



Tom Rawlings
Director

Georgia's Partnership with Annie E. Casey

Agency Readiness

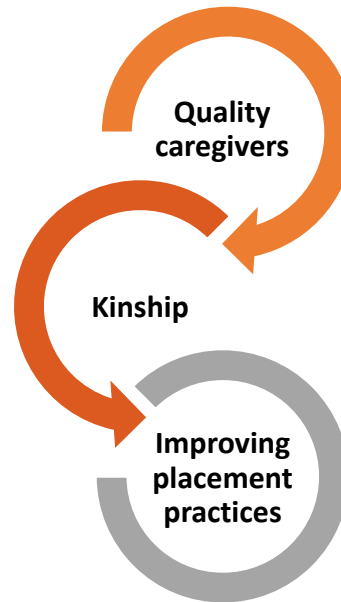
- **Identified Practice Barriers and Needed Culture Shifts:**
 - *Lack of transparency with kin* – kin are not provided permanency/legal options as well differences in subsidy/support depending on the options. Safety resource is not fully explained to kin.
 - *No one owns kin* - both at the state and field levels, there are no identified champions who have the responsibility to promote and support kinship care
- **Building a kin first culture has to occur both within the agency and with stakeholders- Kin First State:**
 - Collaborative effort. We are all in this together, Worker, SAAGS, Court, and Providers.

A great deal can be achieved through a Kinship Continuum; however, it will require prioritizing this work and dedicating the necessary resources

GOALS

- Ensure quality caregiving for all children during DFCS interventions
- Ensure kin are identified, engaged and supported at the time of removal, placement and on-going
- Ensure all children and families have a voice in the decision making process
- Ensure all children and families are treated with respect and dignity

STRATEGIES



RESULT

- ✓ Increase initial and subsequent kinship placements
- ✓ Increase family based placement
- ✓ Increase in placement stability
- ✓ Decrease in placement disruptions
- ✓ Reduction in length of stay
- ✓ Reduction in entry and re-entry

