



Quarterly Indicators Report

Fiscal Year 2023 Quarter 1
July 1, 2022 – September 30, 2022



Office of
Children and Families
CITY OF PHILADELPHIA

Department of Human Services

Purpose

The Quarterly Indicators Report highlights trends in essential Philadelphia Department of Human Services (DHS) and Community Umbrella Agency (CUA) functions, key outcomes, and progress toward the four primary goals of Improving Outcomes for Children (IOC):



More children and youth maintained safely in their own homes and communities



A reduction in the use of congregate care



More children and youth achieving timely reunification or other permanence



Improved child, youth, and family functioning

Executive Summary

Strengths: Progress towards right-sizing



Fewer families are open for DHS services. Nine CUAs continued to close more cases than were referred in Quarter 1 of Fiscal Year 2023. Also, there were fewer families open for formal services at the end of Fiscal Year 2023 Q1 than in the four previous fiscal years.



Fewer children re-enter foster care. The percentage of youth who are reunified that re-enter foster care within one year has decreased since Fiscal Year 2019.



Executive Summary

Strengths: More children maintained in their own communities



Emphasize placing children with kin. Just over half (51%) of the children and youth in dependent placement on September 30, 2022, were in kinship care.



Fewer children and youth are in placement. The number of children and youth in dependent out of home placement has decreased by 36% from 5,796 children in September 2018 to 3,724 children in September 2022.

Strengths: Safely reduce congregate care



Decrease in congregate care. At the end of the first quarter of Fiscal Year 2023, 7.6% of dependent youth in placement were in congregate care, which is lower than the national average of 9.0%. There has been an 80% decline in youth in delinquent congregate care since 2018.



Executive Summary

Areas of Focus: Ongoing challenges with permanency



Ongoing challenges with permanency. The timeliness of permanency for children in placement has declined since Improving Outcomes for Children (IOC) implementation (Fiscal Year 2015).

Areas of Focus: Staff recruitment and retention



Staff turnover at CUAs remains high. Challenges with recruitment and turnover for CUA providers have been made worse by the COVID-19 pandemic. DHS and CUA are engaged in multiple strategies to improve recruitment and retention at the CUAs.

Areas of Focus: Increased youth in PJJSC



More youth detained at the PJJSC. The number of youth detained at the Juvenile Justice Services Center (PJJSC) has increased by 58% from the previous fiscal year.



Content Areas

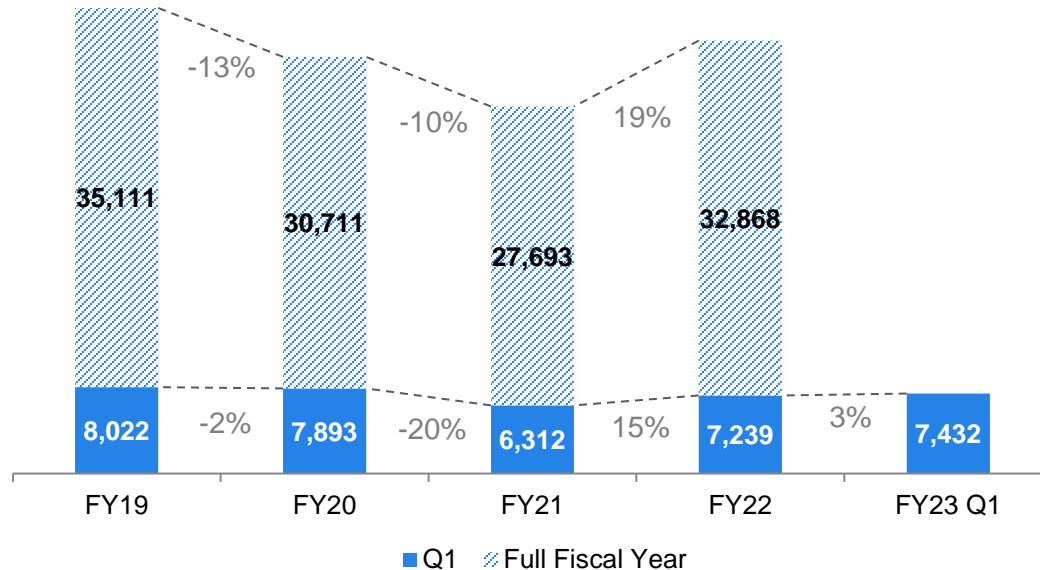
- | | |
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| 1 | Hotline and Investigations |
| 2 | Dependent Services |
| 3 | Juvenile Justice Programs |
| 4 | Permanency |
| 5 | Spotlight Section: Permanency |
| 6 | Spotlight Section: Workforce |



Hotline and Investigations

Call Volume

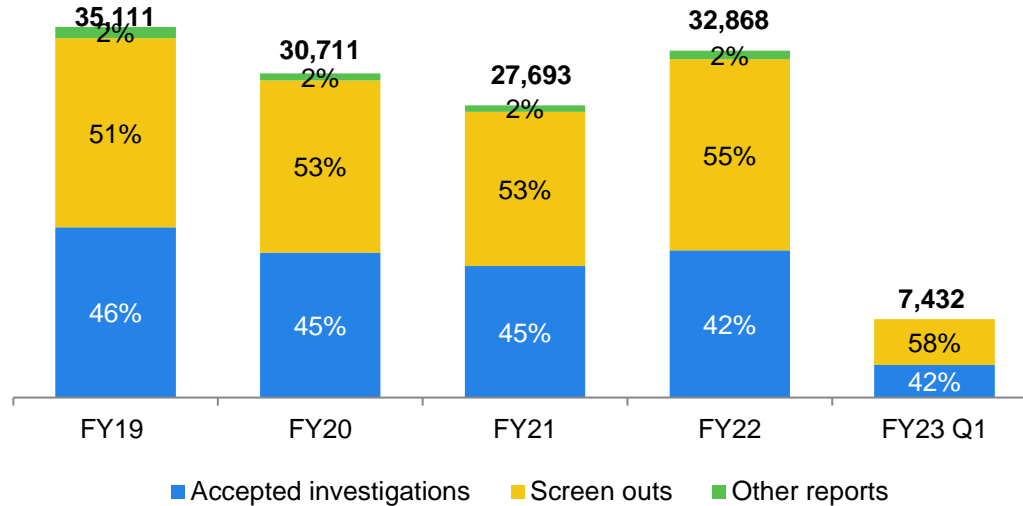
Figure 1. Total Hotline Reports



- Hotline reports in FY23 Q1 increased slightly by 3% from FY22 Q1
- This is the second year in a row that Hotline reports have increased during the first quarter of the fiscal year

Hotline Decisions

Figure 2. Hotline Action



- All reports received by Hotline are assessed using the Hotline Guided Decision making
- Of all assessed, less than half (42%) of all reports were accepted for investigation in FY23 Q1, similar to previous full fiscal years

Data run on 11/14/2022

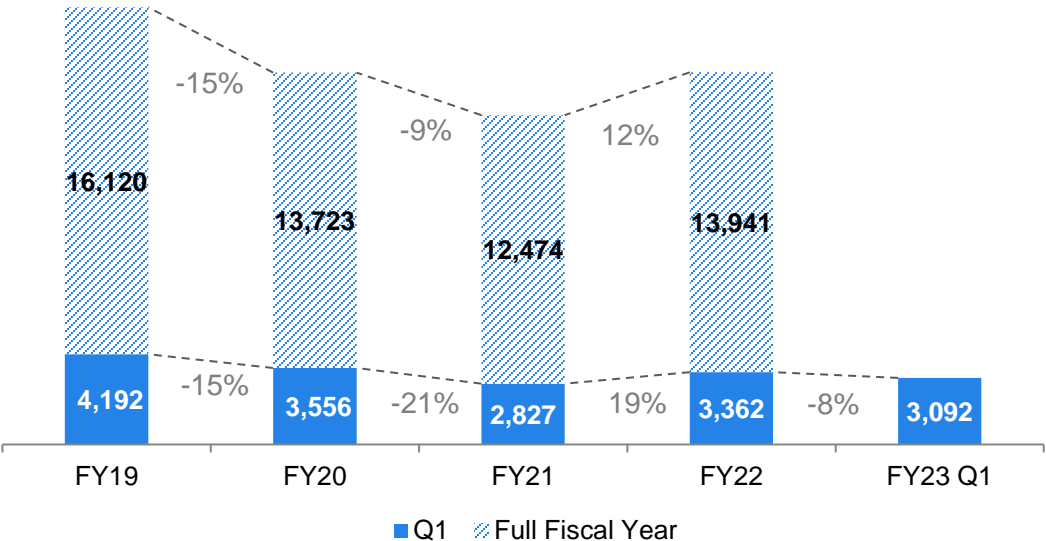
This year we have redefined these categories to remove the category of "Other" because reports previously categorized as Other are still screened using Hotline Guided Decision

Making and can potentially be accepted for investigation

**Other reports" in previous fiscal years include "information only" reports

Investigations

Figure 3. Total Investigations

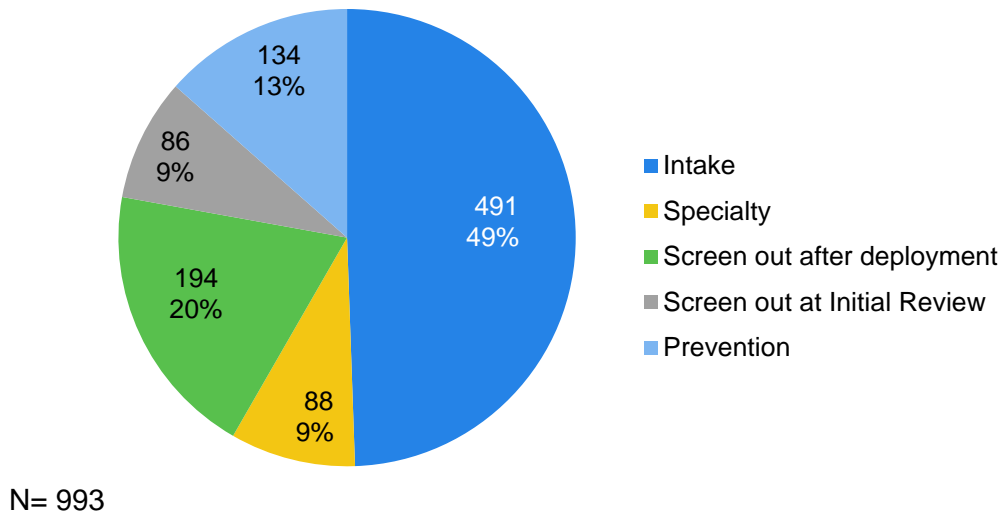


- Investigations decreased 8% from FY22 Q1 to FY23 Q1
 - Note: while reports to Hotline increased, investigations decreased. This difference demonstrates more families were screened out by Hotline
- In FY23 Q1, 3,092 calls from Hotline were sent to investigation, which is 42% of total reports

Hotline Decisions

Figure 4. Fiscal Year 2023 Q1 Secondary Screen Outs

DHS created the Secondary Screen Out process in Summer 2017 to review GPS reports with a 3-7 day priority that were accepted for investigation and were not assessed as present or impending danger. Using the Safe Diversion protocol Hotline supervisors will screen out a case after an initial review (with or without Prevention services) or deploy a Hotline worker for screening. Deployed Hotline workers may choose to send a case to Intake for investigation or screen it out.



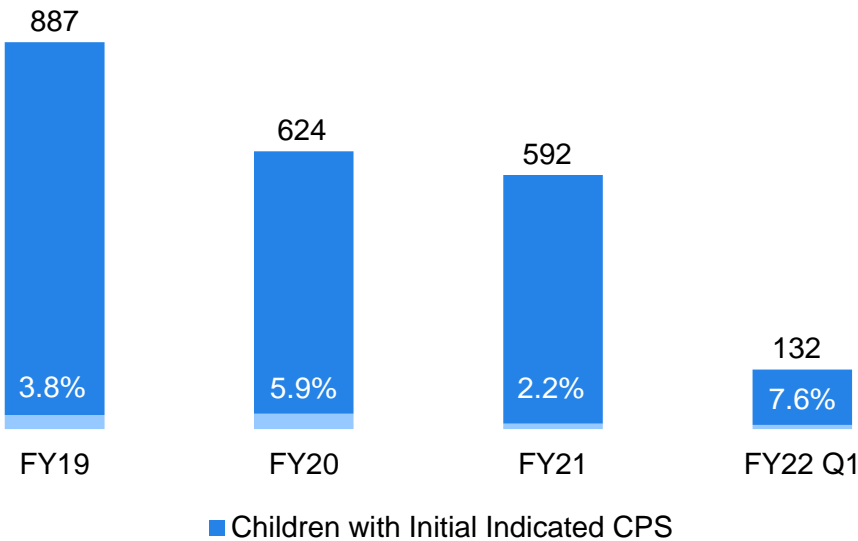
- In FY23 Q1, 993 reports were sent to the secondary screen out unit, and nearly half (42%) were screened out
 - Over 1 in 4 (29%) reports were screened out either at initial review or after deploying Hotline staff
 - Just over 1 in 8 (13%) reports were referred to Prevention
- Over half (58%) of secondary screen out reports were ultimately sent to Intake (49%) or Specialty Investigations (9%)

Data run on 11/28/2022
*Until FY22 Q2 the secondary screen out data was manually recorded and reported from this process. In FY22 Q3 DHS began using DHS" case management system, Philadelphia Family Data System (PFDS) to report the data.

Repeat Maltreatment: Federal Measure

The federal measure for repeat maltreatment examines the percentage of children in a given fiscal year with an indicated CPS report who had another indicated report with 12 months.

Figure 5. Repeat Maltreatment: Federal Measure



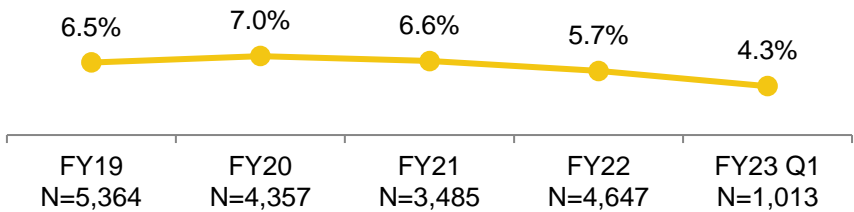
- Of the 132 children with an indicated CPS report in FY22 Q1, 7.6% had a repeat indicated CPS report.
- This percentage is higher than previous full fiscal years.

Data run on 11/14/2022
Because this measure looks forward in time, there is a one-year lag in reporting repeat maltreatment.

Repeat Maltreatment: State Measure

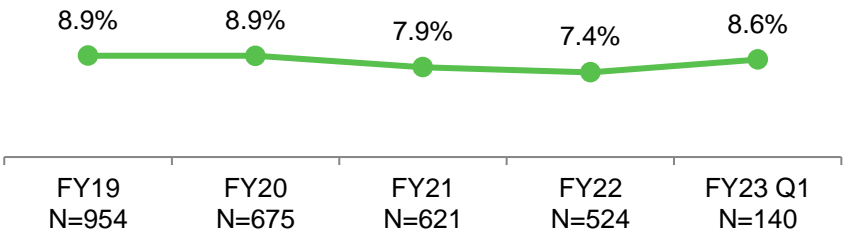
*The Pennsylvania measure for repeat maltreatment looks at the number of CPS reports received per year and identifies those children who **have ever had a previous** indication of abuse.*

Figure 6. CPS Reports with Suspected Re-Abuse



- The rate of CPS reports with **suspected** re-abuse in FY23 Q1 was lower than FY22.

Figure 7. Indicated CPS Reports with Re-Abuse



- The rate of CPS reports with **indicated** re-abuse in FY23 Q1 was higher than FY22.



