



TEXAS
Department of Family
and Protective Services

**Child Protective Services
Business Plan
Fiscal Years 2025-26**

**As Required by Senate Bill 241,
86th Legislature, Regular Session, 2019**

September 2024

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A Message from Erica Bañuelos, CPS Associate Commissioner

I am pleased to share with you the following business plan setting forth the goals, objectives, major initiatives, and action plans Child Protective Services (CPS) will focus on for the upcoming 2025-26 biennium. This plan outlines how we intend to expand moving forward and highlights our accomplishments for fiscal years 2023 and 2024.

I am humbled by the dedication of our staff and the partnerships of the child welfare community toward ensuring the seamless provision of services to our children and families. Our child protection system is working together toward common goals of protecting children and strengthening families and communities.

CPS will be focusing on the following areas in the upcoming 2025-26 biennium:

- Supporting the expansion of Community-Based Care (CBC) across Texas;
- Implementing the new Texas Child-Centered Care (T3C) foster care system transformation;
- Improving overall medical and behavioral health services for children and youth in conservatorship, and meeting the growing needs of children and families by enhancing and expanding behavioral health services;
- Stabilizing and developing placement capacity while mitigating child watch;
- Expanding the contracted residential continuum for youth in foster care to meet individual needs of children in their home communities;
- Increasing permanency and reunification through kinship connections;
- Remarketing the Supervised Independent Living (SIL) program;
- Implementing a Texas Family First Prevention Services Act Prevention (FFPSA) Plan; and
- Increasing the recruitment of qualified people, promoting staff retention, and professional development.

I remain steadfast in the agency's mission of ensuring children and families remain safe together while promoting initiatives aimed to improve the Texas child protection system.

Introduction

The Texas Department of Family and Protective Services (DFPS) produces a biennial CPS Business Plan, as directed by Senate Bill 241, 86th Legislature, Regular Session, 2019, to describe its priorities, action plans, and resources employed to improve the CPS program in the upcoming biennium and examine historical trends for safety, permanency, well-being, and workforce metrics.

The plan must be submitted by October 1 of even numbered years and includes:

- A summary of the accomplishments made during fiscal years 2023 and 2024 fiscal year to date; and
- Actions planned for the upcoming fiscal years 2025-26 biennium linked to expected outcomes and outcome measures for each of the established goals and respective objectives.

This business plan is supported by a series of goals, objectives, and actions to improve performance, guide innovation; support CBC expansion across Texas; implement the new T3C foster care system transformation; encourage collaboration; and foster opportunities to leverage resources.

1. Fiscal Years 2025-26 Plan

The fiscal years 2025-26 biennial goals championed by CPS are as follows:

- **Goal 1:** Child Protection Evolution;
- **Goal 2:** Strengthen Families and Communities; and
- **Goal 3:** Support and Retain a Qualified Workforce.

Goal 1: Child Protection Evolution

Objective 1.1: Support CBC Expansion Across Texas

Outcomes and Measures

Expected Outcomes

- Improved overall well-being of children in foster care by keeping them closer to home and connected to their communities and families; and
- Support of the regional staff transition to the Single Source Continuum Contractors (SSCCs) to help secure an experienced and knowledgeable workforce.

Outcome Measures

- Number of DFPS staff who transition to a SSCC;¹ and
- Number of children placed within a 50-mile radius.²

¹ Source: Office of Community-Based Care Transition.

² Source: Rider 15 Community-Based Care Update.

Action Plan

- 1.1.1** Develop and implement a blueprint for supporting and educating staff as DFPS continues to expand CBC areas recognizing that change increases the need for communication to set new direction and prevent misinformation. Supporting staff includes an increasing the frequency, modes, and quality of communication. CPS will define communication policy and processes to capture, distribute, and standardize communications from CPS State Office and Regional leadership to regional staff.
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- 1.1.2** Increased communication to staff related to understanding of the CBC model, the role they play, and the positive outcomes gained by making such a systemic change;
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- 1.1.3** Conduct thorough Readiness Review prior to Stages I and II implementation following execution of each contract.
-
- 1.1.4** Work with SSCCs transitioning to Stage II to maximize the transition of CPS conservatorship caseworker and other staff from DFPS to the private SSCC agency.
-

Resources: CPS Field Support Team and DFPS Office of Community-Based Care Transition.

