

FULTON COUNTY SERVICES FOR CHILDREN

2018 ANNUAL REPORT



assuring the health, safety and well-being of children and establishing permanency for children in a timely manner by assisting children, youth and families in obtaining their goals

FULTON COUNTY BOARD OF COMMISSIONERS

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COUNTY OF FULTON

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Agency Staff

Christine McQuade	Director
Crystal Long	Casework Supervisor (Intake)
Jordan O'Donnell	Casework Supervisor (Ongoing)
Karri Downes	Caseworker 2
Jason Ricche	Caseworker 1
Tyler Watkins	Caseworker 1
Vacant	Caseworker 2
Vacant	Caseworker 2
Vacant	Caseworker 2
Jessica Carlin	Fiscal Assistant
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Carolyn Kneas	Secretary

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Elected Officials

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Rodney L. McCray	Fulton County Commissioner
Larry R. Lynch	Fulton County Commissioner

Juvenile Court Judges, Court of Common Pleas, 39th Judicial District

President Judge Carol L. Van Horn	FCSC Administrative Judge
Judge Angela R. Krom	Juvenile Court Judge

DEMOGRAPHICS

Fulton County is an eighth (8th) class county located in south-central Pennsylvania in the Cumberland Valley. It is a rural community covering an area of 438 square miles. The county has two (2) boroughs (McConnellsburg, and Valley-Hi) and eleven (11) townships (Ayr, Belfast, Bethel, Brush Creek, Dublin, Licking Creek, Taylor, Thompson, Todd, Union and Wells). Eighth class counties are the smallest in the state and are designated for those counties having a population of less than 20,000. Eighth class counties in Pa. in addition to Fulton are Cameron, Forest, Montour, Potter and Sullivan.

Fulton County is 100% rural and is served by three (3) school districts (Central Fulton, Forbes Road, and Southern Fulton). There is an average of 2,142 students enrolled in the three districts.

According to the 2017 U.S. Census estimate, the total Fulton County population is 14,590. There are approximately 2,933 children/youth under the age of 18 in Fulton County which equals 20.1% of the total population. Fulton County is the 64th most populated county in Pennsylvania according to US Census Data.

Data collected for the 2012 Census of Agriculture show more cows living in Fulton County than people. According to the Ag Census, Fulton County had 14,629 people and 18,344 cows. Fulton is the only county in the state with more cows than people.

The County's population by race and ethnicity includes: 97% Caucasian, 1.2% African American, 1.3% Hispanic/Latino and 1.4% bi-racial and .05% other. Fulton County has 7,115 housing units with a total of 5,965 households. The adjusted median household income in Fulton County was \$49,420. Approximately 12.6 % of the County's population lives below federal poverty level while approximately 21.3% of children under the age of 18 live below the 100% federal poverty level.

The county did not experience any months of double digit unemployment in 2014, 2015, 2016 or 2017 and has remained consistently around 5% for most of 2018. The following table illustrates how Fulton County's statewide ranking and unemployment rates stayed fairly stagnant over four of the past five years with only small, but yet steady, gains in employment. The rankings are based on the rankings of the 67 counties in the state. (A ranking of 67 would indicate the highest unemployment rate in the state).

COUNTY UNEMPLOYMENT RANKINGS OUT OF 67 COUNTIES

MONTH	2014 RANK	2015 RANK	2016 RANK	2017 RANK	2018 RANK	2018 UE RATES
JANUARY	54	51	39	34	5.0	27
FEBRUARY	53	54	46	33	4.7	24
MARCH	55	49	38	36	5.0	14
APRIL	49	37	37	30	4.8	31
MAY	46	44	32	35	4.0	32
JUNE	47	47	32	29	4.6	36
JULY	39	47	25	26	4.2	31
AUGUST	50	45	35	37	4.0	22
SEPTEMBER	49	60	43	24	4.3	24
OCTOBER	47	50	43	22	4.4	26
NOVEMBER	56	57	39	28	4.3	27
DECEMBER	44	44	44	27	4.0	15

SOURCE: NORTHERN TIER REGIONAL

PLANNING AND DEVELOPMENT

PROGRAM OVERVIEW AND GOALS

Fulton County Services for Children (FCSC) is the local public child welfare agency that has responsibility for ensuring that the children of Fulton County have a safe, permanent living arrangement that assures that they are receiving the essentials of life and an opportunity to achieve their maximum potential in growth and development.

All families have problems from time to time. Most caretakers who receive services from FCSC have not abused their children and accept support services voluntarily. However, when services must be mandated, it is with the hope of engaging families to realize and accept the value of the imposed intervention. With support and guidance, even the most difficult problems can be resolved.

The role of child welfare is to protect children and to preserve the family unit; however, it defines itself. We believe that children do best in their own homes; and that it is a parent's right to raise children according to their own value system, provided the child's physical, emotional, and social needs are met. Government intervention is justified when the family cannot, or will not, provide for the child's safety and/or basic needs. Placement of a child by child welfare can only occur if ordered by the Juvenile Court.

We believe that every child has a right to:

- be safe and secure in their home
- be provided with food, clothing, shelter, and medical care
- be loved and understood
- a good education

- have appropriate role models
- be advocated for by the community

Child welfare services is the general term used to describe a broad range of services designed to promote the well-being of children and their families. The criteria and jurisdiction to permit the agency to intervene in a family's domain is defined by the Pennsylvania Child Protective Service Law and/or the Pennsylvania Juvenile Court Act.

Child welfare services include:

- Information and referral
- Screening and response assessment
- Assessment of general reports of neglect or status offenses
- Investigation of reports of child abuse
- Safety Assessment and Planning
- Risk Assessment
- Ages and Stages Developmental Assessments
- Case management, coordination and collaboration
- In-Home support services
- Court ordered and Placement services
- Concurrent planning
- Permanency planning
- Independent Living services
- Adoption Services
- Data entry and collection of statistics (CWIS, CPCMS, CAPS)
- Public awareness, education, and training

POPULATION SERVED

Fulton County Services for Children (FCSC) provides assistance to children from the county who are from birth to 18 years of age who have been or are alleged to have been abused, neglected, exploited, are incorrigible and/or truant and the families of these children. Countywide services are provided without regard to race, religion, gender, disability, ancestry, or national origin. In some instances, children may be eligible to be served past their 18th birthday through 21 years of age.

Placement services can be extended to youth who after age 18 years elect to continue in an educational or treatment program until they can achieve independence or become 21 years of age. Remaining in care after age 18 requires the Juvenile Court's approval and the youth's compliance with the placement plan. Every effort is made to help these young people successfully transition into adulthood. Act 91 was adopted in Pennsylvania effective July 1, 2012 to extend an extra safety net to youth who leave placement at age 18 years. Under certain circumstances these youth retain the right to re-enter care before their 21st birthday. To date, Fulton County Services for Children has had no requests from youth to exercise the option to re-enter care.

An array of Independent Living (IL) services is available to eligible youth who are no longer active with the agency. Traditionally, to be eligible for these IL services, the youth must have been adjudicated dependent, dually adjudicated (dependent & delinquent) or delinquent youth with court-ordered shared case responsibility and in placement on or after age 16 years and are not yet 21 years of age. PA House Resolution 4980 expanded the availability of IL services to youth age 14 and older in foster care. Best practice includes those same aged youth receiving in-home services in this eligible category also.

The new Affordable Care Act extends health insurance eligibility to youth who were 18 years or older when leaving foster care until they are 26 years of age. This is another safety net which can enhance the chances for a successful transition to independence for youth who have experienced the child welfare and/or juvenile justice system.

Public child welfare is an entitlement program. Services are provided without consideration of financial status. There is no fee for services from FCSC. However, parents may be required to pay support to the county for children who are involved in court ordered services. Support matters are handled by the county's Domestic Relations Office.

JURISDICTION AND LEGISLATIVE CHANGES

The Pennsylvania Child Protective Service Law (CPSL) (Title 23 Pa. C.S.A. Chapter 63) and the Pennsylvania Juvenile Court Act (42Pa.C.S. Sec.6301 et seq.) defines the authority and parameters for intervention by FCSC. The Pennsylvania Department of Human Services promulgates regulations that provide direction to the agency to implement the laws into practice. In addition to regulations, the agency is obligated to implement practice recommendations made by the Department of Human Services, Office of Children, Youth and Families which are mandated by published Bulletins. Changes in practice and regulatory requirements are often driven by the State's need to adhere to federal requirements in order to secure federal funding.

Both the Child Protective Service Law (CPSL) and the Juvenile Court Act were amended in recent years to address current events and needs throughout the Commonwealth. Act 90 was passed in 2011 amending a number of provisions in the Juvenile Court Act. Most significantly, the definition of "child" was redefined as an individual who is under the age of 21 years and was adjudicated dependent before reaching the age of 18 years, who has requested the court to retain jurisdiction and who remains under the jurisdiction of the court as a dependent child because the court has determined that the child is:

- (I) Completing secondary education or an equivalent credential;
- (II) Enrolled in an institution which provides postsecondary or vocational education;
- (III) Participating in a program actively designed to promote or remove barriers to employment;
- (IV) Employed for at least 80 hours per month;

- (V) Incapable of doing activities described in subparagraph (1), (II), (III), or (IV) due to a medical or behavioral health condition, which is supported by regularly updated information in the permanency plan of the child.

This change expands our ability to assist youth in placement who may not have a solid connection or plan upon their 18th birthday which would assure a safe and sustained release from care.

In 2013, the Pennsylvania Legislature worked diligently to address gaps and weaknesses in the current CPSL relating to the reporting and investigation of child abuse. These efforts were largely driven by the Sandusky scandal that rocked Penn State University and opened the public eye to the deficiencies (both real and perceived) of the current system. Throughout 2014, staff attended trainings about the changes in the CPSL and the impact those changes would, and continue to, have on daily practices in the agency. Child welfare agencies, law enforcement, and the Courts across the Commonwealth began implementing changes in practice to comply with new legislation which significantly expanded the definition of child abuse.

In 2015, the many changes made to the CPSL were fully implemented internally and across the state. These changes have impacted all levels of service within the agency as well as our colleagues in the community in their role as mandated reporters. As one continues to read through this document, the impact on volume (numbers and monies), expanding/changing services and responsibilities, demands on staff and our relationships in the community will be reflected.

The Pennsylvania Child Welfare System long ago adopted the *Pennsylvania Best Practice Standards for Child Welfare Services* which were modeled after the Child Welfare League of America practice standards. Fulton County Services for Children has embraced and incorporated these recommended practice guidelines at every level of service provision in an effort to improve the professionalism and success of our child welfare practice. Similar adaptation has occurred as we have implemented the new legislative measures.

In an effort to provide local school districts with information on the new legislation, the agency provided a two-hour overview of the new Child Abuse laws to the administration of all three school districts in 2014. The agency went on to establish a formal platform for continued collaboration between the agency, the three school districts, the three magisterial districts judges, JPO, and the Court. This group has since been recognized as a subcommittee of the local Children's Roundtable. These meetings are held two times per year – in January and in June. During the most recent meetings, we have discussed the new Every Student Succeeds Act (ESSA) and the new changes in the truancy law (Act 138 of 2016) and have adopted memorandum of understanding and protocols for both ESSA and our Truancy Intervention Program. This subcommittee continues to meet twice per year.

AGENCY STRUCTURE AND OPERATION

As the local public child welfare agency, Fulton County Services for Children is administered by the County Board of Commissioners. The Pennsylvania Department of Human Services' Office of Children, Youth and Families provides support and regulatory oversight to the agency. The State Civil Service Commission certifies all FCSC staff as eligible employees. The program is funded by local, state and federal tax revenue.

In 2017, Fulton County Services for Children suffered the loss of their long time director, Jean Snyder, who had 40+ years of experience in child welfare. Miss Snyder also served as the County Human Services Administrator. Her passing resulted in the separation of Human Services Administration and FCSFC. The new director was promoted from within the agency and brings 30+ years of experience to the position. The director is supported by two supervisors, six caseworkers, a fiscal officer and a receptionist when the agency is fully staffed. In September 2017, the agency's fiscal technician retired which created a vacancy that remained unfilled at the end of 2017. There also were two caseworker vacancies at the end of the last quarter of 2017. The Agency hired a fiscal assistant and caseworker in January of 2018 which brought the agency close to being fully staff. By October of 2018, the agency experienced the resignations of two existing caseworkers and the new hire from the beginning of the year as well as the resignation of one supervisor. This resulted in the agency being staffed with two caseworkers and a supervisor. Two additional caseworkers were hired in October of 2018 and an existing caseworker was promoted to supervision. The agency ended 2018 at 50% of its caseworker complement. The agency benefits from the additional support of the County Solicitor, the full time support of a paralegal funded through the SWAN LSI program and a part-time child welfare consultant. (See organizational chart in appendices.)

FCSC divides the casework responsibilities between two units: Intake and Ongoing. Each unit is monitored by a supervisor and has three caseworkers assigned accordingly. Although divided into two units, the entire professional staff is trained and capable of providing the full range of child welfare services. Mutual support and assistance is necessary to assure that all responsibilities and mandates are met at all times. The agency requested and received approval and funding for an additional caseworker. The need for additional staff support is driven largely by the expansion of services and workload related to the previously mentioned legislative mandates. To date, we have not filled this position as there are logistical barriers regarding physical space and other priorities which need to be addressed before we begin this staff expansion. It is unclear if this position will be filled in 2018/19 fiscal year.

All workers share information, referral and screening responsibilities by responding to incoming contacts to the agency. On 12/28/14, the state implemented the Child Welfare Information System (CWIS) which is a statewide data and delivery system managed through the PA Department of Human Services. Every county is mandated to use CWIS. CWIS provides a portal to permit access by mandated reporters and the general public to make reports on-line. These reports are registered and sent by CWIS to the appropriate

county child welfare agency for assessment/investigation. CWIS also tracks the outcomes of all reports as determined by the counties. The enormity of this system and the many facets necessary to assure the success and integrity of CWIS presents daily challenges to all those using the system. Whether by the portal, by mail, by phone, or in person, when contact is made with the agency, a worker is available to discuss questions, concerns and/or allegations. This worker gathers information and begins the assessment as to how the agency should respond. The availability of a trained child welfare worker to respond to contacts with the agency is a 24 hour, seven day a week requirement. Daily in-office screening duty and after hour emergency duty coverage is rotated among the caseworker staff and supported by both supervisors and the director.

FCSC uses the Child Accounting Profile System (CAPS) which is a case management computer program to record all casework activities. Incoming referrals are imported from CWIS to CAPS and assigned to a specific caseworker for case management. Review by the supervisors in CAPS is an ongoing process. The case will travel through the CAPS system from the initial contact until it is legally expunged from the system. FCSC began using CAPS in the fall of 2011. The program not only tracks casework activities but also collects data and provides a variety of reports. The full scale capability of CAPS has yet to be realized and offers future possibilities for other beneficial options. CAPS is compatible with CWIS and allows the county agency to communicate reports to CWIS that were not received from CWIS and also allows for the submission of outcomes of all investigations to CWIS without the need to enter into an additional system. Intake & Investigation was Phase I of CWIS. Phase II is in production which will encompass the case management activities of in-home services.

❖ **INTAKE UNIT RESPONSIBILITIES:**

All screening contacts are shared with the Intake Supervisor who reviews the information and makes a determination regarding the action to follow by the agency. Consideration of safety is first and foremost in making this determination. Primary jurisdiction and responsibility for intervention is determined by where the alleged event occurred or condition exists. If jurisdiction lies outside of Fulton County, a referral to the appropriate child welfare agency in the other jurisdiction will be made. The changes in the CPSL regarding jurisdiction of reports have also impacted the County agency. The county agency can be the primary agency responsible for investigations of abuse/neglect that have occurred outside of the county or state under certain circumstances. In order to implement the changes in the CPSL regarding jurisdiction of reports, CWIS has the capability to assign primary and secondary investigation responsibilities to counties. Most primary roles are assigned to incidents occurring in the county. Examples of secondary response may be the request for home visit or interview(s) of any subjects of the report, request for assistance from DHS or Law Enforcement referrals. Any changes to the designation of the report must be requested through CWIS. Workers assigned to the Intake Unit investigate and assess both child abuse and general protective service referrals as defined by the CPSL and Juvenile Court Act. Another change to the CPSL has required all GPS and CPS reports to be registered in CWIS and that the outcomes of

both types of investigations are submitted to the CWIS. This required a significant increase in processed outcome reports being submitted.

