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| Vision: A North Carolina where every child and family is safe, healthy, and well. | | | | |
| Mission: Child Welfare Services is committed to operating with cultural humility and providing family-centered services to children, youth, and families to achieve well-being through ensuring self-sufficiency, support, safety, and permanence. | | | | |
| Strategic Priorities | | | | |
| 1: Safety | 2: Permanency | 3: Well-Being | 4: Continuous Quality Improvement (CQI) | 5: Workforce Development |
| Commitments | | | | |
| All children and youth live in safe, stable, and nurturing relationships and environments. | Children and youth in the foster care program will experience stability in foster care and achieve permanency in a timely manner, and youth who do not achieve permanency will transition successfully into adulthood. | Families will have enhanced ability to meet their children and youths' well-being needs, including physical, social-emotional, behavioral, and educational needs. | County child welfare agencies will have the supports needed to implement and consistently apply all policies protocols, practices, and procedures including the information required to make data-driven decisions. | North Carolina will build and support a stable child welfare work force that is well-qualified, trained, supervised, and supported to promote positive outcomes for children, youth, and families. |
| Targets | | | | |
| 1. By 2022, the NC child welfare workforce will be able to assess current risk and the potential of future harm to ensure safety more accurately and objectively. 2. By 2024, NC will implement its chosen practice model to support consistent practice in all 100 | 1. By 2024, NC will decrease the number of days it takes a child to exit foster care and increase the rate of permanent exits (reunification, adoption, guardianship, custody). ² 2. By 2024, to increase placement stability, NC will recruit and maintain a sufficient pool of ethnically and racially diverse families who have the skills needed | 1. By 2022, NC will strengthen its health and well-being programming in CPS In-Home Services. 2. By 2024, NC will ensure all children and youth in foster care will receive an initial health screening by a medical professional to identify health needs and be referred to medical, dental, and behavior health services as needed. | 1. By 2024, NC will have a statewide continuous quality improvement (CQI) model that aligns both county and statewide efforts. 2. By 2024, NC will ensure that state and county child welfare leaders and staff have access to reliable data – broken down by race, age, county, region, and provider - to use in | 1. By September 2021, NC will complete a workload study for each area of child welfare services to identify appropriate caseload maximums. 2. By August 2022, NC will re-institute a stipend support program for both MSW and BSW students into its child welfare education collaborative. |

² Aligns with North Carolina's Early Childhood Action Plan (ECAP)

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| <p>counties.</p> <p>3. By 2024, North Carolina will create a comprehensive framework to strengthen families and prevent child maltreatment.¹</p> <p>4. By 2024, North Carolina will develop a process to identify where and how racial and other disproportionality and disparities are occurring in its child welfare system and implement strategies to reduce these inequities.</p> | <p>to provide ongoing safety and meet the needs of children served by the foster care program.</p> <p>3. By 2024, NC will maximize the use of the Foster Care 18 to 21 Program for eligible youth.</p> | <p>3. By July 2024, North Carolina will ensure the Medicaid Tailored and Specialty Plans are informed by and reflective of the needs of child welfare-involved children and youth.</p> <p>4. By 2024, North Carolina will ensure its practice model and workforce development program are trauma-informed.</p> | <p>the CQI process.</p> <p>3. By 2024, North Carolina will have a statewide case management system that captures all federally and state required data and increases efficiencies for users.</p> | <p>3. By 2024, North Carolina will implement a workforce development program including training, coaching, leadership development, and skills assessment for key child welfare positions that integrates knowledge and skills assessment, integrates racial equity and inclusion, and enhances the capabilities of the child welfare workforce at the state, regional, and county levels to improve outcomes to children and families.</p> |
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¹ This is consistent with the Early Childhood Action Plan (ECAP). The prevention framework will be across a continuum of primary, secondary, and tertiary levels at the state, regional, and local levels.