Objective 1.2: Implement the New T3C Foster Care System Transformation

Outcomes and Measures

Expected Permanency Outcomes

- Continued transitioning of children receiving foster care services will continue transitioning to the new foster care continuum; and
- Alignment of the services provided to children in foster care with their individual service needs;

Outcome Measures

- Percentage of children served in a T3C placement; and
- Number of providers credentialed for T3C services.³

³ Data sources under development.

Action Plan

- 1.2.1** Complete policy, procedure, and resource tools related to TC3 implementation.

 - 1.2.2** Update various sections of the Texas Administrative Code rule applicable to T3C.

 - 1.2.3** Support process implementation of the Children and Adolescent Needs and Strengths (CANS) 3.0 Assessment Tool and placement process.

 - 1.2.4** Provide input and participate in designing DFPS IT systems changes.

 - 1.2.5** Provide ongoing technical assistance in the form of broadcasts, outreach, agency-supported webinars, and training plan development for providers.

 - 1.2.6** Identify and train eligibility staff as points of contact for DFPS and SSCC staff.
-

Resources: CPS Permanency and Behavioral Health Services Teams.

Goal 2: Strengthen Families and Communities

Objective 2.1: Stabilize and Develop Placement Capacity While Further Reducing Child Watch

Outcomes and Measures

Expected Permanency Outcomes

- Reduction of identified barriers to capacity building;
- Increased capacity to meet needs of children in conservatorship;
- Evaluation of new contractor compliance and identified areas of improvement and needed supports; and
- Increased individualized service planning.

Outcome Measures

- Number of placement moves per 1,000 days in substitute care;⁴
- Number of children placed in regions;⁵
- Beds needed by bed type;⁶ and
- Reduction of children supervised by DFPS.⁷

Action Plan

2.1.1 Increase communication, support, and engagement with providers. This will include a collaborative approach to assist in addressing providers' reported concerns.

2.1.2 Continue monitoring and evaluation utilizing the DFPS Provider Risk Tool including technical assistance and/or referral resources, as applicable.

2.1.3 Limit the number of children a new residential provider can accept for placement or stagger admissions until stability is demonstrated with children who have lower levels of treatment needs, and the provider feels comfortable handling more complex needs. This approach will help prevent providers becoming overwhelmed

2.1.4 Monitor and support new provider progress including addressing concerns in a collaborative approach to mitigate risk with the provider as they arise.

Resource: CPS Placement Team.

⁴ Source: LBB performance measure 2.1 OC 18.

⁵ Source: [DFPS - Monthly Data \(texas.gov\)](#), "Children in DFPS Care", tab "Placements by LA."

⁶ Source: Foster Care Needs assessment published annually has Needs by Bed Type-Workbook: Foster Care Needs Assessment Story (texas.gov).

⁷ Source: Children Without Placement Dashboard.

Objective 2.2: Expand the Contracted Residential Continuum for Youth in Foster Care to Meet the Individual Needs of Children in Their Home Communities

Outcomes and Measures

Expected Permanency Outcome

Increased resource capacity through targeted capacity building for Treatment Family Foster Care (TFFC), Qualified Residential Treatment Program (QRTP), Temporary Emergency Placement (TEP), and other appropriate step-down programs.

Outcome Measures

- Number of children in TFFC living arrangements;⁸
- Number of children in QRTP living arrangements;⁹
- Number of children in TEP living arrangements;¹⁰
- Number of children in Intensive Psychiatric Stabilization Program (IPSP) living arrangements.¹¹

Action Plan

2.2.1 Target outreach to existing child-placement agencies and general residential operations to add capacity and services for high needs youth.

2.2.2 Strengthen the service continuum to align with T3C.

2.2.3 Gather, analyze, and compile data from the TC3 roll out and CBC expansion to inform full implementation and strengthen the service continuum and resources.

2.2.4 Explore amending the Texas Administrative Code to support kinship TFFC and respite care services for this program.

⁸ Source: Data Warehouse sa_17.

⁹ Source: Data Warehouse sa_76.

¹⁰ Source: Data Warehouse sa_76.

¹¹ Source: Data Warehouse sa_76.