The Intake Unit performs a number of functions and has a number of goals when providing services to the community some of which include:

- To reduce the risk of further abuse/neglect to the child and ensure the safety of the child,
- To enhance family functioning through the arrangement and provision of necessary services,
- To heighten the community's awareness of child abuse and neglect and its impact on families,
- To encourage more complete reporting and coordination of resources regarding the assessment, treatment and prevention of child abuse and neglect,
- To maintain and promote a positive working relationship between the agency, schools, medical staff, police and other professionals to meet the needs of the families and children within this community and,
- To continue to educate and train within the field of child welfare.

Following the Commonwealth of Pennsylvania, Department of Human Services laws, regulations and guidelines and Fulton County procedures and policies, the Intake Unit assesses each child and the family using a comprehensive risk and safety assessment methodology and case management techniques. The main priority of the assessment/investigation is to determine whether the child(ren) will remain safe in his/her current environment and to assess the probability of future risk to the child(ren).

The caseworker will also evaluate the families' strengths and needs to determine if Fulton County Services for Children and/or another community agency should serve the family.

While the criteria for child abuse allegations and the investigation thereof are specifically defined by the amended CPSL, the Juvenile Court Act continues to offer a broad scope of jurisdiction for general protective service assessment by the child welfare agencies. Any concerns regarding the safety and/or negative impact of a child's environment to the well-being of that child can be addressed by the agency. This includes but is not limited to the following:

- Physical, sexual and emotional abuse
- Inadequate supervision
- Inadequate housing
- Inadequate food, clothing, health care
- Inappropriate or excessive punishment
- Self-referrals for assistance & support
- Incurable behaviors
- Runaways
- Truancy
- Requests from other child welfare jurisdictions for courtesy services

With each referral accepted for assessment, the Intake Caseworker has face to face contact with all of the children in the household, their caregivers and observes the home environment. Each allegation is addressed in addition to a general assessment of the following:

- family's living conditions
- the availability of family and community supports
- the nature of the parent/child interaction
- the effectiveness of parenting skills
- the threat of drug and alcohol or domestic violence issues in the household
- whether the children have developmental delays, educational needs and/or behavior problems
- the parents' history and personal characteristics
- the family's supports, connections and resources
- other indications of safety or risk threats

The broad goal of Children and Youth is two-fold: to protect children from birth to age 18, and to strengthen and sustain the family. The children who are opened to receive ongoing protective services may have been referred for any of the reasons previously discussed. The decision to provide ongoing in-home protective services depends on the assessment of the child's safety and well-being, the level of potential risk, and the family's strengths and needs as determined by the broad intake assessment discussed above.

In the tragic event of a child fatality or near-fatality, the agency follows a state mandated protocol for reporting, investigating and determining an outcome disposition in the case. Every county is required to have a standing Child Fatality Review Team (CFRT) and a Multi-disciplinary Investigative Team (MDIT). The MDIT includes the specific individuals involved in the immediate response and subsequent investigation of the child abuse and neglect and allows for a collaborative approach to the investigation to reduce the trauma to the victim and increase the likelihood of a successful prosecution. The MDIT approach is used in investigations of sexual abuse/exploitation, physical abuse and in child fatality and near fatality investigations and collaborates to determine the likely cause and other circumstances related to the specific event. This team then cooperates with the CFRT to prepare for the submission of an outcome report to the state.

The CFRT meets to discuss all child fatalities or near-fatalities with any remotely possible connection to child abuse to look generally at specific cases and at system-related issues with a focus on prevention. In Fulton Co., this team includes representatives from law enforcement, the district attorney's office, Women in Need, the Family Partnership, JPO, the agency solicitor, a behavioral health provider, Guardian Ad Litem, State Health Center, other medical providers specific to the case as well as FCSC staff. At the conclusion of the investigation of a child fatality or near-fatality, the agency prepares a Child Fatality (or Near-Fatality) Report which is submitted on behalf of the entire team to the regional office of the Office of Children, Youth and Families. Eventually, all of the

Child Fatality Reports across the state are redacted for confidentiality and posted on the state web-site for public review.

In 2018, there were a total of 403 referrals made to Fulton County Services for Children. Of these 403 referrals, there were 61 child abuse (CPS) investigations and 183 general protective service (GPS) assessments and 159 other requests which include (74) referrals to the TIP program (25) to law enforcement (6) contacts and assessments completed as a courtesy for another child welfare agency, and (54) calls for information only which are contacts that did not meet the child welfare criteria for intervention. There was an increase in the Truancy Intervention Program referral due to changes in the School Attendance law and the incorporation of the elementary schools into the program.

In 2018 there was an increase in the number of reports received compared to the numbers of 2017. The most significant increase in found in the information only category which includes law enforcement referrals and screen outs. CWIS continues to transmit all reports they receive to the county agencies Therefore, reports that do not meet criteria for child abuse/neglect or general protective services are disseminated to the county from CWIS for the county to make the determination of whether to investigate or to screen out the report. All reports transmitted to Law Enforcement are also received by the agency and screened to determine if there are child abuse/neglect concerns that should be investigated by the agency.

Of the 61 CPS investigations, 36 were physical abuse, 17 sexual abuse, 1 mental abuse, and 7 serious physical neglect. Due to the changes in the CPSL, imminent risk was incorporated into physical abuse definition under the category of creating the likelihood of physical or sexual abuse. Additionally, student abuse was also removed from the CPSL and is now included in the definition of child abuse by other persons responsible for the welfare of the child. Of these cases, 3 were Substantiated/ Indicated and 58 were Unfounded. There were 3 cases that were made founded in 2018 Founded cases are cases that there is a Court ruling that abuse has occurred. 36 of the General Protective Services reports were Drug Abuse by Parent. These reports would include the CAPTA required reporting of mother’s testing positive for substance use at time of delivery of newborn. The number of drug exposed infants remained the same as 2017.

The above intake activities reflect services provided to 358 families with 591 children. Of all of the cases assessed/investigated at intake, 12 families were accepted for ongoing protective services. In 2018, the categories of mental health for the parent and for the child as well as domestic violence was added to the chart below to reflect the number of reports that were primarily involving those categories.

The following tables reflect 2018 and a comparison of historical intake data:

TYPES OF REFERRALS MADE TO FCSC

	Total number of referrals	CPS	GPS	Misc.
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2014	310	53	173	84
2015	395	65	203	127
2016	318	60	185	73
2017	344	60	191	93
2018	403	61	183	159

NUMBER OF CPS CASES BY ALLEGATION

	Physical	Sexual	Mental	Imminent Risk	Serious Physical Neglect
2014	27	20	0	3	3
2015	42	20	0		3
2016	40	18	0		2
2017	35	22	0		3
2018	36	17	1		7

DISPOSITION OF CPS CASES

	Founded	Substantiated	Unfounded	Pending
2014	1	10	43	0
2015	0	4	61	0
2016	0	9	46	5
2017	3	4	56	0
2018	3	3	58	0

NUMBER OF REFERRALS BY TYPE AND AREA IN 2017

I = INDICATED

U=UNFOUNDED *PENDING

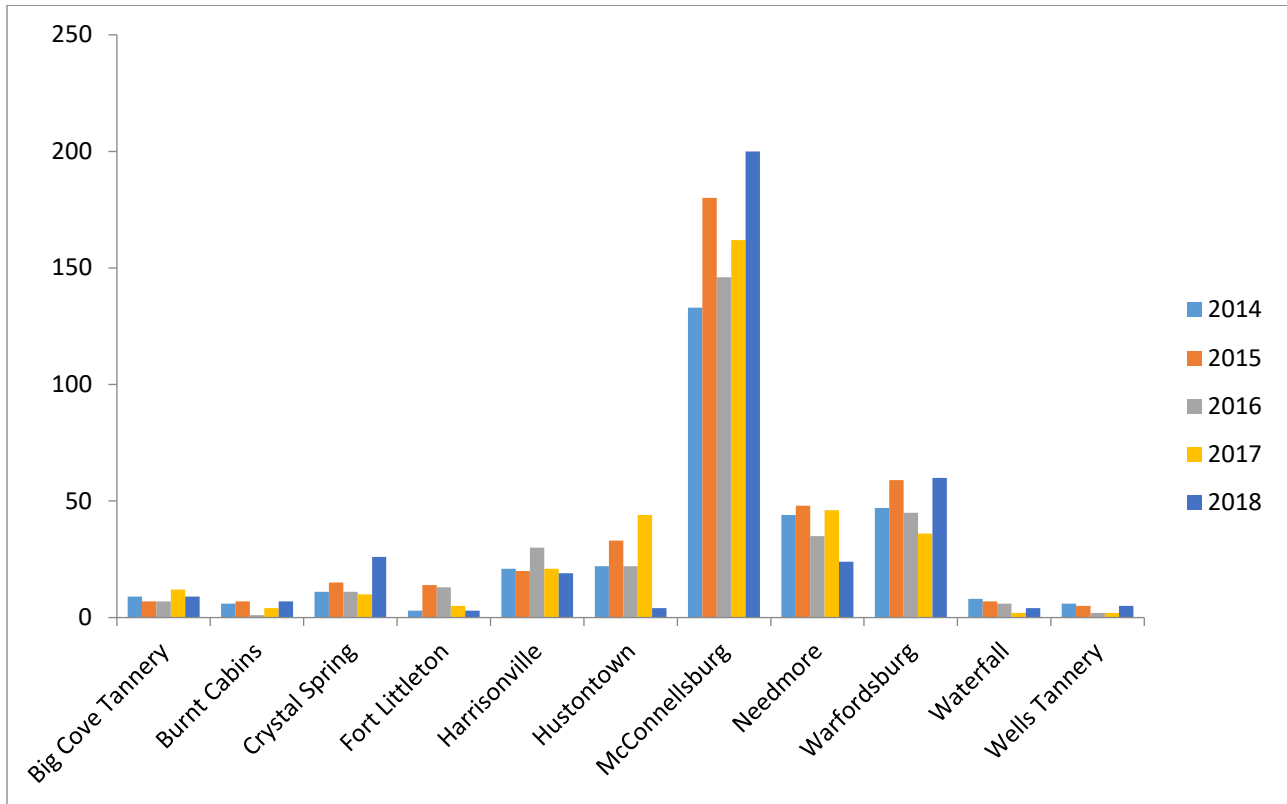
Allegation		Big Cove Tannery	Burnt Cabins	Crystal Spring	Fort Littleton	Harrisonville	Hustontown	McConnellsburg	Needmore	Warfordsburg	Waterfall	Wells Tannery	Totals
Physical Abuse	I	0	0	1	0	0	0	1	0	0	0	0	1
	U	0	1	1	0	4	7	16	2	4	0	0	35
Sexual Abuse	I	0	0	0	1	0	30	0	0	1	0	0	2
	U	1	0	1	0	0	3	7	0	3	0	0	15
Mental Abuse	I	0	0	0	0	0	0	0	0	0	0	0	0
	U	0	0	0	0	0	0	1	0	0	0	0	1
Physical Neglect	I	0	0	0	0	0	0	0	0	0	0	0	0
	U	0	0	0	0	0	0	6	0	1	0	0	7
Total CPS Referrals		1	1	3	1	4	10	30	2	9	0	0	61

Allegation	Big Cove Tannery	Burnt Cabins	Crystal Spring	Fort Littleton	Harrisonville	Hustontown	McConnellsburg	Needmore	Warfordsburg	Waterfall	Wells Tannery	Totals
Inappropriate Discipline	0	0	2	0	2	2	7	4	2	2	0	21
General Neglect	0	1	4	0	2	6	33	6	5	1	1	59
Inappropriate Supervision	1	0	2	0	0	2	6	1	1		1	14
Medical Neglect	0	1	0	0	1	2	3	0	2	0	0	4
Environmental Neglect	0	0	0	0	0	0	5	1	1	0	0	7
Drug Exposed Infant	0	0	1	0	0	3	0	0	0	0	0	4
Drug Abuse Parent	1	0	3	1	3	7	15	1	4	0	1	36
Adolescent Behavioral Problem	0	0	0	0	0	0	6	0	2	0	0	8
Mental Health Parent	0	0	0	0	0	0	3	1	1	0	0	5
Mental Health Child	1	0	0	0	0	1	5	0	3	0	0	10
Domestic Violence	0	0	0	0		1	6	0	2		1	10
Total GPS Referrals	3	2	12	1	8	24	89	14	23	3	4	183
	Big Cove Tannery	Burnt Cabins	Crystal Spring	Fort Littleton	Harrisonville	Hustontown	McConnellsburg	Needmore	Warfordsburg	Waterfall	Wells Tannery	Totals
Courtesy Interviews	0	0	0	0	0	0	5	0	1	0	0	6
Home Studies	0	0	0	0	0	0	0	0	0	0	0	0
Truancy Prevention	4	0	6	0	6	5	33	4	16	0	0	74
Other Total	4	0	6	0	6	5	38	4	17	0	0	80
Total Investigations	8	3	21	2	18	39	157	20	49	3	4	324
Law Enforcement Referrals	1	2	0	1	1	0	16	2	2	0	0	25
Information Only	0	2	5	0	0	7	27	2	9	1	1	54

Total Reports	9	7	26	3	19	46	200	24	60	4	5	403
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Law Enforcement and Information Only Referrals are reviewed by the Intake Supervisor to determine if any of the allegations warrant an agency assessment, either GPS or CPS

HISTORICAL REFLECTION OF REPORTS BY AREA

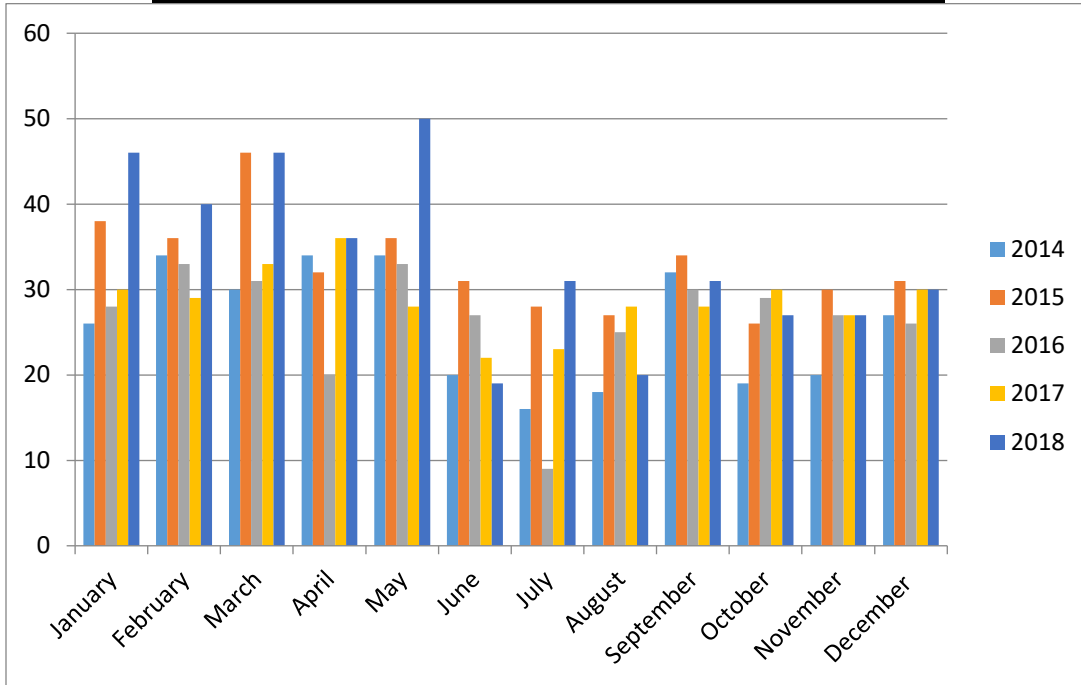


NUMBER OF REFERRALS PER MONTH IN 2018

MONTH	REFERRALS
January	46
February	40
March	46
April	36
May	50
June	19
July	31
August	20

September	31
October	27
November	27
December	30
TOTAL	403

HISTORICAL REFLECTION OF MONTHLY REPORTS



HISTORICAL REFLECTION OF THE YEARLY VOLUME OF REFERRALS



❖ **ONGOING UNIT RESPONSIBILITIES:**

In-Home Services

When it is determined at the intake level that a family needs or might benefit from ongoing protective services, a case file is prepared by the Intake Caseworker, approved by the Intake Supervisor and passed to the Ongoing Supervisor. The Ongoing Supervisor reviews the case file and determines which ongoing caseworker will be the best match to provide ongoing services. The Ongoing Caseworker is then introduced to the family. Together, the Ongoing Supervisor and Caseworker assure the family’s transition and follow through with ongoing services

The primary goal of the Ongoing Unit is to safely maintain children in their natural home and to prevent the need for an out-of-home placement. The custodial parent or caregiver is responsible for the day-to-day care and supervision of their children and must keep them safe and minimize the threat of potential for harm whenever possible. If the failure or inability of a child’s caregiver to protect and care for the child results in harm or indicates the potential for harm were it to continue and would have a detrimental effect on the child’s health, development, or functioning, the need for ongoing agency intervention is justified. If identified issues could not be resolved during the intake assessment, the case is opened for ongoing protective services and in-home services are initiated. Once the case is opened for services, the Ongoing Caseworker continues to evaluate with every contact the immediate threat of harm to the child’s safety as well as the apparent risk to the child’s future well-being.