Permanence

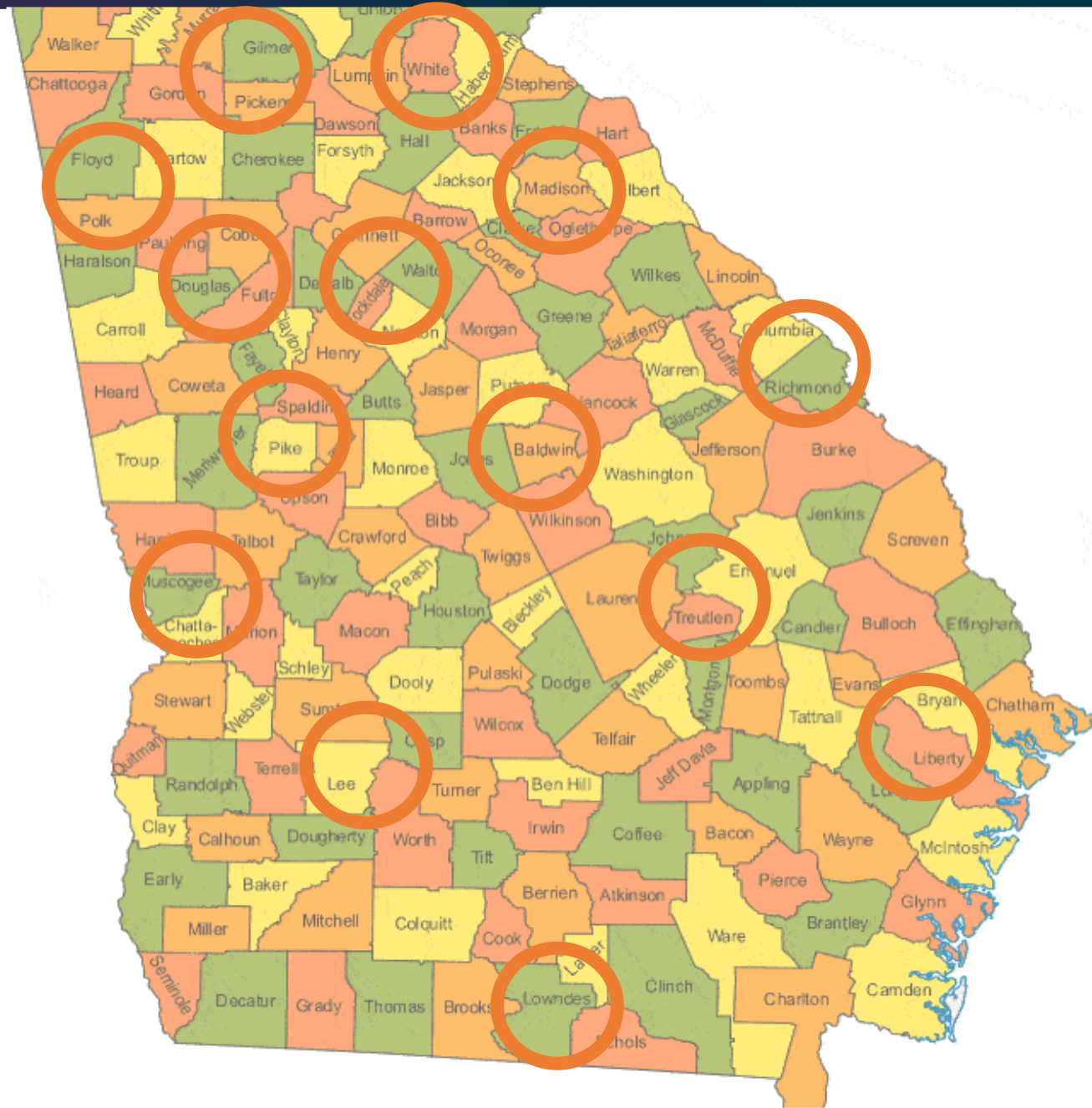
Well-Being

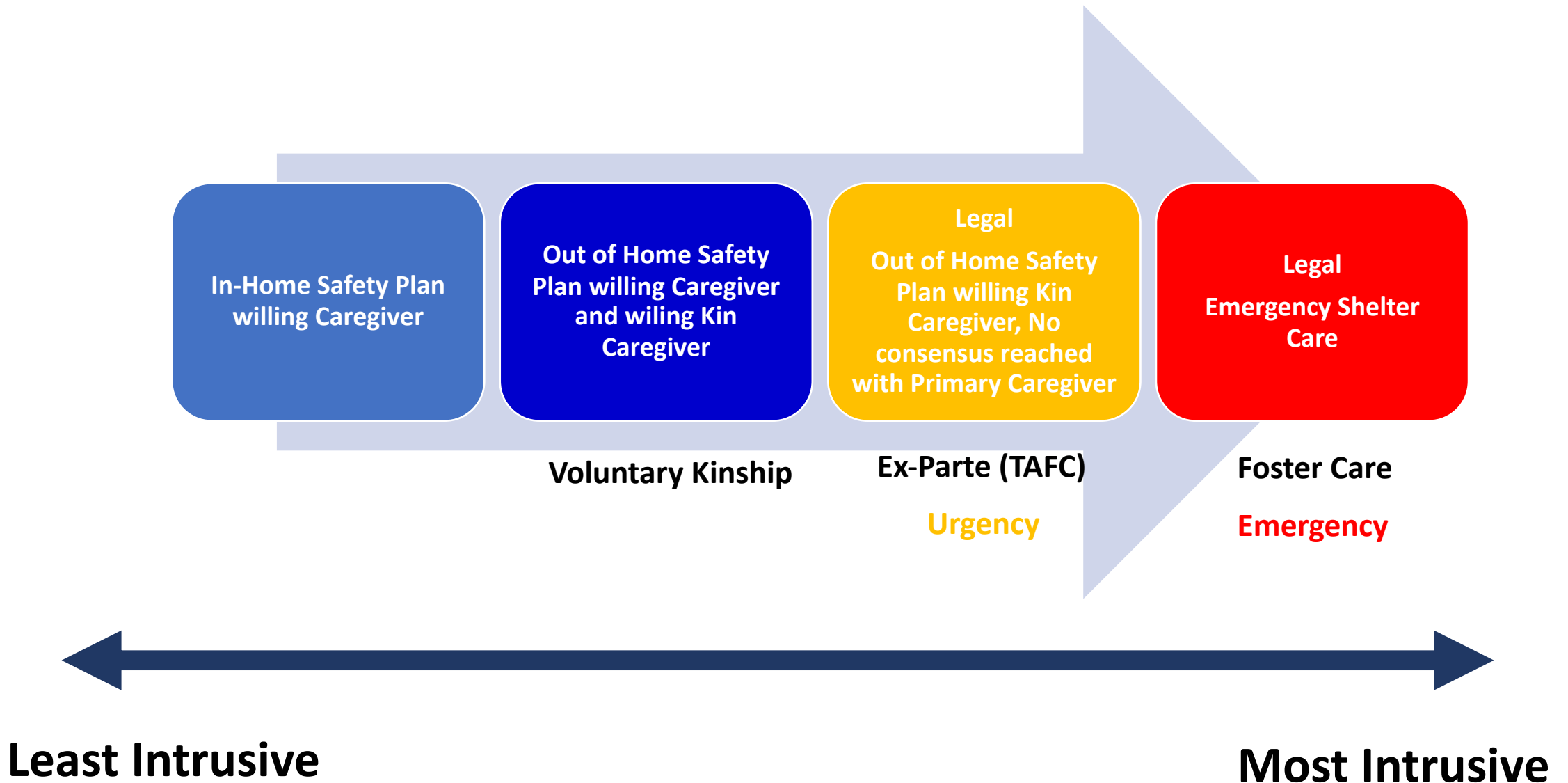
Safety

Better
Outcomes for
Children and
Families

Georgia's Kinship Continuum

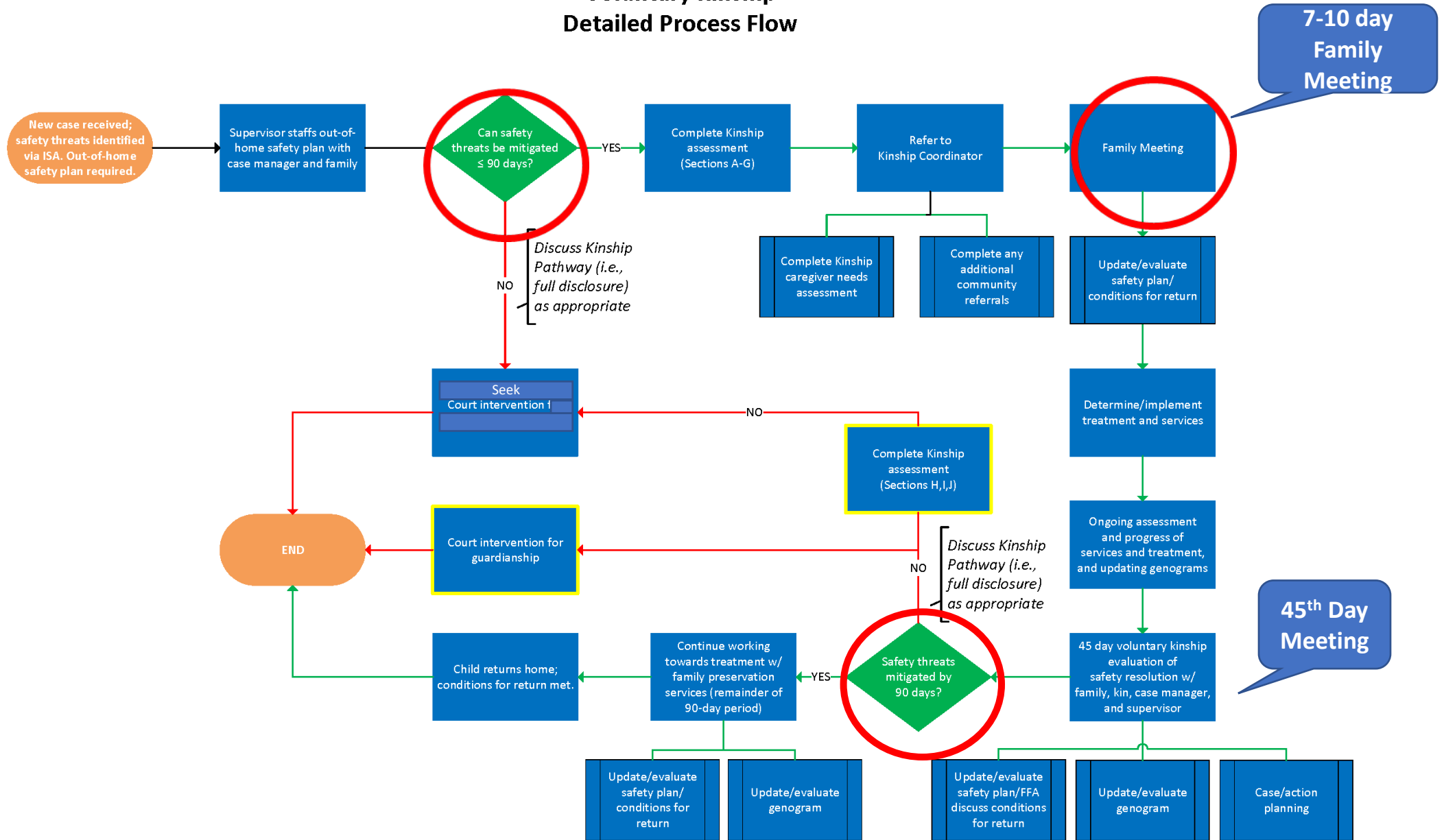
- **2019** -Rollout- Introduction of Practice Change and Values
 - **January-October 2019 14 Regions**
- **2020**- Practice Support, Targeted Partnerships, Quality Assurance, and Monitoring.
 - **Visit the Kinship SharePoint for all training materials, tools, and Coordinator Tracking Logs**
 - **Participate in Monthly Webinars**
 - **Attend/View Kinship SHINES Enhancements Webinars**





