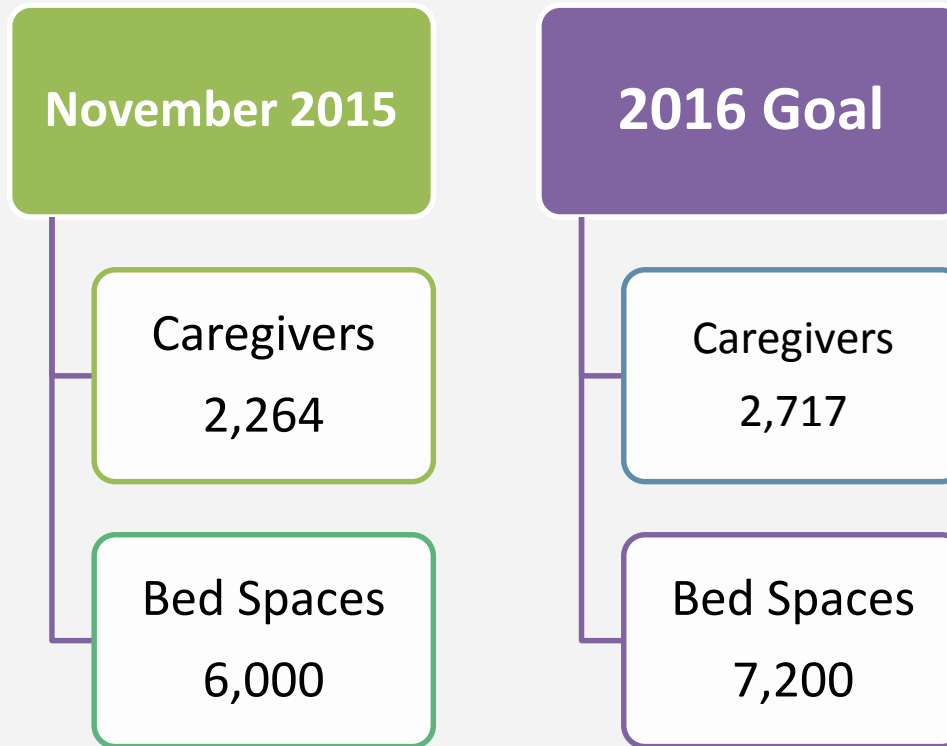
2015-2019 CFSP Diligent Goal 1

Ensure that children and youth are placed in the least restrictive and most appropriate placement.

- **2016 Goal # 1:** Each region to increase its total number of approved foster caregiver (foster and relative) resources by 20% and increase by at least twice the number of bed spaces as newly approved resources by 12/31/2016.
- **2016 Goal # 2:** Enlist the partnership of CPA providers to increase the number of their caregivers by 20% and at least twice the number of bed spaces as newly approved resources by 12/31/2016. *(CPA Totals on next slide)*
- **2016 Goal # 3:** Enlist the partnership of CCI and CPA providers to develop at least 50 “no reject, no eject” acute MWO bed spaces by 12/31/2016.



CPA Totals



Goal #1 - State Office Goals/Interventions

- Publicize the need for new foster parents through at least two verifiable means per quarterly.
- Enlist partnerships with CPAs and CCIs in supporting recruitment efforts; and facilitate partnerships between CPAs / CCIs and regional RD-U teams.
- Utilize RD funding allocations in support of improving recruitment and retention practices.



2015-2019 CFSP Diligent Recruitment Goal 2: Improve organizational effectiveness regarding placement resource development, retention and placement matching.

Regional and State Office Interventions

- Each region was tasked with developing a written charter, including work functions, expectations of the team, how the team works and reporting structure for the RD-U team.
- Each region also completed a SOAR analysis on how the region manages placement utilization (U) and it included how resource development is/is not involved – *includes an assessment on the effective use of private agency placement resources within the region*
- Hosting quarterly RD-U leader and team meetings
- Begin training the Recruitment Module of the Recruit, Prepare and Retain Curriculum for resource development staff.



2015-2019 Diligent Recruitment Goal 3: *Increase the retention of prospective caregivers during the approval process and once approved, retain caregivers for at least five years.*

- At re-evaluation provide each foster caregiver the link to the Statewide Caregiver Satisfaction Survey; encourage participation to achieve at least an 80% completion rate in 2016
- Quarterly, each RD supervisor will conduct “check-in” phone calls with 10% of foster parent and relative caregivers (capped at no more than 10) and ensure that any needs are met or customer service issues addressed.
- Ensure that at least 60% of foster parents whose homes close and prospective parents who do not complete the approval process complete an exit survey.
- Increase support to caregivers by establishing a regular and ongoing communication channel with foster, adoptive and relative caregivers in the county/region
- Ensure that at least five hours of training opportunities are identified or facilitated and communicated to foster parents at least quarterly.