The Ongoing Caseworker meets regularly with the child and family to ensure the child's safety and that their needs are met, including adequate food, shelter, clothing, medical care, supervision and guidance. By cultivating a climate of trust and respect, the Ongoing Caseworker attempts to engage family members in the casework process and to understand the family dynamics, needs and strengths. In a collaborative effort, the caseworker, family members and other significant parties meet to develop a Family Service Plan (FSP) that builds on family strengths and addresses identified problems and needs. This plan becomes a roadmap for services and is discussed and reviewed at each future face-to-face contact. The FSP identifies service needs, defines goals and objectives, and sets priorities. The level of service and frequency of contact is determined by the identified strengths and needs of the family and the level of apparent risk to the child. The objectives and goals are measurable with concise, short-term actions and tasks to be completed by the identified party.

FCSC employs many strategies to provide effective intervention services. With the family's consent, our social service partners from the community are invited to join efforts to resolve family problems. The Ongoing Caseworker facilitates referrals, arranges transportation, serves as a liaison for the family and organizes intervention efforts. Additional services such as COPE, Family Group Decision Making, MH-MR, D&A, Early Intervention, Head Start and Early Head Start as well as Family Partnership Parenting Support Services etc. are often utilized to supplement child welfare casework services. In most cases, the services implemented are sufficient to resolve the issues which impact the safety and well-being of the children and result in a successful case closure. Juvenile Court action is initiated only when the parents/caregivers are unwilling or unable to meet the needs of the child and their safety and welfare is at jeopardy.

The Ongoing Caseworker also continues to further the Family Finding process which starts during the intake assessment period. These efforts are directed at identifying the family's existing and potential supports in extended family and/or close connections. A Family Tree is developed by the worker and the family members. Family Finding efforts also include diligent searches conducted by the agency's paralegal using Accurint and other avenues to locate family. Family Finding is only one element of family engagement which is an ongoing and essential process if child welfare intervention is to be helpful and successful. Family finding occurs in all cases accepted for services within the first thirty days of being transferred from the Intake Unit. Family Engagement Letters are completed within 30 days of accepted for services date and sent to kin that has been identified.

The following chart shows a historical perspective of the provision of in-home services over the past three years:

	OPEN CASES ON JANUARY 1		ACCEPTED		CLOSED		TOTAL FAMILIES RECEIVING IN-HOME SERVICES	
	Families	Children	Families	Children	Families	Children	Families	Children
2016	17	39	19	32	15	32	36	71

2017	21	39	19	39	18	30	40	78
2018	22	48	15	28	27	49	37	76

The last column is the total number of families and children served for the noted calendar year. You will see that the numbers remain consistently in the high thirty to forty cases. This chart is new for 2018 and we plan to continue to provide this information in the coming years.

❖ **Placement Services**

When the Ongoing Caseworker with the support of other community professionals is unable to effect positive change within a family, and the child's safety and welfare is deteriorating, a petition may be filed asking the Juvenile Court to consider order services that could include placement of the child outside the home. The request for Court intervention is made only after all reasonable efforts to avoid a placement have been exhausted and the child's safety and well-being continue to be at risk. The agency uses family finding to locate and engage relatives or friends in the kinship care process as one of the efforts to prevent the removal of the child from his family and community. The Court requires the consideration of kin prior to the filing of a dependency petition for the Court's consideration.

After the Court has made a determination that a child needs to enter placement, the Ongoing Caseworker must locate the most appropriate placement setting for the child and continue to provide and arrange for services to the child and family where separation has occurred. Earlier efforts made in Family Finding to identify the family's existing *or potential* supports and resources are critical at this planning stage. Every effort is made to place the child in the least restrictive, most homelike environment which will meet the child's specific needs. This includes maintaining the child in their current school setting whenever it is possible and in the child's best interest to do so. Relatives and other parties with significant connection to the child or family are considered as placement resources. This is known as Kinship Care. Fulton County Services for Children adheres to the standards set forth in the OCYF-issued Fostering Connections Bulletin which brings Pennsylvania into compliance with federal legislation regarding the placement of children. Kinship Caregiver Letters are completed with the parent(s) within 14 days of placement, and then followed up every six months. The Agency's paralegal also conducts diligent searches to locate and engage absent fathers and/or kin.

FCSC is committed to locating kinship care resource families in order to explore their availability and appropriateness as a placement option. As previously stated, these efforts include but are not limited to the following:

- Family Interviews
- The use of a Family Tree or genogram which is developed with the caregivers, age appropriate children and other family supports
- Family Finding

- Accurant Searches
- Family Group Decision Making

There is a formal process prescribed by the Office of Children, Youth and Families which the agency must follow when contacting potential kinship care resource families to determine if they are viable placement resources. Kinship care resource families must meet the same criteria for approval as is required for foster care families. Even if an identified family resource is unable or unwilling to be a placement resource for the identified child, they may be able to support the child and/or family in some other way and may become an active participant in the treatment team.

Effective July 2013, the Office of Children, Youth and Families issued a Bulletin to mandate counties to begin to implement Concurrent Planning. Concurrent Planning is the process of working towards one legal permanency goal (i.e. reunification) while at the same time establishing and implementing an alternative permanency goal and plan (i.e. adoption) that are worked on concurrently (at the same time) to move children more quickly to a safe and stable permanent family. Implementing Concurrent Planning not only requires a shift in practice but also in documentation. During the implementation period, the agency conducted necessary trainings to make needed adjustments in our documentation to assure full compliance and enhanced success towards achieving timely permanency in all cases.

Our first formal training effort was on April 11, 2013 when SWAN provided an in-service training event specific to concurrent planning at FCSC for agency staff. Also on October 10, 2013, the agency sponsored a mini-summit funded through a grant provided by the Administrative Office of Pennsylvania Courts (AOPC). A SWAN representative offered a presentation to introduce and engage participants in the concurrent planning process. A total of seventeen professionals representing SWAN, GALs, placement providers, the Family Partnership and FCSC attended this summit. At this time, concurrent planning is being fully implemented according to the timeline set forth in the Bulletin.

In further legislative updates, effective August 2013, the General Assembly of Pennsylvania passed House Bill 1075 which is intended to ensure that Family Finding occurs on an ongoing basis for all children entering the child welfare system intending to promote the use of kinship care. Traditionally, Family Finding was primarily used in placement cases to locate alternative placement resource options. The new spirit of Family Finding focuses on expanding the support base for all families opened for services with the agency by enhancing connectivity between extended family, friends and community supports.

Efforts to continue growth and improvement in these practice areas continued in 2016.

- In April 2017, the agency staff participated in training sponsored by Fulton County Family Partnership and Services for Children entitled Leadership: Building a Trauma Informed Culture presented by Silouan Green. This training also focused on the current opioid epidemic and the trauma associated within the community.

- A supervisor and 2 caseworkers participated in a Caseworker Safety Training held at Indiantown Gap, Annville, PA in November 2017 which completed the entire staff training in safety.

As part of the local Roundtable's current agenda, Fulton and Franklin Counties have and continue to work on developing and implementing formal protocols for Family Group Decision Making and Family Finding. Although a collaborative effort, each county must customize its own protocol to meet specific county practices and needs. Other formal protocols will follow this same process as other initiatives are reviewed, updated, expanded and improved. In 2016, formal protocols for Family Group Decision Making, Family Finding and Visitation were adopted. In 2017, the agency developed a protocol with Franklin County Jail to facilitated visitation of children in care with their incarcerated parent(s). The county has since began housing its inmates at Bedford County Jail. The agency currently has no parents incarcerated at Bedford and will explore a similar protocol with Bedford County Jail.

Both of the above mandates, the search for kinship care options and concurrent planning, are consistent with the best practice standards that call for children to be placed in the least restrictive, most home-like environment for the least amount of time until a permanent resolution can be determined as well as mandating that the agency exhaust all reasonable efforts to avoid placement.

In an effort to locate potential kin for not only placement resources but also to enhance connectivity for all children in the child welfare system, the FCSC SWAN paralegal conducts Accurint/Diligent searches. Searches are used at every level of service in order to develop the most comprehensive picture of our families in an effort to maximize their successful resolution of problems in the most positive and least intrusive way.

In 2018, the FCSC SWAN paralegal completed 29 Accurint/Diligent searches. The tables below discuss detail about these searches. Accurint/Diligent searches are an initial family finding tool and not the only effort made to locate and engage families. Subsequent searches are conducted as new information is discovered.

SEARCHES CONDUCTED IN 2017 FOR CHILDREN ADJUDICATED DEPENDENT

<u>Child</u>	<u>Type of placement</u>	<u># of Searches</u>	<u>Types of Searches</u>	<u>Information Disseminated from Searches</u>	<u># of Notification of Kinship Care letters sent</u>	<u># of Responses from Searches</u>
<u>G</u>	<u>In-Home</u>	<u>4</u>	<u>Person Search</u>	<u>Address Summaries,</u>	<u>5</u>	<u>0</u>

				<u>Comprehensive Reports, Relatives, Neighbors and Associates Reports</u>		
<u>H</u>	<u>Foster Care</u>	<u>13</u>	<u>Person Search</u>	<u>Address Summaries, Comprehensive Reports, Relatives, Neighbors and Associates Reports, Criminal Records</u>	<u>13</u>	<u>1</u>
<u>I</u>	<u>Diagnostic Program</u>	<u>6</u>	<u>Person Search</u>	<u>Address Summaries, Comprehensive Reports, Relatives, Neighbors and Associates Reports</u>	<u>4</u>	<u>1</u>
<u>J</u>	<u>Foster Care</u>	<u>4</u>	<u>Person Search</u>	<u>Address Summaries, Comprehensive Reports, Relatives, Neighbors and Associates Reports</u>	<u>4</u>	<u>1</u>

SEARCHES CONDUCTED FOR FAMILIES WITH NO COURT INVOLVEMENT

<u>Child</u>	<u># of Searches</u>	<u>Purpose of Search</u>	<u>Information Disseminated</u>
<u>K</u>	<u>1</u>	<u>Missing Parent</u>	<u>Address Summary</u>
<u>L</u>	<u>1</u>	<u>CPS Investigation-Alleged Perpetrator</u>	<u>Address Summary</u>

When managing placement cases, the agency is responsible for implementing the regulatory requirements of the Adoption and Safe Families Act (ASFA). The intent of the law is to focus upon the need for all children in placement to have a permanent plan established within a time-limited period. Under ASFA, there are only five (5) possible permanency goals that can be presented to the Court for review and decision at the Permanency Hearing. These permanency goals include the following:

1. Reunification
2. Adoption
3. Permanent Legal Custodianship
4. Permanent Placement with a Fit and Willing Relative
5. Another Permanent Court-Approved Living Arrangement, but *only* if there is a compelling reason why none of the other ASFA permanency goals is in the child's best interests. This goal may only be used with children age 16 or older.

The Permanency Plan must consider the five (5) permanency goals, which are listed above, in order of preference. The agency is required to consider the most permanent first to the least permanent goal and may only consider other goals, if the preceding goal is ruled out and a new goal is established by the Court. The Court reviews all placement cases with the goal of reunification every three months to assure that all parties are aware of and on track with the goals and objectives developed in the Permanency Plan and to review the progress or lack thereof in each case. In addition to the details of the plan, the agency must update the Court regarding what reasonable efforts the agency made to finalize the plan and when permanency is expected to be achieved. The Court can approve or modify the plan.

As soon as a placement occurs, the Ongoing Caseworker works with the family and all of their potential supports to develop the Permanency Plan to achieve a permanent resolution to the child's need for placement. Every effort is made to assist the family to alleviate the conditions that necessitated their child's placement in order to safely return the child home. Reunification is the first priority placement goal in the child welfare system. However, to minimize a child's length of stay in placement without a permanent solution, the Ongoing Caseworker must also do concurrent planning. When reunification is not achievable, the alternate permanency plan or concurrent plan is implemented to ensure the child's safety and well-being while achieving stability and permanence.

If there is not a viable kinship care resource family, the Ongoing Caseworker utilizes contracted resources throughout the Commonwealth to locate the best placement setting to meet the child's needs. Again, the focus is to locate the least intrusive and most appropriate placement setting to meet the child's specific needs. Frequently used local resources for foster care include: Northwestern Human Services, Family Care Services Inc., Professional Family Care Services for Children and Youth and the Children's Aid Society of Franklin County. FCSC purchases services from these agencies by contractual arrangement.

The foster care agencies are responsible for the recruitment, evaluation, training, and approval of foster homes. Following Department of Human Services laws, regulations and guidelines, as well as agency policies and procedures, the foster care agencies conduct comprehensive studies of foster home applicants to determine if they meet the standards necessary for approval. The foster care agency provides ongoing training and support to their foster parents. The ongoing needs of the foster parent for specialized training or support are assessed using a variety of techniques. General trainings are offered on a routine basis to better equip foster parents in their role. To meet the needs of all the children we serve, various levels of foster care are offered by the agencies. These include: respite foster care, regular foster care, specialized foster care, therapeutic foster care (authorized by Managed Care and paid by Medical Assistance) and foster to adopt care. Each level is unique and offers a different type of service. Foster care is intended to be temporary and is not considered a permanency goal but is a step toward achieving one of the goals in the permanency hierarchy.

Sometimes there are children who are not appropriate for foster care but require an out-of-home placement. More restrictive settings which provide closer supervision and specialized interventions are used. These specialized placement options offer different levels and specialties for care. Residential or group home placements generally address specific needs such as drug & alcohol treatment, behavioral health treatment, incorrigibility.

The following table reflects detail about the FCSC placements which either continued from 2017 or occurred during 2018:

CHILD	GENDER	AGE	TYPE OF PLACEMENT	PLACEMENT GOAL eff.12/31/16	STATUS EFF.12/31/16
A	Female	21 Yrs	Adult Group Home	*PLC	Court Supervision Terminated-Aged Out
B	Female	20 Yrs	*SIL	*PLC	*CIP
C	Male	13 Yrs	Foster Care	Adoption	Court Supervision Terminated-Adopted
D	Female	9 Yrs	Foster Care	Adoption	Court Supervision Terminated-Adopted
E	Male	2 Yrs	Foster Care	Adoption	Court Supervision Terminated-Adopted

F	Male	1 Yr	Foster Care	Reunification	Court Supervision Terminated-Reunified
G	Male	12 Yrs	In-Home	Reunification	Court Supervision Continued
H	Female	17 Yrs	Foster Care	Reunification	*CIP
I	Male	15 Yrs	In-Home	Reunification	Court Supervision Continued
J	Male	1 Yr	Foster Care	Reunification	*CIP

Explanation of Terms used above	
*CIP	Continues In Placement
*TPR	Termination of Parental Rights
*SCR	Shared Case Responsibility
*APPLA	Another Planned Living Arrangement
*IL	Independent Living
*RTF	Residential Treatment Facility
*PLC	Permanent Legal Custodianship
*SIL	Supervised Independent Living

As we entered 2018, there were 6 children in placement. Of those children, three had the goal of adoption; and those children achieved permanency with a finalized adoption in 2018. One youth with the goal of reunification, reunified with their natural mother. One youth (age 20 years) with the goal of permanent legal custodianship resides in her own apartment through a supervised independent living facility where she is also currently working. One youth aged out of care at the age of 21 into an adult group home. One child’s parents’ rights were terminated in 2018, and that child’s goal was changed to adoption and then also achieved permanency with a finalized adoption in 2018. Four children were adjudicated dependent in 2018. One child remained in-home. One child was placed in foster care. Two children were initially placed in a group home and participated in a diagnostic evaluation. After completion of the diagnostic evaluation, both returned home; however, one child returned to placement and was placed in foster care. Two of the four children remained in care at the close of 2018 and two remain under court supervision in-home.

