

Rock County Child Protective Services Case Review Summary

Purpose: A comprehensive child welfare case review to assess compliance with county and state policies and best practices in the child welfare field.

Approach: To guide the review, stakeholders from the steering committee co-created a series of research questions focusing on issues including barriers to timely permanency, team accountability, balancing safety standards and family separation, parental stability, disparities, and family interactions.

Focus Group and Interview Participants

Group	Attendance
Foster parents (3 groups)	15
Youth (2 groups)	0
Birth parents (2 groups)	2
Court personnel	1
Human services supervisors	8
Human services staff (2 groups)	12
Providers	8
CASA	4
Other interested parties (2 groups)	8
Additional perspective group	3
Individual interviews	15
Total	76

A stratified random sample of 10% of all cases handled by Rock County CPS between July 1, 2021, and June 30, 2022, was reviewed.

Case Review by Race/Ethnicity and Case Type

Case Type	BIPOC*	White	Unknown	Total
Out of home	9	11	1	21
In home	3	2	0	5
Closed after initial assessment	34	30	0	64
Screened out	28	108	4	140
Total	74	151	5	230

*Black, Indigenous, and People of Color

For each area of practice on each case, a review team of three people rated the case as fully meeting best practice standards (2 points), partially meeting standards (1 point), or not meeting standards (0 points). **Case Review Average Score by Case Type**

Case Review Average Score by Case Type

Case Type	Average Score (out of maximum 2.0)
Out of home	1.67
In home	1.37
Closed after initial assessment	1.80
Screened out	1.76
Total	1.76

Select Recommendations Based on Findings

System Level

- Engage in a robust change management effort to address the philosophical approach and system reform driven by FFPSA.
- Conduct a community service array assessment to better understand the strengths and gaps of services in the community, especially related to substance use, domestic violence, child and adult mental health, crisis services, and others.
- Offer training/ongoing learning opportunities for foster parents on issues relevant to them.
- Offer training on systemic racism, cultural and historical trauma, and disproportionality in the child welfare system and best practices to address it to all community stakeholders.

Organizational Level

- Engage in a community relations campaign to inform the community about the department's goals and successes.
- Strengthen youth and family voice in department activities.
- Address high caseloads using creative methods such as teaming and the use of case aides.
- Employ an array of retention strategies to keep and support Rock County staff.
- Expand and strengthen the Parents Supporting Parents program to provide peer support.
- Closely monitor racial/ethnic disparities by frequently reviewing the data.

Practice Level

- Expand and strengthen the use of Family Team Meetings so the model is practiced to its full potential.
- Improve accountability for all team members.
- Employ case aides to assist with more routine tasks.
- Strengthen caseworkers initial meetings with foster parents to ensure they are fully informed on the child's needs as documented in the CANS and have the necessary medical authorizations.
- Keep cases open after reunification to offer in-home services and support.

For the full CPS Case Review report, visit Rock County's Human Services' website.

Project Contacts: Ashley Brock-Baca ashley.brock-baca@du.edu or Charmaine Brittain Charmaine.Brittain@du.edu