

**DEPARTMENT OF ECONOMIC SECURITY**  
**CHILD PROTECTIVE SERVICES ACCOUNTABILITY FACTORS**  
Child Protective Service Bi-Annual Financial and Program Accountability Report (CPS Report)  
**February 2008**

A.R.S. §8-818 required the Department of Economic Security (DES), the Office of Strategic Planning and Budgeting (OSPB), and the Joint Legislative Budget Committee (JLBC) to develop a bi-annual financial and program accountability reporting system for Child Protective Services (CPS). Chapter 6 specified seven measures (*see Table 1*) to be included in the CPS Report. In addition, five more measures were recommended by the JLBC to be included in the CPS Report. In a letter issued to the Department on October 3, 2005, the JLBC requested that the CPS Report also include seven more measures (*see Table 2*). The February 2008 CPS Report includes data on the 19 identified financial and program accountability measures.

Table 1

**Factors Identified in the Special Session Legislation**

1. Success in meeting training requirements.
2. Caseloads for child protective service workers.
3. The number of new cases, cases that remain open, and cases that have been closed.
4. The ratio of child protective services workers to immediate supervisors.
5. Employee turnover, including a breakdown of employees who remain with the department and employees who leave the department.
6. The source and use of federal monies in child protective services.
7. The source and use of state monies in child protective services.

Table 2

**Factors Requested by the JLBC**

8. Employee satisfaction rating for employees completing the CPS Training Academy (Scale 1-5).
9. Employee satisfaction rating for employees in the Division of Children, Youth and Families (Scale 1-5).
10. Percent of CPS original dependency cases where court denied or dismissed.
11. Percent of Office of Administrative Hearing where CPS case findings are affirmed.
12. Percent of CPS complaints reviewed by the Office of the Ombudsman where allegations are reported as valid by the Ombudsman.
13. The number of children in licensed foster care, kinship care, or other family-style placements.
14. The number of children in group home, shelters, residential centers or other congregate care settings.
15. The number of children in shelter care more than 21 days and the average number of days in care for these children.
16. The number of children 0 to 3 years old in shelter care.
17. The number of children 0 to 6 years old in group homes.
18. Expenditures for services allowed under the Federal Title IV-E waiver including counseling, drug treatment, parenting classes, rent furniture, car repairs and food expenditures.
19. Information on the level of participation of faith-based organizations for providing services for families and foster homes, and what is being done to encourage these organizations to participate.

## **TRAINING**

### **1. Success in meeting training requirements.**

FY 2007 and FY 2008

	Actual Qtr 3 & 4 FY 2007	Actual Qtr 1 & 2 FY 2008	Estimate Qtr 3 & 4 FY 2008
# new enrolled in CPS training academy <sup>1/</sup>	205	195	220
# new enrolled graduated <sup>1/</sup>	220	222	210
# new enrolled still in CPS training <sup>1/</sup>	159	132	142

<sup>1/</sup> CPS academy training is approximately 22 weeks.

## CPS CASELOADS

### **2. Caseloads for child protective service workers.**

### **3. The number of new cases, cases that remain open, and cases that have been closed.**

Please see pages 3a – 3f for data collected on these measures for January – June 2007.

The following are definitions relevant to the “caseloads for child protective service workers” factor:

- Number of Staff Required – The estimated staff (i.e., CPS specialists) required for investigations, in-home and out-of-home cases by district based on Arizona staffing standards. The total estimated staff required is then compared to the total number of authorized staff to determine the staffing need.
- Reports for Investigation – This represents the number of reports received by the Hotline to be investigated by CPS in the month. Units for this measure are defined as reports.
- In-Home Cases – This represents the number of cases where no children involved in the case have been removed from the home, but CPS is involved with the family and providing some service. Units for this measure are defined as cases.
- Out-of-Home Children – This represents the number of children placed in the custody of the Department who require placement in a foster care setting. Units for this measure are defined as children.
- Contracted Case Management Staff – The Department currently contracts for 16 case management positions. CPS Unit Supervisors oversee the contracted case management staff who handles specialized cases such as intensive in-home cases and pre-adoption cases. For the purpose of identifying the number of case managers required to meet Arizona standards and the number of case managers the Department lacks to achieve those standards, the 16 contracted FTE are included in the calculations.
- The following are definitions relevant to the “the number of new cases, cases that remain open, and cases that have been closed” factor:
  - Number of New In-Home Cases – This measure displays the number of in-home cases that were opened in the report month.
  - Number of Continuing In-Home Cases – This measure displays the number of in-home cases that remained open from the prior report month.
  - Number of Closed In-Home Cases – This measure displays the number of in-home cases from the prior month that were closed.
  - Number of New Out-Of-Home Children – This measure displays the number of children that entered care in the report month.
  - Number of Continuing Out-of-Home Children – This measure displays the number of children that remained in care from the prior report month.
  - Number of Children Leaving Care – This measure displays the number of children who left the custody of the Department from the prior month.
  - Cases Identified as Non-Active – These are cases that had no case notes or service authorizations for 60 days or more. These cases are excluded from the case counts in the above measures.

Division of Children, Youth and Families  
Case Count Summary Report  
Data for July 2007

	Number of Units	# of Staff Required <sup>1/4/</sup>	# of Staff Filled <sup>5/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,403	140.3				
District II	439	43.9				
District III	227	22.7				
District IV	178	17.8				
District V	167	16.7				
District VI	97	9.7				
<b>Total</b>	<b>2,511</b>	<b>251.1</b>	<b>167</b>	<b>15</b>	<b>250.0</b>	<b>10.0</b>
<b>In-Home Cases</b>						
District I	2,568	135.1				
District II	1,159	61.0				
District III	433	22.8				
District IV	347	18.3				
District V	264	13.9				
District VI	228	12.0				
<b>Total</b>	<b>4,999</b>	<b>263.1</b>	<b>201</b>	<b>24.9</b>	<b>247.0</b>	<b>20.2</b>
<b>Out-of-Home Children</b>						
District I	4,964	310.3				
District II	2,455	153.4				
District III	737	46.1				
District IV	396	24.8				
District V	799	49.9				
District VI	338	21.1				
District VII	59	3.7				
<b>Total</b>	<b>9,748</b>	<b>609.3</b>	<b>465</b>	<b>21.0</b>	<b>489.0</b>	<b>19.9</b>
<b>Total All</b>			<b>833</b>		<b>986.0</b>	
<b>Total Staff Required</b>		<b>1,123.4</b>				
<b># of Staff (Authorized)<sup>2/</sup></b>		<b>986.0</b>				
<b>Number of Staff Needed</b>		<b>(137.4)</b>				
<b>Number of New In-Home Cases</b>	<b>1,695</b>					
<b>Number of Continuing In-Home Cases</b>	<b>3,304</b>					
<b>Number of Closed In-Home Cases</b>	<b>1,946</b>					
<b>Number of New Out of Home Children</b>	<b>781</b>					
<b>Number of Continuing Out-of-Home Children</b>	<b>8,967</b>					
<b>Number of Children Leaving Care</b>	<b>875</b>					
<b>Cases Identified as Non-Active<sup>3/</sup></b>	<b>4,859</b>					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; instead being appropriated in total to allow the Division the ability to manage staffing to best address each locations needs and caseload levels.