The safety and well-being of every child in placement continues to be the primary responsibility of the child welfare caseworker. Although children are nearly always placed outside of Fulton County, the FCSC caseworker is responsible to work closely with the placement provider to monitor the child’s placement to assure that the placement is safe

and meets the child’s needs. The FCSC caseworker is accountable to the Court, to the family and most importantly, to the child as a link to the home community and the keeper of their Permanency Plan. This will be paramount in 2017 as the agency strives to meet its responsibilities under the new Every Student Succeeds Act (ESSA) with regard to school selection for children in placement.

In 2006, the Child and Family Services Improvement Act was signed into law. This federal legislation was introduced to add new and to enhance existing safeguards to promote the safety and well-being of children and families. To assure compliance in one specific area of this Act, the Department of Human Services issued a Bulletin which directed the county agencies to track caseworker visitation with children in placement. Caseworkers have always maintained regular contact with children in care in the placement location, at school, in the community, at Court, and by phone and letters. However, this Bulletin requires specific face to face contact in the child’s placement location at least once each month which must be tracked and reported to the state. FCSC consistently meets, often exceeds, the tracking requirement. Monitoring of case-worker visitation by the state and internally by the director continues through the CAPS data system. The agency continues to meet or exceed state defined standards. Services for Children also enjoyed sharing in the state’s federal bonus for meeting or exceeding federal caseworker visitation standards. In 2015, the agency was allocated \$2,420. The staff decided to renovate and restock the children’s waiting/play room and purchase gift cards and items to assist children who are transitioning in and out of care. A TV and DVR were also purchased for caseworkers to use for viewing training CDs. In 2016, \$2,032 was allocated and the funds were used to give caseworkers and supervisors a one-time salary bonus. For 2018, the \$2,000 Allocation was again used to provide a one-time salary bonus for the caseworkers and staff.

CASEWORK VISITATION

MONTH	2014-15		2015-16		2016-17		2017-18	
	# CHILDREN	% VISITED	# CHILDREN	% VISITED	# CHILDREN	% VISITED	# CHILDREN	% VISITED
OCTOBER	11	100%	10	100%	12	100%	6	83.33%
NOVEMBER	11	100%	10	100%	13	100%	6	100%
DECEMBER	11	100%	10	100%	11	100%	6	100%
JANUARY	11	100%	10	100%	11	100%	5	100%
FEBRUARY	11	100%	13	100%	10	100%	5	100%
MARCH	11	100%	13	100%	10	100%	3	100%
APRIL	7	100%	13	100%	7	100%	3	100%
MAY	6	100%	13	100%	7	100%	3	100%
JUNE	7	100%	13	100%	7	100%	4	100%
JULY	8	100%	14	100%	7	100%	5	100%
AUGUST	10	100%	13	100%	8	100%	3	100%
SEPTEMBER	9	100%	11	100%	8	100%	3	100%

Federal and State legislation requires that the Department of Human Services establish criteria and regulation to guide the local public child welfare agencies to develop adoption assistance programs. These programs provide a resource for financial support to parents who adopt dependent children from the child welfare system who meet the eligibility criteria. The law defines the child-specific criteria for adoption subsidy as follows: A dependent child who

- Has a physical, mental/emotional condition or handicap
- Is a member of a sibling group placed together
- Has a genetic condition
- Is five years of age or older
- Is a member of a minority group

Of the dependent children finalized for adoption, more children than not meet the federal and/or state eligibility criteria for adoption assistance and are entitled to this subsidy. The amount of adoption assistance subsidy may not exceed the amount of foster care maintenance payment that would have been made for each child if the child remained in a foster home.

As previously stated, it is the agency’s responsibility to achieve the permanency goal which best meets each child’s needs; however, the agency also has a responsibility to be fiscally accountable for decisions that impact the agency and county budgets. To this end, efforts are made to explore all options and to select the most appropriate and most fiscally conservative permanency arrangement that is available for each child. The agency director meets with perspective adoptive parents to discuss their request for adoption subsidy in terms of their anticipated expenses and needs based on the child’s eligibility criteria. An agreement is negotiated which is re-evaluated at least every other year. Traditionally children could remain eligible for adoption assistance subsidy until they reach age 18. On July 1, 2012, Pennsylvania adopted Act 80 which extends kinship care guardianship and adoption subsidies to age 21 years for those youth who enter those arrangements at age 13 years or older. This applies to placements made after July 1, 2012 and does not impact adoptions that occurred before that date.

Given the availability of subsidy and the economic times, the requests by adoptive parents for adoption assistance subsidy have consistently increased for all Children and Youth agencies in recent years. As noted, FCSC has experienced an increase in the number of children receiving adoption assistance subsidy.

HISTORICAL REFLECTION OF ADOPTION ASSISTANCE DATA

	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY 16/17*	FY 17/18
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Number of children receiving Adoption Assistance on the first day of fiscal year.	13	13	13	15	15	15
Number of children added to Adoption Assistance during the fiscal year.	0	0	2	1	4	3
Number of children who's Adoption Assistance ended during the fiscal year.	0	0	0	1	1	0
Total days of care (Adoption Assistance) purchased during the fiscal year for all children.	4,745	4,745	5,183	5,478	5,736	5,546
Total cost of care (Adoption Assistance) paid per fiscal year for all children	\$88,330	\$88,330	\$100,018	\$123,658	\$123,263	\$132,401.

*FY 16/17 are projected numbers

In 2012, FCSC implemented a new practice to improve our planning, preparation and presentation in Juvenile Court. A Pre-Hearing Conference is scheduled at a time convenient to all attorneys, the agency caseworker, supervisor, director, and the probation officer, if involved, prior to every planned Juvenile Court hearing. Participants are invited to attend in person or by teleconference and are provided with the Court packet in advance of the conference. This conference affords all those involved the opportunity to ask questions regarding information submitted to the Court and to clarify case issues.

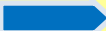

It is expected that all parties will benefit in some way from the conferences and that ultimately it will be the children/youth and their families who benefit the most. Agency staff will benefit from knowing what they will be asked at the hearings and attorneys will benefit from knowing what to expect in terms of witnesses and the contents of court packets (that include the agency report, a parenting report, reports from foster homes or residential facilities, and other reports from providers such as therapists, psychologist, psychiatrist, D&A counselors, etc.). Points of agreement could include, but not be limited to, entry of exhibits (Will direct testimony be required? What should a visitation schedule look like? Treatment issues?) and/or recommendations. When compromises can be made, it is expected that all parties will work towards a compromise that is ultimately "in the best interests of the child." It is recognized and expected that disagreements on this will occur and these will be resolved by the Judge. In 2018, the agency director and agency solicitor facilitated the following Pre-Hearing Conferences.

<u>CHILD</u>	<u>DATE OF CONFERENCE(S)</u>
F	3/7/2018
M	6/6/2018

N	6/6/2018
O	6/6/2018
G	6/20/2018
I	6/20/2018
M	6/20/2018
N	6/20/2018
O	6/20/2018
TOTAL CONFERENCES	9

The table below reflects the agency’s use of Juvenile Court time and resources in 2018. The majority of hearings are held before President Judge Carol Van Horn who is also designated as the Administrative Judge for Fulton County Services for Children. She presided over 18 juvenile hearings; Judge Krom presided over 8 hearings; for a total of 26 Juvenile Court hearings in 2018.

HISTORICAL REFLECTION OF JUVENILE COURT HEARINGS BY JUDGE

Presiding Judge 	2014		2015		2016		2017		2018	
	Judge Van Horn	Judge Krom	Judge Van Horn	Judge Krom	Judge Van Horn	Judge Krom	Judge Van Horn	Judge Krom	Judge Van Horn	Judge Krom
<u>Hearing Type</u> 										
Shelter Care	2	0	3	0	4	0	2	0	1	1
Adjudication without Disposition	0	0	3	0	0	0	1	0	0	0
Shelter Care/Adjudication	0	0	0	0	0	0	0	0	0	0
Shelter Care/Adjudication/Disposition	0	0	0	0	0	0	0	0	0	0
Permanency Review	29	8	23	2	28	6	19	3	9	5
Interim	0	0	0	0	0	0	0	0	0	0
Interim/Disposition	0	0	0	0	0	0	0	0	0	0
Disposition	0	0	0	1	0	1	0	0	0	0
Adjudication/Disposition	2	0	4	0	5	0	1	0	3	2
Modification of Placement	1	0	1	0	0	0	0	0	0	0
Voluntary Termination	0	0	0	0	3	0	0	0	1	0
Involuntary Termination	1	0	0	0	1	0	2	0	1	0
Adoption Finalization	0	0	1	0	1	0	3	0	3	0
TOTAL BY JUDGE	34	8	35	3	42	6	28	3	18	8
GRAND TOTAL	42		38		48		31		26	

❖ **FISCAL SUPPORT**

The ability of FCSC to provide child welfare casework services is dependent on the funding the agency receives from the state and the county. State funding is not only contingent on the availability of state funds but also on the state's success in securing federal funding. No one resource can support the expenditures of the agency without the assistance of the other funding resources. The procurement and sustaining of funding is tied to accurate compliance with local, state and federal laws and standards.

Although compliance is an agency-wide shared responsibility, documentation and reporting of expenditures is largely the responsibility of the FCSC Fiscal Assistant. The agency's Fiscal Assistant is responsible for the budget, accounts payable and receivable, Title IV-E and TANF compliance, Random Moment Time Study, contracting and inventory. Fiscal records are routinely reviewed by OCYF and by state and federal auditors for completion and accuracy.

Actual costs incurred in carrying out the program are proposed in the Implementation Plan and Needs Based Budget. Costs encompass the total county effort of providing services to children, youth and families which includes the activities of Fulton County Services for Children, specific activities of the Fulton County Juvenile Probation.

Department, the Juvenile Court, and any other related contracted providers of service to dependent and delinquent children. The Fiscal Assistant works with the Director to develop the Implementation Plan and Needs Based Budget each fiscal year.

Administration of County Children and Youth Social Service Programs provisions and procedures are contained in regulations found in Title 55 of Pennsylvania Code, Chapter 3130. Allowable Costs and Procedures provisions and procedures are contained in regulations found in Title 55, Chapter 3170. Planning and Financial Reimbursement Requirements provisions and procedures are contained in regulations found in Title 55, Chapter 3140.

*Please see appendices for an analysis of expenditures and revenues for FY 2017/18

QUALITY SERVICE REVIEW AND THE COUNTY IMPROVEMENT PLAN

Fulton County Services for Children applied to be the first small county to participate in the State sponsored Quality Service Review (QSR). Fulton County, an eighth class county, was selected by the State as a QSR county on October 24, 2014. The core planning team included the director, both supervisors, the agency's consultant, a

representative from the Child Welfare Resource Center and the agency’s regional representative from OCYF. Building the actual review team involved recruiting staff and a team of professional colleagues. The actual reviewers included: representatives from the Center for Community Action; Franklin/Fulton MH/ID Program; a local parochial school and the agency’s advisory board; Mifflin County Children and Youth Services; Adams County Children and Youth Services; Franklin County Children and Youth Services. Their efforts were supported during the site review by the core planning team.

The entire process was supported by the following: an On-Call Project Manager from the Child Welfare Training Center; a Resource Specialist from the Child Welfare Resource Center; a representative from the Hornby-Zeller Consulting Firm (HZA); a State Site lead from OCYF; and a State Site Co-Lead from the Child Welfare Resource Center.

FCSC caseworkers and administrative staff and our recruited reviewers participated in training on April 28 and 29, 2015 to understand the purpose and process to actually conduct the review. Three focus groups of key stakeholders were conducted: the Children’s Roundtable on April 27, 2015; the agency caseworkers on May 7, 2015 and the agency supervisors on May 19, 2015. The QSR was conducted on April 19, 20, and 21, 2015.

Three active cases were selected according to a protocol prescribed by HZA. The six reviewers were divided into teams of two. Each team was assigned a case. The case file was reviewed and the agency caseworker and supervisor, the family, the child and services providers in each case were interviewed. The reviewers prepared a presentation of their findings for the agency staff and core team. The QSR Final Report, a data analysis, was prepared by HZA and returned to the county in late June, 2015.

From this report, the core team worked to develop the County Improvement Plan (CIP) which was submitted to the state for approval on December 16, 2015. The CIP identifies three Outcomes which will be the focus of agency’s efforts to improve in those areas. For each Outcome, the CIP defines the objective, identifies agency strengths, challenges and root causes. For each Outcome, Outcome Plan Strategies and Action Steps to be Implemented and Monitored have been developed. A broad representation of the CIP outcomes follows and includes progress made on action steps:

OUTCOME #1: Teaming/Staff Retention

Goal #1: Improve Retention of Casework Staff

ACTION STEPS:
a .Perform “stay interviews” with identified staff In early 2018, stay interviews were completed with the staff. General themes presented was redundant paperwork and wages.

b. Staff meeting presentation by management to staff regarding expectations and accountability

This was done in two separate staff meetings in 2016.

The following outlines staff turnover for the agency over the past seven years.

- The staff turnover rate for 2010-11 was 18%
- The staff turnover rate for 2011-12 was 27%
- The staff turnover rate for 2012-13 was 9%
- The staff turnover rate for 2013-14 was 20%
- The staff turnover rate for 2014-15 was 20%
- The staff turnover rate for 2015-16 was 33%
- The staff turnover rate for 2017-18 was 50%
- The average staff turnover rate for the seven-year period is 26%
(All in Caseworker 2 positions)

Goal #2: Formation and Functioning of Strong Teams

ACTION STEPS:

a. Create and utilize a case transfer policy and procedure

This policy was created by line staff and approved by supervision and administration in 2016.

b. Create and utilize Team Meetings to gauge the progress of families and ensure positive communication among staff

This has been done in 2016, but an actual policy to address this will be put in place in 2018.

OUTCOME# 2: Pathways to Independence

Goal # 1: Older youth receive the services that they need to be successful

ACTION STEPS:

a. Create an agency IL protocol and procedure that outlines where, when and how IL related activities should occur

This was done in 2016 through various policies and procedures.

b. Use of Family Group Decision Making and family Finding are expanded.

Policies were developed in 2016 and the agency implemented the practice and continued to expand the use of these practices in 2017.

OUTCOME # 3: Long Term View/Stability/Permanency

Goal # 1: Engage in practice that is trauma-informed and adheres to the philosophy of being strength-based and solution focused

ACTION STEPS:
<p>a. The agency will begin to utilize trauma-based assessments. This was researched by the administrator in 2017. The agency continued to have caseworker vacancies throughout the entire year. The agency planned to have staff trained in both CANS and FAST. Due to the passing of the administrator, this was postponed until 2018.</p>
<p>b. The agency will create a protocol for safe case closure. The administrative team and front-line staff will re-visit this in 2018 to finalize the protocol.</p>
<p>c. The agency will continue to utilize SWAN units of service. The agency continues to use SWAN units of service to assist children in processing trauma related to placements.</p>

The agency is currently implementing this plan and another state supported QSR must occur at least every three years. Participation in the QSR initiative demonstrates the agency’s sincere commitment to ever-improving and expanding the professionalism of our services. The agency was scheduled for participation in QSR for 2018 but due to loss of agency director and significant staff turnover the agency was granted a deferment until 2020.

OFFICE OF CHILDREN, YOUTH AND FAMILIES
LICENSING INSPECTION

As previously mentioned, the agency underwent a Quality Services Review during 2015. The date of our annual licensing review was adjusted according to the protocol for the QSR. OCYF staff conducted the most recent licensing review on June 7, 2018. This involved a review of 6 out of 63 Child Protective Service Intake records, 2 out of 8 Placement records, 10 out of 178 General Protective Services Intake records, 1 out of 2 Adoption records, 4 out of 42 Ongoing/In-home Services records and 2 of 2 personnel records of new employees, as well as training records for caseworker and supervisory staff. In addition to program unit records, the Department reviewed the following administrative items: Current organizational chart with caseload count for each person carrying cases; completed copy of the agency’s policy and procedure manual, current list of Advisory Committee members and addresses; copy of the Advisory Committee By-Laws and minutes of meetings for the past year; 10-day supervisory logs; MDT meeting minutes and training records for all staff.

The 2018 licensing review resulted in three citations for the agency. These citation were in regard to completion of forms and did not involve the actual risk or safety of a child.

Although the agency had two consecutive years with no citations, in 2016, there were two minor citations which included:

- 1) In **1 of 6 CPS Intake files**, a Preliminary Safety Assessment worksheet was completed that noted that safety threats were present in the home but no safety analysis of the worksheet was completed.
- 2) In **1 of 6 CPS Intake files**, a Preliminary Safety Assessment worksheet was completed and one of the children were not seen and was not documented on the worksheet why the child was not seen.
- 3) In **1 of 4 In-home case files**, the family service plan review was not completed within 6 month timeframe.