DIVISION OF FAMILY & CHILDREN SERVICES

Voluntary Kinship Detailed Process Flow



Voluntary Kinship

The Benefits:

- Strengthens Family and Community Engagement
- Provides Reasonable Efforts
- Serves as a form of family preservation and support.
- Maximizes Natural Helpers supporting children within their family systems.
- Reduces the trauma children experience

Voluntary Kinship Practice Guidance

- Parents are not forced to enter Voluntary Kinship Arrangements, and they must recommend and agree with the person identified to serve as kin caregiver.
- Situations involving chronic and /or severe patterns of abuse and neglect should be addressed with court intervention. In addition, a voluntary kinship caregiver should not be used when the safety threats cannot be mitigated via an out of home safety plan within 90 days.
- When voluntary kinship is utilized improperly, it can have a negative impact on the family, and result in a loss of trust and agency credibility.

Safety Planning with Relatives and Fictive Kin

- In complete transparency and partnership caregivers must be fully informed about the safety threats that require a safety intervention; and the safety plan options that are available and acceptable to ensure child safety.
- Prior to the approval of a placement with a relative/fictive kin the case manager should consider the following:
 1. Prior to placement did we screen all adult (18+) household members (CPS and Criminal). Remember The Big 5! (1.GA DOC, 2.Sex Offender, 3.Board of Pardons and Parole, 4. GA Shines (IDS and County Master File) and 5.GCIC
 2. Has the relative/fictive kin home assessment been completed correctly?
 3. Does the documentation in assessment reflect the agency's standards?

What To Tell Kin Before We Leave the Home

- Thank you for willingly providing care and supervision for your family member. *Remember to review and sign the caregiver/parent agreements.*
- Please remember that this short-term arrangement can last up to 90 days. *Assess if there's immediate resistance.*
- You will be contacted in the next two days by our Kinship staff to share more about your caregiving role.
- Remember DFCS is unable to pay you for caring for your relative child. In the coming days if you have concerns regarding food, clothing, and transportation will work to develop a plan w/parents at the upcoming family meeting.

The Role of the Kinship Coordinator

- The Kinship Coordinator is responsible for initiating the **Kinship Pathway (Full Disclosure)**, completing the **kinship caregiver needs assessment** and addressing any caregiver challenges. Their collaborations with regional kinship navigators is to ensure access to agency services and community referrals.

Kinship Caregiver Needs Assessment

- The kinship caregiver needs assessment is an ongoing evaluation and must be child and caregiver focused. Every kinship caregiver will have different needs based on their parenting experience and skills, prior knowledge of the child, and community resource knowledge. It should be expected that the identified needs of the kinship caregiver will change throughout the agency involvement. **It is the responsibility of Kinship Coordinator to complete and upload the assessment in Georgia SHINES.**

Kinship Pathway (Full Disclosure)

Reviewing the Kinship Pathway allows a caregiver to understand their options and the implications of each option for their family. Full Disclosure includes the following:

- Understanding that the voluntary kinship arrangement is a 90-day agreement between the parent and the kinship caregiver.
- Identifying the roles that staff and the caregiver will have in achieving the goal of meeting the conditions for return within 90-days.
- Ensuring that the kinship caregiver is willing to maintain the child's safety and well-being.