2/ Includes 16 contracted case management staff.

3/ These cases have no case notes or service authorizations for 60 days or more, and are excluded from the above case counts. Represents closed removals or in-home cases that have not had case notes completed.

4/ Number of Staff required based on the following standards: a workload per case manager of 10 investigations, 19 In-Home cases, or 16 Out-of-Home children.

5/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/08. In-home caseload data as of 8/14/07. Out-of-home caseload data as of 9/15/2007.

Division of Children, Youth and Families  
Case Count Summary Report  
Data for August 2007

	Number of Units	# of Staff Required <sup>1/4/</sup>	# of Staff Filled <sup>5/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,879	187.9				
District II	592	59.2				
District III	270	27.0				
District IV	203	20.3				
District V	246	24.6				
District VI	135	13.5				
<b>Total</b>	<b>3,325</b>	<b>332.5</b>	<b>222</b>	<b>15</b>	<b>250.0</b>	<b>13.3</b>
<b>In-Home Cases</b>						
District I	2,643	139.1				
District II	969	51.0				
District III	484	25.5				
District IV	377	19.8				
District V	275	14.5				
District VI	202	10.6				
<b>Total</b>	<b>4,950</b>	<b>260.5</b>	<b>177</b>	<b>28.0</b>	<b>247.0</b>	<b>20.0</b>
<b>Out-of-Home Children</b>						
District I	4,963	310.2				
District II	2,470	154.4				
District III	751	46.9				
District IV	400	25.0				
District V	829	51.8				
District VI	336	21.0				
District VII	54	3.4				
<b>Total</b>	<b>9,803</b>	<b>612.7</b>	<b>417</b>	<b>23.5</b>	<b>489.0</b>	<b>20.0</b>
<b>Total All</b>			<b>816</b>		<b>986.0</b>	
<b>Total Staff Required</b>		<b>1,205.7</b>				
<b># of Staff (Authorized)<sup>2/</sup></b>		<b>986.0</b>				
<b>Number of Staff Needed</b>		<b>(219.7)</b>				
<b>Number of New In-Home Cases</b>	<b>1,510</b>					
<b>Number of Continuing In-Home Cases</b>	<b>3,440</b>					
<b>Number of Closed In-Home Cases</b>	<b>1,508</b>					
<b>Number of New Out of Home Children</b>	<b>744</b>					
<b>Number of Continuing Out-of-Home Children</b>	<b>9,059</b>					
<b>Number of Children Leaving Care</b>	<b>710</b>					
<b>Cases Identified as Non-Active<sup>3/</sup></b>	<b>4,769</b>					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; instead being appropriated in total to allow the Division the ability to manage staffing to best address each locations needs and caseload levels.

2/ Includes 16 contracted case management staff.

3/ These cases have no case notes or service authorizations for 60 days or more, and are excluded from the above case counts. Represents closed removals or in-home cases that have not had case notes completed.

4/ Number of Staff required based on the following standards: a workload per case manager of 10 investigations, 19 In-Home cases, or 16 Out-of-Home children.

5/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/08. In-home data as of 9/13/07. Out-of-home caseload data as of 10/20/07.

Division of Children, Youth and Families  
Case Count Summary Report  
Data for September 2007

	Number of Units	# of Staff Required <sup>1/4/</sup>	# of Staff Filled <sup>5/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,769	176.9				
District II	544	54.4				
District III	226	22.6				
District IV	190	19.0				
District V	205	20.5				
District VI	129	12.9				
<b>Total</b>	<b>3,063</b>	<b>306.3</b>	<b>204</b>	<b>15</b>	<b>250.0</b>	<b>12.3</b>
<b>In-Home Cases</b>						
District I	2,863	150.7				
District II	1,057	55.6				
District III	515	27.1				
District IV	396	20.8				
District V	369	19.4				
District VI	228	12.0				
<b>Total</b>	<b>5,428</b>	<b>285.6</b>	<b>197</b>	<b>27.6</b>	<b>247.0</b>	<b>22.0</b>
<b>Out-of-Home Children</b>						
District I	4,928	308.0				
District II	2,442	152.6				
District III	731	45.7				
District IV	423	26.4				
District V	820	51.3				
District VI	311	19.4				
District VII	70	4.4				
<b>Total</b>	<b>9,725</b>	<b>607.8</b>	<b>418</b>	<b>23.3</b>	<b>489.0</b>	<b>19.9</b>
<b>Total All</b>			<b>819</b>		<b>986.0</b>	
<b>Total Staff Required</b>		<b>1,199.7</b>				
<b># of Staff (Authorized)<sup>2/</sup></b>		<b>986.0</b>				
<b>Number of Staff Needed</b>		<b>(213.7)</b>				
<b>Number of New In-Home Cases</b>	<b>1,556</b>					
<b>Number of Continuing In-Home Cases</b>	<b>3,872</b>					
<b>Number of Closed In-Home Cases</b>	<b>1,497</b>					
<b>Number of New Out of Home Children</b>	<b>817</b>					
<b>Number of Continuing Out-of-Home Children</b>	<b>8,908</b>					
<b>Number of Children Leaving Care</b>	<b>813</b>					
<b>Cases Identified as Non-Active<sup>3/</sup></b>	<b>4,784</b>					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; instead being appropriated in total to allow the Division the ability to manage staffing to best address each locations needs and caseload levels.

2/ Includes 16 contracted case management staff.

3/ These cases have no case notes or service authorizations for 60 days or more, and are excluded from the above case counts. Represents closed removals or in-home cases that have not had case notes completed.

4/ Number of Staff required based on the following standards: a workload per case manager of 10 investigations, 19 In-Home cases, or 16 Out-of-Home children.

5/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/08. In-home caseload data as of 10/12/07. Out-of-home caseload data as of 11/17/07.

Division of Children, Youth and Families  
Case Count Summary Report  
Data for October 2007

	Number of Units	# of Staff Required <sup>1/4/</sup>	# of Staff Filled <sup>5/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,925	192.5				
District II	642	64.2				
District III	226	22.6				
District IV	199	19.9				
District V	211	21.1				
District VI	119	11.9				
<b>Total</b>	<b>3,322</b>	<b>332.2</b>	<b>221</b>	<b>15</b>	<b>250.0</b>	<b>13.3</b>
<b>In-Home Cases</b>						
District I	2,840	149.5				
District II	1,112	58.5				
District III	470	24.7				
District IV	405	21.3				
District V	339	17.8				
District VI	267	14.1				
<b>Total</b>	<b>5,433</b>	<b>285.9</b>	<b>188</b>	<b>28.9</b>	<b>247.0</b>	<b>22.0</b>
<b>Out-of-Home Children</b>						
District I	4,942	308.9				
District II	2,509	156.8				
District III	765	47.8				
District IV	413	25.8				
District V	843	52.7				
District VI	320	20.0				
District VII	64	4.0				
<b>Total</b>	<b>9,856</b>	<b>616.0</b>	<b>407</b>	<b>24.2</b>	<b>489.0</b>	<b>20.2</b>
<b>Total All</b>			<b>816</b>		<b>986.0</b>	
<b>Total Staff Required</b>		<b>1,234.1</b>				
<b># of Staff (Authorized)<sup>2/</sup></b>		<b>986.0</b>				
<b>Number of Staff Needed</b>		<b>(248.1)</b>				
<b>Number of New In-Home Cases</b>	<b>2,087</b>					
<b>Number of Continuing In-Home Cases</b>	<b>3,346</b>					
<b>Number of Closed In-Home Cases</b>	<b>1,838</b>					
<b>Number of New Out of Home Children</b>	<b>903</b>					
<b>Number of Continuing Out-of-Home Children</b>	<b>8,953</b>					
<b>Number of Children Leaving Care</b>	<b>932</b>					
<b>Cases Identified as Non-Active<sup>3/</sup></b>	<b>4,937</b>					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; instead being appropriated in total to allow the Division the ability to manage staffing to best address each locations needs and caseload levels.