. The public has access to the licensing report by accessing:

<http://dhs.pa.gov/citizens/searchforprovider/humanservicesproviderdirectory/index.htm>.

COLLABORATION WITH OUR PROFESSIONAL COLLEAGUES

It is essential that the child welfare system interface closely with social, educational, health, legal and other community systems in order to effectively address the needs of the families we serve. All professionals who encounter children in their work are required by law to report suspicions of child abuse to the child welfare agency. In order for this mandate to work efficiently and effectively to protect children and enhance families, professionals in our community must be trained to be aware of and to respond appropriately to indicators and/or disclosures of child abuse. The State now provides on-line training for mandated reporters which addresses the changes in the law and the new options for making reports.

FCSC is compelled to respond to these reports. In an effort to support our colleagues as we all work to implement the new mandates of the CPSL, we have participated in several work groups to spread awareness and to encourage the level of communication and cooperation needed to achieve our common goals. There must be a climate of support, communication and collaboration. In Fulton County, we have the advantage of the close proximity and the familiarity of a small county. The agency is well known and active in most community activities and initiatives. We welcome the partners who join in our mission to protect children and value the expertise and services they bring to this cause.

FCSC caseworkers and supervisors are encouraged to be active participants in as many local professional meetings, planning teams, community initiatives as possible. This affords the opportunity for FCSC to be widely represented and for each worker to share in the exchange and forwarding of information. Building bridges with our professional colleagues is always time well spent and serves to enhance our own service delivery.

Currently FCSC caseworkers, supervisors and administration participate in the following regular activities in and about our community:

- The Fulton County Family Partnership
- The Franklin, Fulton, Huntingdon Adoption Coalition
- The Franklin-Fulton Children's Roundtable
- The Leadership Roundtable
- The State Leadership Roundtable

- CASSP
- Fulton County Criminal Justice Advisory Board (CJAB)
- Camp Cadet
- Youth Action Council
- Fulton County Child Abuse Prevention Team
- Franklin/Fulton Counties Child Death Review Team
- CAPS (Child Accounting Profile System) team
- Fulton County Medical Center Community Planning
- PCYA Administrator's Group
- Fulton County Human Services Block Grant (HSBG) Planning Team
- Fulton County Youth Action Committee
- The local RoundTable's Transitional Youth Committee
- The local RoundTable's Family Engagement Committee
- Women in Need STOP program
- PerformCare QU-IM team
- Fulton County Multi-Disciplinary Investigative Team
- Project SAAFE
- Local Interagency Coordinating Council (LICC)

The following is a discussion of our connections to other vital resources in our county that work closely with FCSC to fulfill our mission of protecting children and enhancing families:



❖ **County Solicitor, Guardians ad Litem, SWAN paralegal**

The Fulton County Solicitor is involved in all aspects of litigation, which arise under the Juvenile Act, the Child Protective Services Law, the Adoption and Safe Families Act, and parental termination proceedings under the Adoption Act. Additionally, the Solicitor represents the agency in administrative proceedings arising under these laws and applicable state and federal regulations, as well as appeals to the Superior and Supreme Courts. It is the Solicitor who advises, represents and protects the agency in legal matters and presents on behalf of the agency in Juvenile Court. The Solicitor also sits with the agency on the local Child Death Review Team, participates in pre-hearing conferences and is available as needed to confer regarding specific FCSC cases. The new Child Protective Services laws also require solicitor and administrator review of all "indicated" reports of child abuse.

A Guardian ad Litem (GAL) is appointed for every child whose case appears before the Juvenile Court. It is the role of the GAL to represent and advocate for the child's best interest. In 2016, Fulton County had the support of four GALs, a primary, her secondary and two conflicts GALs. All four are experienced attorneys devoted to the welfare of children and well versed in child welfare law and practice and will continue to participate in new trainings as they are offered. The GALs also participate in pre-hearing conferences.

Through the Statewide Adoption and Permanency Network (SWAN), FCSC benefits from the full time support of a paralegal. This position is funded by SWAN through the Legal Services Initiative. The paralegal has assumed many responsibilities that once fell upon caseworkers and added to their already heavy load of paperwork. These include but are not limited to: preparation of all court documents, coordinating the scheduling of juvenile hearings, CPCMS primary reporter, diligent searches, and support during agency meetings.

❖ **Fulton County Juvenile Probation**

Frequently, child welfare and juvenile probation share responsibility and jurisdiction over a common population of youth, those who are ages 13-18 years and have come within the purview of the Juvenile Court's jurisdiction. Currently in Fulton County, Juvenile Probation Officers (JPO) are equipped to use a general screening tool with all youth to determine if there are child welfare issues/needs that impact their delinquent behavior and the inappropriate choices they have made which brought them to the attention of the Probation Department. If there is indication of such, the JPO will make contact with FCSC and together the agencies will accept Shared Case Responsibility (SCR). In 2010 the formal process of SCR was mandated to be implemented by counties through a Bulletin issued by OCYF with the endorsement of the Juvenile Court Judges' Commission. By sharing information, resources and expertise, it is hoped that intervention with youth and their families will be more effective, more sustainable and more cost efficient. Line workers in both agencies have enjoyed a long standing collaborative relationship and readily communicate when cases overlap. Formalizing this practice has only enhanced the efforts of both agencies. Both agencies have committed to this process and to the teamwork it requires to be successful. There was only one shared case in 2017.

The positive working relationship between Fulton County Services for Children and the Fulton County Juvenile Probation Department is further demonstrated by our joint efforts with the IL Peer Group Program. JPO has consistently recruited candidates to participate in the IL Peer Group Program and JPO staff has consistently participated in the graduation event. Also, Juvenile Probation participated actively in the development of our FY18/19 needs-based budget narrative by significantly expanding the JPO Executive Summary and participates in our county-wide collaboration in the School Success Roundtable Subcommittee.

❖ **Fulton County Family Partnership**

On July 1, 2013, the Fulton County Center for Families (FCCF) merged with the Fulton County Partnership to create the Fulton County Family Partnership (FCFP). The merger of these two 501©3 non-profit corporations has enhanced the efficiency and financial

control of the new organization and provides more opportunity for growth. It is believed that the merger will provide ways to “do more with less,” will involve cross-training on services provided to Fulton County’s children and families and will provide a one-door approach to planning and for services. The FCFP continues to provide an array of services in the community which support and compliments the efforts of FCSC. Among those most closely aligned with FCSC are included:

The COPE (Community Outreach Prevention Education) program is focused on increasing the awareness of abuse risk factors and prevention methods for parents and the community. The COPE program provides an outreach program to parents via two research based curriculums (Parents as Teachers [PAT] and Promoting Alternative Thinking Strategies [PATHS]) and with other educational materials provided by the Pennsylvania Family Support Alliance which focus on child development information, parenting guidance and support and skill building. In 2013, the Family Partnership in conjunction with FCSC, implemented the nationally recognized evidence-based, family focused parenting curriculum, Nurturing Parents. COPE workers make regular home visits and facilitate group meetings and team with FCSC caseworkers.

The TIP (Truancy Intervention Program) is one element of the county’s Truancy Prevention Initiative. Introduced in September 2010, this program is designed to divert youth who have demonstrated early signs of chronic truancy. The school district must document illegal absences, develop a Truancy Elimination Plan with the student and their caregiver and exhaust their resources to resolve the attendance problem. If unsuccessful, they will file a citation with the Magisterial District Judge (MDJ) with all the supporting documentation. The MDJ may refer the case to FCSC at which time the Intake Supervisor will review all information. If there are no prevailing child welfare issues or allegations, the case will be diverted to the TIP program. The TIP worker, staff provided by the Family Partnership, will attempt to intervene to resolve the attendance problem. If, however, child welfare concerns are identified, FCSC will resume responsibility for the case. These efforts will continue to be enhanced in 2017 fully implementing new truancy standards as outlined in Act 138 of 2016.

The Independent Living Peer Group Program is jointly sponsored by the Family Partnership, JPO and FCSC. Each IL Peer Group Session involves nine weekly classes for local youth ages 14-21 years who are on the active caseload of JPO or FCSC. IL Peer Group Sessions are offered twice per year. To date, there have been eleven rounds of IL Peer Group Sessions with a total of 127 youth who have graduated from the classes. Another round of classes is scheduled to begin on April 22, 2019. The IL Peer Group Sessions are designed so that youth may attend two rounds of classes without repetitive curriculum.

The specific curriculum is adjusted with each session to meet the needs of the group. Family Partnership staff facilitates the group meetings which address topics such as Individual Needs Assessment & self-esteem; educational options, transportation,

budgeting & money management, job skill building, social media issues, health & personal safety, transitional planning & goal setting. Participating youth receive incentive stipends for attendance, a bonus stipend for perfect attendance and a graduation gift. Future sessions will be held as either or both agencies have a sufficient number of eligible youths to participate – hopefully twice per year in the spring and fall.

The Fatherhood Initiative’s vision and long-term impact is that Fulton County families will have fathers who are involved, responsible and committed to providing the best possible environment for their children to learn and grow. The program serves families living in Fulton County and specifically fathers, both custodial and non-custodial, beginning prenatal through adulthood. Fathers are served in both the home and community settings. The goal is to increase community awareness of the important role that fathers have in child success by using strategies that support that concept. Strategies include parent education and the encouragement of positive male role models for families. Some examples of services include: parent education focused on curriculums including “24/7” DAD, Dr. Dad and Directions for Dads. Paid Fatherhood Initiative staff supported by community volunteers and partners conduct group meetings, workshops and monthly father/family events. A specific referral for this service is not required for this initiative; however, the service is overlaid to all families referred to the Fulton Co. Family Partnership by Fulton County Services for Children.

The School Success Program was an initiative first implemented through the Integrated Children’s Service Plan Promising Practices Grant. This in-school intervention program offers one to one and group intervention with students who are at risk of academic failure or who are disengaged with the educational process. Initially, the program was only offered at the secondary level in one school district then was expanded to include all three districts. The goal of the School Success Program is to identify students before they become chronic truants or determined drop-outs.

With the anticipation of the end of grant funding, the School Success Program was included in the agency’s Truancy Prevention/Intervention program budget in both the block grant and in the Act 148 needs-based budget. The program currently serves all three school districts and has, in 2016, expanded into the elementary schools. Referrals to the School Success Program are made directly to the program by the school districts.

2017 FCSC UTILIZATION OF FAMILY PARTNERSHIP PROGRAMMING

<u>Program/Year</u>	<u># of Families</u>			<u># of Children</u>			<u>Case Status (at end of year)</u>		
	2016	2017	2018	2016	2017	2018	2016	2017	2018
COPE	21	20	23	39	35	41	5 families	7 families still open	8 families still open

							still open		
IL PEER Group	22	19	19	22	19	19	N/A	N/A	N/A
TRUANCY/SCHOOL SUCCESS	23	34	61	26	30	74	16 youth diverted 4 still open	20 youth diverted 8 still open	50 youth diverted 22 still open

❖ Fulton County Truancy Prevention Initiative

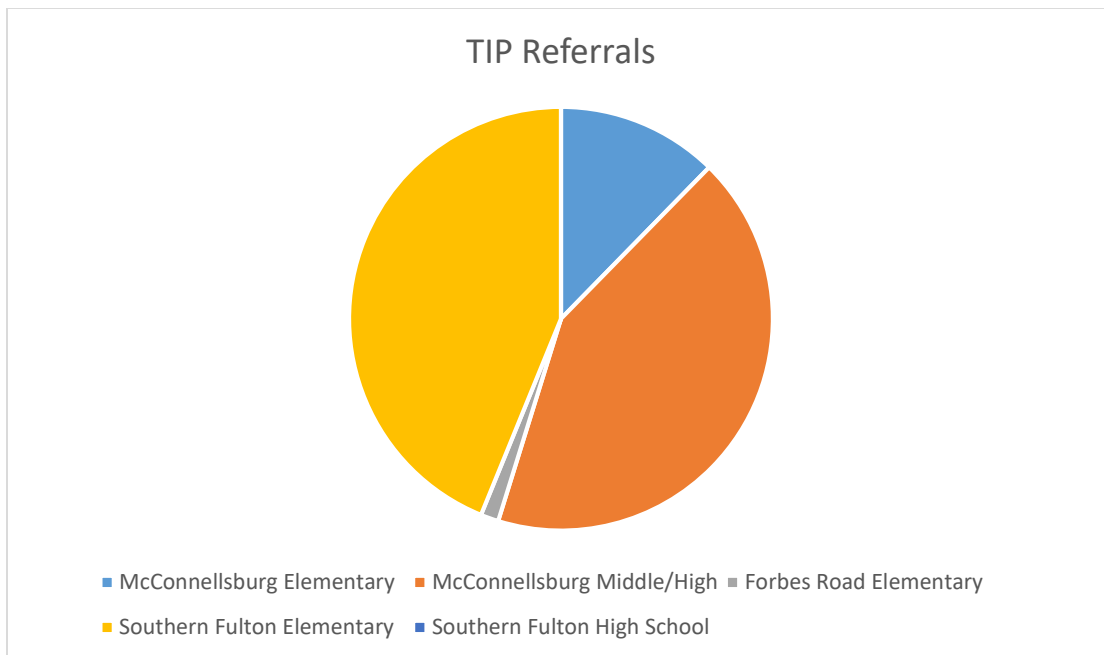
In the spring of 2010, FCSC invited school officials from each of our three school districts, the three local Magisterial District Judges, Juvenile Probation, and the CASSP coordinator to join in developing a protocol to improve our efforts to intervene with students with very poor attendance and/or truant behaviors. This initiative was supported by Juvenile Court Judge Carol Van Horn in tandem with the efforts of the state’s Children’s Roundtable Initiative and has since been recognized as a subcommittee of the Roundtable. The subcommittee meets two times per year in January and June and includes all school district superintendents, principals, attendance staff, MDJ’s, JPO and the agency’s Juvenile Court Judge. By enhancing the process and communication with other local professionals who are compelled to address truancy issues, FCSC hopes to impact the number of truant students and the residual effects of that behavior. This will also be the vehicle to coordinate efforts on ESSA and on the new truancy laws.

This group was able to agree on a written protocol for intervention in truancy cases. Single Points of Contact for the agency and each school district were identified; forms were developed; and a formal procedure was defined. We have agreed to revisit the protocol as needed to assure that we are effective in improving our services to address this issue. We are also hopeful that as communication improves other issues will be easily addressed and resolved as they arise. One example was the frustration school officials shared regarding students who are habitually absent but provide medical excuses. These absences are not then illegal absences and fall outside the scope of this protocol. Although FCSC has no jurisdiction in which to intervene in these matters, as a support to the districts, the agency sent letters to local health care providers to make them aware of the truancy initiative and to encourage their close scrutiny of frequent student absences. Meetings are held regularly to support and continue this process.

In 2018, there were 74 truancy referrals received by FCSFC that were diverted to TIP. Of the 74 referrals made to TIP, 50 were diverted from agency involvement and 22 remained open with pending outcome at the end of 2018. Of the 2 students referred back to the agency, both had excessive illegal absences and 1 case was accepted for services. The other student and parent’s whereabouts were unknown. Three students from the 2017/18 school year were re-referred to the TIP Program in the fall of 2018/19 school year with two of those being investigated by the agency for excessive absences. .

Beginning in the fall of 2016, the elementary schools were included in the formal Truancy Intervention Program process and will have access to the services provided through the Fulton County Family Partnership to address their attendance and academic success. Again, this program will also discuss any concerns arising from the new ESSA and truancy laws in 2017. In 2017, the agency jointly developed protocols with all three school districts to address ESSA and truancy. The changes to the Truancy laws required a change to the referral process to the Truancy Intervention Program which resulted in referral being made prior to the filing of a citation for illegal days with the District Magistrate. This earlier referral could result in TIP encouraging the participation of the family in the school developed Student Attendance Improvement Conference.

2018 Percentage of Truancy Referrals by School



*A copy of the truancy protocol is included in the Appendices.

❖ **Family Group Decision Making**

Family Group Decision Making is an evidence-based best practice intervention which focuses on empowering families to identify their own strengths and needs and to determine for them the direction of resolution. Through FGDM, families can avoid further immersion into the child welfare system, assure the safety and well-being of their children within their own family system, avoid out of home placement, and/or facilitate

faster reunification if placement has already occurred. FGDM is one of several initiatives recognized and promoted by the Pennsylvania Children's Roundtable Initiative.