Seeking Court Intervention



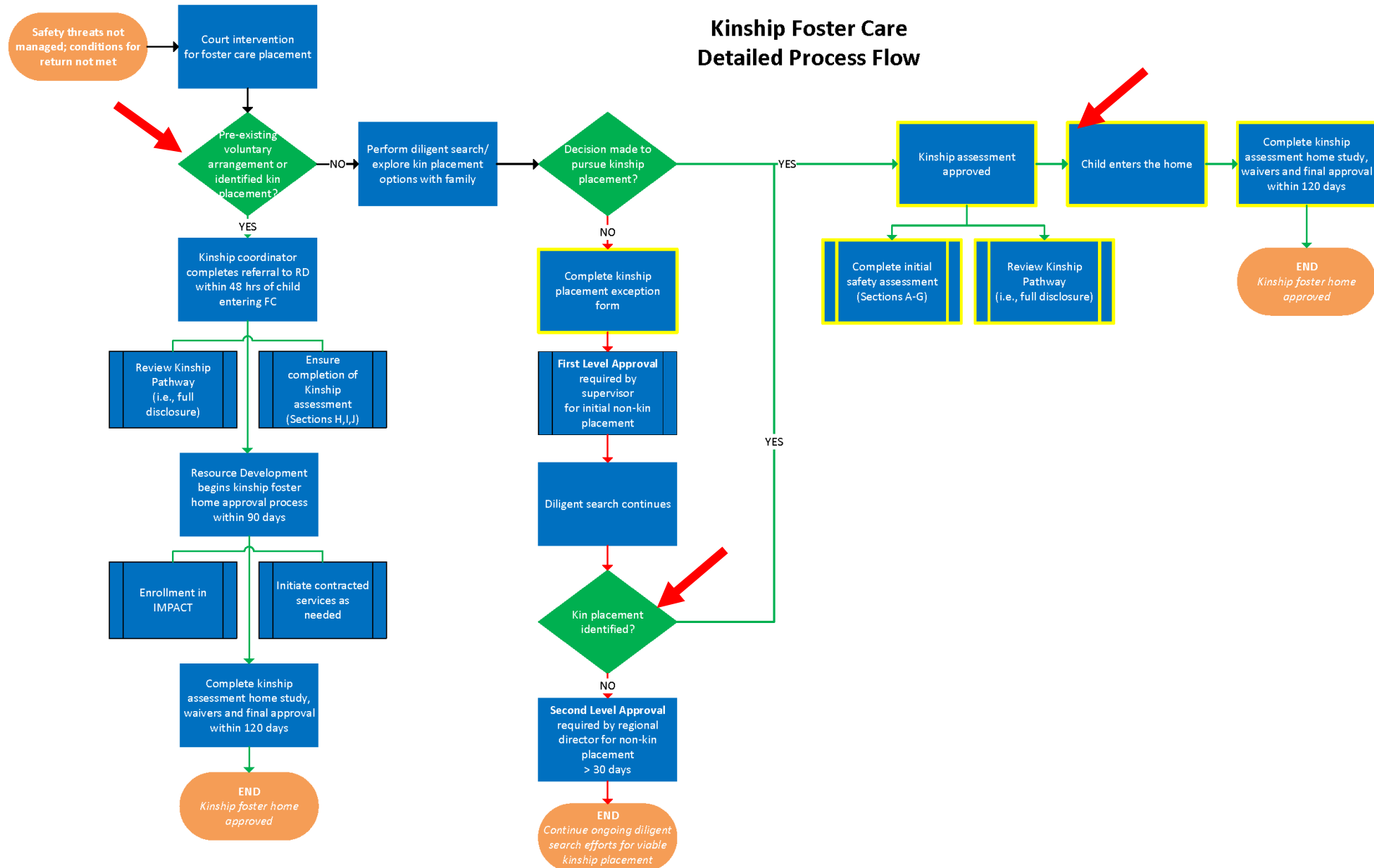
- At any time during this 90-day arrangement if the caregiver is showing minimal to no progress towards behavioral change, or the conditions for return cannot be met court intervention must be pursued immediately.
- **We don't want to put off the inevitable.** Good supervision and case work practice will reflect court action taken on all cases prior the 90th day.

