

More Prevention Services, Fewer DCS Reports

54% of Hotline calls do not meet definitions of abuse or neglect and are screened out.

These families are at risk of having a screened-in report.

Connect screened-out families with Family Resource Centers

- Expand and connect a network of Family Resource Centers
- Identify types of screened-out calls to be served by FRCs
- FRCs provide social support, service connection, and more
- Pilot in 6 zip codes with evaluation
- Goal: Safely reduce screened-in reports and entries to care.



Reunification for More Children, and Faster

65% of children remain in out-of-home care for more than 12 months. These children are less likely to reunify with a parent and more likely to experience moves while in care.

Implement compassionate and engaging services and programs

- Team Decision Making quality
- Safe and natural parenting time
- Trauma and evidence informed practice for domestic violence
- Invest in contracted service quality (Community of Practice)
- Service waitlist reduction
- Goal: Increase service engagement, service completion, and exits to permanency in less than 12 months of entry.



Less Disparity in Child Entry to Care by Race

African American and Black children are 5% of Arizona's population and 19% of Arizona's out-of-home care population.

Engage families and community partners to create individualized services & solutions

- Trauma, empathy, and culturally grounded practice
- Cultural Brokers pilot and evaluation
- Authentic collaboration with communities and people with lived experience
- DEIA Office
- Policy, practices, and services anchored in a vision of diversity, equity, inclusion and accessibility
- Goal: Safely reduce intake reports and entries for overrepresented people.



More Employee Engagement & Development

30% of DCS positions turn over each year.

DCS Specialist turnover causes transfer of cases, which leads to longer stays for children in out-of-home care.

Provide professional development opportunities and a culture of psychological safety

- Deepen the integration of safety science through DCS
- Implement technology for communication and feedback loops
- Partnerships with AZ educational institutions for professional development
- Career development and advancement opportunities
- Goal: Reduce employees leaving DCS and increase length of service.



More Kinship Care, Less Congregate Care

22% of children in out-of-home care *do not* live in a family-like setting. These children are more likely to move while in out-of-home care and less likely to exit care with a permanent family connection.

Support kin and connect children to caring adults

- Kinship support services for emotional support and service connection
- Increase kinship licensure for financial support
- Designated staff to locate missing and runaway children
- Partnership to review cases of children in congregate care
- Expand Fostering Sustainable Connections (Family Finding)
- Goal: Every child has a connection with a caring adult, and more children live in a family-like setting.