There are currently two providers who contract with FCSC to bring Family Group Decision Making services to our families. Since FCSC first implemented FGDM in 2005, the agency has a long standing contract with Professional Family Care Services for Children and Youth located in Johnstown, PA. In 2010, another contract was developed with a local team to do FGDM. Having a choice of FGDM providers affords caseworkers the opportunity to better match the family with the provider according to their needs and availability.

FCSC caseworkers are encouraged to consider FGDM referrals for families at every level of service. Early intervention with FGDM can help to avoid long term ongoing services and out of home placements. FGDM can also be helpful when doing Transitional Planning with youth who are preparing to age out of placement.

Convincing families to consider FGDM is the agency caseworker's first challenge. The worker must have the family's permission before submitting a referral to one of the providers for FGDM. It is then the provider's challenge to sell the service and get the family's buy-in to try the process. We have struggled at both levels in engaging families to accept FGDM. However, FCSC is committed to surmounting this barrier and continues to explore other strategies and resources for engaging families. FGDM is one of the services addressed by the Family Engagement Subcommittee of the local Children's Roundtable.

Franklin- Fulton Children's Roundtable Initiative

The Pennsylvania Permanency Practice Initiative (PPI) was commissioned by the State Judge's Roundtable in 2007. The underlining theory on which the PPI was built is that enhanced judicial oversight combined with strength-based, family-led practice will ultimately increase the number of children safely maintained in their own homes and support expedited permanency either through safe reunification or the finalization of another permanent plan.

As of January, 2015, thirty-seven (37) Pennsylvania counties are participating in the PPI. The thirty-seven (37) PPI counties are comprised of five Phases, Phase One (14 counties), Phase Two (13 counties), Phase Three (5 counties), Phase Four (4 counties) and Phase Five (1 county) depending on when the individual counties entered the initiative. Fulton County is a Phase Two county.

The Honorable President Judge Carol Van Horn has led the local Children's Roundtable efforts since December 2006, and there has been cooperation among the Courts, C&Y, JPO, Human Services Administration and the Commissioners. All have supported it and have worked well together to make it a success. The Roundtable has and continues to evolve. Mental health, behavioral health managed care and school representation were

invited to join the local Children's Roundtable discussions during 2010 to assist in bringing key players into the initiative in a way that will benefit the children we often jointly serve. This effort continued successfully throughout 2016. In December 2016, Judge Van Horn turned over leadership of the Roundtable to Judge Angela Krom. Although the Permanency Practice Initiative came to a close in 2017, the agency continues to employ many of the following practices.

Some of the PPI initiatives currently in practice with the agency's historical perspective include:

- **Family Group Decision-Making** – As previously mentioned, FCSC began using FGDM in late 2005. At that time, all staff was trained in Fulton County for four days by Oregon trainer, Jim Nice. The first FGDM conference was held in May of 2006. FCSC currently contracts with Professional Family Care Services for Children and Youth (PFCS) in Johnstown and with a local team from the Fulton County Family Partnership (FCFP) who provide the service to our local families. In 2016, the agency referred 17 families for FGDM. A total of 8 successful conferences were held (6 by PFCS and 2 by FCFP).
 - **Family Finding** –A county team attended two full-day trainings in August and follow up trainings in September, October, November and December, 2009. Family Finding is combined with other casework efforts to identify and locate extended family members and significant others in an effort to expand the individual support system for each family. FCSC has incorporated the concepts of family finding in our general casework practice. Our family finding efforts continue to be led by our SWAN/Diakon paralegal who also receives support and training from Diakon. Each family's caseworker also plays an integral role in the ongoing family finding process. The agency caseworker works with each family accepted for ongoing services to develop a Family Tree which engages the family in exploring their extended family resources and in identifying potential supports. Pennsylvania House Bill 1075, effective 8/19/13, compels the child welfare agencies to do informal family finding as an ongoing effort for every child who enters the child welfare system. On November 6, 2014, FCSC met with Christy Stanek of AOPC to review specific cases to identify ways the agency can improve our Family Finding efforts in the future by expanding our view as well as our strategies. We continue to improve and to expand the scope of our Family Finding efforts as we move into 2017. Family Finding is a topic of the Family Engagement Roundtable subcommittee and that committee was tasked with developing written Family Finding protocol and this protocol was completed and adopted in 2016.
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- **Statewide Adoption Network (SWAN) Legal Services Initiative (LSI)** – Fulton County, beginning August, 2009 had a part-time paralegal paid for 100% by Diakon/Swan/FDR. The agency, beginning July 19, 2010 now has a full-time paralegal. The time, services and expertise provided by the SWAN paralegal has

not only improved the flow of services within the agency but has also saved the caseworker and supervisory staff a significant amount of time which can then be devoted to direct services with families. The paralegal continues as an integral part of the FCSC team.

- **Diakon-SWAN Diligent Search Initiative** – these searches are performed by our agency’s SWAN paralegal and supplement Family Finding efforts. As previously noted, seventy-four (74) searches were conducted in 2016.

- **Three-month Permanency Review Hearings** continue to be held. The Court has scheduled the addition of an extra 2 days/month in Fulton County devoted to juvenile matters. The goal of 3-month reviews is to encourage everyone involved in placement cases to make every effort to move cases forward in the timeliest way possible. Close and more frequent oversight by the Court imposes more accountability on all parties. The 3-month review process has proven to be effective in reunification cases. In the past, parents often hurried to complete ordered services immediately prior to hearings; the more frequent hearings provide additional incentives to complete services immediately rather than delay for several months.

- **CPCMS (Common Pleas Case Management System)** – In 2009, the agency began using the CPCMS court-reporting system which had recently been adapted to address Juvenile Court matters. Initially staff was given an overview orientation of CPCMS and assisted with the transfer of case information into CPCMS. In 2010, two supervisors and the paralegal attended three days of additional training for CPCMS yet still the system was difficult to navigate. One supervisor and the paralegal attended additional training in 2011 that was focused on cleaning up data entry from 2010. Ongoing tweaking and training for CPCMS users facilitated the successful data dashboard “go live” update in 2013. The dashboard is now available online for anyone who wishes to access the data for each county in the Commonwealth. Additional training was held for CPCMS users in both the Services for Children agency and in the Prothonotary’s office in April, 2014. In 2015, the ongoing supervisor and Swan paralegal attended a CPCMS training regarding Electronic Document Management. CPCMS now has the capability to save electronic versions of documents and store them as part of a case. On November 12, 2015, the agency’s paralegal and ongoing casework supervisor attended a local CPCMS training and opportunities for training will continue to be offered in the future.

- **Grief and Loss Training** – In November 2010, all agency staff attended a two-day grief and loss training held locally and sponsored by Fulton County Services for Children. The Grief and Loss Model is a practice approach to work with those

who have experienced profound losses in their lives such as children in foster care and those who are in the adoption process. It assists those individuals in the building of relationships through the attachment process. This training is now included as part of the Child Welfare Training Program's curriculum so that every new caseworker has benefit of the information.

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- **Other Roundtable Initiatives** include: visitation (including visitation with incarcerated parents), Concurrent Planning, Permanency and Placement Trends, Substance Abuse, Transitional Youth, Psychotropic Medications, Legal Representation Education, Shared Case Management and Safety. The agency attempts to seek training on all of these initiatives and focuses on their importance both in staff meetings and at Roundtable meetings.
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STAFF TRAINING

All Children and Youth workers and supervisors benefit from the Competency-Based Training Program which is sponsored and provided through the collaborative efforts of The PA Department of Human Resources and the University of Pittsburgh. Each competency-based course is developed to focus topic information specifically as it relates to child welfare practice as defined by the PA Best Practice Standards for Child Welfare. All new Children and Youth Service caseworkers must participate in the "Charting the Course" curriculum which comprises 138 training hours in order to become certified as direct service child welfare workers. All new, uncertified workers are enrolled in the certification curriculum. While in "Charting the Course", workers participate with the same training cohort group which builds cohesiveness and a stronger opportunity for the transfer of learning to be most effective. The introductory curriculum sessions are focused to ingrain the concepts of the PA Best Practice Standards in Child Welfare in all aspects of future child welfare practice.

After certification, all caseworkers and supervisors must accrue a minimum of 20 training hours each year. Training for ongoing caseworkers and supervisors is available via the Competency-Based Training Program. Staff also participates in local, in-house and county training opportunities. Caseworkers and supervisors meet regularly to staff cases in order to ensure that quality work is being completed, that safety is assured, that the Family Service Plan is regularly reviewed and revised as needed to reflect that pertinent services are being provided to address the families' needs. Training and skill building is an ongoing and never-ending process which occurs in many different ways.

In 2018, FCSC caseworkers and supervisors invested in a total of 375 hours in training. This included a two new employees participating in the Charting the Course series.

PROFESSIONAL DEVELOPMENT

FCSC seeks to use every opportunity to not only enhance our agency staff's professionalism and expertise but also to extend information and awareness to our professional colleagues. During 2015, the agency's time and efforts were directed toward the QSR and development of the CIP. This was a time-intensive project that was part many of our efforts to improve our services. The QSR is completed every 3 years with 2020 being the year that the review would occur. The current director requested an extension which was granted by Department of Human Services due to the passing of the agency director and significant vacancies in staff.

On April 11, 2018, the agency partnered with the Fulton County Family Partnership to sponsor a breakfast event to offer assistance to professionals in our continued quest to address trauma in our community. Entitled, "One Community, One Voice, All Children" the conference focused on understanding trauma in children and adolescents.

The guest speaker at this year's event was Dr. Ralph May, who spoke on how the impact of trauma is different for children than adults and that impact can be lifelong. This training will help those who attend to define the biological, psychological and social effects of trauma on children, and ways to help those children overcome the negative reactions and longer term consequences of trauma using current evidence based clinical and social approaches. Invitations were extended to those who work in any capacity with children, youth and families, including the Courts, GALs, school officials, private providers and the FCSC staff. Over 100 participants attended the event.

Past conferences have included:

- 2018 "One Community, One Voice, All Children"
- 2017 Leadership: Building a Trauma Informed Community
- 2016 "Recovering Families: Addiction, Recovery and Parenting"
- 2015 "BROKEN" (with national speaker, Silouan Green)
- 2014 "Safer Kids"
- 2013 "Family Engagement: Strategies for Success"
- 2012 "Domestic Abuse IS Child Abuse"
- 2011 "The Week of the Young Child: Strong Families, Strong Communities"
- 2010 "The Week of the Young Child: A Celebration, A Remembrance"
- 2009 "Broken Families, Broken Dreams: High, Drunk & Parenting"
- 2008 "Protecting Children 2008"
- 2002 "Children First"
- 2000 "No Escape" (Kids and Substance Abuse)
- 1998 "When Home Isn't Safe"
- 1997 "The Impact of Change"
- 1996 "Keeping Promises to our Children"
- 1994 "Times of Change, New Solutions"
- 1993 "Forming New Partnerships, Exploring New Options"

Fulton County was selected by Family Support Alliance for a 2018 Painting for Prevention Mural. The project was organized by Dixie Paruch, retired Central Fulton School Superintendent, with the assistance of the Fulton County Child Abuse Prevention Team. The theme of the Mural is One Community, One Voice, All Children. This slogan was developed by the Youth Action Council of Fulton County which included representation of all three Fulton County School Districts. Artists from Heart of Art sketched the scenes that had been recommended by the team and the mural began to come to life.

On April 5, 2018, the mural made its way to the McConnellsburg Volunteer Fire Company where it was staged for the painting to begin. Participants included adults and children from the various organizations in the community to include Fulton County Family Partnership, Fulton County Services for Children, Fulton County Medical Center, FCFP Afterschool Day Care, Art students from all three school districts and many more that are too numerous to mention. The artists from Heart of Art also were present and remained on scene until the mural was completed.

Since 2008, 26 collaborative murals have been created in communities across the state. Fulton County is appreciative that we have been selected for this opportunity to showcase the Unity of our Community. We express our heartfelt thanks to everyone who had participated and also to those who go the extra mile in our community to improve the lives of the people of Fulton County.

APPENDICES

Including:

Fiscal Analysis

- Expenditures
- Budgeted vs. Actuals
- Revenues
- County Share
- IL Grant
- Information Technology Grant
- FGDM Referrals/Conferences
- Family Group Decision Making (FGDM) Grant
- Alternatives to Truancy
- Caseworker Visitation Grant
- SWAN

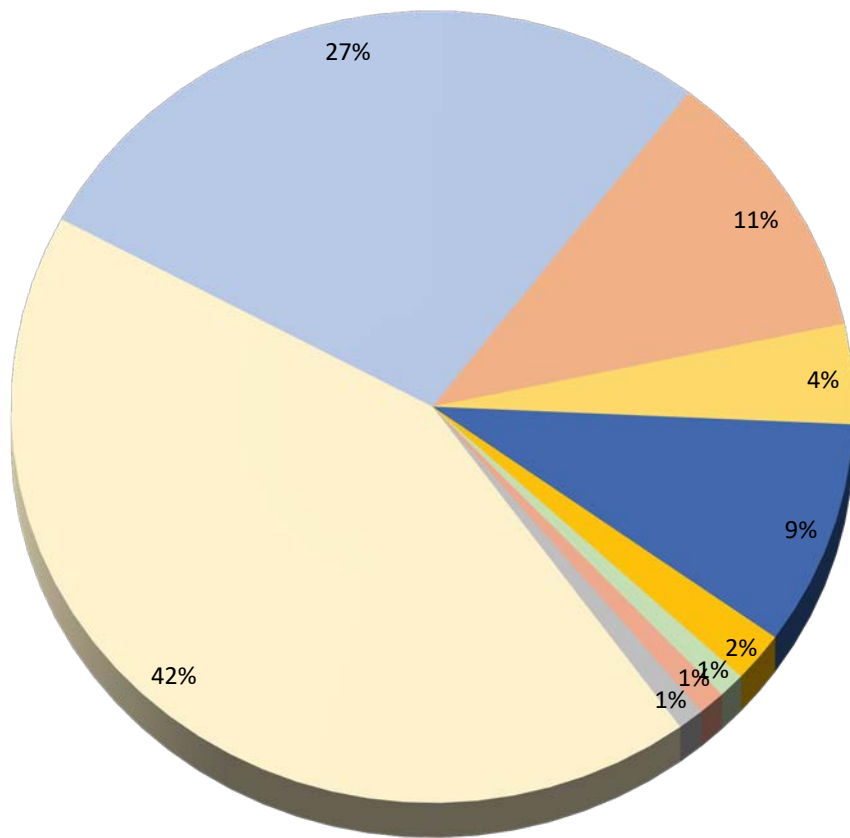
Truancy Intervention Program (TIP) Protocol/Referral Form

Organizational Chart

- Services for Children

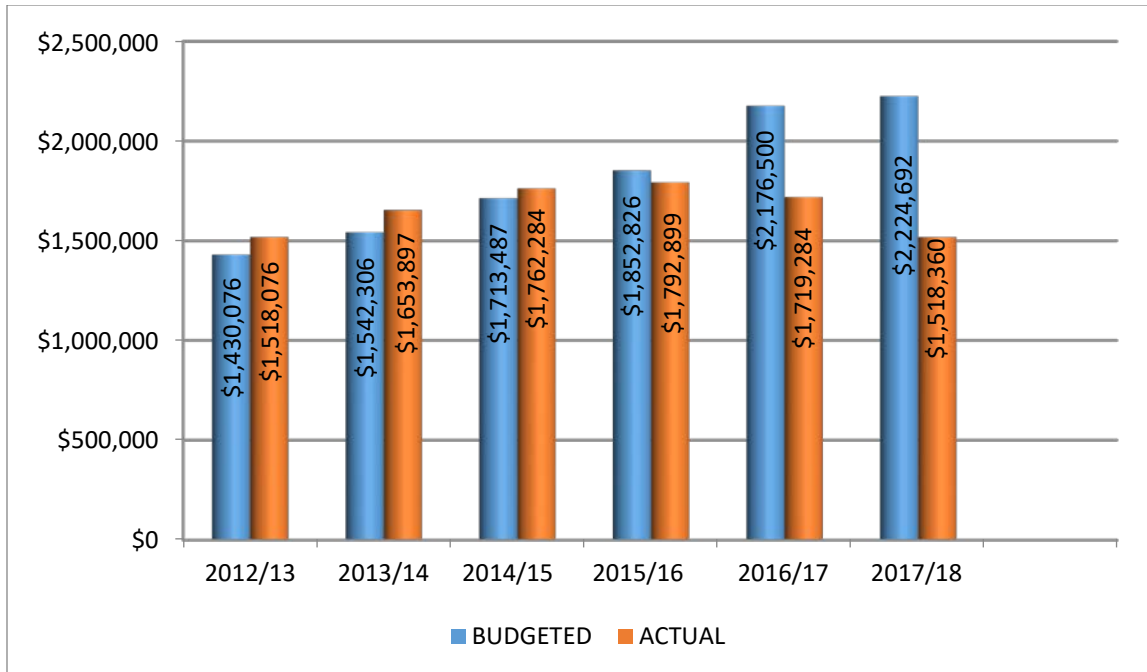
Fulton County Services for Children Expenses for FY2017/18 July 1, 2017 - June 30, 2018