Exiting the Voluntary Kinship Arrangement

1. Child returned home – Safety concerns resolved (Case Closed)
2. Child returned home – Case transferred for Family Preservation
3. Child adjudicated dependent – Child returned to parent with Protective Order.
4. Child adjudicated dependent-Child remain with VK with Protective Order.
5. CPS Guardianship- Case Closed.
6. Child adjudicated dependent – Custody to DFCS.



DIVISION OF FAMILY & CHILDREN SERVICES



Kinship Foster Care

The Benefits

- Extends the full range of services offered by social services, child welfare, and other agencies to kinship caregivers and the child (ren) in their care.
- A system which approves the majority of kin as foster parents. Timely training and financial support to kin caregivers.
- Decrease the length of time a child remains in foster care.
- Greater flexibility for kinship guardianship as the permanency plan for foster children.

Kinship Standards and Quality Outcomes

Kinship Foster Care

- Children Entering Foster Care from Voluntary Arrangements Remain with the Existing Caregiver- **Seamless process and faster approvals**
- Increase of Initial Placements with Kinship Placements- **Initial placement with kin follows a similar process to CPS placements**
- Screening CPS and Criminal History at the onset of the placement- **Requesting regional waivers or State Office Waivers timely**
- Kinship placements are supported through the foster home approval process by a Kinship Coordinator- **Full transparency with caregivers regarding the 120day approval process**

Expediting Kinship Placements for Children in Foster Care

- Key Steps are **REQUIRED**
 - Complete all the requirements for an emergency placement.
 - Review the CPS and Criminal History results
 - Determine if waivers are required
 - Confirm the caregivers willingness to complete the foster home approval process in 120 days, **AND** their permanent commitment to the child.
 - Notify the foster parent and court of intention to change placements.

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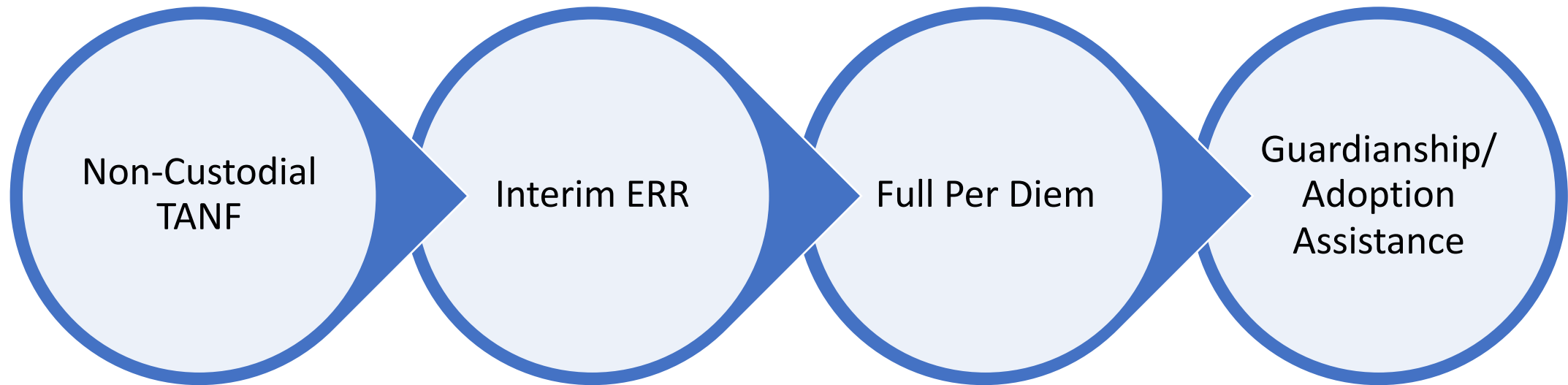
Don't Delay Diligent Search

- Locate kin sooner, faster, and quicker. **First 30 days are crucial!**
- Remember better late than never doesn't apply! (**HB167**)
- Inform all parties that you are working to locate kin.
- Thorough **Diligent Search** is not a preference in support of Foster Parents vs Kin. Effective Diligent Search is an opportunity to preserve a child's identity and culture.
- Address concerns/conflicts at the onset with all parties
 - Previous CPS/Criminal History
 - Sibling groups
 - Paternal Relatives and Multiple Fathers
 - Caregiver Concerns (other household members, marital status, etc..)
 - ICPC –Delays
 - Caregiver's Lack of Response

What to tell A Kinship Foster Care Resource?