Action Plan

- 2.2.5** Complete IMPACT modifications related to the child’s service plan, placement entry, legal status, financial structure, and T3C service continuum.
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- 2.2.6** Complete Title IV-E amendment submission as related to service expansion for children with high needs and gain approval from the Administration for Children and Families.
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- 2.2.7** Implement T3C to strengthen the service continuum for children in DFPS conservatorship.
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- 2.2.8** Support exploration and expansion, where appropriate, of programs for children with high needs.
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Resource: CPS Placement Team.

Objective 2.3: Transitional Living Services

Outcomes and Measures

Expected Permanency Outcomes

- Increased percentage of youth aging out of care who enter extended foster care;
- Increased number of young adults in SIL living arrangements;
- Increased number of Transitional Living Program (TLP) providers; and
- Increased number of youth and young adults in TLP placements.

Outcome Measures

- Percentage of children in DFPS conservatorship between the ages of 18 and 21 (part of DFPS capacity continuum);
- Percentage of young adults in SIL placement;¹²
- Number of placement days in SIL living arrangement;¹³ and
- Number of providers offering TLP services.¹⁴

¹² Source: DRIT 113384.

¹³ Source: DRIT 113384.

¹⁴ Source: Transitional Living Services Team.

Action Plan

- 2.3.1** Review and remarket the SIL program, incorporating input from current and former foster youth and young adults.

 - 2.3.2** Conduct targeted outreach to SIL existing and potential providers interested in modifying or altering treatment models to serve youth through TLP.

 - 2.3.3** Expand the percentages of youth aging out of care who enter extended foster care.
-

Resource: CPS Youth and Transitional Living Services Team.

Objective 2.4: Meet the Growing Needs of Children and Families by Expanding Behavioral Health Services and Supports for Kinship Placements

Outcomes and Measures

Expected Well-Being Outcome

- Increased utilization of clinically indicated behavioral health services and supports by children and youth served in kinship care;
- Increased placement of children with kinship caregivers;
- Increased exits to permanency with kinship caregivers for children not reunified; and
- Decreased placement disruptions with kinship caregivers.

Outcome Measures

- Increased the percentage of children and youth who are placed in a kinship placement;¹⁵
- Increased placement stability for children with kinship caregivers;¹⁶
- Of those not reunified, permanency to kinship caregiver percentage;¹⁷
- Average monthly number of children with Permanency Care Assistance;¹⁸ and
- Average monthly number of children in placements with kinship caregiver payments.¹⁹

Action Plan

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- 2.4.1** Utilize kinship staff to educate kinship caregivers about the process to become verified, the benefits of verification, and Permanency Care Assistance fund.
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- 2.4.2** Support kinship caregivers who are caring for children with special needs with Enhanced Permanency Care Assistance and Treatment Foster Care.
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- 2.4.3** Utilize financial supports, community referrals, Kinship Support Groups, Family Group Decision Making, and Kinship Disruption Staffings to prevent placement disruptions.
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- 2.4.4** Continue staff education efforts on the benefits of kinship placements, supports available for to kinship caregivers, and to encourage kinship placements as a first option.
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- 2.5.5** Implement a kinship caregiver co-parenting training.
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- 2.4.6** Continue partnering with HHSC to ensure implementation of separate kinship standards for verification.
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Resources: CPS Permanency and Placement Teams and DFPS Office of Behavioral Health.

¹⁵ Source: DFPS Databook.

¹⁶ Source: Data Warehouse sa_109.

¹⁷ Source: LBB Performance Measure 2.1 OC 13.

¹⁸ Source: LBB Performance Measure 2.1.10 OP 2.

¹⁹ Source: LBB Performance Measure 2.1.11 OP 1.

Goal 3: Support and Retain a Qualified Workforce

Objective 3.1: Increase Recruitment of Qualified Workers

Outcomes and Measures

Expected Outcomes

- Increased worker satisfaction; and
- Increased stability in the workforce.

Outcome Measure

Vacancy rates for ongoing Family Based Safety Services (FBSS) and conservatorship workers.²⁰

Action Plan

3.1.1	Analyze current CPS vacancies rates with available data.
3.1.2	Analyze available data through literature review the characteristics and traits for recruiting best candidates.
3.1.3	Conduct surveys and/or focus groups to identify the qualities of an effective caseworker.
3.1.4	Develop and recommend recruitment strategies.
3.1.5	Evaluate the effectiveness of recruitment strategies implemented and adjust, as needed.
3.1.6	Develop a targeted recruitment campaign plan to attract prospective job candidates, highlighting the rewarding aspects of child welfare work.