- Purchased Services
- Wages & Salaries
- Employee Benefits
- Indirect Costs/Consultant
- Adoption Subsidies
- Occupancy
- Supplies/Transportation



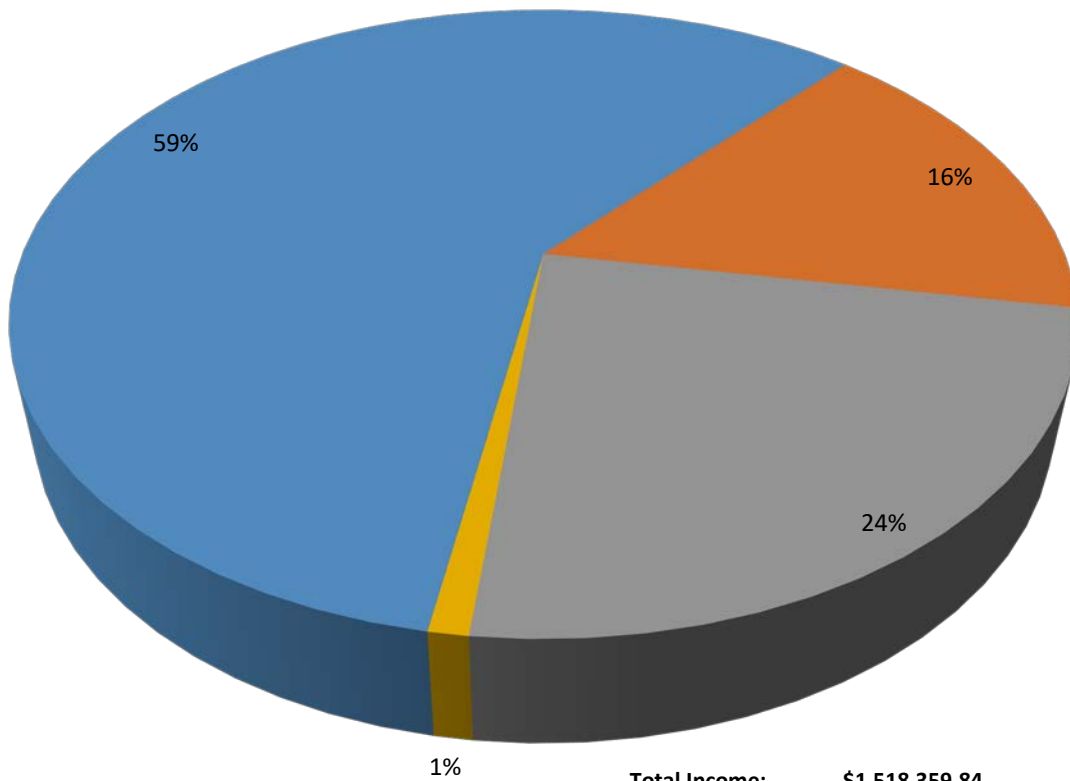
Total Expenses: \$1,512,447.17

Fulton County Services for Children
Budgeted vs Actual Expenses



Fulton County Services for Children Revenue Sources FY 2017/18 July 1, 2017-June 30, 2018

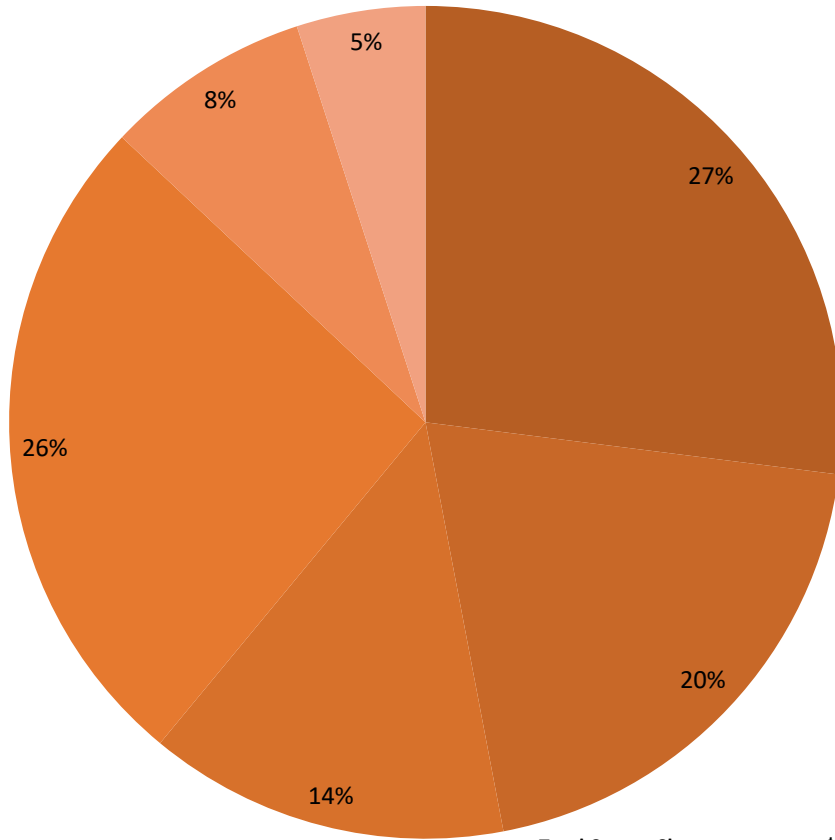
- State Act 148 Funds
- Federal Funds
- County Funds
- Support



Total Income:	\$1,518,359.84
State Share:	905,474
Federal Share:	241,173
County Share:	362,141
Support:	9,572

Fulton County Services for Children Analysis of County Share of Expenses July 1, 2017-June 30, 2018

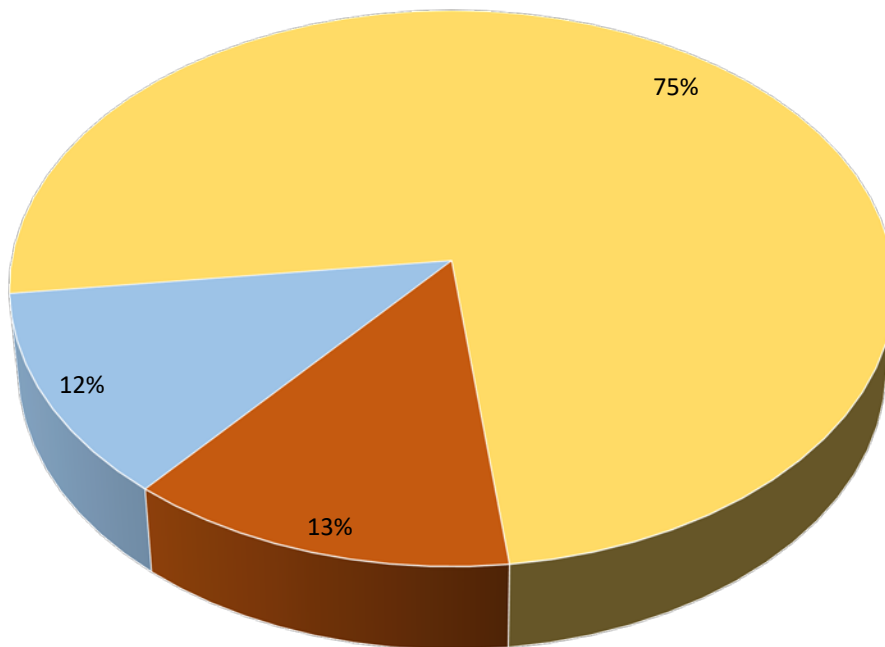
- In-Home Services
 - Indirect/Unallowable Costs
 - Administrative Costs
- Community-Based Services
 - Residential/YDC Services
 - Juvenile Act Proceedings/Evals



Total County Share:	\$376,520.78
In-Home Services	\$103,327
Community-Based Services	\$73,925
Indirect/Unallowable Costs	\$50,969.23
Residential/YDC Services	\$96,628
Administrative Costs	\$31,808
Juvenile Act Proceedings/Evals:	\$19,863.55

**Fulton County Services for Children
Independent Living Grant
FY 2017/18
July 1, 2017-June 30, 2018**

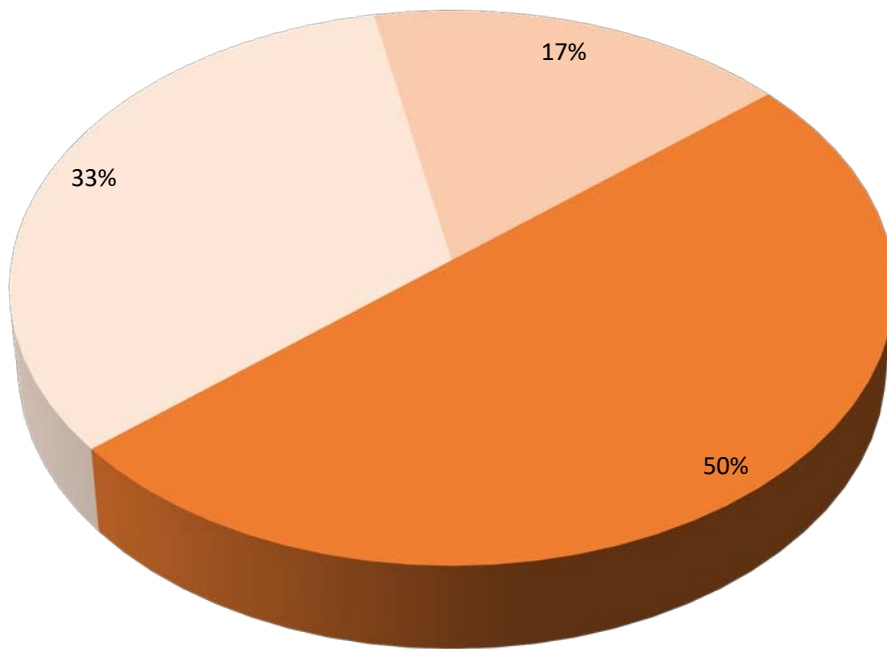
- Federal Funds
- State Funds
- County Funds



Total Amount:	\$20,086.86
Federal Share:	2,410.42
State Share:	15,065.14
County Share	2,611.29

**Fulton County Services for Children
Information Technology Grant
FY 2017/18
July 1, 2017-June 30, 2018**

- State Funds
- County Funds
- Federal Funds



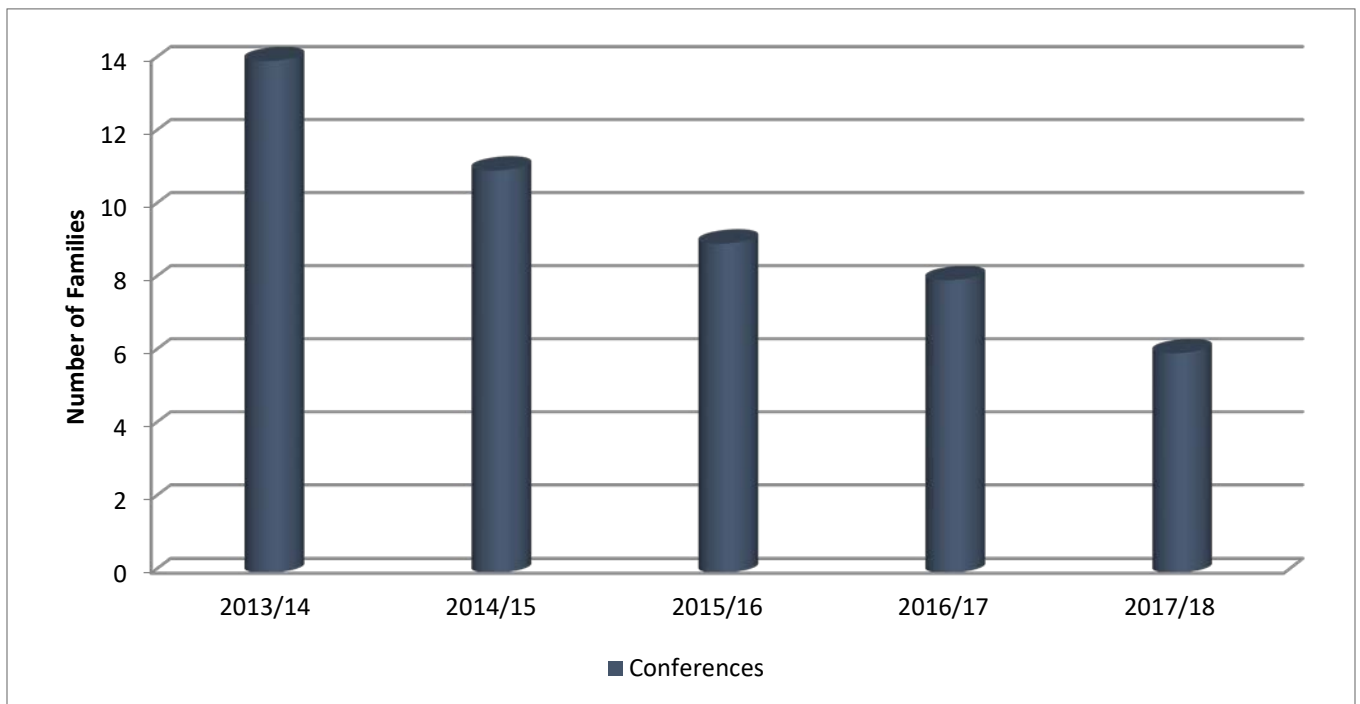
Total Amount: \$38421.41
State Share: 19,210.87
County Share: 12,679.17
Federal Share: 6,531.69

Fulton County Services for Children

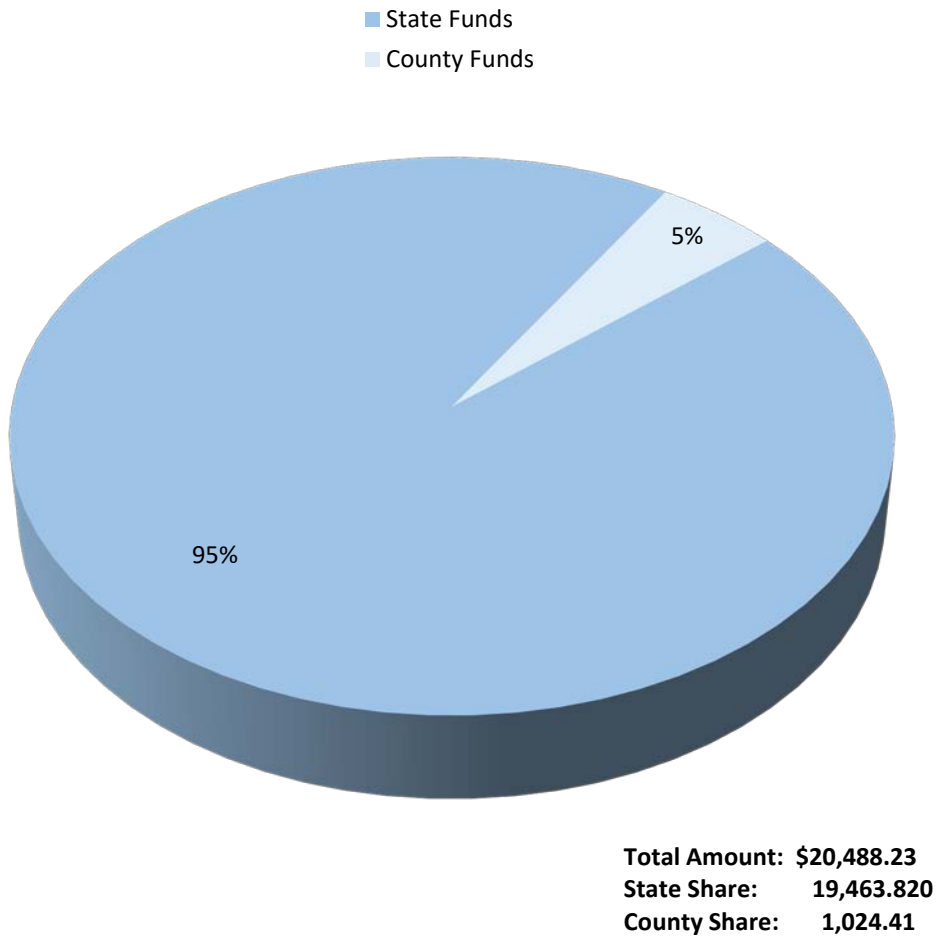
Evidence-Based Grant

(Family Group Decision Making)