Hotline and Investigations Summary

- In FY23 Q1, reports to the DHS Hotline of suspected abuse and neglect increased from the previous year, nearly returning to pre-COVID levels
- However, the total number of reports accepted for investigation decreased from the previous year
- While the number of reports to Hotline increased, Hotline staff continued to screen out proportionally more reports and repeat maltreatment remained lower than the national average

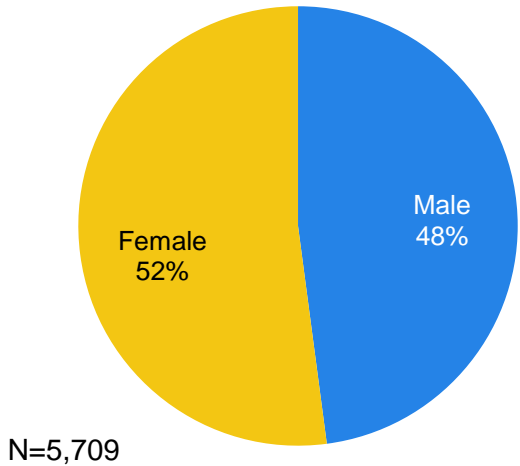
In summary, despite Hotline reports returning to pre-COVID levels, in an effort to right-size the system, Hotline staff continue to screen out more families reported than they accept for investigation



Dependent Services

Sex of Dependent Youth –September 30, 2022

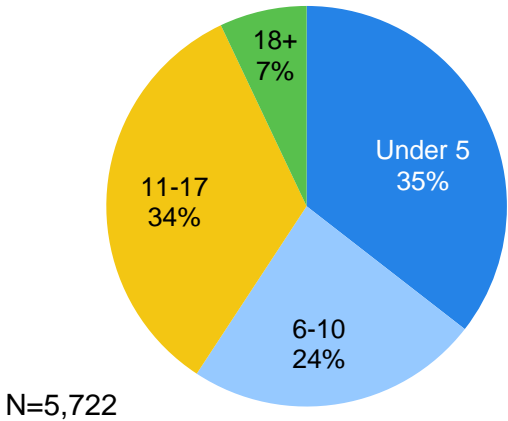
Figure 8. Sex of All Dependent Youth



- As of 9/30/22, there were slightly more female children and youth than male children and youth with dependent services
- These percentages were similar for youth in dependent placement and with in-home services

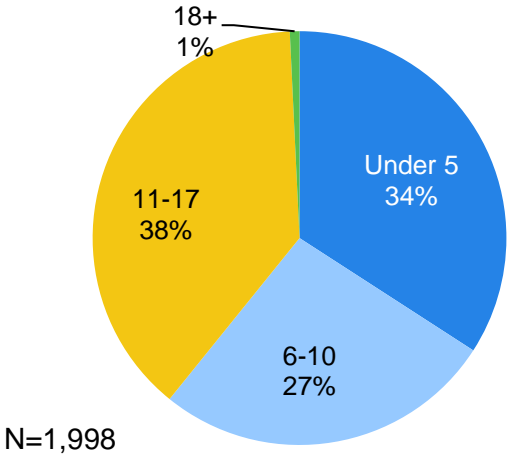
Age of Dependent Youth – September 30, 2022

Figure 9. Age of All Dependent Youth



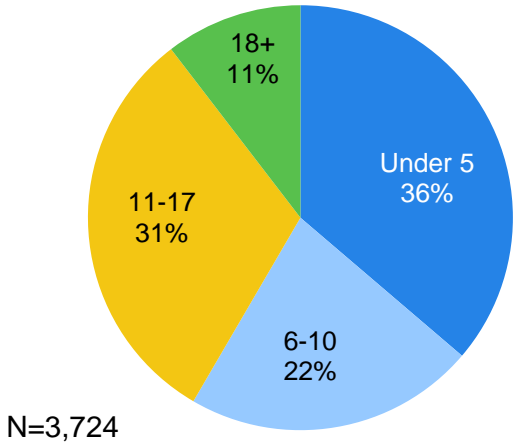
- On 9/30/22, 59% of dependent youth were under 11 years old

Figure 9a. Age of Dependent In-Home Youth



- On 9/30/22, 39% of dependent **in-home** youth were age 11 or older and just 1% were 18 or older

Figure 9b. Age of Dependent Placement Youth



- On 9/30/22, 42% of **placement** youth were ages 11 or older and 11% were 18 or older

Data run on 11/3/2022
*Sample size discrepancy across sex, age, and race/ethnicity is the result of unreported sex and age

Race/Ethnicity of Dependent Youth – September 30, 2022

Figure 10. Race/Ethnicity of All Dependent Youth

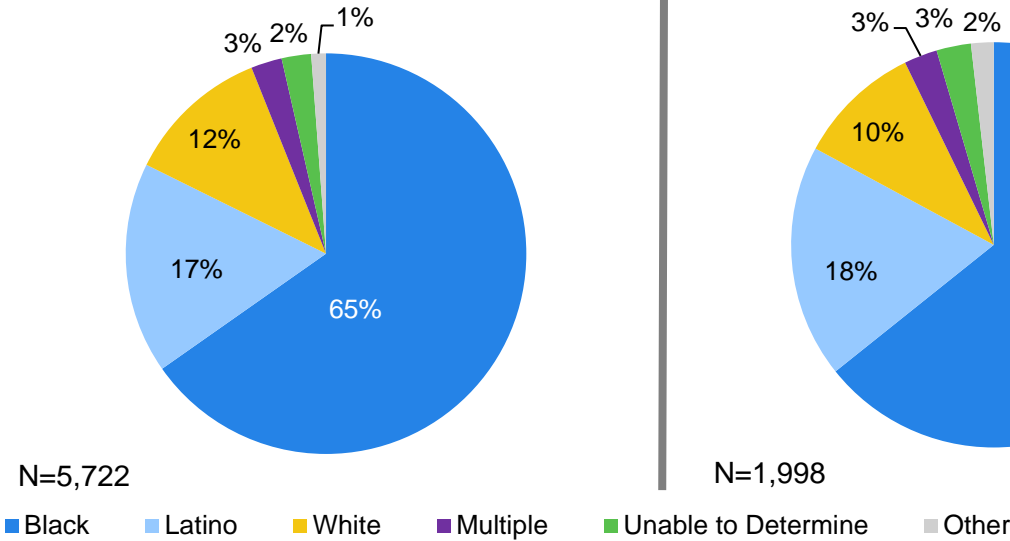


Figure 10a. Race/Ethnicity of Dependent In-Home Youth

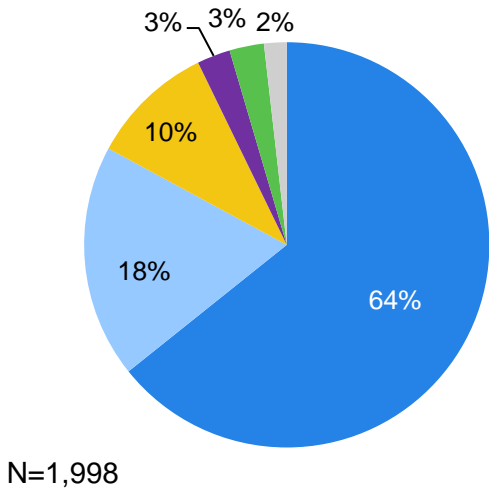
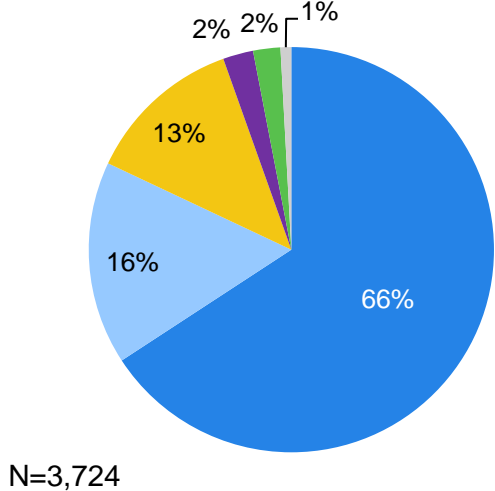


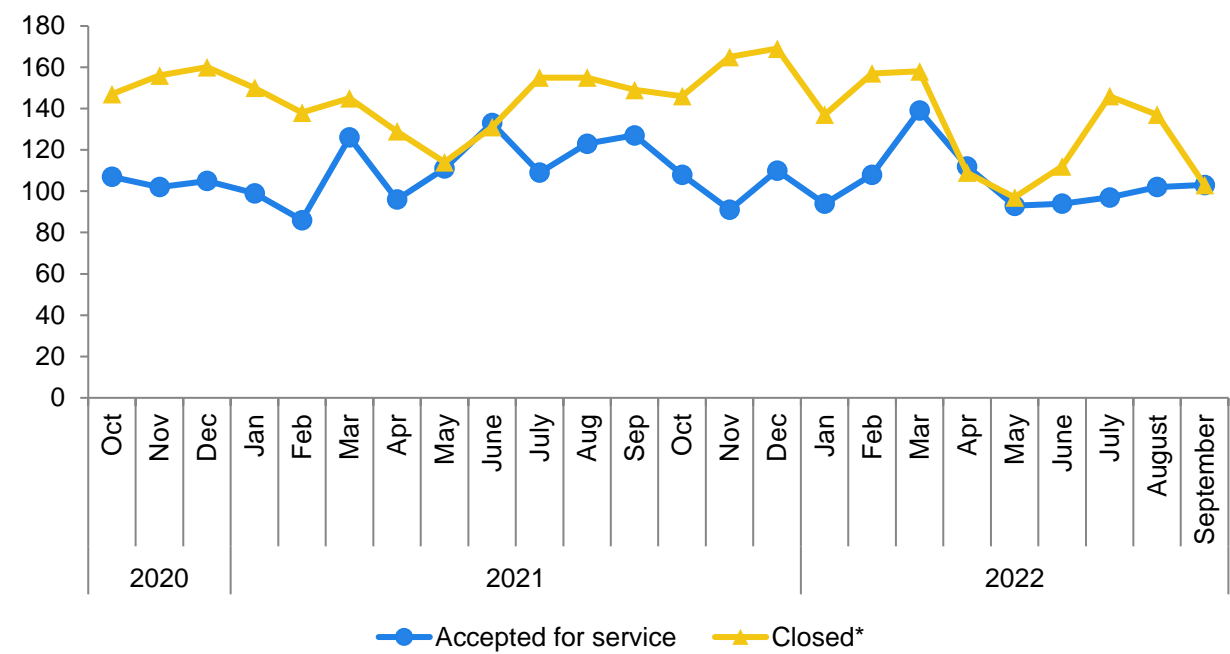
Figure 10b. Race/Ethnicity of Dependent Placement Youth



- Nearly two thirds (65%) of dependent youth on 9/30/22 were Black and approximately 1 in 6 (17%) were Latino
- The proportion of Black and Latino youth with in-home and dependent placement services were roughly equal to dependent youth overall

Families Accepted for Service and Families Closed

Figure 11. Families Accepted and Closed by Month

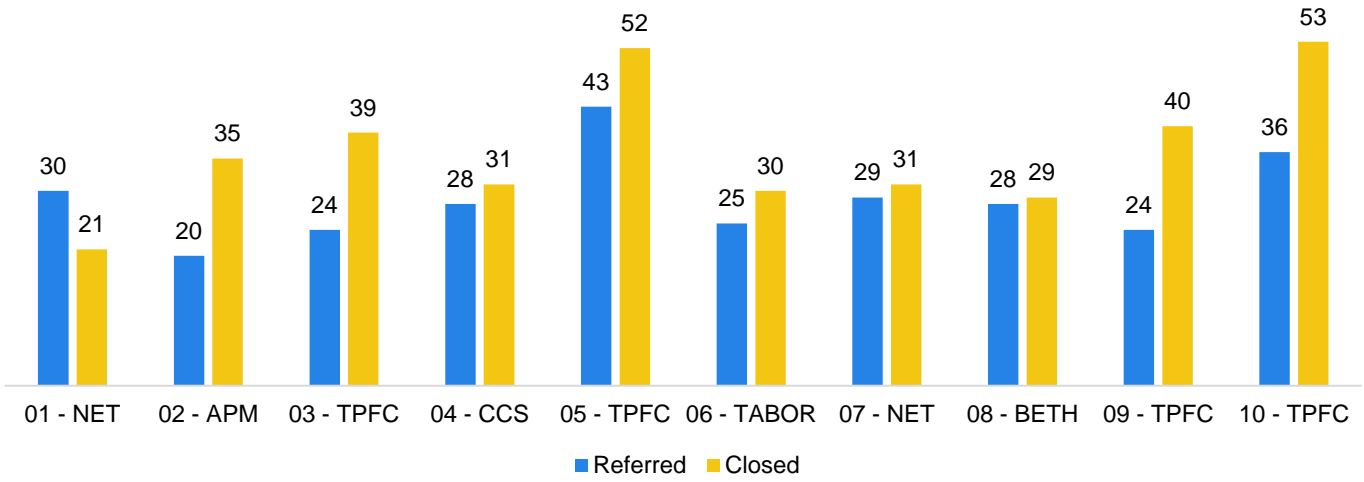


- More families were closed than accepted for service every month since Oct 2020 except June 2021 and April 2022
- September 2022 had an equal number of families closed and accepted for service

Data run on 11/3/2022
*Families closed includes those transferred to Non-CWO Services (Delinquent or Subsidy)

Families Referred and Families Closed

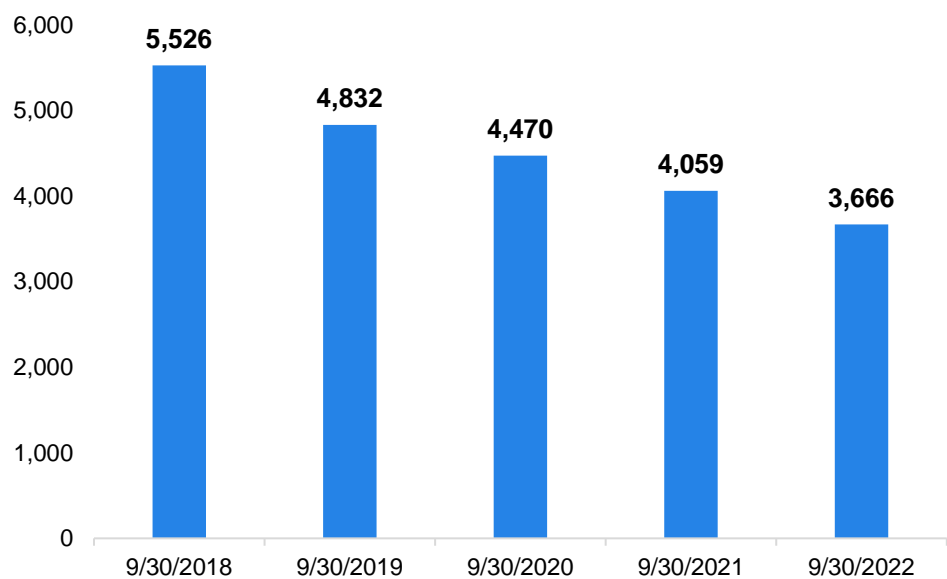
Figure 12. Families Referred and Closed in FY23 Q1, by CUA



- All CUAs closed more families in FY23 Q1 than were referred to them except for CUA 1
- CUA 2 closed 75% more families than they had referred to them in FY23 Q1, the greatest difference of any CUA

Total Families Open for Service

Figure 13. Total Families Open for Service on September 30th



- There were 3,666 families open for service on September 30, 2022
- There were fewer families open at the end of FY23 Q1 than in the four previous years

In-Home Services

Figure 14. Total **Families** with In-Home Services

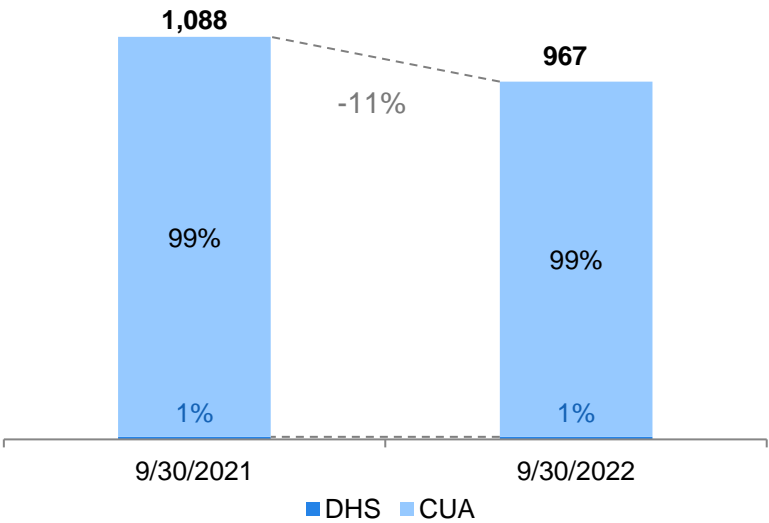
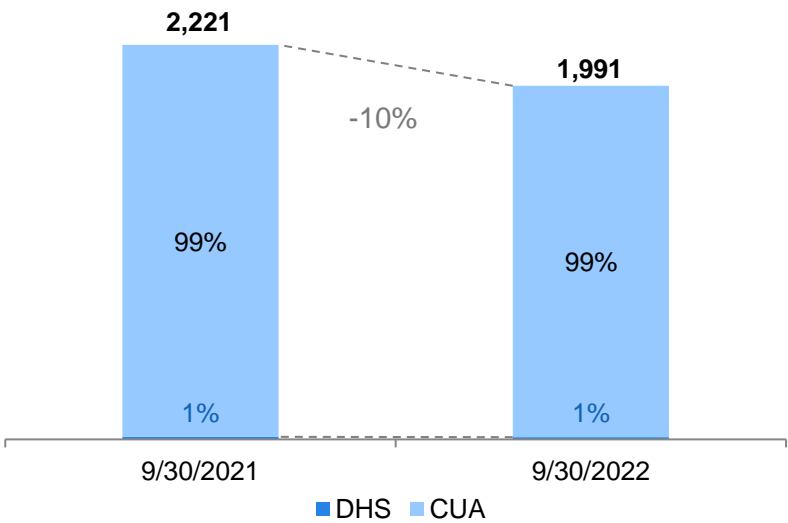