2/ Includes 16 contracted case management staff.

3/ These cases have no case notes or service authorizations for 60 days or more, and are excluded from the above case counts. Represents closed removals or in-home cases that have not had case notes completed.

4/ Number of Staff required based on the following standards: a workload per case manager of 10 investigations, 19 In-Home cases, or 16 Out-of-Home children.

5/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/08. In-home caseload data as of 11/14/07. Out-of-home caseload data as of 12/15/07.

Division of Children, Youth and Families  
Case Count Summary Report  
Data for November 2007

	Number of Units	# of Staff Required <sup>1/4/</sup>	# of Staff Filled <sup>5/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,786	178.6				
District II	556	55.6				
District III	218	21.8				
District IV	176	17.6				
District V	199	19.9				
District VI	127	12.7				
<b>Total</b>	<b>3,062</b>	<b>306.2</b>	<b>204</b>	<b>15</b>	<b>250.0</b>	<b>12.2</b>
<b>In-Home Cases</b>						
District I	2,823	148.6				
District II	1,156	60.8				
District III	433	22.8				
District IV	402	21.2				
District V	308	16.2				
District VI	252	13.3				
<b>Total</b>	<b>5,374</b>	<b>282.9</b>	<b>197</b>	<b>27.3</b>	<b>247.0</b>	<b>21.8</b>
<b>Out-of-Home Children</b>						
District I	4,924	307.8				
District II	2,414	150.9				
District III	738	46.1				
District IV	405	25.3				
District V	831	51.9				
District VI	303	18.9				
District VII	58	3.6				
<b>Total</b>	<b>9,673</b>	<b>604.5</b>	<b>421</b>	<b>23.0</b>	<b>489.0</b>	<b>19.8</b>
<b>Total All</b>			<b>822</b>		<b>986.0</b>	
<b>Total Staff Required</b>		<b>1,193.6</b>				
<b># of Staff (Authorized)<sup>2/</sup></b>		<b>986.0</b>				
<b>Number of Staff Needed</b>		<b>(207.6)</b>				
<b>Number of New In-Home Cases</b>	<b>1,875</b>					
<b>Number of Continuing In-Home Cases</b>	<b>3,499</b>					
<b>Number of Closed In-Home Cases</b>	<b>1,550</b>					
<b>Number of New Out of Home Children</b>	<b>777</b>					
<b>Number of Continuing Out-of-Home Children</b>	<b>8,896</b>					
<b>Number of Children Leaving Care</b>	<b>707</b>					
<b>Cases Identified as Non-Active<sup>3/</sup></b>	<b>4,748</b>					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; instead being appropriated in total to allow the Division the ability to manage staffing to best address each locations needs and caseload levels.

2/ Includes 16 contracted case management staff.

3/ These cases have no case notes or service authorizations for 60 days or more, and are excluded from the above case counts. Represents closed removals or in-home cases that have not had case notes completed.

4/ Number of Staff required based on the following standards: a workload per case manager of 10 investigations, 19 In-Home cases, or 16 Out-of-Home children.

5/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/08. In-home caseload data as of 12/13/07. Out-of-home caseload data as of 1/20/2008.



Division of Children, Youth and Families  
Case Count Summary Report  
Data for December 2007

	Number of Units	# of Staff Required <sup>1/4/</sup>	# of Staff Filled <sup>5/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,411	141.1				
District II	432	43.2				
District III	140	14.0				
District IV	129	12.9				
District V	162	16.2				
District VI	97	9.7				
<b>Total</b>	<b>2,371</b>	<b>237.1</b>	<b>158</b>	<b>15</b>	<b>250.0</b>	<b>9.5</b>
<b>In-Home Cases</b>						
District I	2,807	147.7				
District II	1,066	56.1				
District III	438	23.1				
District IV	373	19.6				
District V	339	17.8				
District VI	213	11.2				
<b>Total</b>	<b>5,236</b>	<b>275.6</b>	<b>212</b>	<b>24.7</b>	<b>247.0</b>	<b>21.2</b>
<b>Out-of-Home Children</b>						
District I	4,962	310.1				
District II	2,447	152.9				
District III	735	45.9				
District IV	413	25.8				
District V	825	51.6				
District VI	292	18.3				
District VII	68	4.3				
<b>Total</b>	<b>9,742</b>	<b>608.9</b>	<b>468</b>	<b>20.8</b>	<b>489.0</b>	<b>19.9</b>
<b>Total All</b>			<b>838</b>		<b>986.0</b>	
<b>Total Staff Required</b>		<b>1,121.6</b>				
<b># of Staff (Authorized)<sup>2/</sup></b>		<b>986.0</b>				
<b>Number of Staff Needed</b>		<b>(135.6)</b>				
<b>Number of New In-Home Cases</b>	<b>1,377</b>					
<b>Number of Continuing In-Home Cases</b>	<b>3,859</b>					
<b>Number of Closed In-Home Cases</b>	<b>1,775</b>					
<b>Number of New Out of Home Children</b>	<b>705</b>					
<b>Number of Continuing Out-of-Home Children</b>	<b>9,037</b>					
<b>Number of Children Leaving Care</b>	<b>686</b>					
<b>Cases Identified as Non-Active<sup>3/</sup></b>	<b>4,884</b>					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; instead being appropriated in total to allow the Division the ability to manage staffing to best address each locations needs and caseload levels.

2/ Includes 16 contracted case management staff.

3/ These cases have no case notes or service authorizations for 60 days or more, and are excluded from the above case counts. Represents closed removals or in-home cases that have not had case notes completed.

4/ Number of Staff required based on the following standards: a workload per case manager of 10 investigations, 19 In-Home cases, or 16 Out-of-Home children.

5/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/08. In-home caseload data as of 1/11/08. Out-of-home caseload data as of 1/20/08.

## **EMPLOYEE RATIOS AND TURNOVER**

- 4. The ratio of child protective services workers to immediate supervisors**
- 5. Employee turnover, including a breakdown of employees who remain with the Department and employees who leave the Department.**

Please see pages 4a – 4n for data collected on these measures for January - June 2007.