Referrals/Conferences

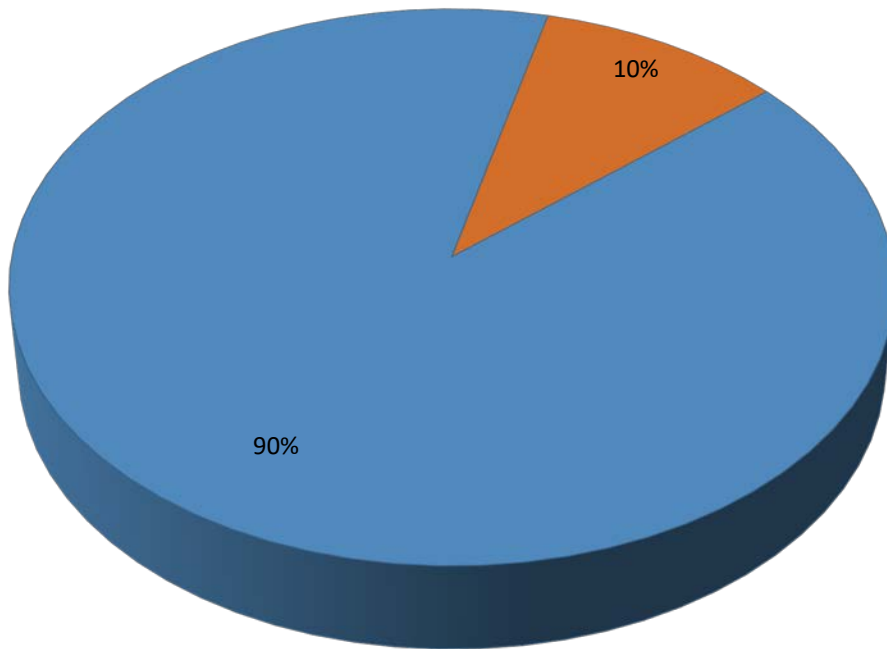


**Fulton County Services for Children
Evidence-Based Grant
(Family Group Decision Making)
FY 2017/18
July 1, 2017-June 30, 2018**



**Fulton County Services for Children
Evidence-Based Grant
(Alternatives to Truancy Prevention)
FY 2017/18
July 1, 2017-June 30, 2018**

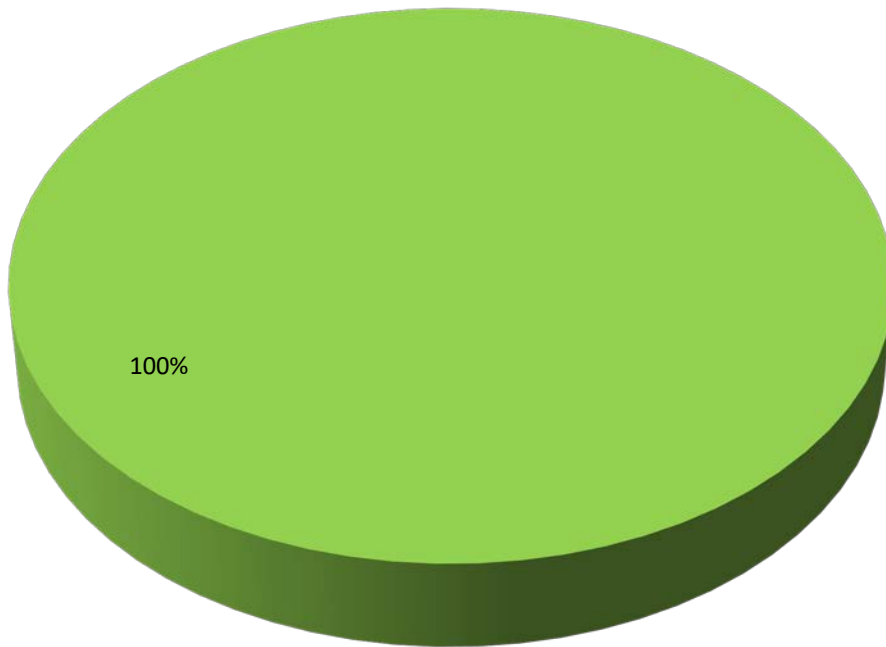
■ State Funds
■ County Funds



Total Amount: \$148,101.85
State Share: \$133,291.66
County Share: \$14,810.18

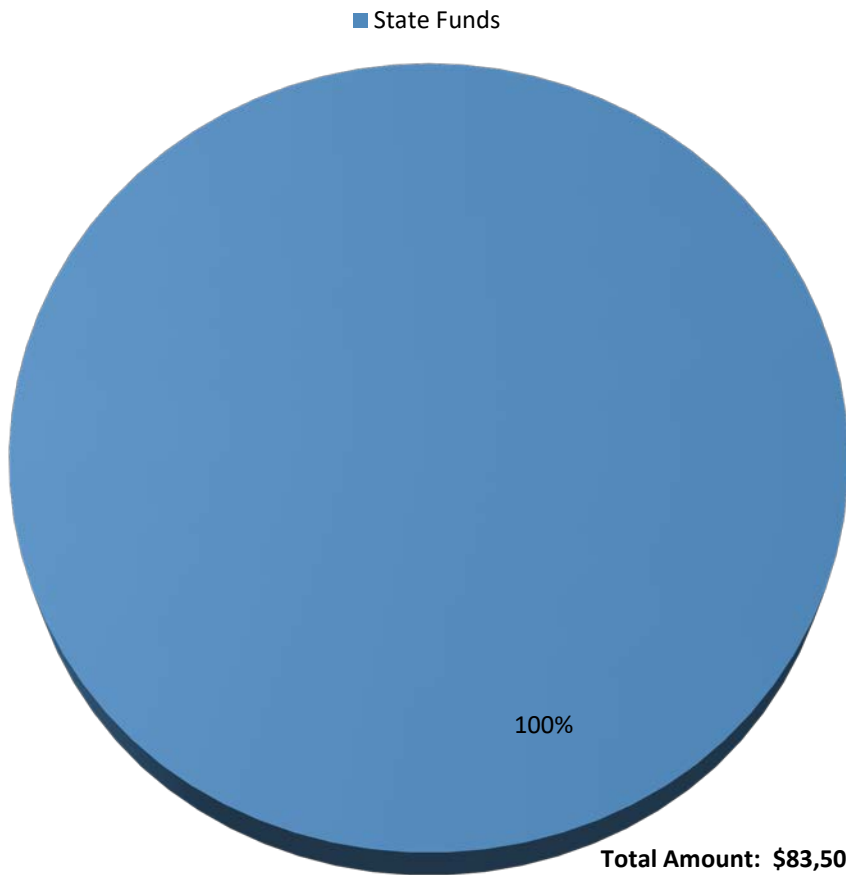
**Fulton County Services for Children
Caseworker Visitation Grant
FY 2017/18
October 1, 2017-September 30, 2018**

■ Federal Funds



Total Amount: \$2,000
Federal Share: 2,000
State Share: 0
County Share: 0

**Fulton County Services for Children
State Wide Adoption Network
(SWAN)
FY 2017/18
July 1, 2017-June 30, 2018**



Total Amount:	\$83,500
Federal Share:	0
County Share:	0
State Share:	83,500

FULTON COUNTY TRUANCY INTERVENTION PROGRAM

Purpose: To enhance the student's educational success by providing a collaborative approach to addressing attendance issues for students in Fulton County Schools.

The goal of the schools and agencies involved is to address the attendance issues for students prior to the filing of citations and the involvement of the court system either at Magisterial District Judge level or in the Juvenile Court and with as little community services involvement as possible. The responsibility of attendance in school falls to the student and their parents/custodian(s). Every effort should be made to engage the student and parents to develop a Student Attendance Improvement Plan (SAIP) with the school prior to filing of citations or petition with the Juvenile Court. This protocol is not meant to replace the teaming efforts that already occur between the parties.

If the student who is struggling with attendance is already involved with Fulton County Services for Children, the caseworker/supervisor may be helpful in encouraging the family's participation with the school to develop a Student Attendance Improvement Plan (SAIP). If they are not, the efforts of the Truancy Intervention Program may include the opportunity of teaming with the school and family to develop the plan. If there are other neglect or abuse concerns identified by the school, they should be reported to the children and youth agency. The caseworker/supervisor may be able to advocate and obtain other services for the child such as counseling, evaluations, etc. to address the core issues of the truancy. If the student is involved with Juvenile Probation services, their participation may be beneficial in requiring student's attendance and participation in development of the attendance plan. The Truancy Intervention Program has been expanded to provide services to both high school and elementary children who are of compulsory school age. Fulton County Services for Children can access Family Group Decision Making Conferences for truancy issues.

If the student and family fail to engage with the school and service providers to resolve the attendance issue, a petition may be filed with the Juvenile Court for dependency.

FULTON COUNTY TRUANCY INTERVENTION PROGRAM

School District Responsibilities:

1. **Third Unlawful Absence** – Parent is sent (via certified mail) third notice by School District of unlawful absence. **Legal penalties, school contact information and notice regarding liability included with correspondence. The referral form for Truancy Intervention Program is sent to Fulton County Services for Children along with attendance record.
2. **School/Family Conference** – School District coordinates a school/family conference to develop a Student Attendance Improvement Plan (SAIP), formerly known as the Truancy Elimination Plan (TEP). A Copy of SAIP will be provided to Services for Children and Truancy Intervention Program.
3. **Family Involvement** – If SAIP is developed, Parent/Student is compliant with SAIP and there are no subsequent unlawful absences, no further action is needed.

OR

If there is a subsequent unlawful absence (whether or not parent agreed to the SAIP) at any time during the school year and (3) days have passed since the parent received official notice of the child's third illegal absence, an official notice of unlawful absence is sent to parent. This notice (sent via certified mail) informs the parent of the violation of the SAIP and/or compulsory attendance requirements and that further action will be taken.

4. **Referrals/Citation** – For any case of habitual truancy, the School District may make a referral to the local children and youth for services and possible adjudication as a dependent child, while simultaneously sending the citation to the Magisterial District Judge (MDJ).

OR

The school may choose to make a referral to the local children and youth agency rather than sending a citation to the MDJ. School Districts have the responsibility to monitor the child and work collaboratively with the local children and youth agency.

If the child continues to be truant, the School District should file citations with the MDJ on a weekly basis.

Referral to County Children and Youth Agency

(a) Children Under 13 Years of Age Any child who has not attained the age of 13 who fails to comply with the compulsory attendance requirements and is habitually truant, shall be referred by the School District to the local county children and youth agency for services, which may include addressing family issues that may be responsible for the child's truant behavior, or possible adjudication as a "dependent" child under the Juvenile Act. The referral to the county children and youth agency may be in addition to proceeding against the parent/guardian by sending the citation to the appropriate Magisterial District Judge or a School may decide to refer a family to the local county children and youth agency instead of sending a citation to the appropriate Magisterial

District Judge. If the parent/guardian provides written consent, a copy of the SAIP should be forwarded to the county children and youth agency.

(b) Children 13 Years of Age and Older. Any child who has attained the age of 13 who fails to comply with the compulsory attendance requirements and is habitually truant may, in lieu of being prosecuted (as described in Section V below), be referred by the school district to the local county children and youth agency for services, which may include addressing family issues that may be responsible for the child's truant behavior or, possible adjudication as a dependent child under the Juvenile Act.

(c) Habitually Truant -The School Code defines habitually truant as absence for more than three (3) school days or their equivalent following the first notice of truancy given after a child's third unlawful absence.

Citations filed with Magisterial District Judge

The School District will submit the citation to the MDJ to include a copy of the Truancy Intervention Referral, SAIP, and attendance record.

Magisterial District Judge:

1. The MDJ will forward a copy of the SAIP, attendance record and citation to Intake Supervisor at Fulton County Services for Children.
2. The MDJ will make the decision to schedule the matter for a hearing or a pre-hearing conference. Fulton County Services for Children will be notified of the hearing date and time.
3. If hearing is held and there is evidence of truancy, the MDJ will make the decision regarding best course of action. These can include a monetary fine, completion of community service, referral to parenting education program or referral to general protective services through county children and youth which may lead to petition of the Juvenile Court. If the citation is in the Student's name, a suspension of their driver's license may occur. The MDJ may also choose to refer the juvenile to Community Service through Fulton County Juvenile Probation.

Fulton County Services for Children Responsibilities:

1. The Intake Supervisor will review the Truancy Intervention Program Referral received from the school at the child's third illegal absence. The referral will be forwarded to the Truancy Intervention Program. Both High School and Elementary School referrals will be eligible for referral to TIP.
2. If the student is active on FCSFC caseload, the agency will contact the school district to determine if SAIP is developed and to request a team meeting if no SAIP has been developed.

3. If referred to TIP, the Intake Supervisor will send a letter to the family regarding the process and will copy the referring school district and TIP worker onto the letter.
4. The Intake Supervisor will log the referral into intake log and will include the final disposition on the log sheet.
5. The Intake Supervisor, upon notification from the MDJ that citation has been filed, will review progress to make determination if there is a need for general protective assessment to be initiated.
6. Upon receipt of hearing notice, the Intake Supervisor will inform the TIP Coordinator of said hearing and will include copy of hearing notice.
7. The Intake Supervisor will communicate with TIP regarding their progress with the student/family and will keep them informed of any changes in hearings.
8. The Intake Supervisor will participate in team meetings in regard to the referred student. If there is no SAIP developed, the agency will coordinate with the school to schedule the meeting with the student/parent.
9. The Intake Supervisor (or a designee) will attend the truancy hearings and will provide case status feedback to MDJ and the referring School District and make recommendations as appropriate.
10. If despite all reasonable efforts to resolve the truancy, continued illegal absences occur, a petition will be filed with the Juvenile Court.

Truancy Intervention Program Responsibilities:

1. The TIP Coordinator upon receipt of the referral will contact the family to schedule the first appointment to meet with the student and parent to do an initial assessment with the family to gather information in regard to the causes of the truancy.
2. A face to face meeting shall occur with the student and the parent to complete an intervention plan with measurable goals. *If there has been no SAIP developed, there may be an opportunity to coordinate a development of a plan with the School District.
3. The TIP Coordinator will make a referral to FCSFC if there are abuse/neglect concerns that identified during their assessment.
4. The TIP Coordinator will provide feedback to Intake Supervisor regarding progress or lack thereof with the student/family.
5. The TIP Coordinator/TIP worker will participate in the hearings as scheduled by MDJ.
6. The TIP Coordinator/TIP worker will submit an exit summary to FCSFC outlining the efforts to engage the family, the intervention plan and the outcome of the intervention. They will also make recommendation on whether further services may be required from FCSFC to assist the family in resolving the truancy.

Fulton County Services for Children
219 N. Second St. Suite# 201 McConnellsburg, PA 17233
Phone: 717-485-3553 Fax: 717-485-3982

REFERRAL FOR TRUANCY INTERVENTION

Name of Youth:		Gender & Date of Birth:
Address: (mailing & physical with directions)		
Name of Parent(s)/primary caregiver:		
Home Phone #:	Cell Phone#:	Work Phone#:
Parent(s) Work Schedule :		

School Information:

School/Address:	Grade:
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School Referral Information:

Date of Referral:	
Name of Individual Making Referral:	Phone#:
Name of Individual for Follow-up Contact:	Phone#:
Has Student Attendance Improvement Plan Been Developed IF YES, Is it Attached?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No

Youth's History:

Prior Offenses, Referrals and Results: (i.e. Prior Truancy Citations, C&Y , Mental Health, SAP, JPO):
Number Days Truant (illegal): _____ (Please attach a current attendance print out.)
School Based Interventions: (Please state specifically what interventions have been implemented to date and with what results.)
Additional Comments re: strengths, needs, other behavior problems, family issues, information re: siblings:

Please use reverse side if needed

FULTON COUNTY SERVICES FOR CHILDREN