Figure 15. Total **Children** with In-Home Services



- Compared to 9/30/21, the total number of families and children with-in home services on 9/30/22 declined by 11% and 10%, respectively
- CUAs provided in-home services for 99% of all in-home families and children

In-Home Services

Figure 16. Total **Families** with In-Home Services by Service Type

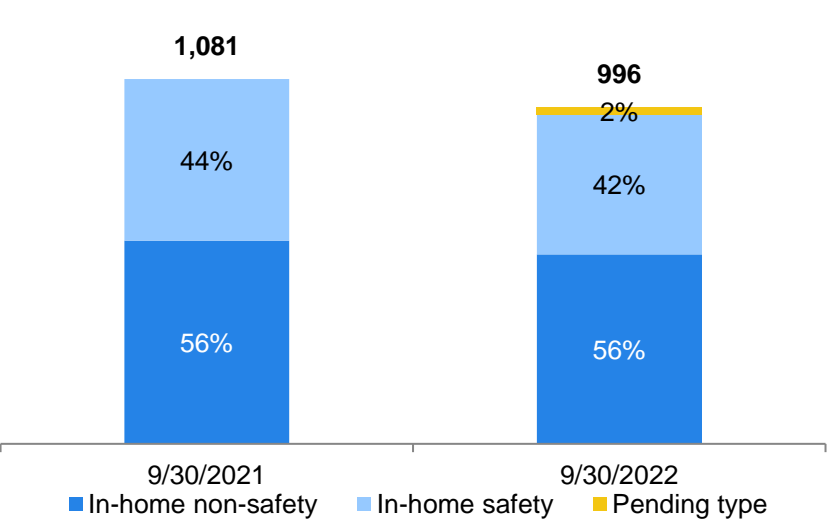
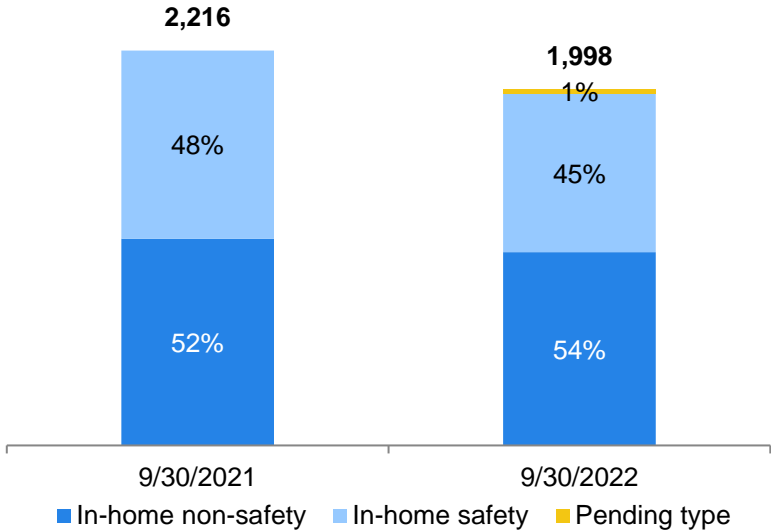


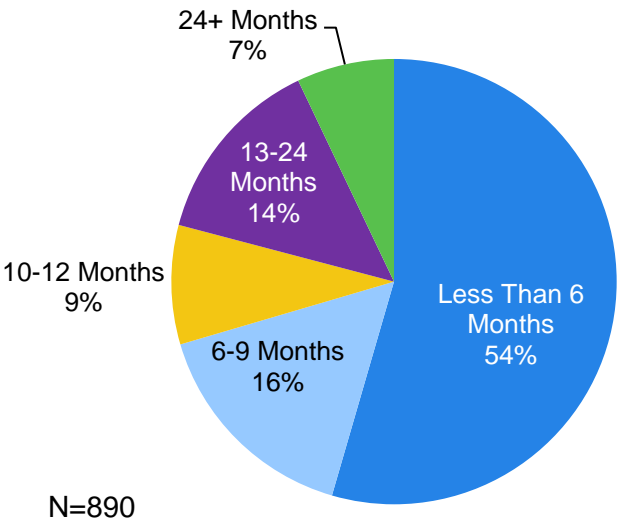
Figure 17. Total **Children** with In-Home Services by Service Type



- Slightly more children and families had in-home non-safety services than in-home safety services on both 9/30/21 and 9/30/22

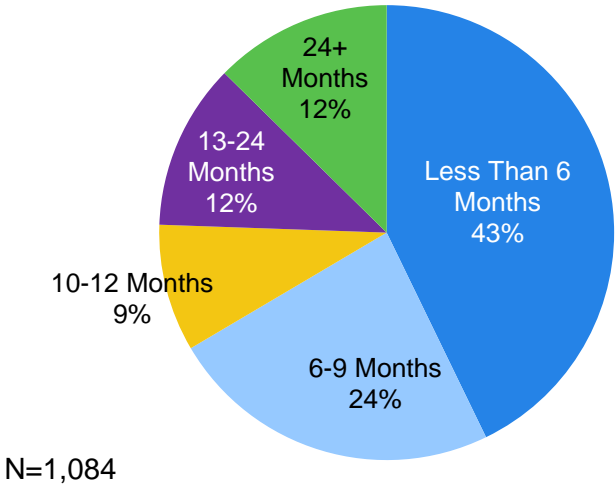
In-Home Services

Figure 18. Length of In-Home **Safety** Services on September 30, 2022



- As of 9/30/22, 54% of youth with in-home safety services had been in service for less than 6 months

Figure 19. Length of In-Home **Non-Safety** Services on September 30, 2022



- As of 9/30/22, 43% of youth with in-home non-safety services had been in service for less than 6 months, a lower percentage than last quarter

Data run on 11/3/2022.
Youth whose service information had yet to be entered into the electronic database are excluded from these figures.

Dependent Placement Services

Figure 20. Total **Families** with Placement Services

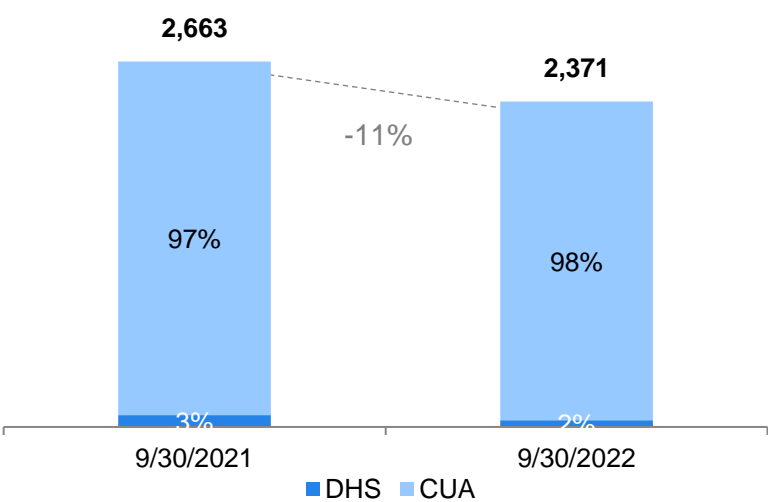
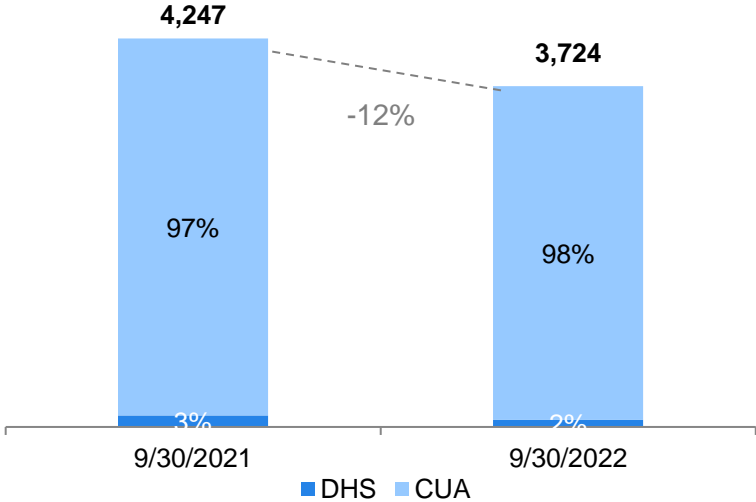


Figure 21. Total **Children** with Placement Services

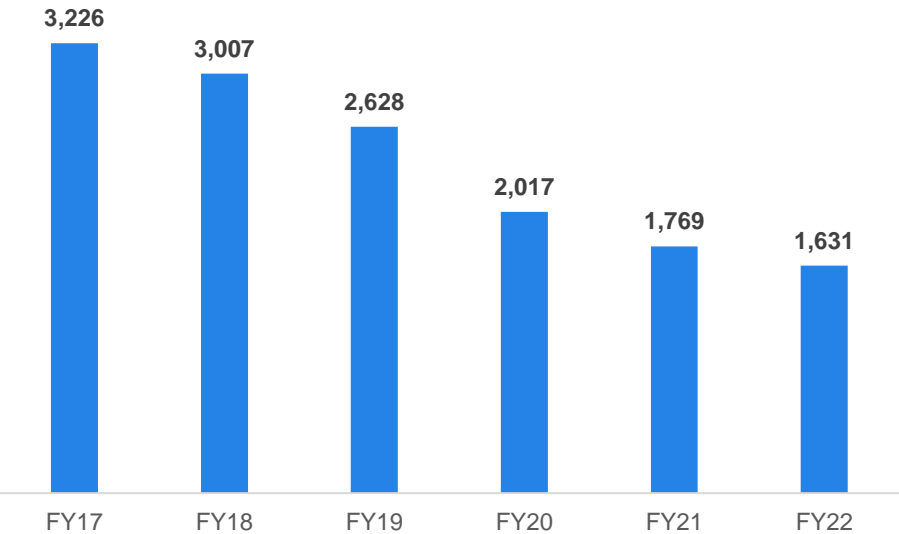


- Compared to 9/30/21, on 9/30/22 the total number of families with children in placement declined by 11%, and the total number of children declined by 12%
- CUA continued to manage services for almost all (98%) families and children with placement services

Data run on 11/3/2022.
DHS cases include those receiving services from the Ongoing Services Region (OSR), Adoption, and Special Investigations teams

Dependent Placements

Figure 22. Number of Children into Out of Home Care, by Federal Fiscal Year

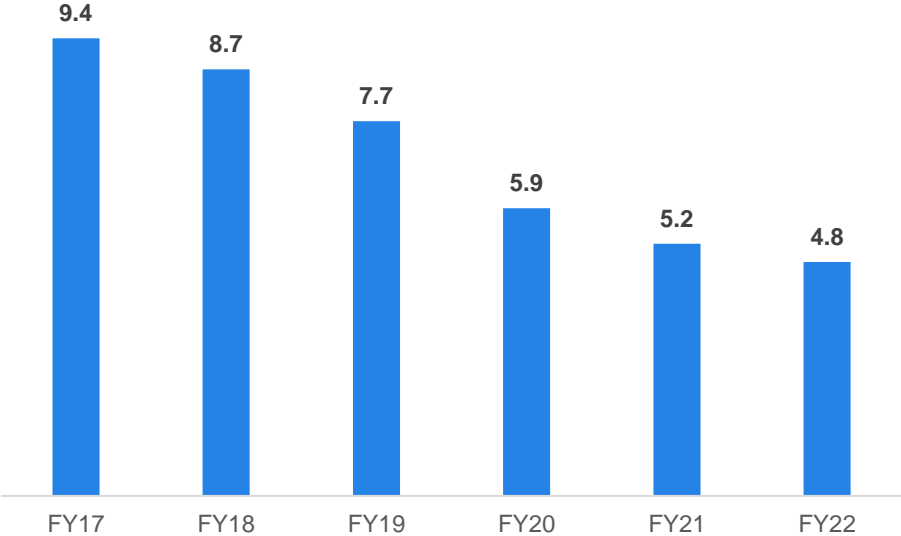


- In FY22, there were 1,631 entries into out of home care.
- The FY22 total represents a 49% decrease from FY17 (3,226 children).

Data updated on 2/20/2025 to improve comparability with AFCARS-based reporting.
Data reflects the federal fiscal year which runs from 10/1 to 9/30. This was done so that DHS could compare data to other jurisdictions.

Dependent Placements

Figure 22b. Entry Rate of Children into Out of Home Care per 1,000 Philadelphia Children, by Federal Fiscal Year

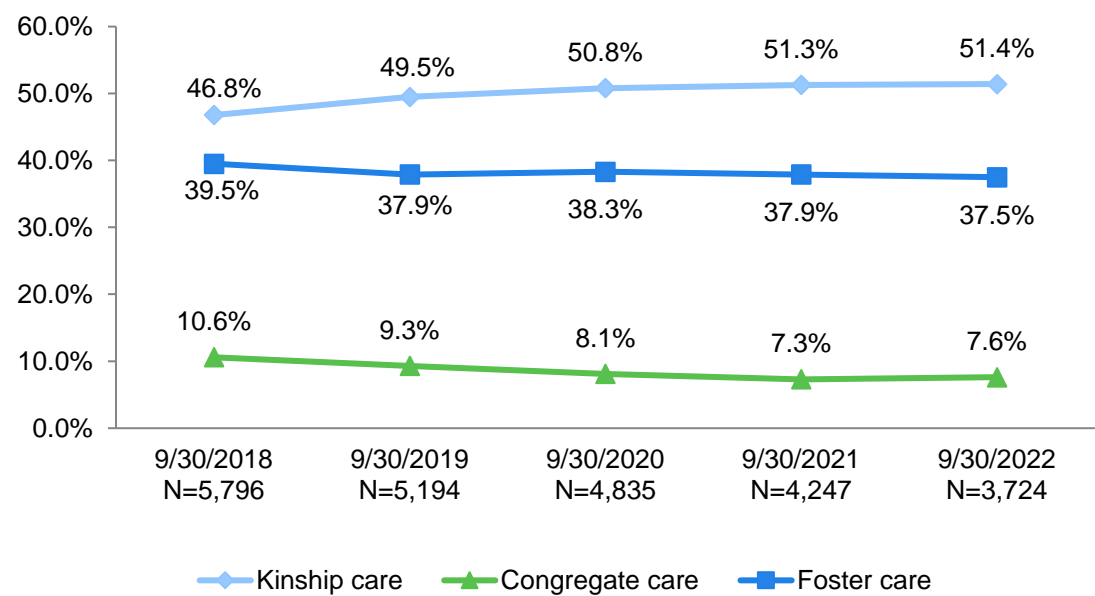


- In FY22, the entry rate of children into out of home care was 4.8 per 1,000 children.

Data updated on 2/20/2025 to improve comparability with AFCARS-based reporting.
Data reflects the federal fiscal year which runs from 10/1 to 9/30. This was done so that DHS could compare data to other jurisdictions.

Dependent Placements

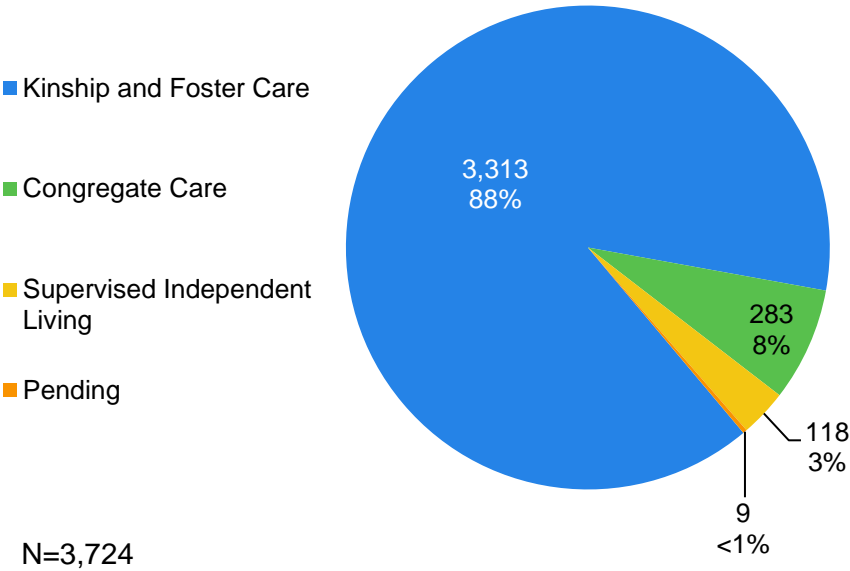
Figure 23. Dependent Placements on September 30th of Each Year



- Just over half (51%) of all dependent placement youth were placed with kin as of 9/30/22
- The percentage of youth in congregate care (7.6% on 9/30/2022) was slightly higher than a year ago (7.3% on 9/30/2021).

