

Brevard Family Partnership

2013 – 2017 Strategic Plan

MISSION STATEMENT - It is our mission to protect children, strengthen families and change lives through the prevention of child abuse and the operation and management of a comprehensive, integrated, community-based System of Care for abused, abandoned and neglected children and their families.

VALUES - Our System of Care is family-centered, strength-based and community driven. We believe that all children have the inalienable right to grow up safe, healthy and fulfilled in families that love and nurture them.

VISION - It is the vision of Brevard Family Partnership and its stakeholders to manage a child welfare system committed to the following:

- The safety of children will be the foremost concern, at all times;
- Permanency issues will be resolved in accordance with a child's sense of time;
- Services are customized to meet the unique needs of each child and family and are provided by a comprehensive, community-based network of providers who are dedicated to delivering a family-centered, customized, need driven, responsive service delivery system;
- Resources will be efficiently and effectively managed to achieve better outcomes for children with the ultimate goal being child safety and permanency within a twelve-month timeframe;
- Financial support will be available from diverse federal, state and local sources and flexibly managed at the local level to meet child and family needs in a timely and appropriate manner; and
- The system will be able to collect and use data to accurately forecast what services and supports are needed, at what level of intensity and duration, and at what cost to achieve desired outcomes for each child and family in need.

ORGANIZATIONAL GOALS

Goal 1: PARTNERSHIPS/RESOURCES – Facilitate collaborations and partnerships to meet the unique needs of the families served in the community

Objective: Prepare a community awareness and outreach program to increase public involvement and investment in child safety

Strategies:

- Enhance communications through traditional and social media
- Craft a community message and train volunteer board members, staff, providers, foster parents, and youth as to give presentations
- Target outreach to key sectors including schools, healthcare, law enforcement, first responders, businesses, employers, and others
- Identify and target schools with highest BFP enrollments to improve educational outcomes and school transitions for children in care
- Pursue new partnerships and develop plans to improve local substance abuse and mental health treatment, employment assistance, child care services, and transportation

Goal 2: QUALITY ASSURANCE – Collect and use data and research to forecast needs and to improve services

Objective: Maintain strong emphasis on evidence based practices and performance measures for QA/QI

Strategies:

- Optimize best practices/evidence based practices in the community to improve quality of services
- Fully implement and integrate new technology tools for improved data collection and tracking
- Ensure local, state, and national standards are met and/or exceeded including Council on Accreditation

Goal 3: CASE MANAGEMENT – Promote stability and preserve institutional knowledge using a single case management model with team support

Objective: Monitor caseloads, performance, and turnover to safeguard continuity of care

Strategies:

- Establish milestones, identify incentives, and revise contracts to recognize and reward achievement of strategic plan goals.
- Educate case management staff and increase communication to maintain positive work environment
- Increase case management agency commitment to BFP's system of care practices, values, and performance standards at every level from leadership to front line staff
- Integrate services and utilize existing resources to ensure that visitation goals are met, ensuring family engagement and child safety
- Identify and present options for CPI/DCM staff communication, training, and other interactions to facilitate coordination
- Promote the co-location of services and personnel with DCF and other partners

Goal 4: PROVIDER NETWORK – Operate and manage a comprehensive, community-based system of care for abused, abandoned, and neglected children and their families

Objective: Make sure that services, providers, and facility locations meet the individualized needs of children and families

Strategies:

- Modify provider contracts to recognize and reward implementation of strategic plan goals and priorities
- Continue adding new and specialized services and communicate information about services and resources continuously
- Require wraparound training to empower employees
- Train staff and providers to adhere and respond to trauma informed care principles and practices, and to utilize human trafficking and prescription drug abuse interventions

PROGRAM/SERVICE GOALS

Goal 5: PREVENTION - Build an aggressive, front-end prevention and diversion program

Objective: Expand prevention services to divert children from case management and out-of-home care

Strategies:

- Expand community awareness and use of Brevard C.A.R.E.S., mobile response, and other prevention services
- Promote use of Brevard C.A.R.E.S., mobile response, and other prevention services by Child Protective Investigation staff
- Train targeted professionals working with children who need to report abuse how to access Brevard C.A.R.E.S., mobile response, and other prevention services as an alternative
- Explore options for Mobile Response Team response to school calls

Goal 6: FAMILY PRESERVATION – Protect children while strengthening families

Objective: Customize services to meet the unique needs of each child and family

Strategies:

- Engage more families in Family Team Conferencing, High Fidelity Wraparound, and Strength Discovery
- Strengthen relationships with partners and the courts to increase Family Team Conferencing and Strength Discovery for dependency cases
- Streamline communications and scheduling to increase Family Team Conferencing participation
- Include extended family member participation in the family team through Family Finders
- Focus attention on development of additional natural and informal support systems
- Research best practices and explore opportunities for post-case support to decrease failed adoptions/adoption dissolution
- Explore mentoring programs for families using parent peers or past successful consumers

Goal 7: OUT OF HOME CARE – Optimize placement options for children close to home, school, and community

Objective: Recruit, train, and retain foster families and group homes, and set performance standards for all out-of-home placements

Strategies:

- Expand the Quality Parenting Initiative to focus on normalcy, positive youth development, and trauma informed care principles
- Manage smoother transitions for children through effective case planning
- Build capacity to work with children coming in with increasingly complex issues
- Partner with the Department of Juvenile Justice to assist families and decrease the number of children transitioning to foster care
- Recruit, train, and support foster families willing and able to work with teens

Goal 8: INDEPENDENT LIVING – Address the special needs of young adults in care and exiting care

Objective: Create a comprehensive support system for teens and young adults to achieve independence

Strategies:

- Involve youth, foster families, guidance counselors, and others in Family Team Conferencing to develop transition plans
- Collaborate with community agencies, civic groups, clubs, faith based organizations for transition support, mentoring, career counseling, family planning, and other resources for young adults
- Investigate and maintain a database of transitional and affordable housing options
- Seek out community groups, clubs, and faith-based organizations to assist young adults with household basics and other transitional needs
- Engage schools and increase the number of youth receiving high school diplomas or GEDs
- Leverage social media to disseminate information about transitional resources

Goal 9: ADOPTION – Find permanent homes for children in a timely manner

Objective: Identify adoptive families that can meet the specialized needs of the children currently in care

Strategies:

- Explore and evaluate additional pre- and post-adoption support and services
- Organize support groups for adoptive families and older, adopted children
- Optimize use of Brevard CARES to support at-risk adoptive families
- Determine interest in quarterly gatherings for pre- and post-adoptive families and children