- The following are definitions relevant to the employee ratio and turnover factors:
  - Authorized – The number of authorized FTE for the district. Authorized FTE are those received through appropriation and their matching federal or other fund share. In addition, the Department continues to assess the duties of classifications with similar job functions which may adjust the authorized FTE in the future.
  - Filled – The number of staff who are placed in the authorized positions.
  - Vacant – The number of vacant positions (calculated by subtracting the filled positions from the authorized positions).
  - Training – The number of staff who are in the training institute to fill the vacant positions.
  - New Hires to State – Number of staff hired who did not come from another state agency or from within DES.
  - Transferred from Another DCYF District – Number of staff hired in the report district that transferred from another DCYF district.
  - Transferred from Another State Agency – An employee who was employed by another agency is hired by DCYF (e.g., a Division of Behavioral Health Services employee is hired as a CPS specialist or CPS unit supervisor).
  - Promotion from Within DCYF – An employee who was previously in another DCYF position that promoted to a CPS specialist or CPS unit supervisor (e.g., a CPS case aide who attained a Bachelor's degree and now qualifies for a CPS specialist position or a CPS specialist who promotes to a CPS unit supervisor).
  - Promotion from Within DES – These are new hires to DCYF that came from elsewhere within DES.
  - Separation from State Service – An employee who has left employment with the State of Arizona.
  - Transferred Outside DES – The employee has left DES employment, but is still employed by the State of Arizona (e.g., the employee may have left to work at the Department of Health Services).
  - Transferred Outside DCYF – Continued Employment with DES – The employee has left DCYF but went to work for another Division within DES.
  - Transferred to Another DCYF District – Same as a Transferred from Another DCYF District.
  - Promoted Within DCYF – The employee takes a promotion within DCYF.
  - Other – An employee who takes a voluntary demotion or some other occurrence (e.g., the employee is a CPS program specialist, but decides to go back to being a CPS specialist).
  - Retention Rate – Calculated by taking the total filled positions (including those in training) less the positions leaving DCYF and dividing that number by the total filled (including training).

**DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY**

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS SPECIALISTS I'S, II'S, AND III'S									
AS OF 7/27/2007									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	422	201	68	44	57	25	68	885
	VACANT	12	-9	1	7	-4	3	2	12
	TRAINING (1)	82	27	9	12	10	6		146
-----									
DURING THE PERIOD OF 6/30/2007 THRU 7/27/2007									
	NEW HIRE								
	NEW HIRES TO STATE	13	2		4	3	1		23
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	13	2	0	4	3	1	0	23
	LEAVING								
	SEPARATION FROM STATE SERVICE	12	6	1	3	1	4	2	29
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT								0
	PROMOTED WITHIN DCYF								0
	OTHER (2)								0
	TOTAL LEAVING	12	6	1	3	1	4	2	29
	RETENTION RATE	97.6%	97.4%	98.7%	94.6%	98.5%	87.1%	97.1%	97.2%
	MONTHLY DCYF TURNOVER RATE (3)	2.4%	2.6%	1.3%	5.4%	1.5%	12.9%	2.9%	2.8%

- (1) STAFF IN THE TRAINING INSTITUTE ARE NOT REFLECTED IN THE FILLED NUMBERS NOR IN THE VACANT NUMBERS.
- (2) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES FOR OTHER REASONS.
- (3) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS (INCLUDING TRAINING).

**DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY**

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS UNIT SUPERVISORS									
AS OF 7/27/2007									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	80	39	13	13	12	10	10	177
	VACANT	4	-6	2	-1	1	1	-3	-2
-----									
DURING THE PERIOD OF 6/30/2007 THRU 7/27/2007									
	NEW HIRE								
	NEW HIRES TO STATE								0
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFER FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	0	0	0	0	0	0	0	0
	LEAVING								
	SEPARATION FROM STATE SERVICE	1							1
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT								0
	PROMOTED WITHIN DCYF								0
	OTHER(1)								0
	TOTAL LEAVING	1	0	0	0	0	0	0	1
	RETENTION RATE	98.8%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.4%
	MONTHLY DCYF TURNOVER RATE (2)	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.0

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:5.0

(1) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES.

(2) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS.

**DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY**

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS SPECIALISTS I'S, II'S, AND III'S									
AS OF 8/24/2007									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	407	204	65	38	58	28	71	871
	VACANT	16	-12	4	9	-5	1	-1	12
	TRAINING (1)	93	27	9	16	10	5		160
-----									
DURING THE PERIOD OF 7/28/2007 THRU 8/24/2007									
	NEW HIRE								
	NEW HIRES TO STATE	17	8	1	1	2	1		30
	TRANSFERRED FROM ANOTHER DCYF DISTRICT						1	3	4
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	17	8	1	1	2	2	3	34
	LEAVING								
	SEPARATION FROM STATE SERVICE	10	4	4	3	1		1	23
	TRANSFERRED OUTSIDE DES	1							1
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT	4							4
	PROMOTED WITHIN DCYF	4							4
	OTHER (2)	1	1						2
	TOTAL LEAVING	20	5	4	3	1	0	1	34
	RETENTION RATE	97.6%	97.8%	94.6%	94.4%	98.5%	100.0%	98.6%	97.5%
	MONTHLY DCYF TURNOVER RATE (3)	2.4%	2.2%	5.4%	5.6%	1.5%	0.0%	1.4%	2.5%

- (1) STAFF IN THE TRAINING INSTITUTE ARE NOT REFLECTED IN THE FILLED NUMBERS NOR IN THE VACANT NUMBERS.
- (2) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES FOR OTHER REASONS.
- (3) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS (INCLUDING TRAINING).

**DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY**

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS UNIT SUPERVISORS									
AS OF 8/24/2007									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	85	38	13	13	12	11	10	182
	VACANT	-1	-5	2	-1	1	0	-3	-7
-----									
DURING THE PERIOD OF 7/28/2007 THRU 8/24/2007									
NEW HIRE									
	NEW HIRES TO STATE	4							4
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFER FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF	2					1		3
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	6	0	0	0	0	1	0	7
LEAVING									
	SEPARATION FROM STATE SERVICE		1						1
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT								0
	PROMOTED WITHIN DCYF								0
	OTHER(1)	1							1
	TOTAL LEAVING	1	1	0	0	0	0	0	2
	RETENTION RATE	98.8%	97.4%	100.0%	100.0%	100.0%	100.0%	100.0%	98.9%
	MONTHLY DCYF TURNOVER RATE (2)	1.2%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.0

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:4.8

(1) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES.

(2) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS.

DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS SPECIALISTS I'S, II'S, AND III'S									
AS OF 9/21/2007									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	412	201	64	38	60	28	70	873
	VACANT	21	-12	3	5	-7	1	0	11
	TRAINING (1)	83	30	11	20	10	5		159
-----									
DURING THE PERIOD OF 8/25/2007 THRU 9/21/2007									
	NEW HIRE								
	NEW HIRES TO STATE	11	5	1	4	3	1		25
	TRANSFERRED FROM ANOTHER DCYF DISTRICT			1				1	2
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	11	5	2	4	3	1	1	27
	LEAVING								
	SEPARATION FROM STATE SERVICE	11	5	1	0	1	1	2	21
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT	2							2
	PROMOTED WITHIN DCYF	3							3
	OTHER (2)								0
	TOTAL LEAVING	16	5	1	0	1	1	2	26
	RETENTION RATE	97.8%	97.8%	98.7%	100.0%	98.6%	97.0%	97.1%	98.0%
	MONTHLY DCYF TURNOVER RATE (3)	2.2%	2.2%	1.3%	0.0%	1.4%	3.0%	2.9%	2.0%

- (1) STAFF IN THE TRAINING INSTITUTE ARE NOT REFLECTED IN THE FILLED NUMBERS NOR IN THE VACANT NUMBERS.
- (2) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES FOR OTHER REASONS.
- (3) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS (INCLUDING TRAINING).

DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS UNIT SUPERVISORS									
AS OF 9/21/2007									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	84	37	13	13	12	11	10	180
	VACANT	0	-4	2	-1	1	0	-3	-5
-----									
DURING THE PERIOD OF 8/25/2007 THRU 9/21/2007									
NEW HIRE									
	NEW HIRES TO STATE								0
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFER FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	0	0	0	0	0	0	0	0
LEAVING									
	SEPARATION FROM STATE SERVICE	1	1						2
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT								0
	PROMOTED WITHIN DCYF								0
	OTHER (1)								0
	TOTAL LEAVING	1	1	0	0	0	0	0	2
	RETENTION RATE	98.8%	97.3%	100.0%	100.0%	100.0%	100.0%	100.0%	98.9%
	MONTHLY DCYF TURNOVER RATE (2)	1.2%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.0

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:4.9

(1) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES.

(2) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS.



DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS SPECIALISTS I'S, II'S, AND III'S									
AS OF 10/19/2007									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	408	201	64	42	58	27	69	869
	VACANT	22	-11	7	2	-4	0	1	17
	TRAINING (1)	86	29	7	19	9	7		157
-----									
DURING THE PERIOD OF 9/22/2007 THRU 10/19/2007									
	NEW HIRE								
	NEW HIRES TO STATE	12	5	0	4	0	3	0	24
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	12	5	0	4	0	3	0	24
	LEAVING								
	SEPARATION FROM STATE SERVICE	11	6	4	1	3	2	1	28
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT								0
	PROMOTED WITHIN DCYF								0
	OTHER (2)	2							2
	TOTAL LEAVING	13	6	4	1	3	2	1	30
	RETENTION RATE	97.4%	97.4%	94.4%	98.4%	95.5%	94.1%	98.6%	97.1%
	MONTHLY DCYF TURNOVER RATE (3)	2.6%	2.6%	5.6%	1.6%	4.5%	5.9%	1.4%	2.9%

- (1) STAFF IN THE TRAINING INSTITUTE ARE NOT REFLECTED IN THE FILLED NUMBERS NOR IN THE VACANT NUMBERS.
- (2) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES FOR OTHER REASONS.
- (3) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS (INCLUDING TRAINING).

DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS UNIT SUPERVISORS									
AS OF 10/19/2007									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	84	37	13	13	12	11	10	180
	VACANT	0	-4	2	-1	1	0	-3	-5
-----									
DURING THE PERIOD OF 9/22/2007 THRU 10/19/2007									
	NEW HIRE								
	NEW HIRES TO STATE								0
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFER FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	0	0	0	0	0	0	0	0
	LEAVING								
	SEPARATION FROM STATE SERVICE								0
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT								0
	PROMOTED WITHIN DCYF								0
	OTHER (1)								0
	TOTAL LEAVING	0	0	0	0	0	0	0	0
	RETENTION RATE	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	MONTHLY DCYF TURNOVER RATE (2)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:5.96

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:4.8

(1) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES.

(2) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS.

DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS SPECIALISTS I'S, II'S, AND III'S									
AS OF 11/30/2007									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	399	212	69	42	54	30	71	877
	VACANT	24	-12	2	3	-5	-2	-1	9
	TRAINING (1)	93	19	7	18	14	6	0	157
-----									
DURING THE PERIOD OF 10/20/2007 THRU 11/30/2007									
	NEW HIRE								
	NEW HIRES TO STATE	15	2	2	0	5	2	1	27
	TRANSFERRED FROM ANOTHER DCYF DISTRICT			3				2	5
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER		2						2
	TOTAL NEW HIRES	15	4	5	0	5	2	3	34
	LEAVING								
	SEPARATION FROM STATE SERVICE	7	2	0	1	4	0	1	15
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES	1	1						2
	TRANSFERRED TO ANOTHER DCYF DISTRICT	4							4
	PROMOTED WITHIN DCYF	4							4
	OTHER (2)	1							1
	TOTAL LEAVING	17	3	0	1	4	0	1	26
	RETENTION RATE	98.2%	98.7%	100.0%	98.3%	94.1%	100.0%	98.6%	98.3%
	MONTHLY DCYF TURNOVER RATE (3)	1.8%	1.3%	0.0%	1.7%	5.9%	0.0%	1.4%	1.7%

- (1) STAFF IN THE TRAINING INSTITUTE ARE NOT REFLECTED IN THE FILLED NUMBERS NOR IN THE VACANT NUMBERS.
- (2) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES FOR OTHER REASONS.
- (3) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS (INCLUDING TRAINING).

DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS UNIT SUPERVISORS									
AS OF 11/30/2007									
	AUTHORIZED	84	33	15	12	13	11	7	175
AS OF	FILLED	87	39	12	13	12	10	10	183
	VACANT	-3	-6	3	-1	1	1	-3	-8
-----									
DURING THE PERIOD OF 10/20/2007 THRU 11/30/2007									
	NEW HIRE								
DURING THE PERIOD OF	NEW HIRES TO STATE	0							0
	TRANSFERRED FROM ANOTHER DCYF DISTRICT							0	0
	TRANSFER FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF	4							4
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	4	0	0	0	0	0	0	4
	LEAVING								
	SEPARATION FROM STATE SERVICE	1		1					2
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT								0
	PROMOTED WITHIN DCYF								0
	OTHER(1)								0
	TOTAL LEAVING	1	0	1	0	0	0	0	2
	RETENTION RATE	98.9%	100.0%	91.7%	100.0%	100.0%	100.0%	100.0%	98.9%
	MONTHLY DCYF TURNOVER RATE (2)	1.1%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	1.1%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.0

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:4.8

(1) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES.

(2) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS.

**DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY**

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS SPECIALISTS I'S, II'S, AND III'S									
AS OF 12/28/2007									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	411	213	68	45	55	30	67	889
	VACANT	30	-11	7	1	-5	-3	3	22
	TRAINING (1)	75	17	3	17	13	7		132
-----									
DURING THE PERIOD OF 12/1/2007 THRU 12/28/2007									
	NEW HIRE								
	NEW HIRES TO STATE	5	1		2		1		9
	TRANSFERRED FROM ANOTHER DCYF DISTRICT					1			1
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	5	1	0	2	1	1	0	10
	LEAVING								
	SEPARATION FROM STATE SERVICE	10	2	5				4	21
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT								0
	PROMOTED WITHIN DCYF								0
	OTHER (2)	1							1
	TOTAL LEAVING	11	2	5	0	0	0	4	22
	RETENTION RATE	97.7%	99.1%	93.0%	100.0%	100.0%	100.0%	94.0%	97.8%
	MONTHLY DCYF TURNOVER RATE (3)	2.3%	0.9%	7.0%	0.0%	0.0%	0.0%	6.0%	2.2%

- (1) STAFF IN THE TRAINING INSTITUTE ARE NOT REFLECTED IN THE FILLED NUMBERS NOR IN THE VACANT NUMBERS.
- (2) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES FOR OTHER REASONS.
- (3) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS (INCLUDING TRAINING).

**DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY**

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS UNIT SUPERVISORS									
AS OF 12/28/2007									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	89	39	11	13	11	10	11	184
	VACANT	-5	-6	4	-1	2	1	-4	-9
-----									
DURING THE PERIOD OF 12/1/2007 THRU 12/28/2007									
	NEW HIRE								
	NEW HIRES TO STATE	2						1	3
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFER FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	2	0	0	0	0	0	1	3
	LEAVING								
	SEPARATION FROM STATE SERVICE					1			1
	TRANSFERRED OUTSIDE DES								0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT								0
	PROMOTED WITHIN DCYF								0
	OTHER(1)								0
	TOTAL LEAVING	0	0	0	0	1	0	0	1
	RETENTION RATE	100.0%	100.0%	100.0%	100.0%	90.9%	100.0%	100.0%	99.5%
	MONTHLY DCYF TURNOVER RATE (2)	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.5%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.0

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:4.8

(1) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES.

(2) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS.

DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS SPECIALISTS I'S, II'S, AND III'S									
AS OF 12/28/2007									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	411	213	68	45	55	30	67	889
	VACANT	30	-11	7	1	-5	-3	3	22
	TRAINING (1)	75	17	3	17	13	7		132
-----									
DURING THE PERIOD OF 6/30/2007 THRU 12/28/2007									
	NEW HIRE								
	NEW HIRES TO STATE	73	23	4	15	13	9	1	138
	TRANSFERRED FROM ANOTHER DCYF DISTRICT	0	0	4	0	1	1	6	12
	TRANSFERRED FROM ANOTHER STATE AGENCY	0	0	0	0	0	0	0	0
	PROMOTION FROM WITHIN DCYF	0	0	0	0	0	0	0	0
	PROMOTION FROM WITHIN DES	0	0	0	0	0	0	0	0
	OTHER	0	2	0	0	0	0	0	2
	TOTAL NEW HIRES	73	25	8	15	14	10	7	152
	LEAVING								
	SEPARATION FROM STATE SERVICE	61	25	15	8	10	7	11	137
	TRANSFERRED OUTSIDE DES	1	0	0	0	0	0	0	1
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES	1	1	0	0	0	0	0	2
	TRANSFERRED TO ANOTHER DCYF DISTRICT	10	0	0	0	0	0	0	10
	PROMOTED WITHIN DCYF	11	0	0	0	0	0	0	11
	OTHER (2)	5	1	0	0	0	0	0	6
	TOTAL LEAVING	89	27	15	8	10	7	11	167
	RETENTION RATE	72.0%	76.5%	57.7%	74.2%	70.6%	62.2%	67.2%	71.4%
	ANNUALIZED DCYF TURNOVER RATE (3)	28.0%	23.5%	42.3%	25.8%	29.4%	37.8%	32.8%	28.6%

- (1) STAFF IN THE TRAINING INSTITUTE ARE NOT REFLECTED IN THE FILLED NUMBERS NOR IN THE VACANT NUMBERS.
- (2) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES FOR OTHER REASONS.
- (3) TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS (INCLUDING TRAINING). TURNOVER RATES HAVE BEEN ANNUALIZED BASED ON THE LAST 6 MONTHS OF THE FISCAL YEAR.

DCYF CPS SPECIALIST AND SUPERVISOR PERSONNEL ACTIVITY

		DIST 1	DIST 2	DIST 3	DIST 4	DIST 5	DIST 6	HOTLINE	TOTAL
CPS UNIT SUPERVISORS									
AS OF 12/28/2007									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	89	39	11	13	11	10	11	184
	VACANT	-5	-6	4	-1	2	1	-4	-9
-----									
DURING THE PERIOD OF 6/30/2007 THRU 12/28/2007									
NEW HIRE									
DURING THE PERIOD OF	NEW HIRES TO STATE	6	0	0	0	0	0	1	7
	TRANSFERRED FROM ANOTHER DCYF DISTRICT	0	0	0	0	0	0	0	0
	TRANSFER FROM ANOTHER STATE AGENCY	0	0	0	0	0	0	0	0
	PROMOTION FROM WITHIN DCYF	6	0	0	0	0	1	0	7
	PROMOTION FROM WITHIN DES	0	0	0	0	0	0	0	0
	OTHER								0
	TOTAL NEW HIRES	12	0	0	0	0	1	1	14
LEAVING									
	SEPARATION FROM STATE SERVICE	3	2	1	0	1	0	0	7
	TRANSFERRED OUTSIDE DES	0	0	0	0	0	0	0	0
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES	0	0	0	0	0	0	0	0
	TRANSFERRED TO ANOTHER DCYF DISTRICT	0	0	0	0	0	0	0	0
	PROMOTED WITHIN DCYF	0	0	0	0	0	0	0	0
	OTHER(1)	1	0	0	0	0	0	0	1
	TOTAL LEAVING	4	2	1	0	1	0	0	8
	RETENTION RATE	91.0%	89.7%	81.8%	100.0%	81.8%	100.0%	100.0%	91.3%
	ANNUALIZED DCYF TURNOVER RATE (2)	9.0%	10.3%	18.2%	0.0%	18.2%	0.0%	0.0%	8.7%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:5.7

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:4.8

(1) INCLUDES BOTH VOLUNTARY AND INVOLUNTARY GRADE DECREASES, DEMOTIONS, AND STAFF LEAVING THE SERIES.

(2) THE MONTHLY TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED POSITIONS. TURNOVER RATES HAVE BEEN ANNUALIZED BASED ON THE LAST 6 MONTHS OF THE FISCAL YEAR.



## **FEDERAL AND STATE EXPENDITURES**

- 6. The source and use of federal monies in the Division of Children, Youth and Families.**
- 7. The source and use of state monies in the Division of Children, Youth and Families.**

Please see pages 5a-b for data collected on these measures for fiscal years 2008 and 2009. Costs include anticipated 13th month expenditures and administrative adjustments.

## FY 2008 TOTAL DCYF ESTIMATED EXPENDITURES <sup>1/</sup>

(AND ASSOCIATED SUPPORT COSTS)