The desired outcome of Goal #3 is that the number of families who terminate their involvement with the agency prior to approval will be decreased by 25%; and 85% of foster parents will serve at least five (5) years and no more than 15% of foster parents will exit within 18 months if approval.

Tracking methods will be employed to help us understand why caregivers “drop-out” during the approval process; as well as home closure reasons for current caregivers.



2016 Goal # 4: *Ensure an Exceptional On-Boarding Experience for Caregivers (Foster/Adoptive/Relatives) by implementing faster, friendlier and easier customer service processes.*

The desired outcome of Goal #4 is that length of time to approve new caregivers will be decreased, and we will maintain more prospective caregivers as they complete the steps to approval.

- Complete at least 90% of foster/adoptive and relative foster parent approvals within 4 months of their inquiry. a. Institute a regional tracking process for monitoring the progress of prospective caregivers (including ICPC) from inquiry through approval; report progress via the monthly report process.
- Publish quarterly the region's Information Session and IMPACT training schedules at least 15 days prior to the start of each quarter (Q1- December 15, Q2-March 15, Q3-June 15, Q4-September 15).
- Lead the approval paperwork redesign project
- Establish state office team and initiate operations to answer and process caregiver inquiries coming in via the 877-210-KIDS line





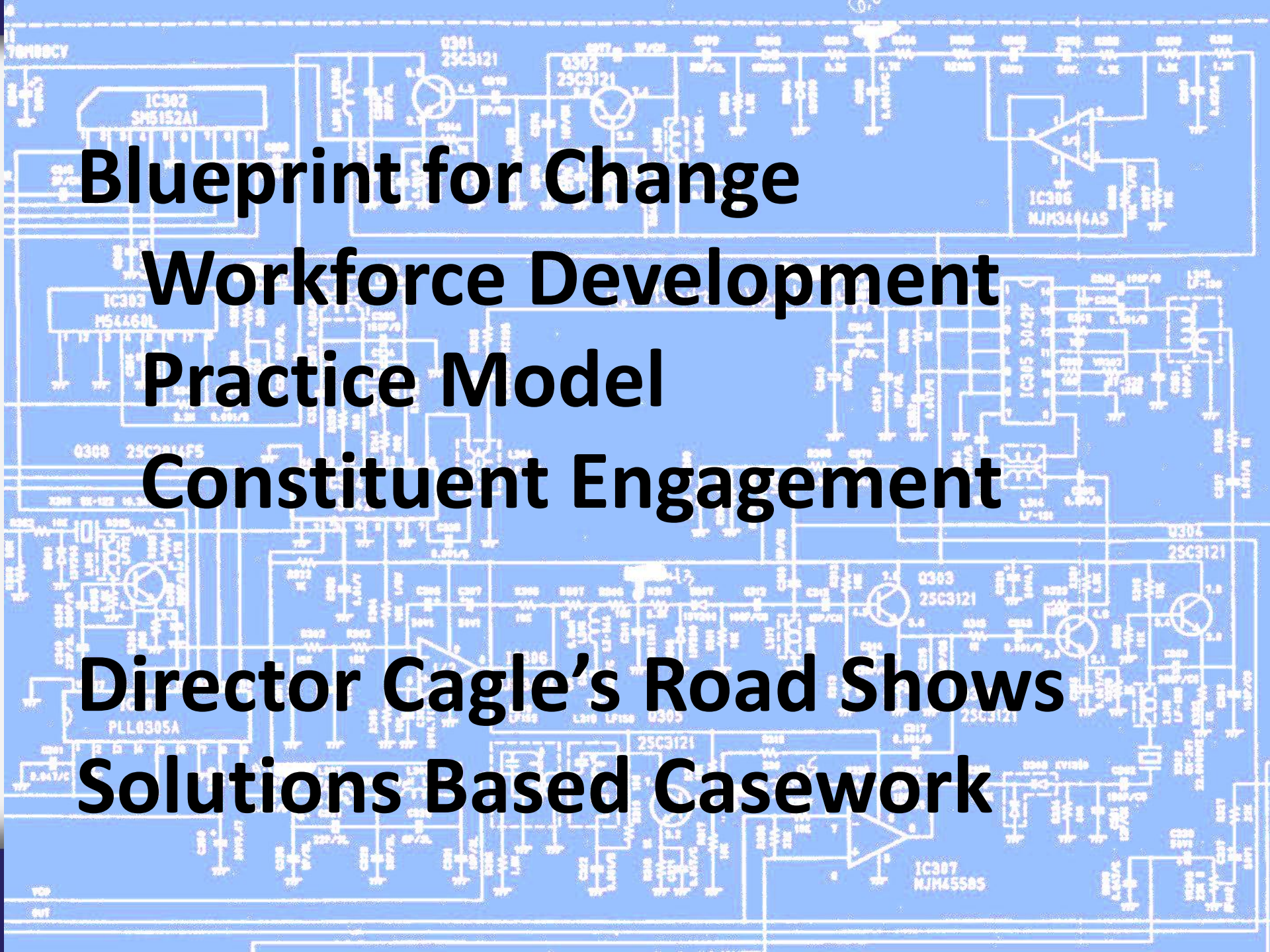
Foster Care Services Director Updates

Dianne Kelly, MS, LPC

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Division of Family & Children Services



Blueprint for Change
Workforce Development
Practice Model
Constituent Engagement
Director Cagle's Road Shows
Solutions Based Casework

Introducing...the PIPS



Program Improvement Plans

Types

- IV-E PIP (under development)
- CFSR PIP (under development)
- IV-B PIP (in progress)
- ADA (in progress)

Penalties

- Funding withheld
- Pay back funds received



IV-E PIP (**under development**)

- Ensure that foster parent's initial and renewal approval letters, **with dates of approval**, are in the file.
- Ensure that FP/household safety checks are completed according to policy and documented (CRC, CPS).
- Ensure that staff CRCs completed **before they begin** work and are on file.



CFSR PIP (**under development**)

Item	Action
Improve the effectiveness of the placement operations system to include the roles, training and responsibility of resource development case managers.	Develop RD Track Training Curriculum Reduce Length of Time to Approve Caregivers
Conduct review of IMPACT & revise as indicated	Clark Atlanta University Study Add Online Components
Establish a monitoring team for DFCS foster homes; implement quality assurance monitoring operation that includes qualitative foster home reviews and random safety review visits for DFCS homes.	Study feasibility; implement as indicated