Resource: CPS Program Operations Team.

²⁰ Source: Data Warehouse exd1_03.

Objective 3.2: Staff Retention

Outcomes and Measures

Expected Outcomes

- Increased worker satisfaction; and
- Increased stability in the workforce.

Outcome Measure

Turnover rates for ongoing FBSS and conservatorship workers.²¹

Action Plan

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- | | |
|--------------|---|
| 3.2.1 | Explore reasons for protégé turnover through mentor support groups and protégé support groups. |
| 3.2.2 | Develop and recommend retention strategies. |
| 3.2.3 | Evaluate the effectiveness of retention strategies implemented and adjust as needed. |
| 3.2.4 | Understand reasons for CPS employees' voluntary termination through exit surveys, quarterly report statistics, and literature review. |
-

Resource: CPS Deputy Associate Commissioner.

Objective 3.3: Professional Development

Expected Outcomes

- Increased worker satisfaction;
- Improve quality casework through highly trained staff; and
- Increased stability in the workforce.

Outcome Measures

- Turnover numbers for ongoing FBSS and conservatorship workers;²² and
- Certification numbers for caseworkers.²³

²¹ Source: Data Warehouse exd1_03.

²² Source: Data Warehouse exd1_03.

²³ Source: DFPS Center for Learning and Organizational Excellence Team.

Action Plan

- 3.3.1** Understand current training effectiveness using available data covering core competencies required for child casework, including assessment, case management, cultural competency, and trauma-informed care.

 - 3.3.2** Conduct surveys and/or focus groups.

 - 3.3.3** Develop and recommend professional development strategies.

 - 3.3.4** Evaluate the effectiveness of professional development strategies implemented and adjust as needed.

 - 3.3.5** Improve quality casework by identifying opportunities for staff and leadership enhancement, supportive education, communication of training available, and offering conferences to support professional growth.

 - 3.3.6** Utilize targeted communication and enhanced certification plans to improve the percentage of workers who complete certification programs.
-

Resource: CPS Program Operations Team.

2. Fiscal Years 2023-24 Highlights

CPS examined historical trends for safety, permanency, well-being, and workforce metrics to identify opportunities for system improvements. Definitions for the key outcome measures of safety, permanency, well-being, and workforce can be found in Appendix A.

Fiscal years 2023-24 CPS business plan goals included:

- **Goal 1:** Safe Environment – Maximize the Safety of Children and Youth Served
- **Goal 2:** Permanency – Maximize Permanency for Children and Youth Served
- **Goal 3:** Well-Being – Maximize the Medical, Behavioral Health, and Educational Needs of Children and Youth Served
- **Goal 4:** Sufficient Workforce – Maximize Staff Recruitment, Retention, and Development to Ensure a Professional and Stable Workforce
- **Goal 5:** Service Delivery – Increase Foster Care Capacity

Goal 1: Safe Environment

Maximize the Safety of Children and Youth Served

Objectives

1.1 Improve safety decision making while engaging families and safety networks to keep children safe.

1.2 Work to address risks to children in foster care related to human trafficking.

CPS enhanced policies relating to engaging fathers, non-custodial parents, youth, and parents with lived experiences to support families in keeping their children safe.

Staff received trauma informed care training to support safety decision making. In collaboration with the DFPS Human Trafficking Child Exploitation Team, CPS developed and implemented training to assist staff when addressing human trafficking among our foster youth, and partnered with state and community agencies to provide human trafficking and internet safety training to youth. Table 1 details the outcome measures data for Goal 1.