	Appropriated Funds					Non-Appropriated Funds											All Funds
	GF	TANF	Child Abuse Prevention	CPS Training	Total Approp. Funds	Title IV-B CWS Part I	Title IV-B Part II	Title IV-E	Indep. Living / Educ & Training	CA&N (+) Com. Base	Social Services Block Grant	Governor's Office of Drug Policy	Foster Care Client Trust	AZ Lottery Funds	Title XIX	Other <sup>4/</sup>	
FTE	976.7	396.2	1.0		1,373.9	71.0	18.0	348.9	1.0	1.0	154.0				35.8		2,003.6
Operating	63,691.4	30,144.2		209.6	94,045.2	2,726.1	1,457.6	24,288.9	326.1	206.4	4,097.6			88.4	3,398.0	420.4	131,054.7
Adoption Services	38,642.2	10,686.1			49,328.3		1,450.0	48,032.0									98,810.3
Adopt Svcs - Fam Pres Prj		1,000.0			1,000.0												1,000.0
Children Support Services	53,702.4	16,129.1	750.0		70,581.5	267.0	4,350.0	7,797.1		25.0	3,130.0						86,150.6
Emergency Placement	2,180.1	3,006.4			5,186.5			2,087.7			486.9						7,761.1
Residential Placement	6,543.4	11,166.6			17,710.0			11,826.1			3,683.2						33,219.3
Foster Care Placement	23,881.2	6,223.1			30,104.3			22,201.9			595.6		890.0				53,791.8
Intensive Family Svcs	1,985.6				1,985.6												1,985.6
CMDP	2,057.0				2,057.0										27,931.2		29,988.2
Healthy Families	8,715.8	5,034.2			13,750.0					475.0		700.0		6,466.7			21,391.7
Family Builders		5,200.0			5,200.0												5,200.0
CPS Appeals <sup>2/</sup>	732.9				732.9												732.9
CPS Exp. Sub. Abuse	224.5				224.5												224.5
AG Special Line Item <sup>2/</sup>	12,221.7	52.2			12,273.9	596.8	207.0	2,888.9	40.3	33.5	745.5			33.4	0.9		16,820.2
Child Abuse Prevention			826.9		826.9												826.9
Permanent Guardianship	7,192.3	859.3			8,051.6												8,051.6
Homeless Youth Intervention		400.0			400.0												400.0
Substance Abuse Treatment	5,000.0	2,000.0			7,000.0												7,000.0
Independent Living Ed & Trg	700.0				700.0				801.0								1,501.0
Independent Living Maint	3,136.0				3,136.0				2,100.0								5,236.0
Adop Svcs - Acad Tutoring	300.0				300.0												300.0
<b>Total DCYF</b>	<b>230,906.5</b>	<b>91,901.2</b>	<b>1,576.9</b>	<b>209.6</b>	<b>324,594.2</b>	<b>3,589.9</b>	<b>7,464.6</b>	<b>119,122.6</b>	<b>3,267.4</b>	<b>739.9</b>	<b>12,738.8</b>	<b>700.0</b>	<b>890.0</b>	<b>6,555.1</b>	<b>31,362.6</b>	<b>421.3</b>	<b>511,446.4</b>
Percent of Total	45.1%	18.0%	0.3%	0.0%	<b>63.5%</b>	0.7%	1.5%	23.3%	0.6%	0.1%	2.5%	0.1%	0.2%		6.1%	0.1%	<b>99%</b>
Support Services <sup>3/</sup>	12,719.7	3,027.2	-	-	15,746.9	1,816.4	392.3	4,556.2	70.4	54.2	2,263.6			7.3	516.5	23.8	25,447.7
<b>Total DCYF/Adm Sup</b>	<b>243,626.2</b>	<b>94,928.4</b>	<b>1,576.9</b>	<b>209.6</b>	<b>340,341.1</b>	<b>5,406.3</b>	<b>7,856.9</b>	<b>123,678.8</b>	<b>3,337.8</b>	<b>794.1</b>	<b>15,002.4</b>	<b>700.0</b>	<b>890.0</b>	<b>31,879.1</b>	<b>445.1</b>		<b>536,894.1</b>
Percent of Total	45.4%	17.7%	0.3%	0.0%	<b>63.4%</b>	1.0%	1.5%	23.0%	0.6%	0.1%	2.8%	0.1%	0.2%		5.9%	0.1%	<b>99%</b>

<sup>1/</sup> Appropriated expenditures (displayed in thousands) include estimated administrative adjustments.

<sup>2/</sup> In addition to FTE displayed above, the CPS Appeals Special Line Item includes 10.5 G.F. FTE; the A.G. Special Line Item includes 197.0 total FTE (150.8 G.F., .3 TANF, 45.9 Non-appr).

<sup>3/</sup> The Legislature appropriates funding to the Administration portion of the Department to support other essential administrative needs of Child Protective Services, such as rent for offices for CPS case managers, Risk Management, and automation mainframe support.

<sup>4/</sup> Includes one-time ancillary revenue sources such as Casey Grant, Family Conference, and CPS Donations.

## FY 2009 TOTAL DCYF ESTIMATED EXPENDITURES <sup>1/</sup>

(AND ASSOCIATED SUPPORT COSTS)

	Appropriated Funds					Non-Appropriated Funds											All Funds
	GF	TANF	Child Abuse Prevention	CPS Training	Total Approp. Funds	Title IV-B CWS Part I	Title IV-B Part II	Title IV-E	Indep. Living / Educ & Training	CA&N (+) Com. Base	Social Services Block Grant	Governor's Office of Drug Policy	Foster Care Client Trust	AZ Lottery Funds	Title XIX	Other <sup>4/</sup>	
FTE	1,056.9	396.2	1.0		1,454.1	71.0	18.0	366.7	1.0	1.0	154.0				35.8		2,101.6
Operating	68,948.2	30,144.2		209.6	99,302.0	2,726.1	1,457.6	25,191.5	326.1	206.4	4,097.6			88.4	3,398.0	420.4	137,214.1
Adoption Services	45,874.6	10,686.1			56,560.7		1,450.0	53,044.9									111,055.6
Adopt Svcs - Fam Pres Prj		1,000.0			1,000.0												1,000.0
Children Support Services	53,702.4	16,129.1	750.0		70,581.5	267.0	4,350.0	7,797.1		25.0	3,130.0						86,150.6
Emergency Placement	2,180.1	3,006.4			5,186.5			2,087.7			486.9						7,761.1
Residential Placement	6,543.4	11,166.6			17,710.0			11,826.1			3,683.2						33,219.3
Foster Care Placement	22,881.2	6,223.1			29,104.3			22,201.9			595.6		890.0				52,791.8
Intensive Family Svcs	1,985.6				1,985.6												1,985.6
CMDP	2,057.0				2,057.0										27,931.2		29,988.2
Healthy Families	8,715.8	5,034.2			13,750.0					475.0		700.0		6,466.7			21,391.7
Family Builders		5,200.0			5,200.0												5,200.0
CPS Appeals <sup>2/</sup>	732.9				732.9												732.9
CPS Exp. Sub. Abuse	224.5				224.5												224.5
AG Special Line Item <sup>2/</sup>	12,221.7	52.2			12,273.9	596.8	207.0	2,888.9	40.3	33.5	745.5			33.4	0.9		16,820.2
Child Abuse Prevention			826.9		826.9												826.9
Permanent Guardianship	8,215.9	859.3			9,075.2												9,075.2
Homeless Youth Intervention		400.0			400.0												400.0
Substance Abuse Treatment	7,500.0	2,000.0			9,500.0												9,500.0
Independent Living Ed & Trg	700.0				700.0				801.0								1,501.0
Independent Living Maint	3,136.0				3,136.0				2,100.0								5,236.0
Adop Svcs - Acad Tutoring	300.0				300.0												300.0
<b>Total DCYF</b>	<b>245,919.3</b>	<b>91,901.2</b>	<b>1,576.9</b>	<b>209.6</b>	<b>339,607.0</b>	<b>3,589.9</b>	<b>7,464.6</b>	<b>125,038.1</b>	<b>3,267.4</b>	<b>739.9</b>	<b>12,738.8</b>	<b>700.0</b>	<b>890.0</b>	<b>6,555.1</b>	<b>31,362.6</b>	<b>421.3</b>	<b>532,374.7</b>
Percent of Total	46.2%	17.3%	0.3%	0.0%	<b>63.8%</b>	0.7%	1.4%	23.5%	0.6%	0.1%	2.4%	0.1%	0.2%		5.9%	0.1%	<b>99%</b>
Support Services <sup>3/</sup>	12,719.7	3,027.2	-	-	15,746.9	1,816.4	392.3	4,556.2	70.4	54.2	2,263.6			7.3	516.5	23.8	25,447.7
<b>Total DCYF/Adm Sup</b>	<b>258,639.0</b>	<b>94,928.4</b>	<b>1,576.9</b>	<b>209.6</b>	<b>355,353.9</b>	<b>5,406.3</b>	<b>7,856.9</b>	<b>129,594.3</b>	<b>3,337.8</b>	<b>794.1</b>	<b>15,002.4</b>	<b>700.0</b>	<b>890.0</b>	<b>31,879.1</b>	<b>445.1</b>		<b>557,822.4</b>
Percent of Total	46.4%	17.0%	0.3%	0.0%	<b>63.7%</b>	1.0%	1.4%	23.2%	0.6%	0.1%	2.7%	0.1%	0.2%		5.7%	0.1%	<b>99%</b>