Conduct Placement Operations Study	University of Chicago, Chapin Hall Study Implement Recommendations
Execute Annual R & R Plan	
Develop universal RBWO applications	Develop & Implement



IV-B PIP or (0 to 5 PIP) Through June 30, 2016

- **States must provide specialized services or targeted initiatives to reduce the length of time that young children under age five are in foster care without a permanent family and describe the activities undertaken to provide developmentally appropriate services to this population.**



Data Snapshot

0 to 5 Years Olds

- **Increased by 12.9% since July 2012.**
 - The number of foster care entries is outpacing permanency exits for this age group.
 - In November 2015, there were **4,929 children** in this age group in out of home placements.
 - 66.9% had a permanency plan of reunification
 - 20.29% had a permanency plan of adoptions
 - .53% had a plan of guardianship
 - 12% of permanency plans had not yet been established
 - Exits in FFY 2015
 - 49% Reunification
 - 17.61% Adoption
 - 7.44% Guardianship.



IV-B Goals

- **PIP Goal #1:** Reduce the average length of time to safely achieve permanency for children ages 0 to 5 by 10% by June 2019 to no more than 10.8 months for reunification and 21.6 months to a finalized adoption.
- **PIP Goal #2.** Ensure that children ages 0 to 5 years receive a development screening and services as appropriate.



Strategies to Achieve the Goals

- Implement a communications campaign directed at educating case managers, birth parents and foster care givers regarding the importance of expedited permanency for children ages 0 to 5.
- **Require child welfare practices that promote bonding and attachment between birth parent and child and supports increasing the parent's parental protective capacities.**
- Ensure that case managers understand the Juvenile Court expedited permanency hearings schedule for children under seven (7) years of age and document evidence that the hearings occurred in the GA SHINES system.
- Review performance indicators for permanency and well-being regarding children ages 0 to 5.
- **Ensure that children ages 0 to 5 years receive a development screening and services as appropriate.**
- Establish policy that provides guidance to foster caregivers and staff on accessing early education and supporting achievement of children's developmental milestones.
- **Ensure that foster caregivers implement Safe Sleep and Hot Car Safety Guidelines**



Americans with Disabilities Act

Prospective / Veteran Foster &
Adoptive Parents with Disabilities



Division of Family & Children Services

Qualified Individuals with Disabilities

- **'Disability' defined:**

- (1) having a *physical or mental impairment*;

- *Examples* – Physical or mental impairments (orthopedic, visual, hearing and speech impairments, epilepsy, muscular dystrophy, heart disease, cancer, diabetes, HIV disease, tuberculosis, alcoholism, and drug addiction (excluding current drug use); Mental/ Psychological disorders (emotional or mental illness, organic brain syndrome, and specific learning disabilities).