Table 1: Fiscal Years 2023-24 Goal 1 Outcome Measures Data

Goal 1 Outcome Measures	Fiscal Year		
	2022	2023	2024
Timely face-to-face contact with children and parents being served in FBSS ²⁴	91.1%	91.0%	90.0%
Timely face-to-face contact with children in substitute care ²⁵	98.0%	99.0%	98.1%
Successful closure of FBSS cases ²⁶	66.1%	73.3%	76.5%

FBSS saw an increase in the percentage of successfully closed cases to 76.5 percent in fiscal year 2024 from 73.3 percent in fiscal year 2023 and maintained timely face-to-face contact with children and families. FBSS was able to maintain and improve these points while experiencing an increase in overall cases

Goal 2: Permanency

Maximize Permanency for Children and Youth Served

Objectives

- 2.1** Maximize placements with kinship caregivers.
- 2.2** Ensure permanency through reunification, permanent placement with a kinship caregiver, or adoption.
- 2.3** Contract for services and supports to help achieve permanency for children and families.

²⁴ Source: Data Warehouse fam_10.

²⁵ Source: Data Warehouse sa_42.

²⁶ Source: Data Warehouse fbsd_01.

CPS partnered with Texas Court Appointed Special Advocate to support the Collaborative Family Engagement Initiative to identify, locate and engage family members and other committed adults and engage them in permanency planning for the children in care.

The use of kinship development plans helped support kinship caregivers with child placement and ongoing care, while provision of financial supports for some kinship families supported placement stability, safety, and enhanced quality of care.

CPS explored policy, practice, and resources to improve permanency planning and to secure permanent placements timely. CPS maintained contracts for services providers to include post-adoption and post-permanency support services, as well as with the Texas Foster Care Association to provide support, training, and resources to foster families. Table 2 lists the outcome measure data for Goal 2.

Table 2. Fiscal Years 2023-24 Goal 2 Outcome Measures Data

Goal 2 Outcome Measures	Fiscal Year		
	2022	2023	2024
Reduced time to permanency (reunification, placement with relatives, and adoption) in months²⁷	19.7	21.0	20.5
Increased exits to permanency for child(ren) in foster care two or more years²⁸	36.9	35.7	35.6
Increased placement of children in substitute care with relatives²⁹	44.2%	41.9%	40.0.%

CPS saw a steady number of children exiting to permanency after two or more years in foster care in 2024 compared to 2023 and slightly reduced the time to permanency after a high in fiscal year 2023.

²⁷ Source: Data Warehouse exd1_03.

²⁸ Source: Data Warehouse exd1_03.

²⁹ Source: Data Warehouse exd1_03.

Goal 3: Well-Being

Maximize the Medical, Behavioral Health, and Educational Needs of Children and Youth Served

Objectives

3.1 Support children’s physical and behavioral health.

3.2 Support children’s education outcomes.

3.3 Safeguard children’s other well-being needs.

CPS collaborated with external behavioral health system partners by participating in monthly joint meetings with STAR Health and Texas Health and Human Services Commission (HHSC) staff to address behavioral health concerns for children in foster care; increased staff trained in Youth Mental Health First Aid; and partnered with the Children’s Commission to address the impact of trauma for children and families.

Additionally, CPS worked with the Children’s Commission and various community partners to improve educational outcomes for children through an established workgroup creating information for judges, teachers, and residential providers on the “Every Student Succeeds Act”, special education services, and other important information for stakeholders who serve children in residential treatment facilities, and partnered with the Texas Education Agency to develop ways to better share child specific data for foster children care in the school setting.

CPS provided expanded training for youth at statewide and regional conferences, seminars, and Youth Leadership Council Meetings, improved Preparation for Adult Living (PAL) training, increased internship and other work-related opportunities for youth and strengthened communication with stakeholders for the career development and education program to identify career and post-secondary opportunities. Table 3 details the outcome measure data for Goal 3.

Table 3. Fiscal Years 2023-24 Goal 3 Outcome Measures Data

Goal 3 Outcome Measures	Fiscal Year		
	2022	2023	2024 Q 1-3
Children receive adequate services to meet their mental and behavioral health needs³⁰	77.5%	83.1%	71.9%
Children receive adequate services to meet their physical health needs³¹	80.5%	85.3%	78.4%
Children receive adequate services to meet their educational needs³²	94.0%	93.3%	95.7%
More youth complete <i>PAL Life Skills Training</i>³³	93.7%	95.7%	95.9%

The case review results regarding the mental, behavioral, and physical health needs of youth in Table 3 appear consistent with the findings identified in Round 4 of the Federal Child and Family Services Review (CFSR) through the DFPS statewide assessment and federal stakeholder interviews. CFSR data comes from a mix of 100 randomly selected conservatorship, FBSS, and alternative response cases, and current data is only available for federal fiscal year 2024, quarters 1 through 3.