Dependent Placement Services

Figure 24. Children in Dependent Placements on September 30, 2022, by Placement Type



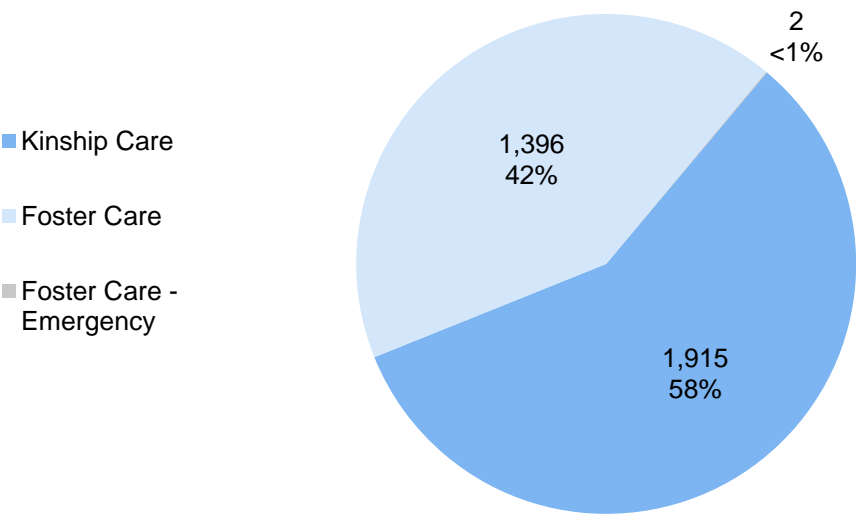
- Most (88%) youth in placement on 9/30/22 were in kinship or foster care
- Fewer than 1 in 10 (8%) youth in placement on 9/30/22 were in congregate care

As of 1/18/2023 there were 3,540 children and youth in dependent placement

Data run on 11/3/2022.
*Pending youths' service information had yet to be entered into the electronic database as of the date the data were run
Percentages for this figure have been rounded to the nearest whole number, so total will not equal 100%

Dependent Placement Services

Figure 25. Children in Dependent Foster and Kinship Care on September 30, 2022



N=3,313

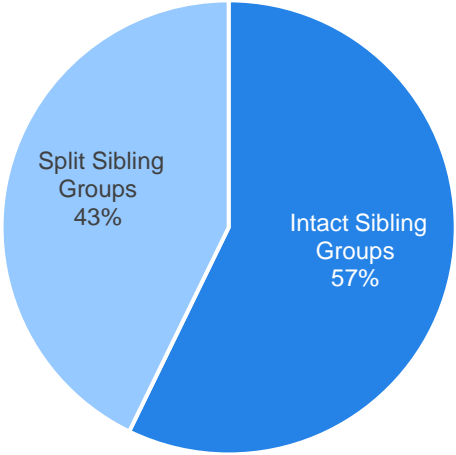
- More than half (58%) of youth in dependent family-based placements on September 30, 2022, were placed with kin

Family Foster Care Sibling Composition

Table 1. Sibling Composition of Youth in Foster Care and Kinship Care on September 30, 2022

CUA	Total Number of Sibling Groups	Total Number of Intact Sibling Groups	Percentage of Intact Sibling Groups
01 - NET	69	43	62%
02 - APM	90	58	64%
03 - TPFC	75	38	51%
04 - CCS	51	32	63%
05 - TPFC	133	73	55%
06 - TABOR	76	43	57%
07 - NET	52	31	60%
08 - BETH	60	39	65%
09 - TPFC	83	43	52%
10 - TPFC	66	32	48%
Overall	755	432	57%

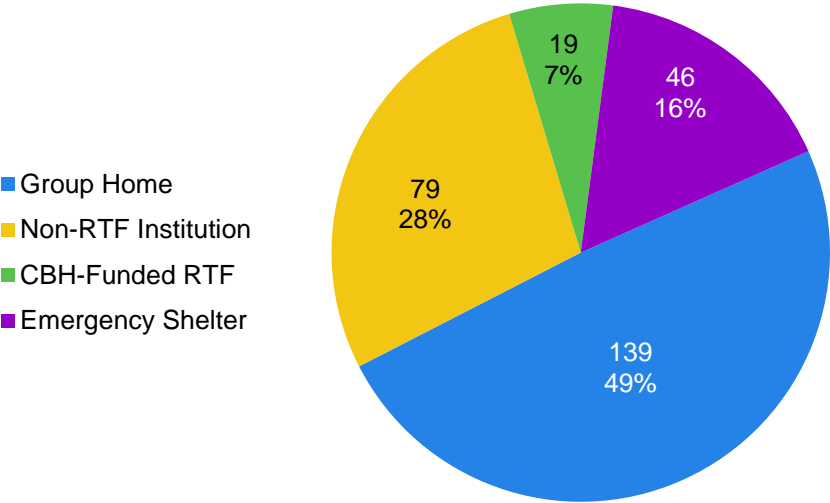
Figure 26. Sibling Composition of Youth in Foster Care and Kinship Care on September 30, 2022



- Of the 755 sibling groups placed in family foster care, 57% were placed together
- CUA 8 had the highest percentage of intact sibling groups (65%) and CUA 10 had the lowest percentage (48%)

Dependent Placement Services

Figure 27. Children in Dependent Congregate Care on September 30, 2022

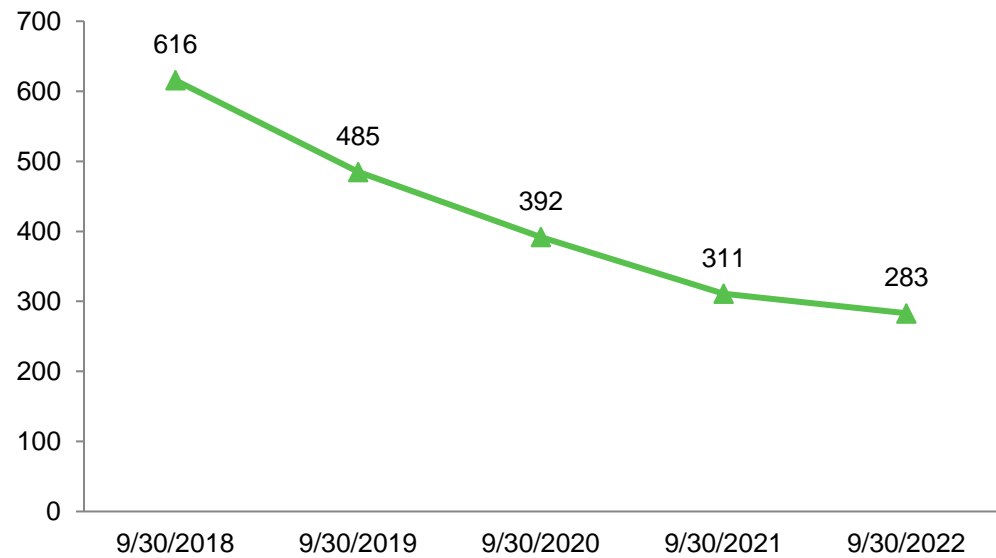


N=283

- Nearly half (49%) of all youth in dependent congregate care were in group homes on 9/30/22
- Just over 1 in 4 (28%) youth were in a non-Residential Treatment Facility (non-RTF) institution
- Less than 1 in 10 youth (7%) were in a Community Behavioral Health-funded RTF

Dependent Placement Services

Figure 28. Dependent Congregate Care Totals on September 30, 2022

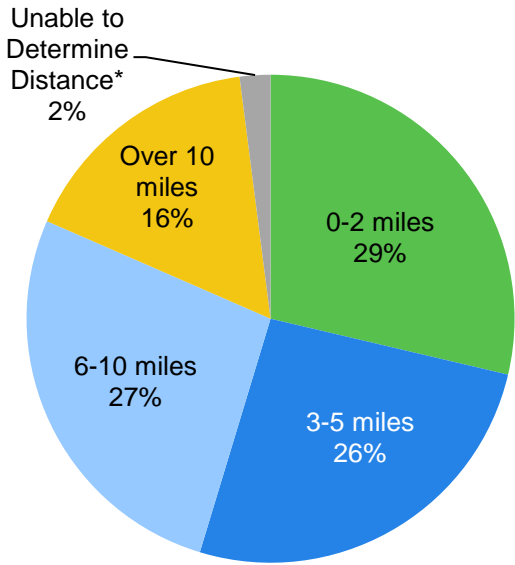


- Since September 30, 2018, the number of dependent youth in congregate care settings decreased 54% from 616 youth to 283 youth
- Aligned with the goal of reducing the use of congregate care, this decrease outpaces the overall decrease in youth in dependent placements (36%) during the same time period

As of 1/18/2023 there were 274 youth in dependent congregate care placement

Family Foster Care Distance From Home

Figure 29. Distance from Home for Youth in Kinship and Foster Care as of September 30, 2022



N=3,246

- A majority (55%) of youth in kinship and foster care lived within 5 miles of their home of origin, and 82% lived within 10 miles

Dependent Congregate Care Distance from Home

Table 2. Distance between Congregate Care Facilities and City Limits as of September 30, 2022

Distance	# of Facilities	# of Youth
In Philadelphia	15 (28%)	98 (35%)
Within 5 Miles	7 (15%)	113 (40%)
6 - 10 Miles	6 (11%)	28 (10%)
11 - 25 Miles	4 (11%)	10 (4%)
26 - 50 Miles	7 (17%)	16 (6%)
Over 50 Miles	8 (17%)	17 (6%)
Total	46	282

- 54% of dependent congregate care facilities (serving 85% of youth) were either in Philadelphia or within 10 miles of the City limits

Data run on 11/3/2022
A facility is defined as an agency site and/or campus. Providers with multiple sites within the same ZIP code are considered a campus and counted only once. Providers with sites spread across multiple zip codes are counted multiple times— once for every ZIP code.

Caseload

Table 3. Case Management Workers’ Caseload Distribution
on September 30, 2022

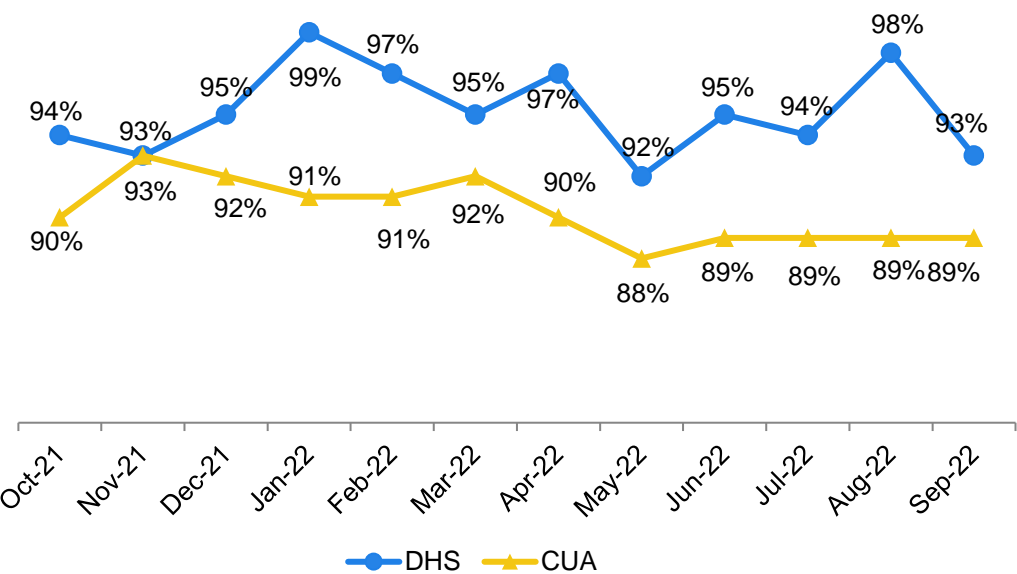
CUA	Total workers	Total cases	Median caseload	Average caseload
01 – NET	26	295	13	11
02 – APM	21	296	20	14
03 – TPFC	35	333	12	10
04 – CCS	22	263	14	12
05 – TPFC	36	488	19	14
06 – TABOR	29	263	12	9
07 – NET	32	310	10	10
08 – BETH	24	267	15	11
09 – TPFC	21	297	17	14
10 – TPFC	35	287	10	8
Overall	281	3,099	11	11

- The average caseload for CUA was 11 cases per worker
- CUA 10 had the lowest average caseload (8), and CUAs 2, 5, and 9 had the highest (14)

Data run on 11/3/2022
Cases that did not have a case manager designated in the electronic database at the time the data were run were excluded from the analysis

Monthly Visitation

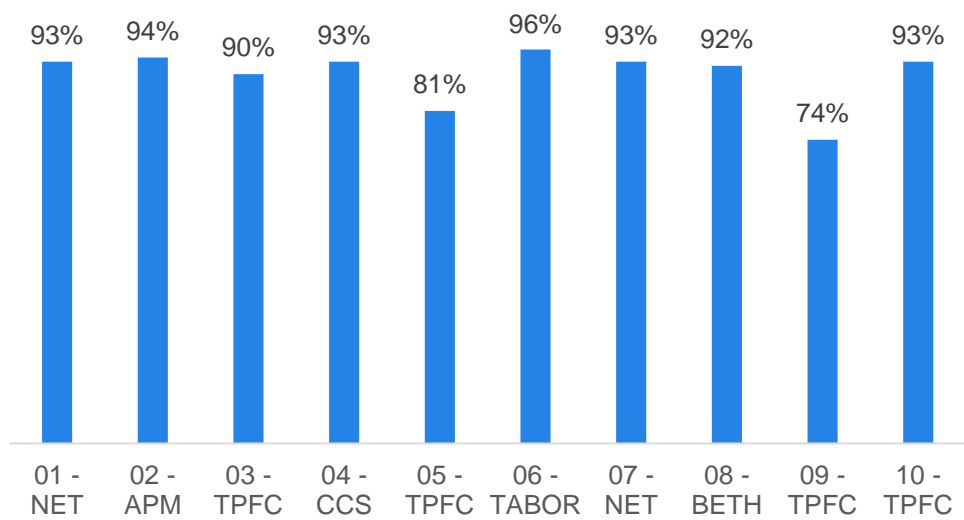
Figure 30. DHS and CUA Visitation Rates by Month



- DHS and CUA monthly visitation rates have remained relatively stable since October 2021

Monthly Visitation

Figure 31. September 2022 Visitation Rates, by CUA



- In September 2022, eight CUAs had visitation at 90% or above
 - One CUA had a visitation rate of 81%
 - One CUA had a visitation rate of 74%



Dependent Services Summary

- In FY23 Q1, all but one CUA closed more cases than they had referred to them
- Both the number of families and children with in-home and placement services continued to decrease from previous fiscal years
- The total number of youth in dependent congregate care placements decreased, though at a slower rate than previous quarters
- While overall visitation rates were stable in FY23 Q1, some CUAs are inconsistent and still experience low visitation rates and high caseloads

In summary, while some CUAs experienced challenges, as a system more children and youth are maintained in their own homes and communities, and we continue to safely reduce congregate care.

