



CASEY FAMILY SERVICES

PERMANENCY CASE PLANNING TOOL

INFORMATION SHEET

The Permanency Case Planning Tool (PCP-T) is intended to help social workers and supervisors working on permanency cases understand the case factors that are potential barriers and/or facilitators to permanency teaming and outcomes. Although it has been designed primarily for use in case planning during supervision, it can also be used by caseworkers as an individual tool.

The basic tool is a work plan in which case factors can be mapped to the appropriate contextual level of influence - the individual child, the birth family, the foster family, the agency (public or private) and external systems (state child welfare agencies, courts, school systems, etc.). Case factors at each of these levels are also charted according to whether they are likely to be (1) potential facilitators of effective teaming and/or positive outcomes (“ideal” or “promising” conditions) or (2) to become barriers to teaming and permanency (conditions that are “challenging” or “indicate intensive intervention”). To assist users in applying the tool in practice, the basic worksheet is preceded by a glossary of terms.

GLOSSARY OF TERMS

Agency-Level Factors

Agency-level factors are internal administrative structures and policies that affect the development and implementation of permanency planning for the child/case in question.

Examples include: supportiveness of supervisors/managers; material resources available to help child/youth and family; mandated timeframes for casework.

Birth Family Factors

Birth family factors are characteristics of and/or circumstances confronted by the child’s/youth’s birth family members that affect the development and implementation of permanency planning for the child/case in question. *Examples include:* substance abuse issues; family violence history; personality and/or mental health issues; financial situation; housing situation; attitudes toward the child/youth, foster family, etc.

Child/Case Factors

Child/case factors are intrinsic to the child and/or the circumstances which have brought the child into care that affect the development and implementation of permanency planning for the child/case in question. *Examples include:* issues related to the child's/youth's development; personality, mental health status or history; trauma history; educational history.

Foster/Adoptive/Kinship Family Factors

Foster/adoptive/kinship family factors are characteristics of and/or circumstances confronted by members of the child's/youth's foster/adoptive/kinship placement family that affect the development and implementation of permanency planning for the child/case in question.

Examples include: attitudes toward the child's/youth's birth family; housing situation; immediate family configuration; attitudes toward legal permanency plan, etc.

Permanency Coaching/Consultation

Permanency Coaches/Consultants are an internal resource provided by some agencies to assist supervisors and social workers in implementing permanency models and practice. "Intensive coaching" refers to matching a "coach" in a one-to-one mentoring relationship with a supervisor or social worker and partnering together at each step of using permanency teaming on an individual case. "Permanency consultation" is provided to both individuals or groups in the division and takes the form of case-specific guidance/feedback, topical discussions related to permanency practice and implementation of the permanency teaming model, and supervising permanency practice.

Permanency Planning

The process of exploring the full range of permanency options for a youth in care and selecting and implementing the one that will best meet the youth's needs for safety, permanency and well-being.

Permanency Team

A youth's permanency team may include birth parents, siblings, extended family members, foster parents, other caregivers, involved professionals and other significant adults willing to help develop and implement a permanency plan for a youth that identifies a permanent parent and offers the optimal level of membership in a legal family as well as lifelong connections with caring adults.

Permanency Teaming

The collaborative planning and decision-making process through which the permanency team develops and implements a permanency plan for a youth that will ensure the youth's safety, wellbeing, and membership in a legally secure family.

Permanence

An enduring family relationship that:

- Is safe and meant to last a lifetime;
- Offers the legal rights and social status of full family membership;
- Provides for physical, emotional, social, cognitive and spiritual well-being; and
- Assures lifelong connections to extended family, siblings, other significant adults, family history and traditions, race and ethnic heritage, culture, religion and language.

System-Level Factors

System-level factors are policies, structures and/or practices operating outside of the child's/youth's family and the agency that affect the development and implementation of permanency planning for the child/case in question. Examples include: administrative policies and practices of state child welfare agencies and/or individual caseworkers; policies and practices of other public systems affecting the child/youth and his/her family such as schools and courts; administrative policies and practices of other agencies or personnel involved with the child/youth, such as a therapist or residential facility; access of the child/youth and/or family members to public welfare benefits.