Not all services are in all communities where children and youth need them. Efforts with T3C, the strategic behavioral health work, and CBC expansion across the state are expected to bring the needed services to every community to meet the needs of children and youth in care.

Additionally in fiscal year 2024, CPS maintained the number of youth completing PAL life skills training and saw a slight increase in the percentage of children

³⁰ Source: CFSR data.

³¹ Source: CFSR data.

³² Source: Data Warehouse cps_sa_50.

³³ Source: Data Warehouse exd1_03.

receiving services to meet their educational needs between fiscal years 2023 and 2024.

Goal 4: Sufficient Workforce

Maximize Staff Recruitment, Retention, and Development to Ensure a Professional and Stable Workforce

Objectives

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- 4.1 Ensure staff is adequately trained and prepared to do their job.
 - 4.2 Create an environment that promotes retention.
-

CPS adjusted and enhanced the professional development training staff receive by partnering with DFPS Center for Learning and Organizational Excellence to develop more robust training curriculum. Employee recognition events and leadership training supported ongoing efforts to engage staff and promote retention. Table 4 lists the outcome measure data for Goal 4.

Table 4. Fiscal Years 2023-24 Goal 4 Outcome Measures Data

Goal 4 Outcome Measures	Fiscal Year		
	2022	2023	2024
FBSS caseworker turnover ³⁴	17.7%	21.9%	26.1%
Conservatorship caseworker turnover ³⁵	30.2%	32.3%	34.8%

³⁴ Source: Data Warehouse exd1_03.

³⁵ Source: DRIT 114339. Note: Data does not match State Auditor’s Office methodology due to excluding CBC position transfers. Also, this data does not include kinship caseworkers.

CPS observed an increase in FBSS caseworker turnover from 21.9 percent to 26.1 percent, and a slight increase in conservatorship caseworker turnover from 32.3 percent to 34.8 percent between fiscal years 2023 and 2024.

Goal 5: Service Delivery

Increase Foster Care Capacity

Objectives

- 5.1** Increase foster care capacity to ensure children in all levels of care have a safe, home-like setting and/or a setting that can meet their therapeutic needs.

To support the growing need for placements meeting high acuity behaviors, CPS expanded the TFFC program, piloted IPSP, and continued outreach to residential child-care providers to ensure a full continuum of foster care capacity. CPS also continued development of the TC3 system which is designed to provide a robust continuum of services and is set to go live in January 2025. Table 5 details the outcome measure data for Goal 5.

Table 5. Fiscal Years 2023-24 Goal 5 Outcome Measures Data

Goal 5 Outcome Measures	Fiscal Year		
	2022	2023	2024
Percentage of basic/moderate youth in foster family homes³⁶	88.6%	86.7%	85.5%
Children in substitute care placed in county³⁷	35.0%	33.5%	31.7%

CPS observed a decrease in the number of youth placed in foster family homes. This is partially due to an overall decrease in the number of children entering foster care, and that the data source does not capture unverified kinship homes. However, CBC services are currently active in seven regions statewide with planned targeted

³⁶ Source: Data Warehouse sa_06.

³⁷ Source: Data Warehouse exd1_03.

expansion into five additional regions aimed at ensuring children are placed in foster homes within their communities.

List of Acronyms

Acronym	Full Name
CANS	Children and Adolescent Needs and Strengths
CBC	Community-Based Care
CFSR	Federal Child and Family Service Review
Children's Commission	Supreme Court of Texas Permanent Judicial Commission for Children, Youth, and Families
CPS	Child Protective Services
DFPS	Department of Family and Protective Services
FBSS	Family Based Safety Services
FFPSA	Texas Family First Prevention Services Act Prevention
FYTD	Fiscal Year To Date
HHSC	Texas Health and Human Services Commission
IPSP	Intensive Psychiatric Stabilization Program
PAL	Preparation for Adult Living
QRTP	Qualified Residential Treatment Program
SIL	Supervised Independent Living
SSCC	Single Source Continuum Contractor
T3C	Texas Child-Centered Care
TEP	Temporary Emergency Placement
TFF	Texas Family First
TFFC	Treatment Family Foster Care
TLP	Transitional Living Program

Appendix A: Definitions for Key Measures

Safety

FBSS Recidivism

Percentage of children in FBSS case that is closed with no further ongoing services that have a subsequent confirmed allegation for abuse or neglect or a case opened for FBSS or conservatorship services within 12 months of case closure.