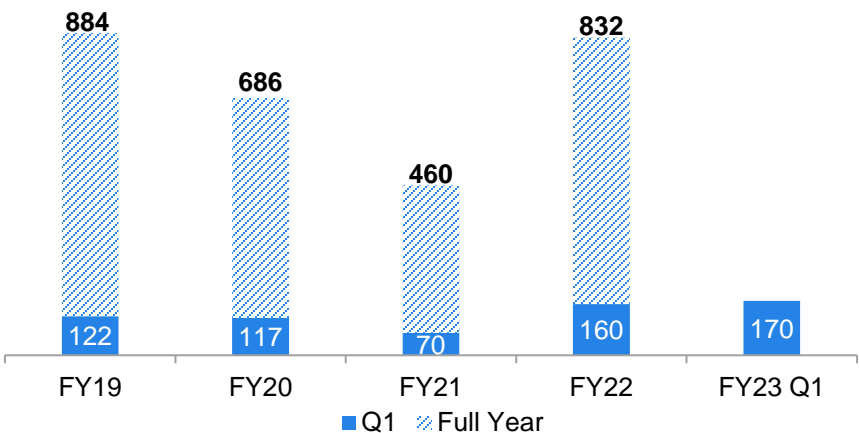


Juvenile Justice Programs

Intensive Prevention Services

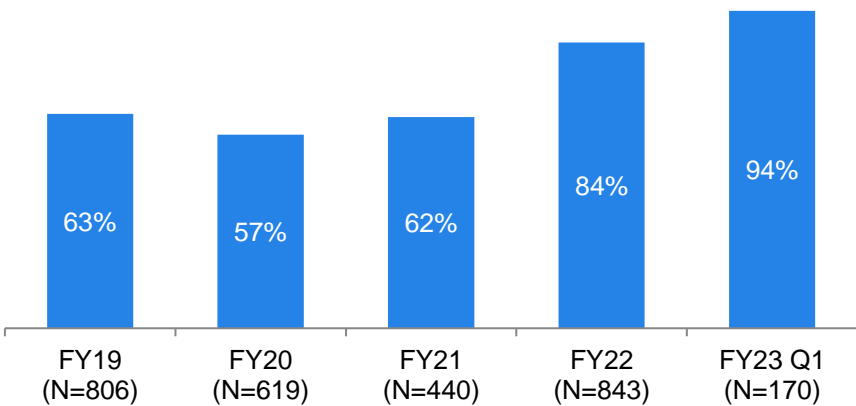
Intensive Prevention Services (IPS) serve youth between 10 and 19 years old at risk for becoming dependent or juvenile justice-involved due to high-risk behaviors.

Figure 32. IPS Service **Referrals**



- 170 youth were referred to IPS in FY23 Q1, more than in Q1 of the previous four fiscal years

Figure 33. IPS **Voluntary Service Rate**



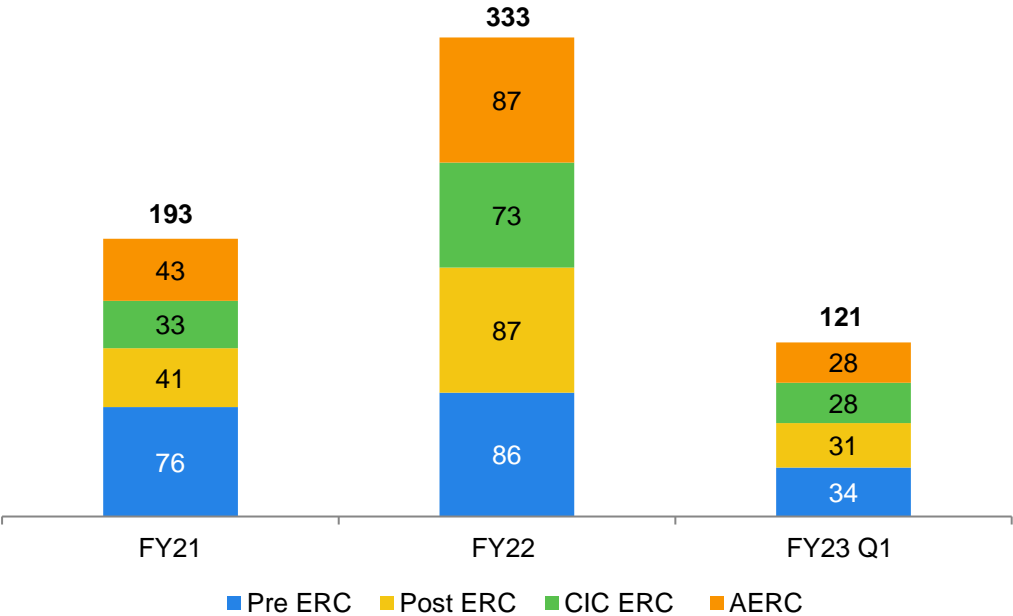
- Higher than previous full fiscal years, nearly all (94%) youth offered IPS in FY23 Q1 voluntarily enrolled in services

Data run on 11/3/2022
Service Referrals consist of all youth referred who were eligible to be served.
Voluntary Service Rate refers to the proportion of youth who voluntarily enrolled in services out of all cases received.

Evening Reporting Centers

Evening Reporting Centers (ERCs) are community-based, afterschool programs that provide daily structured activities and serve as an alternative to placement for juvenile justice-involved youth ages 14-18.

Figure 34. Youth Receiving Evening Reporting Center Services



Data run on 12/5/2022

- Evening Reporting Centers served 121 youth in FY23 Q1

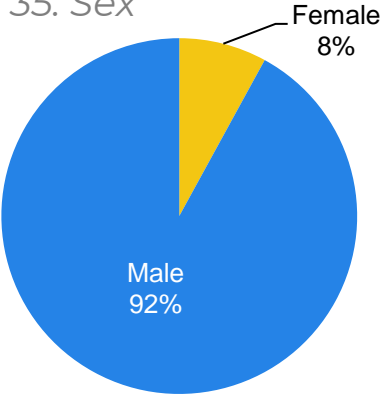
Evening Reporting Center Types

- **The Pre-ERC:** for youth in the pre adjudicatory phase
- **The Community Intervention Center (CIC) ERC:** for youth during their court case
- **The Post-ERC:** for youth after their case has been adjudicated
- **Aftercare ERC (AERC):** for youth who have been discharged from JJ congregate care placement

Juvenile Justice Involved Youth Demographics – September 30, 2022

PJJSC, Delinquent Congregate Care & Community Placements

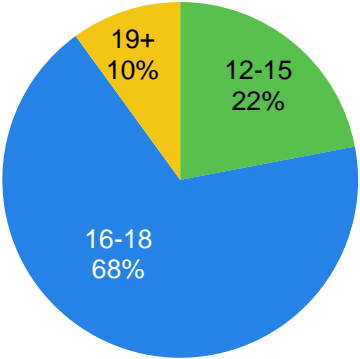
Figure 35. Sex



N=351

- As of 9/30/22, nearly all (92%) juvenile-justice involved youth were male

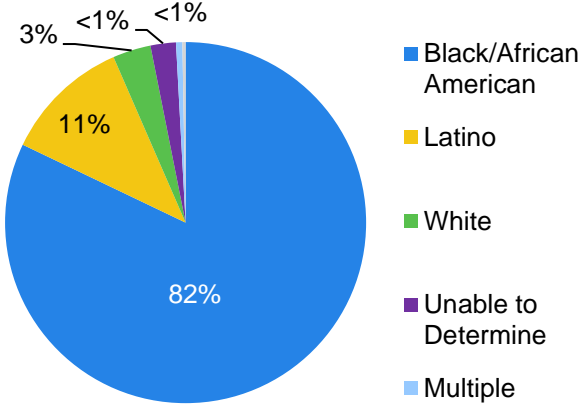
Figure 36. Age



N=352

- Nearly 7 in 10 (68%) juvenile justice-involved youth were between the ages of 16 and 18 years old

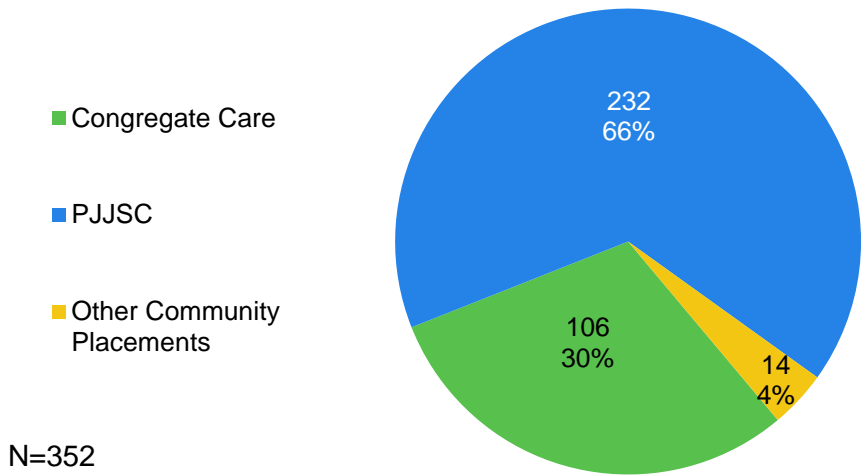
Figure 37. Race/Ethnicity



N=352

- Over 4 in 5 (82%) juvenile justice-involved youth were Black

Juvenile Justice Involved Youth Placed Outside of Home
PJJSC, Delinquent Congregate Care & Community Placements
Figure 38. Juvenile Justice Involved Youth Placed Outside of the Home on September 30, 2022, by Location



- On September 30, 2022, there were 352 juvenile justice-involved youth placed outside the home
- Less than 1 in 3 (30%) youth were placed in congregate care, and 65% were detained at the Philadelphia Juvenile Justice Services Center (PJJSC)

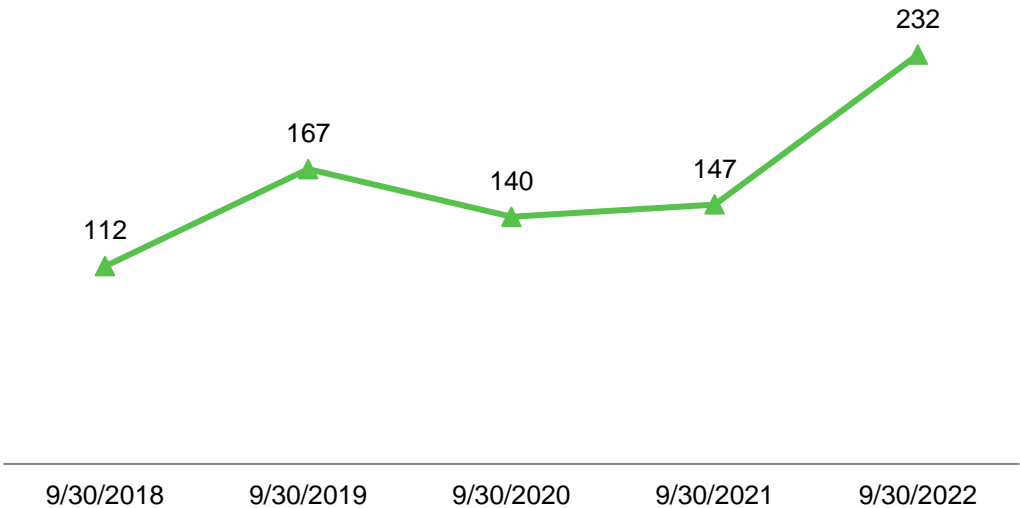
As of 1/18/2023 there were 214 youth in the PJJSC and 118 youth in delinquent congregate care placement

Data run on 11/3/2022
"Other community placements" include foster care and supervised independent living
Data for Juvenile Justice-involved youth in placement alternatives, such as GPS monitoring, are not tracked directly by DHS
Percentages in pie chart may not equal 100% because of rounding

Juvenile Justice Placement Services

PJJSC

Figure 39. PJJSC Placement Totals on September 30th



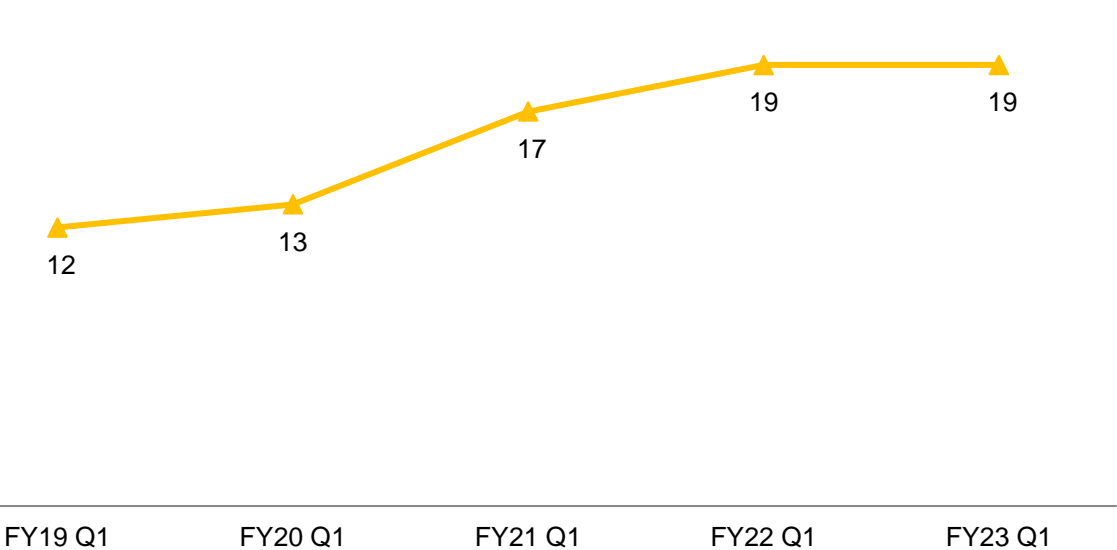
- On September 30, 2022, there were 232 youth detained in the PJJSC
- Since September 30, 2021, the number of youth in the PJJSC has increased by 58% from 147 youth to 232 youth

As of 1/18/2022 there were 214 youth in the PJJSC

Juvenile Justice Placement Services

PJJSC Length of Stay

Figure 40. Median Length of Stay (Days) for Youth Exiting the PJJSC in Q1



- The median length of stay for youth who left the PJJSC during FY23 Q1 was 19 days
- The median length of stay for youth leaving the PJJSC increased 58% from 12 days in FY19 Q1 to 19 days in FY23 Q1

Data run on 11/3/2022

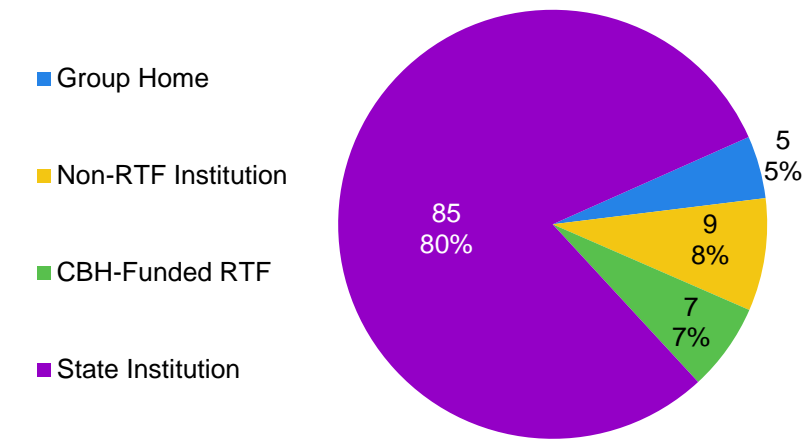
Median length of stay (midpoint) is used to describe trends in length of stay over average length of stay, which can be affected by very long and short stayers. Youth who entered and exited the PJJSC on the same day were not counted.

This measure uses an exit cohort which may over represent those youth who leave the PJJSC quickly.