<sup>1/</sup> Appropriated expenditures (displayed in thousands) reflect Executive recommendations.

<sup>2/</sup> In addition to FTE displayed above, the CPS Appeals Special Line Item includes 10.5 G.F. FTE; the A.G. Special Line Item includes 197.0 total FTE (150.8 G.F., .3 TANF, 45.9 Non-appr).

<sup>3/</sup> The Legislature appropriates funding to the Administration portion of the Department to support other essential administrative needs of Child Protective Services, such as rent for offices for CPS case managers, Risk Management, and automation mainframe support.

<sup>4/</sup> Includes one-time ancillary revenue sources such as Casey Grant, Family Conference, and CPS Donations.

**EMPLOYEE SATISFACTION**

**8. Employee satisfaction rating for employees completing the CPS academy. (Scale 1-5)**

FY 2007 and FY 2008

	Actual Qtr 3 & 4 FY 2007	Actual Qtr 1 & 2 FY 2008	Estimate Qtr 3 & 4 FY 2008
Employee satisfaction rating for training in the Division of Children, Youth and Families (Scale 1-5).	4.0	4.0	4.0

**9. Employee satisfaction rating for employees in the Division of Children, Youth and Families. (Scale 1-5)**

FY 2007 and FY 2008

	Actual Qtr 3 & 4 FY 2007	Actual Qtr 1 & 2 FY 2008	Estimate Qtr 3 & 4 FY 2008
Employee satisfaction rating for employees in the Division of Children, Youth and Families (Scale 1-5).	3.6	3.7	3.7

**CPS DECISION MAKING RELATED TO REPORTS OF ABUSE AND NEGLECT**

**10. Percent of CPS original dependency cases where court denied or dismissed.**

FY 2007 and FY 2008

	Actual Qtr 3 & 4 FY 2007	Actual Qtr 1 & 2 FY 2008	Estimate Qtr 3 & 4 FY 2008
Percent of CPS original dependency cases where court denied or dismissed.	<0.1%	<0.1%	0.1%

**11. Percent of Office of Administrative Hearings decisions where CPS case findings are affirmed.**

FY 2007 and FY 2008

	Actual Qtr 3 & 4 FY 2007	Actual Qtr 1 & 2 FY 2008	Estimate Qtr 3 & 4 FY 2008
Percent of Office of Administrative Hearings decisions where CPS case findings are affirmed.	86.5%	88.9%	86.0%

**12. Percent of CPS complaints reviewed by the Office of the Ombudsman where allegations are reported as valid by the Ombudsman.**

FY 2007 and FY 2008

	Actual Qtr 3 & 4 FY 2007	Actual Qtr 1 & 2 FY 2008	Estimate Qtr 3 & 4 FY 2008
Percent of CPS complaints reviewed by the Office of the Ombudsman where allegations are reported as valid by the Ombudsman.	2.1%	1.5%	1.5%

**During the third and fourth quarter of fiscal year 2007 a total of 28 out of 1,329 complaints compared to 19 of 1,270 complaints for the first and second quarter of the fiscal year 2008 were determined valid.**

**13. The number of children in licensed foster care, kinship care, or other family-style placements.**

FY 2007 and FY 2008

	Actual June* FY 2007	Actual December * FY 2008	Estimate Qtr 3 & 4 FY 2008
Number of children in licensed foster care, kinship care, or other family-style placement.	7,675	7,619	7,650

\* Includes trial home visits; data for December is preliminary.

**14. The number of children in group homes, shelters, residential centers or other congregate care settings.**

FY 2007 and FY 2008

	Actual June FY 2007	Actual December* FY 2008	Estimate Qtr 3 & 4 FY 2008
Number of children in group homes, shelters, residential centers or other congregate care settings.	1,717	1,569	1,525

\* Data for December is preliminary.

**15. The number of children in shelter care for more than 21 days and the average number of days in care for these children.**

FY 2007 and FY 2008

	Actual Qtr 3 & 4 FY 2007	Actual Qtr 1 & 2 FY 2008	Estimate Qtr 3 & 4 FY 2008
Number of children in shelter care for more than 21 days.	276	268	260
Average number of days in care for these children (including only shelter settings).	81	86	83

**16. The number of children 0 to 3 years old in shelter care.**

FY 2007 and FY 2008

	Actual June FY 2007	Actual December* FY 2008	Estimate Qtr 3 & 4 FY 2008
Number of children 0 to 3 years old in shelter care.	36	23	21

\* Data for December is preliminary.

**17. The number of children 0 to 6 years old in group homes.**

FY 2007 and FY 2008

	Actual June FY 2007	Actual December* FY 2008	Estimate Qtr 3 & 4 FY 2008
Number of children 0 to 6 years old in group homes.	48	29	27

\* As of December 31, 2007, 9 were placed with their teen mother and an additional 12 were placed in a parent model setting; data is preliminary.

## **TITLE IV-E WAIVER**

### **18. Expenditures for services allowed under the Federal Title IV-E waiver including counseling, drug treatment, parenting classes, rent, furniture, car repairs and food expenditures.**

Service expenditures paid under the Title IV-E waiver in the quarters ending September 30 and December 31, 2007 were \$300,492.

## **FAITH BASED ORGANIZATIONS**

### **19. Information on the level of participation of faith-based organizations for providing services for families and foster homes, and what is being done to encourage these organizations to participate.**

The Department continues to work collaboratively with faith-based organizations regarding Arizona's vulnerable children and their families.

Following the second Faith Summit, which was held on October 3, 2007, the Division continues developing relationships with faith-based organizations to benefit Arizona's vulnerable children and families. Much of this work occurs at the grassroots level, among district liaisons, their local community councils and individual congregations. In addition, a series of bulletin inserts regarding children in out-of-home care is in development and will be distributed to congregations statewide for use during National Foster Care Month in May. Conversations around how to best support and equip the Division's contracted agencies in their efforts to engage faith-based organizations are also underway and may result in trainings and/or workshops, beginning with the annual Children Need Homes Conference held in the fall.