Conservatorship Recidivism

Percentage of children who exit conservatorship to reunification who have a subsequent confirmed allegation for abuse or neglect, or a case opened for FBSS or conservatorship services within 12 months of case closure.

Face-to-Face Contact with Children in FBSS

Percentage of children on a family plan of service or a child principal if there is no family plan of service in stages open at least a month that had monthly face-to-face contact with the caseworker in any given month throughout the fiscal year

Monthly Contact with FBSS Parents

Percentage of FBSS stages where all parents were contacted face-to-face by a caseworker. Data does not account for attempts to locate and contact parent.

Timely Face-to-Face in Conservatorship

Percentage of children in conservatorship with monthly face-to-face contact with a caseworker.

FBSS Successful Case Closure

Percentage of FBSS cases closed successfully as identified by closure codes "Risk is reduced in the family" and "Child outside of the home/no Conservatorship."

Permanency

Time to Permanency Average number of months from removal to exit to one of the following: reunification, relative/non-relative as a permanent managing conservator, relative adoption, or non-relative adoption.

Time to Reunification, Relative/Non-Relative Permanent Managing Conservatorship, Relative Permanency Care Assistance, Relative Adoption, and Non-Relative Adoption Average number of months a child spends in care from the time of removal until they exit the CPS system.

Permanency for Children in Care Two or More Years Percentage of children in care two or more years at the beginning of the fiscal year who exit to one of the following during the year: reunification, relative/non-relative as a permanent managing conservator, relative adoption, or non-relative adoption.

Visiting with Parents and Siblings in Foster Care Percentage of children in Federal Child and Family Service Review (CFSR) case read who visited with their parents and siblings. The CFSR defines this as, "whether, during the period under review, concerted efforts were made to ensure visitation between a child in foster care and his or her mother, father, and siblings is of sufficient frequency and quality to promote continuity in the child's relationship with these close family members."

Children in Substitute Care Placed with Kinship Percentage of children in DFPS conservatorship on August 31 (of each year) who were placed with kinship caregivers (a relative or fictive kin), including people verified as foster parents.

Average Number of Placements for Children in Foster Care Average number of placements for children in foster care.

Percentage of Time Spent in Least Restrictive Settings For all children who spent at least one day in conservatorship, the percentage of their total days in conservatorship that were spent living at home with a kinship caregiver or in a foster family home.

Well-Being

Child’s Educational Needs are Met

Percentage of children in CFSR case read who had educational needs met. The CFSR defines this as, “whether, during the period under review, the agency made concerted efforts to assess children’s educational needs at the initial contact with the child (if the case was opened during the period under review) or on an ongoing basis (if the case was opened before the period under review), and whether identified needs were appropriately addressed in case planning and case management activities.”

Child’s Physical Health Needs are Met

Percentage of children in CFSR case read who had their physical health needs met. The CFSR defines this as, “whether, during the period under review, the agency addressed the physical health needs of the children, including dental health needs.”

Child’s Mental or Behavioral Health Needs are Met

Percentage of children in CFSR case read who had mental and behavioral needs met. The CFSR defines this as, “whether, during the period under review, the agency addressed the mental/behavioral health needs of the children.”

Youth Completing PAL Life-Skills Training

Percentage of youth who leave substitute care at age 18 or older and completed PAL Life Skills classes required to receive the PAL Transitional Living Allowance (up to \$1,000) funding after a youth left substitute care.

Siblings in Substitute Care Place Together

Percentage of sibling groups in substitute care on August 31 (of each year) with all siblings in the same placement.

Workforce

FBSS Caseworker Turnover

Calculated according to the State Auditor Office methodology.

Conservatorship Caseworker Turnover

Fiscal year turnover for conservatorship caseworkers, excluding staff separated with a code specific to departure for employment with SSCC.³⁸

³⁸ SSCC departures are identified in CAPPS with Reason Code 064, Reduction in Force.