Juvenile Justice Placement Services

Delinquent Congregate Care

Figure 41. Children in Delinquent Congregate Care on September 30, 2022



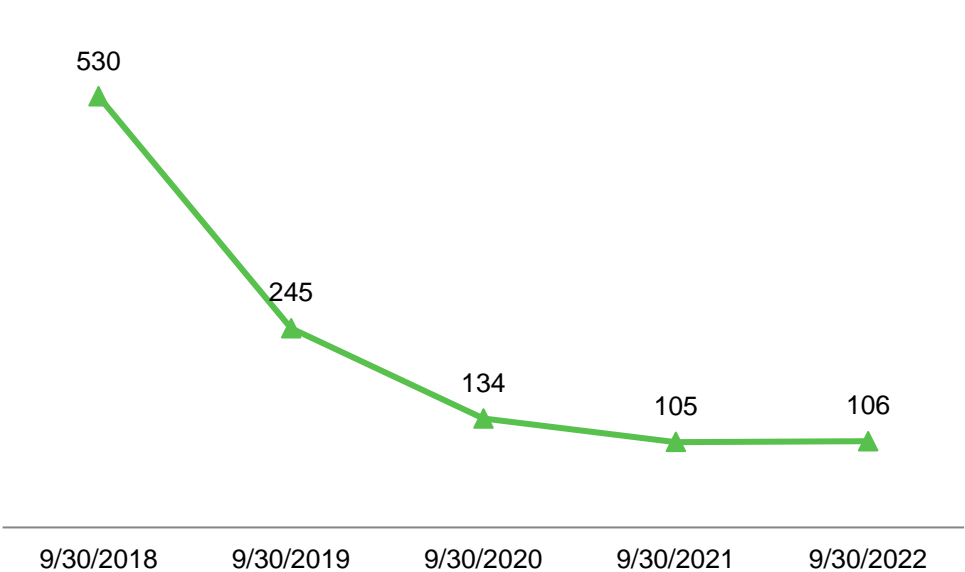
- Four in 5 (80%) youth placed in delinquent congregate care on September 30, 2022 were placed in a state institution
- Just under 1 in 10 (8%) youth placed in delinquent congregate care were in a non-RTF, non-state institution

N=106

Juvenile Justice Placement Services

Delinquent Congregate Care

Figure 42. Delinquent Congregate Care Totals on September 30th



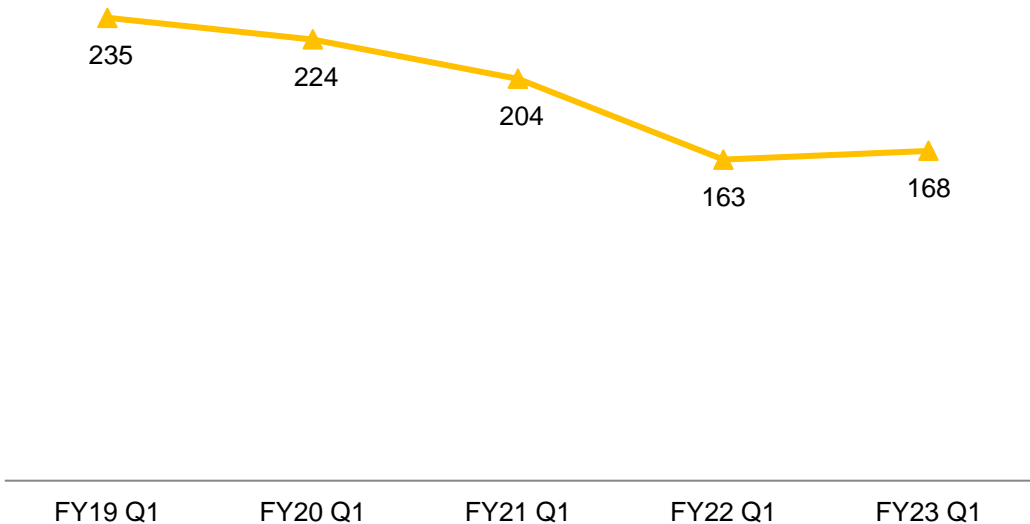
- Since September 30, 2018, the total number of youth in delinquent congregate care settings decreased 80% from 530 youth to 106 youth
- The number of youth in delinquent congregate care settings on 9/30/22 is roughly equal to the number of youth on 9/30/21

As of 1/18/2023 there were 118 youth in delinquent congregate care placement

Juvenile Justice Placement Services

Delinquent Congregate Care

Figure 43. Median Length of Stay (Days) for Delinquent Youth Leaving Congregate Care in Q1



- The median length of stay for youth who left delinquent congregate care settings in FY23 Q1 was 168 days
- The median length of stay for youth leaving delinquent congregate care settings has decreased by 29% from 235 days in FY19 Q1 to 168 days in FY23 Q1

Data run on 11/3/2022
Median length of stay (midpoint) is used to describe trends in length of stay over average length of stay, which can be affected by very long and short stayers. Congregate Care placements include Group Homes, CBH-Funded Residential Treatment Facilities (RTFs), Non-RTF Institutions, and State Institutions. This measure uses an exit cohort which may over represent those youth who leave congregate care quickly.

Delinquent Congregate Care Distance from Home

Table 4. Distance between Congregate Care Facilities and City Limits as of September 30, 2022

Distance	# of Facilities	# of Youth
In Philadelphia	3 (20%)	5 (5%)
Within 10 Miles	0 (0%)	0 (0%)
11 - 50 Miles	1 (7%)	3 (4%)
51 - 100 Miles	3 (20%)	37 (36%)
101 - 200 Miles	5 (33%)	54 (52%)
Over 200 Miles	3 (20%)	4 (4%)
Total	15	103

- Just 3 delinquent congregate care facilities (serving 5% of youth) were located within Philadelphia or 10 miles of City limits

Data run on 11/3/2022

A facility is defined as an agency site and/or campus. Providers with multiple sites within the same zip code are considered a campus and counted only once. Providers with sites spread across multiple ZIP codes are counted multiple times— once for every ZIP code.



Juvenile Justice Services Summary

- In FY23 Q1, Intensive Prevention Services, a juvenile justice prevention-diversion program, served more youth than in the first quarter of previous fiscal years. Evening Reporting Centers provided an alternative to detention for 122 youth.
- The number of youth detained at the PJJSC increased and the number of youth in congregate remained the same as this time last year
- Only three congregate care facilities, serving a small number of youth were located within or near Philadelphia

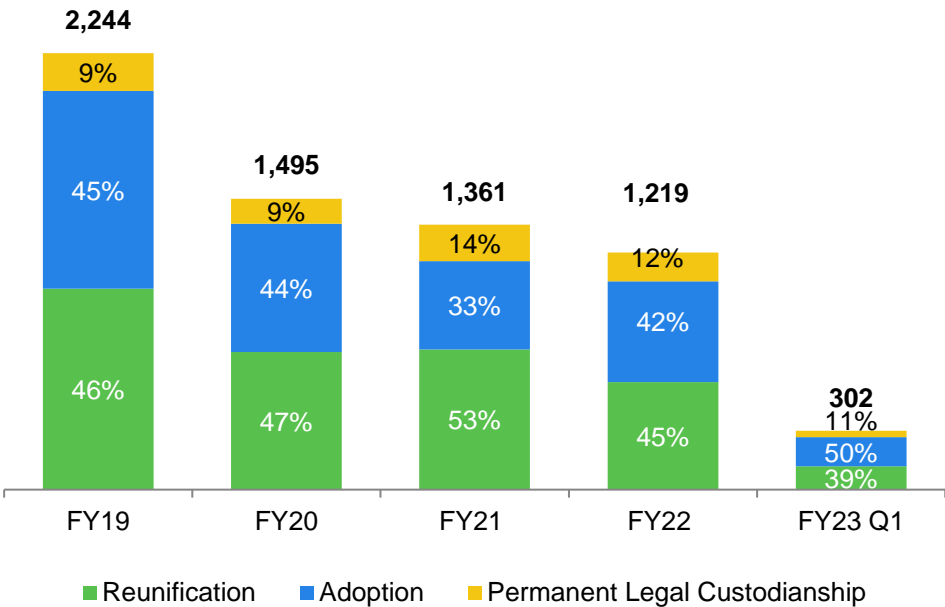
In summary, DHS served more children and youth in their own homes and communities through juvenile justice prevention-diversion programs. However, youth detained at PJJSC increased and most congregate care facilities for JJ-involved youth are far from Philadelphia.



Permanency

Permanency Rates and Totals

Figure 44. Permanency Totals by Permanency Type



- In FY23 Q1 302 children and youth attained permanency through reunification, adoption, and Permanent Legal Custodianship (PLC)
- Less than half (39%) of permanencies in FY23 Q1 were reunifications, a lower percentage than previous fiscal years

Adoptions and Permanent Legal Custody (PLC)

Figure 45. Youth Who were **Adopted** by Foster and Kinship Parents

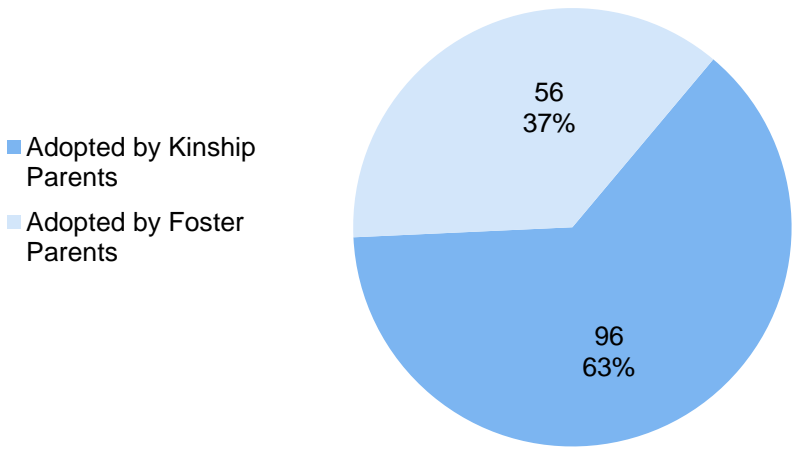
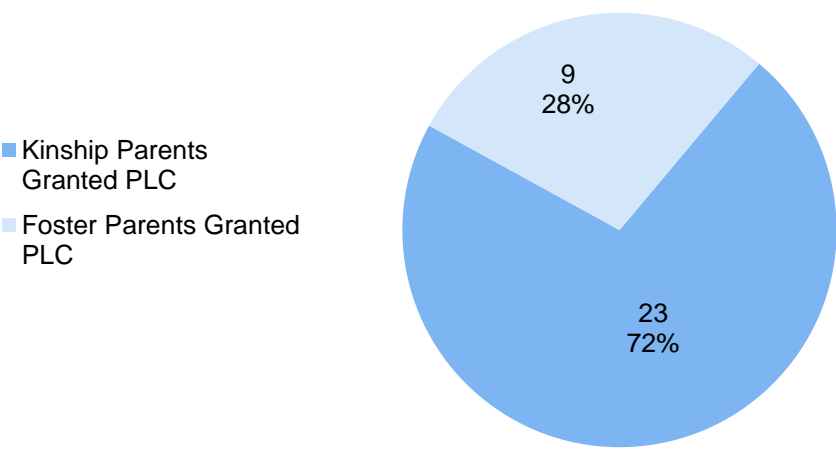


Figure 46. Youth Who were **Discharged to PLC** with Foster and Kinship Parents



N= 152

- Of the 152 children and youth who were adopted in FY23 Q1, 63% were adopted by their kinship parents

N=32

- Of the 32 children and youth who were discharged to PLC, 72% were discharged to PLC with their kinship parents

Data run on 11/3/2022
Three youth who were discharged to PLC were discharged to family members from congregate care settings. These youth were counted towards kinship parents granted PLC

Permanency Timeliness – PBC Measures

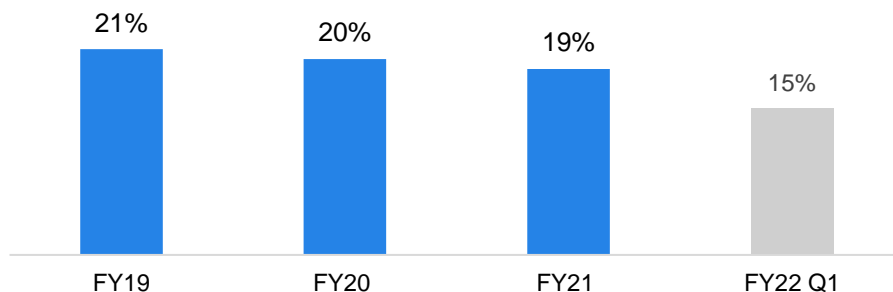
- Since FY19, DHS has been evaluating system permanency using our Performance Based Contracting (PBC)
- As an established best practice, we are now only reporting the PBC measures
- **PBC measures are based on entry cohorts.** This means we track all youth who enter within the given fiscal year to determine how many achieve permanency within 12 and 36 months
- **Entry cohorts are considered best practice** when measuring the experiences of children in placement because of their accuracy and ability to track changes over time^{1,2}

¹Wulczyn, F., Alpert, L., Orlebeke, B., & Haight, J. (2014). Principles, language, and shared meaning: Toward a common understanding of CQI in child welfare. *The Center for State Child Welfare Data, Chapin Hall: Chicago, IL, USA.*

²Courtney, M. E., Needell, B., & Wulczyn, F. (2004). Unintended consequences of the push for accountability: The case of national child welfare performance standards. *Children and Youth Services Review*, 26(12), 1141-1154.

Permanency Timeliness –PBC Measures

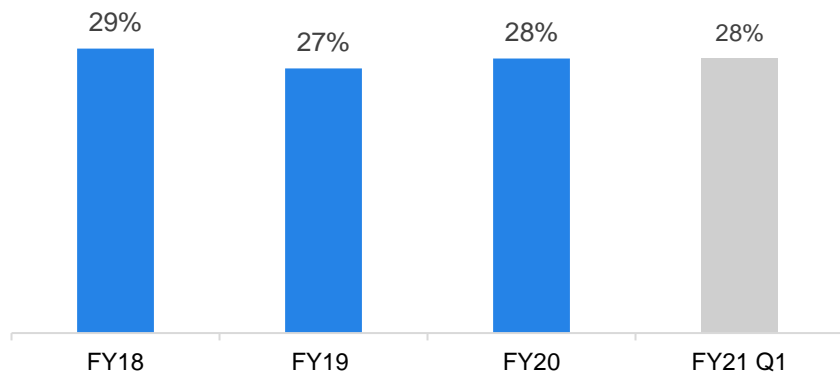
Figure 47. Timeliness of Permanency – PBC T1



- **PBC T1** measures the percentage of youth who reached permanency within 12 months of entering placement
- Slightly less than 1 in 6 youth (15%) who entered placement in FY22 Q1 reached permanency within 12 months—lower than the previous full fiscal years and the benchmark of 30%

Permanency Timeliness –PBC Measures

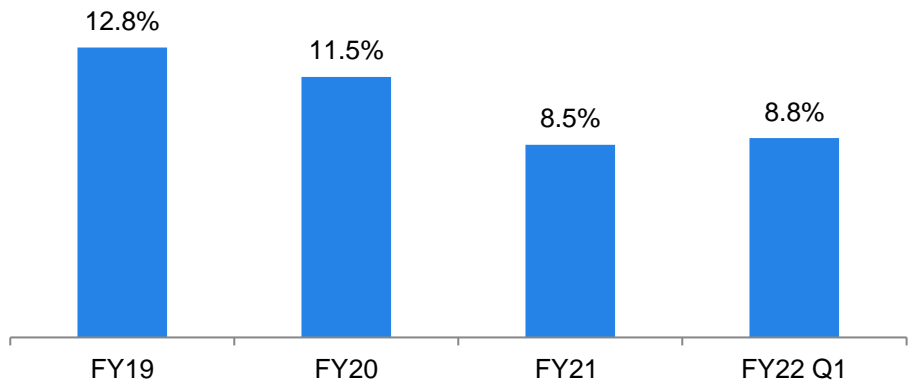
Figure 48. Timeliness of Permanency – PBC T2



- PBC T2** measures the percentage of youth that reached permanency within 36 months for youth in care for at least 12 continuous months
- Over a quarter of the youth (28%) who entered placement during FY21 Q1 and remained in care for at least 12 months reached permanency within 36 months, lower than the benchmark of 30%

Permanency- Re-Entry

Figure 49. One-Year Re-Entry Rate



- Fewer than 1 in 10 (8.8%) youth who were reunified in FY22 Q1, re-entered dependent placement within one year
- This percentage is roughly equal to the previous full fiscal year

Data run on 11/3/2022



Permanency Summary

- The percentage of permanencies through reunification decreased in FY23 Q1 from the previous full fiscal years
- The percentage of permanencies within one year of entry decreased in FY23 Q1 from the previous full fiscal year. However, the percentage of permanencies within 36 months remained stable
- Re-entry of children to foster care following reunification remained stable

In summary, permanency timeliness within one year decreased and the percentage of children who re-entered foster care remained stable. Also, a lower percentage of permanencies were reunifications, as compared to previous years. This is likely related to fewer families with children in placement and more families with complex needs.



Spotlight Section: Permanency



Office of
Children and Families
CITY OF PHILADELPHIA

Department of Human Services



Agenda

- 1 Permanency Overview
- 2 Permanency Data
- 3 Strategies for Permanency
- 4 Next Steps



Permanency Overview

What is Permanency?