- Thank you for willingly providing care and supervision for your family member.
- Please remember that your home has been initially approved. Your home must be fully approved in order to serve as placement resource for a child in foster care.
- The approval process provides you with education and resources to care for your family member.
- You will be contacted/visited by other agency staff regarding additional requirements. Remember to return calls and partner with DFCS to ensure there aren't delays in your approval process.
- You will be contacted in the next few days by our Kinship staff to share more about your caregiving role.
- *Do you have any immediate needs? Urgent matters should be communicated to the Foster Care case manager.* In the coming days if you have concerns be sure to share them with staff members.

Financial Assistance



Non-Custodial Cases

- TANF Payee Only
- TANF Grand Parent Raising Children Payments (GRG)
- TANF Crisis Intervention Services Payment (CRISP) for eligible grandparents)
- SNAP
- Medicaid

TANF Non-Legally Responsible Relative			
Number kids	Monthly Rate		Annual Cost of Slot
1	\$ 155.00		\$ 1,860.00
2	\$ 235.00		\$ 1,410.00
3	\$ 280.00		\$ 1,120.00
4	\$ 330.00		\$ 990.00
5	\$ 378.00		\$ 907.20
6	\$ 410.00		\$ 820.00
7	\$ 444.00		\$ 761.14

Interim Enhanced Relative Rate (ERR)

- Child in foster care; caregiver must be a relative.
- Initial assessment of home and safety screenings must be complete.
- Interim payment initiated as family moves through the full approval process.

Base ERR (Enhanced Relative Rate)			
Age	Monthly Rate		Annual Cost of Slot
0-5	\$ 705.97		\$ 8,471.64
6-12	\$ 754.33		\$ 9,051.96
13+	\$ 812.73		\$ 9,752.76

Full Per Diem as Approved Home

- Transition to Full Per Diem Target – 120 Days from Placement
- Eligible for all foster home financial support as well as case management support (RD team); Foster Parent Bill of Rights eligible; paid respite; case plan participation....

Division of Family & Children Services			
Base Foster Care to DFCS Foster Parent			
Age	Daily Rate		Annual Cost of Slot
0-5	\$ 25.27		\$ 9,223.55
6-12	\$ 27.26		\$ 9,949.90
13+	\$ 29.65		\$ 10,822.25

Subsidized Guardianship Requirements

- A caregiver has been approved;
- **b. Non-reunification was granted by the court;**
- c. A Subsidized Guardianship/Non-Relative Subsidized Guardianship Application and Agreement has been signed by the relative/non-relative and approved by the County Director/Designee; **NOTE: The Subsidized Guardianship/Non-Relative Subsidized Guardianship Application and Agreement must be signed by the relative/non-relative prior to the transfer of permanent guardianship.**
- d. The child has resided with the relative/non-relative under DFCS supervision for a minimum of six months prior to the transfer of permanent guardianship;
- **e. The relative/non-relative was granted permanent guardianship of the child until age 18;**
- f. The child is a citizen or legal permanent resident of the U.S.;
- g. The income of the child, excluding the child's wages, is less than the amount of the subsidy payments.

Relative Guardianship			
Age	Monthly Rate		Annual Cost of Slot
0-5	\$ 705.97		\$ 8,471.64
6-12	\$ 754.33		\$ 9,051.96
13+	\$ 812.73		\$ 9,752.76
Non Relative Guardianship			
Age	Monthly Rate		Annual Cost of Slot
0-5	\$ 371.40		\$ 4,456.80
6-12	\$ 419.88		\$ 5,038.56
13+	\$ 478.22		\$ 5,738.64

Base Adoption Assistance	Must meet special needs definition.		
Age	Monthly Rate		Annual Cost of Slot
0-5	\$ 441.04		\$ 5,292.48
6-12	\$ 463.85		\$ 5,566.20
13+	\$ 486.67		\$ 5,840.04

#yesweKIN

Time for
Questions