- (2) having a *record of such impairment*;

or

- (3) *being regarded as having such impairment*;

and

- substantially limits one or more of a person's **major life activities**.



Who does § 504 and Title II protect?

- *‘Major life activities’ (examples):*
 - A physical or mental impairment “substantially limits one or more of a person’s major life activities” when it limits the individual from
 - Caring for themselves
 - Performing manual tasks
 - Seeing, Hearing
 - Speaking, Walking
 - Breathing
 - Learning
 - Working



The Settlement Agreement, which became **effective in Dec. 2015**, provides that DFCS will do the following:

- Designate Regional ADA/Section 504 Coordinators.
- **Develop policies and procedures** relating to the ADA and conducting individualized assessments of individuals with disabilities.
- Develop and **utilize a feature in SHINES to document** the individualized assessments of individuals with disabilities.
- **Provide training on policies, procedures, and obligations** under the Settlement Agreement and the ADA/Section 504.



I'm a CPA. What does this have to do with me?



- New CW Policy Forthcoming
 - Effective July 1st , CPAs must have a comparable ADA policy.
 - Must document any Reasonable Accommodation Request or ADA issue.
 - Ask for support if you need it.



What are CPA's Obligations under § 504 and Title II?



Your Obligations under § 504 and Title II

- Under Title II, as a contractor of a public entities , CPAs must provide protected individuals meaningful and equal access to a public entity's programs and services as is afforded to non-disabled individuals.
- And to provide **reasonable modifications** in its policies, practices, and procedures when necessary to avoid discrimination.



Reasonable Accommodations/Modifications

- You are not required to provide a particular auxiliary aid or accommodation/modification if doing so **“would result in a fundamental alteration in the nature of a service, program, or activity or would result in undue financial and administrative burdens.”**
- The reasonable accommodation analysis is fact-specific and determined on a case-by-case basis.



Key Policy Points

A qualified individual with a **disability who poses a direct threat** to the health or safety of others **may be screened out**.

Direct threat is defined as a significant risk of harm to the health or safety of others that cannot be mitigated by reasonable modifications of policies, practices or procedures, or by the provision of auxiliary aids or services.

Individuals deemed a 'direct threat' may be screened out or have their Family Evaluation denied solely based on this factor. When 'direct threat' is the justification for screening out an individual with a disability, the IA must include:

i. **Current medical evidence or the best available objective evidence in determining:**

- 1) The nature, duration, and severity of the potential risk;
- 2) The probability that potential injury will occur;
- 3) Whether reasonable modification in policies, practices, or procedures will mitigate the risk



Key Policy Points

- ❑ Ensure that **no qualified individual** with a disability is **excluded (by reason of such disability)** from participation in or denied the benefits of its services, programs or activities (see policy 1.5: Administration: ADA/Section 504 and Reasonable Modifications Policy).
- ❑ Provide individuals with disabilities **opportunities** to benefit from or participate in child welfare programs, services, and activities that are **equal** to those extended to individuals without disabilities.



Key Policy Points

Conduct an Individualized Assessment (IA) of any prospective or existing caregiver under the following circumstances:

- An **individual makes it known** that they have a disability for **which they are requesting an auxiliary aid** or modification to the Foster Care or Adoption program;
- An individual has a **disability** that the home assessor reasonably believes **may interfere with the individual's ability to be approved or continue to participate** in the Foster Care or Adoption program.
- The **results** of an Initial Family Evaluation or Re-evaluation will result in a **denial based on a covered disability**.



Individualized Assessment (IA)

- The IA shall specifically address the impact of a disability on the caregiver's ability to meet the Safety and Quality Standards and to exhibit the skills required of all approved caregivers. Below is a list of skills that approved caregivers must possess (See 14.1 Resource Development: Safety and Quality Standards):
 - Understanding the Impact of Fostering /Adopting
 - Teamwork and Communication
 - Parenting Abused/Neglected Children
 - Understanding Grief, Loss and Attachment
 - Understanding, Preventing and Managing Misbehavior
 - Supporting Primary/Birth Family Relations
 - Providing a Safe, Healthy and Nurturing Environment.



Need TA on an ADA Issue?

Contact the OPM Monitoring Team Manager



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Q & A





PUT THIS
on YOUR
CALENDAR!



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PRACTICE MATTERS



Friday, April 22
Hephzibah in Macon



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PVA TRAINING

OPM/CPS

North/Metro Regions

Tentatively Tuesday, May 3



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RBWO FOUNDATIONS

May 2-6
Macon



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SHINES WEBINAR

Wednesday, May 25



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SAFE SLEEP TRAINING

Deadline for completion:
Thursday, June 30



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NEXT CPA
QUARTERLY
MEETING

Wednesday, July 13



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