Foster care should be used as a temporary placement for children when their safety can't be ensured in their home of origin



Goal of Permanency: to retain or reunite children with their families of origin (reunification) or place them with permanent families through adoption or permanent legal custodianship (PLC)



The Adoption and Safe Families Act (1997) was the first major federal law to address permanency. This included:

- Goal of permanency as essential to the overall goal of child safety and well-being
- Termination of parental rights if a child has been in foster care for 15 of the last 22 months



Since then, two other major federal laws impacting permanency were:

- Fostering Connections to Success and Increasing Adoptions Act (2008)
- Family First Prevention Services Act (2018)

Permanency at DHS



Children and youth achieving timely reunification or other permanency is one of the major goals of Improving Outcomes for Children (IOC)



To ensure timely permanency, DHS has been monitoring system and CUA permanency using Performance Based Contracting (PBC)



However, in recent years, the number of children attaining permanency and the timeliness of permanency have both decreased

Barriers to Permanency in Philadelphia

In Philadelphia, DHS and its system partners have faced barriers to children and youth attaining timely permanency including:

- A large portion of Philadelphia families experiencing **poverty and housing issues**
- **Issues with court scheduling** delaying permanency during COVID
- **Serving a larger proportion of families with complex needs** as we continue to right size the system
- **Identifying enough prospective permanent homes** for youth in foster care
- **Unstable staffing and consistent staff turnover** which has led to difficulty engaging families by CUA Staff



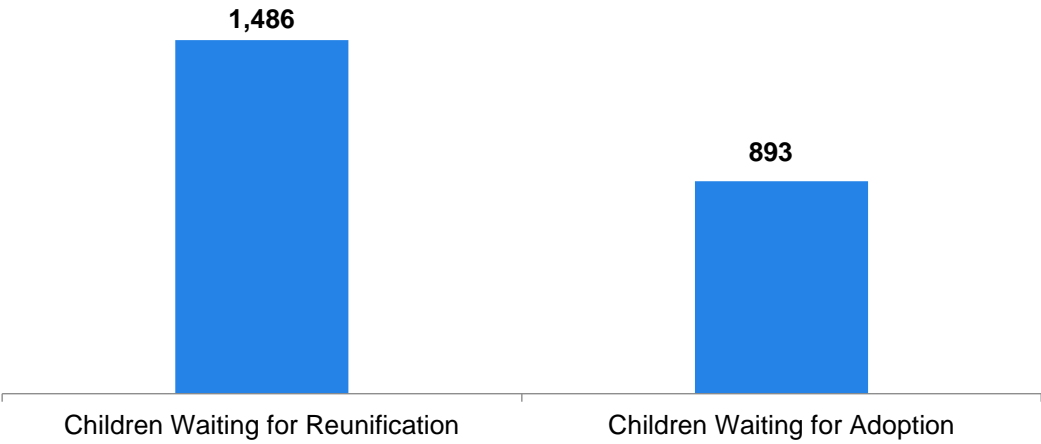
Permanency Data

Children and Youth Waiting for Reunification and Adoption

Children waiting for reunification include those with a goal of reunification.

Children waiting for adoption include those with a goal of adoption and whose parents have had their parental rights terminated.

Figure 50. Children and Youth Waiting for Reunification or Adoption on September 30, 2022

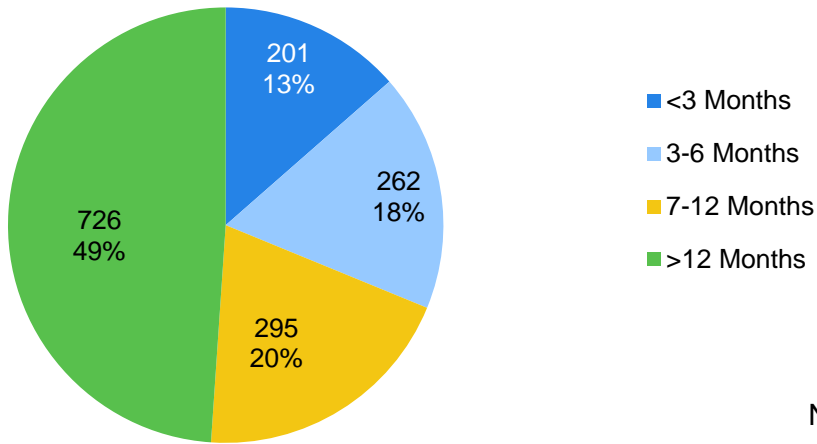


- On the last day of FY23 Q1, there were
 - 1,486 children and youth waiting for reunification
 - 893 children and youth waiting for adoption

Data run on 11/28/2022
Children waiting for adoption includes children who have a goal of adoption and whose parental rights have been terminated. Youth 16 years old and older whose parents' parental rights have been terminated and who have a goal of emancipation have been excluded from the estimate
Children waiting for reunification includes children who have a goal of reunification.

How Long Have Youth Been Waiting for Reunification and Adoption?

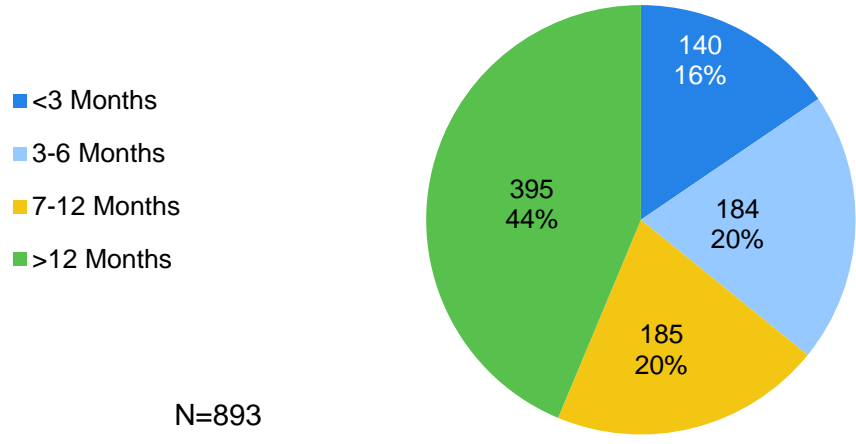
Figure 51. Children and Youth Waiting for **Reunification** on September 30, 2022, by Length of Time Waiting



N=1,486

- Of the 1,486 youth waiting for reunification on 9/30/22, nearly half (49%) had been waiting for more than 12 months

Figure 52. Children and Youth Waiting for **Adoption** on September 30, 2022, by Length of Time Waiting



N=893

- Of the 893 youth waiting for adoption on 9/30/22, nearly half (44%) had been waiting for more than 12 months

Data run on 11/28/2022

Children waiting for adoption includes children who have a goal of adoption and whose parental rights have been terminated. Youth 16 years old and older whose parents' parental rights have been terminated and who have a goal of emancipation have been excluded from the estimate
Children waiting for reunification includes children who have a goal of reunification.

How Old are Youth who are Waiting for Reunification and Adoption?

Figure 53. Children and Youth Waiting for **Reunification** on September 30, 2022, by Age

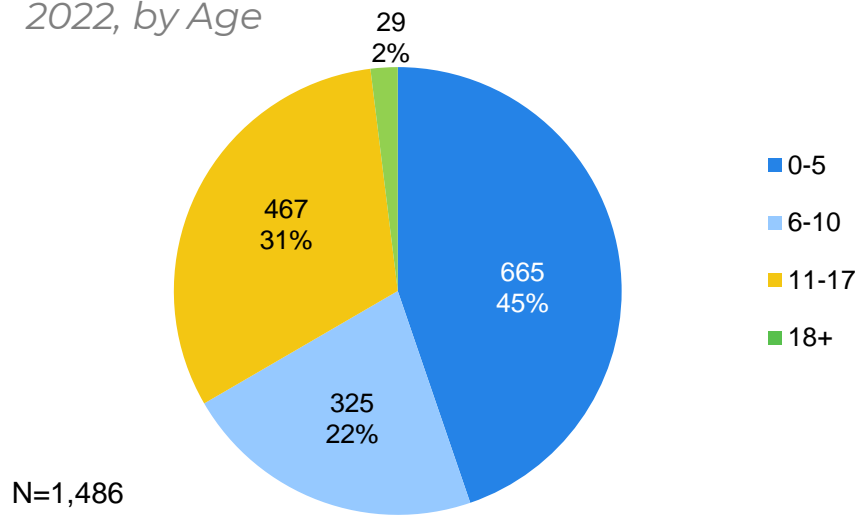
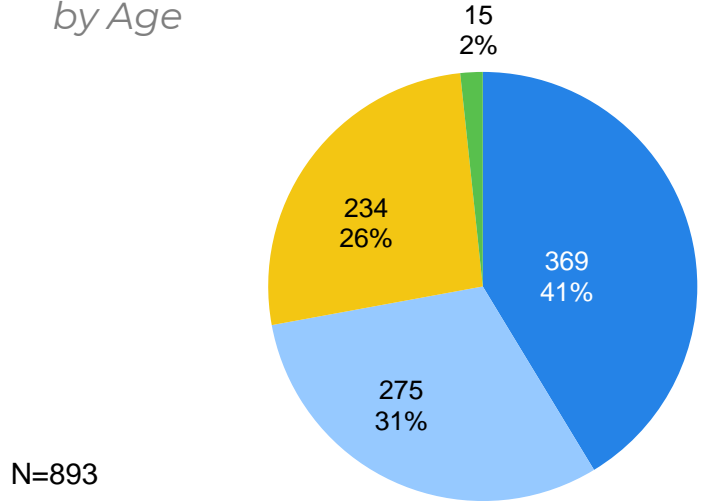


Figure 54. Children and Youth Waiting for **Adoption** on September 30, 2022, by Age



- Of the 1,486 youth waiting for reunification on 9/30/22, 2 in 3 (67%) were ten years old or younger
- Of the 893 youth waiting for adoption on 9/30/22, nearly 3 in 4 (72%) were 10 years old or younger

Data run on 11/28/2022
Children waiting for adoption includes children who have a goal of adoption and whose parental rights have been terminated. Youth 16 years old and older whose parents' parental rights have been terminated and who have a goal of emancipation have been excluded from the estimate
Children waiting for reunification includes children who have a goal of reunification.

Race-Ethnicity of Youth Waiting for Reunification and Adoption

Figure 55. Children and Youth Waiting for **Reunification** on September 30, 2022, by Race-Ethnicity

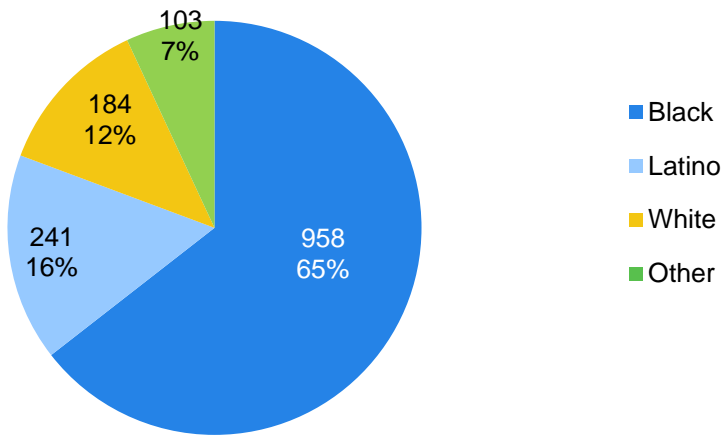
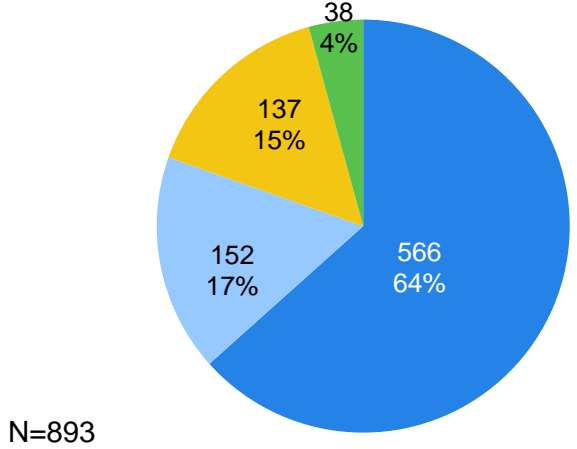


Figure 56. Children and Youth Waiting for **Adoption** on September 30, 2022, by Race-Ethnicity

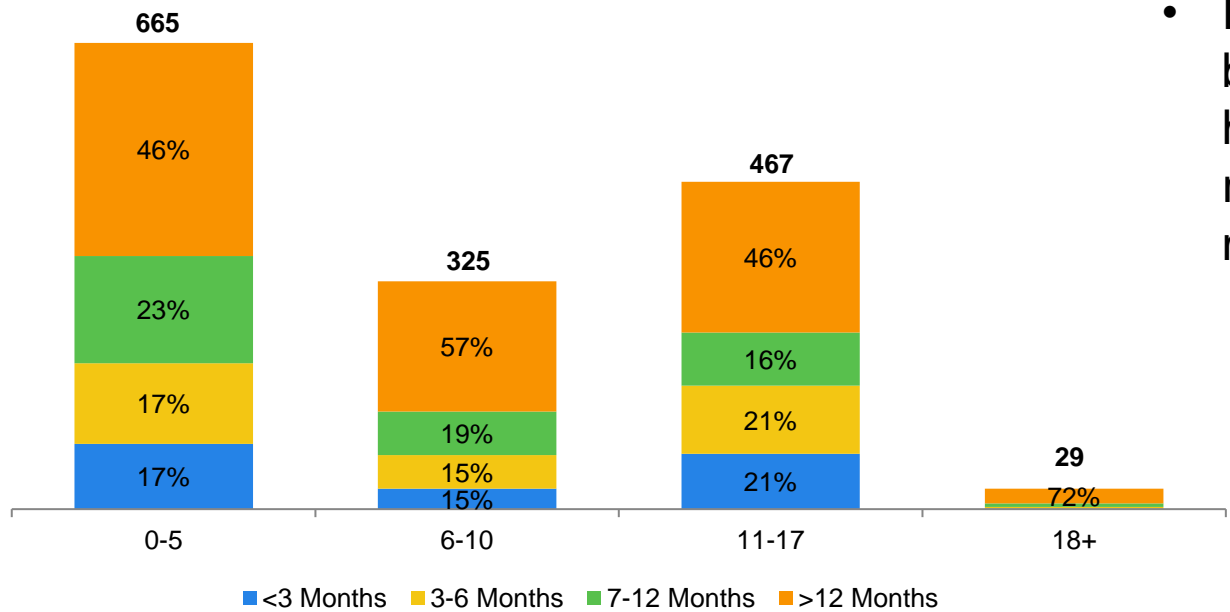


- For both youth waiting for reunification and waiting adoption on 9/30/22, nearly 2 in 3 youth were Black
- This is roughly equal to percentage of Black children and youth open for dependent services

Data run on 11/28/2022
Children waiting for adoption includes children who have a goal of adoption and whose parental rights have been terminated. Youth 16 years old and older whose parents' parental rights have been terminated and who have a goal of emancipation have been excluded from the estimate
Children waiting for reunification includes children who have a goal of reunification.

Months Waiting for Reunification by Age

Figure 57. Months Waiting for Reunification by Age



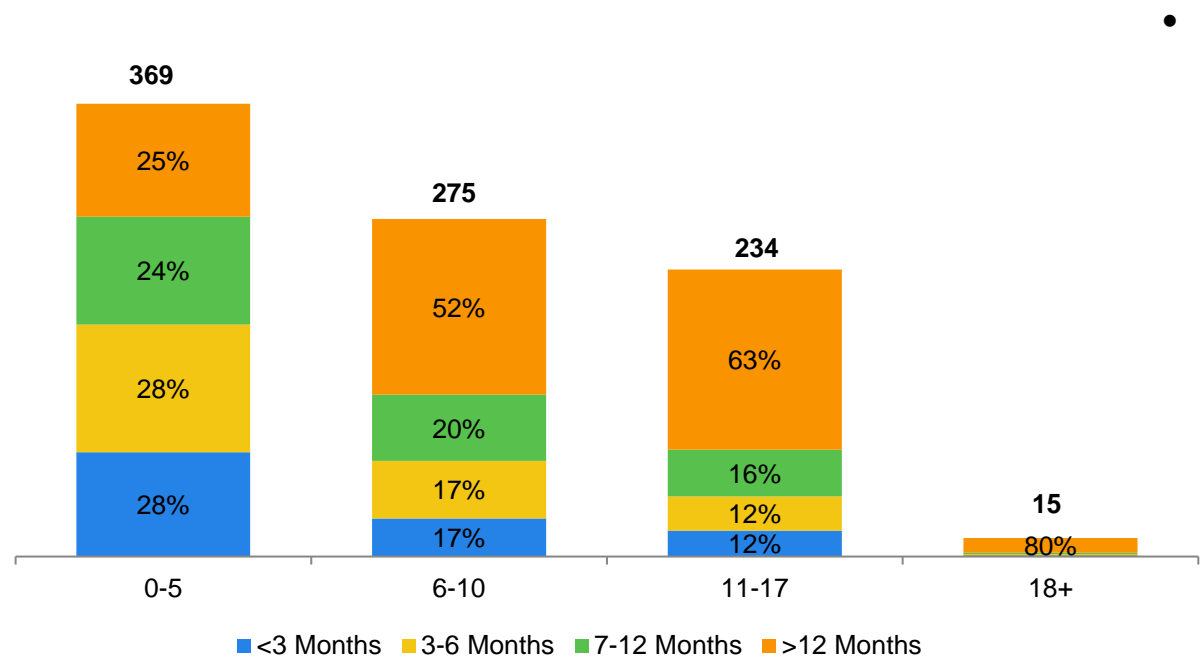
- Roughly half of children between the ages of 0-17 have been waiting for reunification for at least 12 months

Data run on 11/28/2022

Children waiting for adoption includes children who have a goal of adoption and whose parental rights have been terminated. Youth 16 years old and older whose parents' parental rights have been terminated and who have a goal of emancipation have been excluded from the estimate
Children waiting for reunification includes children who have a goal of reunification.

Months Waiting for Adoption by Age

Figure 58. Months Waiting for Adoption by Age



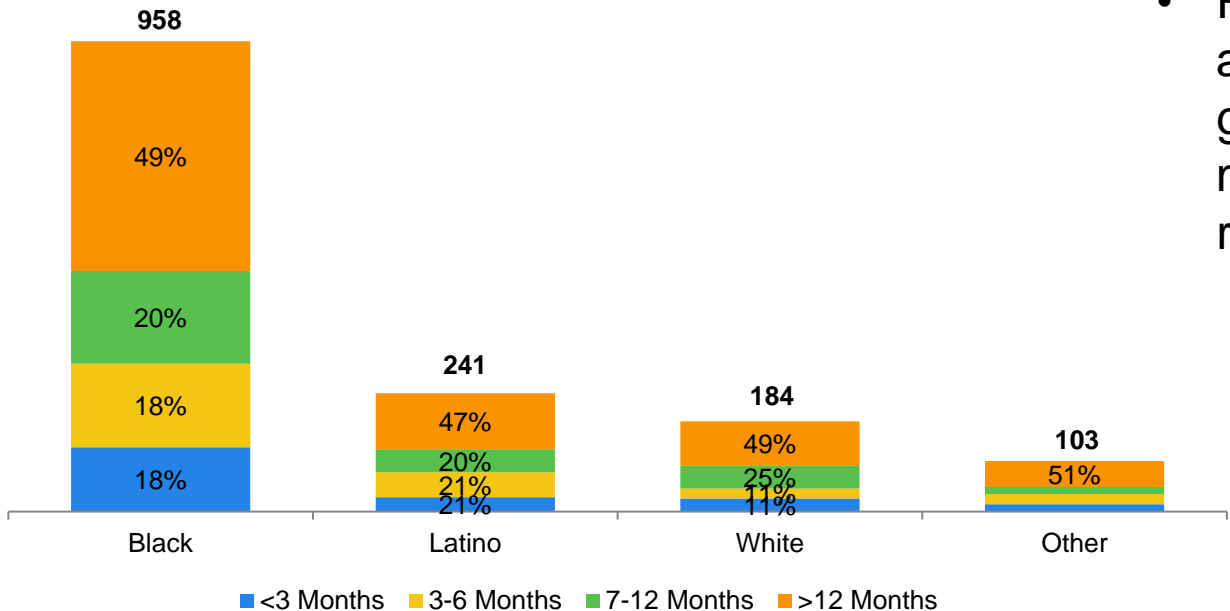
- As age of youth increases, so does the percentage of children waiting more than 12 months, with nearly all (80%) young people over 18 having waiting greater than 12 months

Data run on 11/28/2022

Children waiting for adoption includes children who have a goal of adoption and whose parental rights have been terminated. Youth 16 years old and older whose parents' parental rights have been terminated and who have a goal of emancipation have been excluded from the estimate
Children waiting for reunification includes children who have a goal of reunification.

Months Waiting for Reunification by Race-Ethnicity

Figure 59. Months Waiting for Reunification by Race-Ethnicity



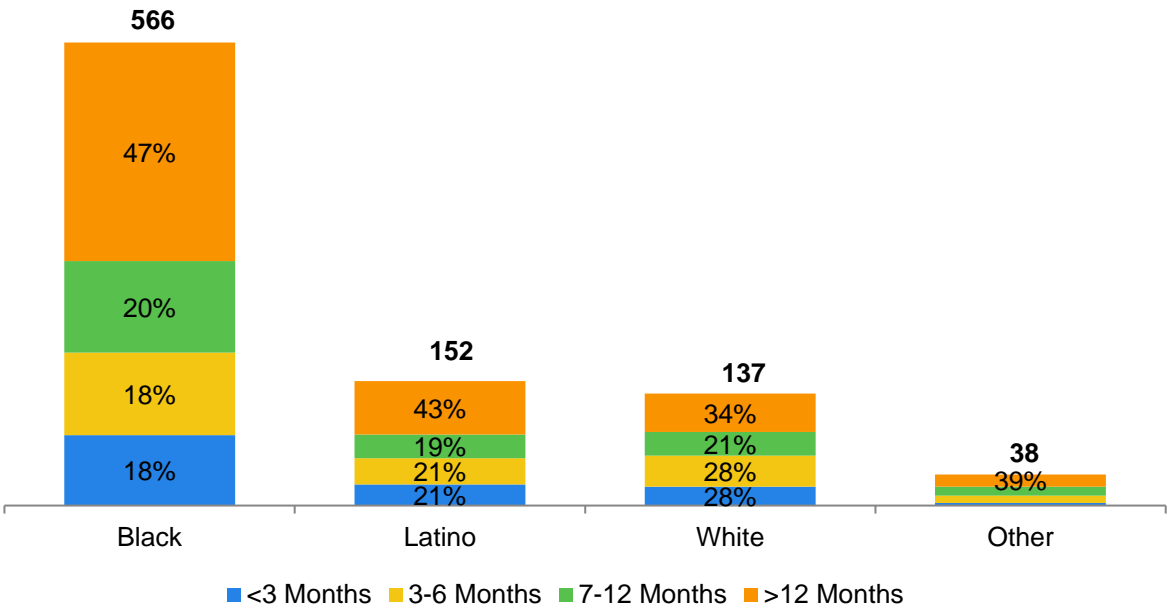
- Roughly half of children across all ethno-racial groups have been waiting more than 12 months for reunification

Data run on 11/28/2022

Children waiting for adoption includes children who have a goal of adoption and whose parental rights have been terminated. Youth 16 years old and older whose parents' parental rights have been terminated and who have a goal of emancipation have been excluded from the estimate
Children waiting for reunification includes children who have a goal of reunification.

Months Waiting for Adoption by Race-Ethnicity

Figure 60. Months Waiting for Adoption by Race-Ethnicity



- Black and Latino children had the highest percentage of children waiting more than 12 months for adoption, with 47% and 43% respectively

Data run on 11/28/2022

Children waiting for adoption includes children who have a goal of adoption and whose parental rights have been terminated. Youth 16 years old and older whose parents' parental rights have been terminated and who have a goal of emancipation have been excluded from the estimate
Children waiting for reunification includes children who have a goal of reunification.

Key Takeaways about Children Waiting for Permanency

- On September 30, 2022, there were 1,486 youth waiting for reunification and 893 youth waiting for adoption
- Roughly half of youth waiting reunification or adoption have been waiting for more than 12 months
- Roughly two thirds of youth waiting for reunification or adoption are Black and roughly the same amount are age 10 or younger
- The percentage of youth waiting more than 12 months for adoption increased as youth aged
- While racial disparities don't appear to exist in youth waiting for reunification, Black and Latino children had the highest percentage of children waiting more than 12 months for adoption



Strategies to Improve Permanency

Strategies to Improve Permanency

DHS and its system partners have worked to improve permanency timeliness through the following measures

- **Supports for reunification** including Family Teaming Conferences and supports for parents with children in placement through the Achieving Reunification Center (ARC) and Parent Action Network (PAN)
- **Addressing poverty** for families of youth as a cause of family separation through Rapid Rehousing and DHS Prevention
- **Improved oversight of Statewide Adoption and Permanency Network (SWAN) providers** to help facilitate timely adoption through contracting and improved tracking in DHS' case management data system
- **Outreach to help identify families for youth waiting for adoption** through matching events and collaborations with the Adoption Center to get children featured on Wednesday's Child
- **Tools to help CUAs and DHS monitor and improve permanency timeliness** including Performance Based Contracting and Rapid Permanency Review

Next Steps

- **Efforts to stabilize DHS and CUA workforce** to ensure cohesive case management including training and mentorship to address turnover and proper succession planning to ensure consistency and knowledge transfer
- **Proper mental health support and resources for youth** to improve placement stability which can improve permanency timeliness
- **Focusing on older youth** by identifying systemic barriers through emphasis on the successes of the child and shifting the focus to adoption and not APPLA
- **Improve collaboration and case coordination between CUA and** other system partners including child advocates, court, foster care and adoption providers, and families of origin



Spotlight Section: Workforce



Office of
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Department of Human Services

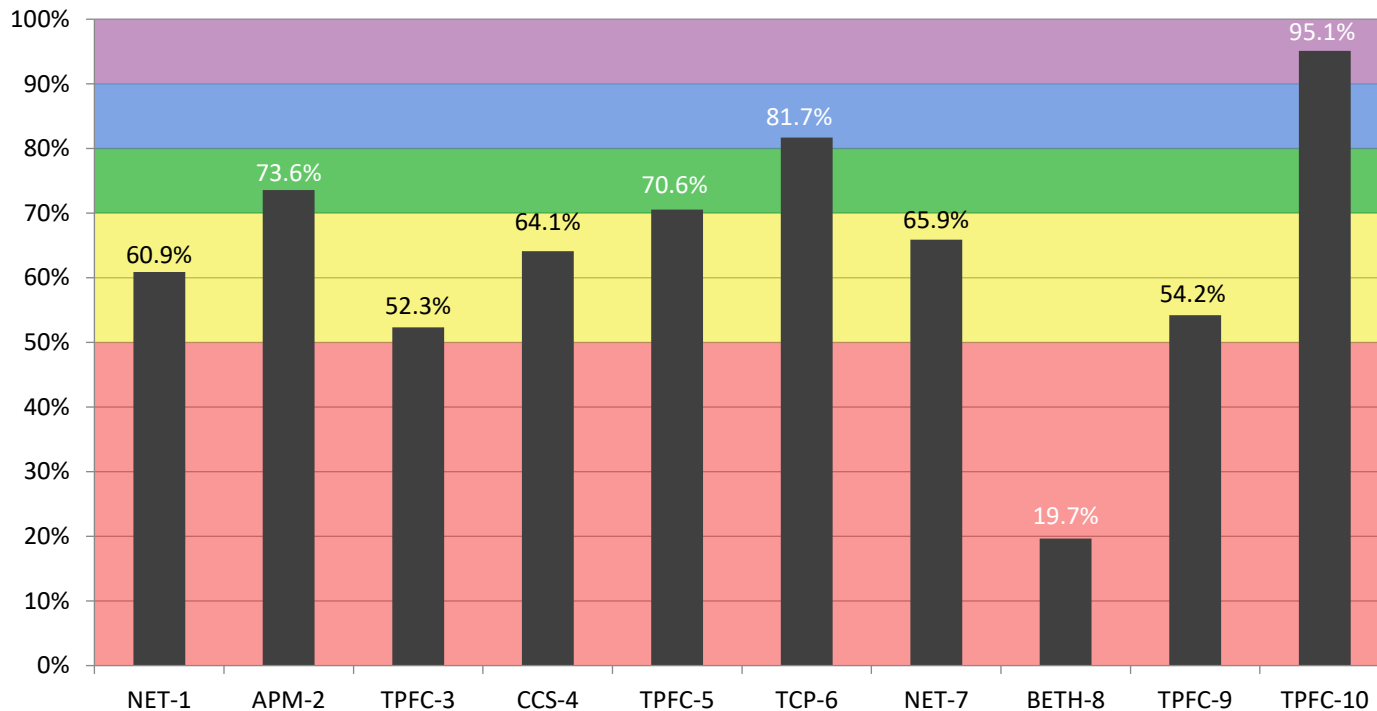


Workforce Background

- In FY2021, many CUAs struggled with workforce retention with six out of ten scoring two bells or less in the workforce category
- While system level caseload size improved and overall visitation rates were stable in FY22, some CUAs experienced high caseloads and visitation below 90%
 - In September 2022, eight CUAs had visitation above 90%
 - The average caseload for CUAs in September 2022 was 11 cases per worker
- The COVID-19 Pandemic and associated labor shortages have further exacerbated existing retention issues
- DHS is implementing strategies to bolster workforce retention, including salary improvements, improving onboarding and recruitment, and improving retention through coaching, self-care and therapeutic supports

Fiscal Year 2021 Workforce Scores

Figure 61. Fiscal Year 2021 CUA Performance in Workforce Domain

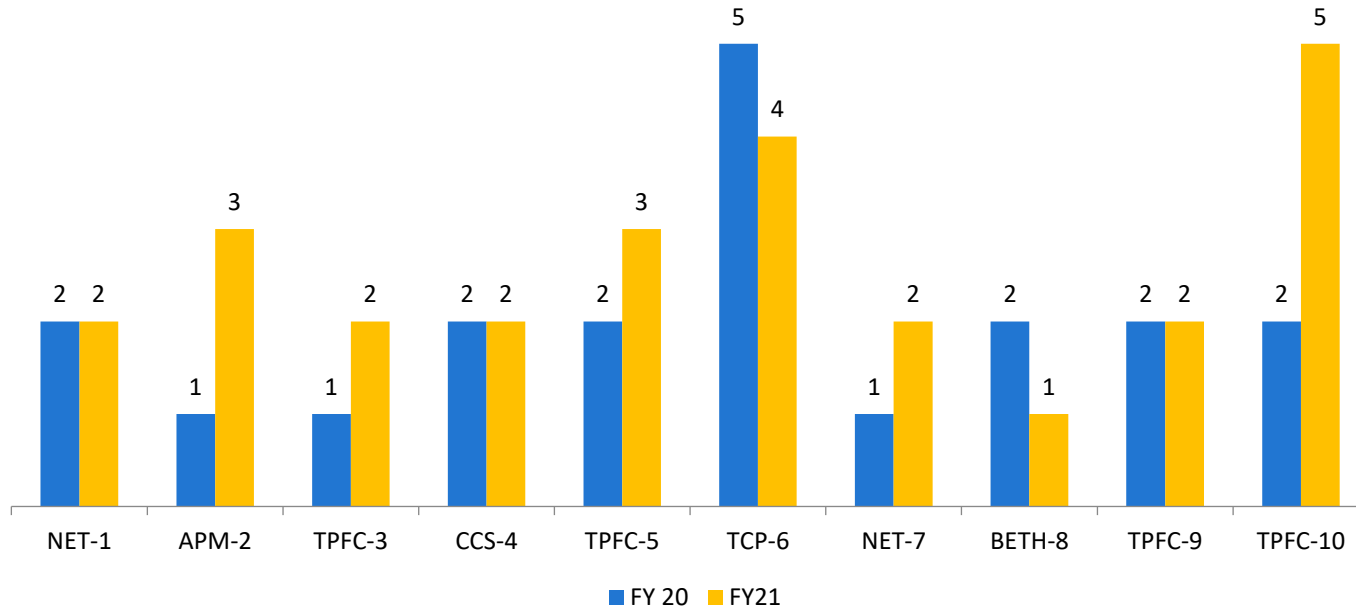


- 1 CUA received 5 bells
- 1 CUA received 4 bells
- 2 CUAs received 3 bells
- 5 CUAs received 2 bells
- 1 CUA received 1 bell



Comparing Fiscal Years 2020 and 2021 Workforce Scores

Figure 62. CUAs Workforce Bell Level in Fiscal Years 2020 and 2021



- 5 CUAs increased bell level
- 3 CUAs maintained bell level
- 2 CUAs decreased bell level





Workforce Retention Improvement Strategies

DHS is improving workforce and retention for DHS and CUAs through:

- **Raising Salaries** for staff at CUA and DHS and increasing the foster care administrative rate
- **Efficient Onboarding Process** through standardized interview questions across DHS and CUA and creating an onboarding packet with information, forms, and documents for new hires.
- **Improving Recruitment** through the Child Welfare Education for Baccalaureates (CWEB) Program, actively seeking recruitment fairs to share with, DHS, the CUAs, and other partners and promoting the employee referral process.
- **Boosting Retention through expanded mentoring and coaching** Graduates of DHS Leadership Academy, DHS' employee education program, or other staff are matched with those just hired. In the last year, 16 graduates were matched with 16 new hires.
- **Developing Self-care Strategies and Therapeutic Supports** through creating a resource Mental Health booklet for staff and enhancing a support system for staff who experience traumatic events.
- **Constructing a Succession Planning Process Model** by identifying roles of tenured staff and building institutionalized knowledge that won't disappear if staff transfer or retire.





Thank You!