



DEPARTMENT OF ECONOMIC SECURITY

*Your Partner For A Stronger Arizona*

Janice K. Brewer  
Governor

Neal Young  
Director

The Honorable Janice K. Brewer  
Governor of Arizona  
1700 West Washington  
Phoenix, Arizona 85007

Dear Governor Brewer:

Pursuant to A.R.S. § 8-818, the Arizona Department of Economic Security (DES) submits this financial and program accountability report for Child Protective Services (CPS) for the reporting period of July through December 2009.

Highlights of the progress that has been made include:

- The number of children who are in out-of-home care and are placed in family-like placements, such as with relatives or with foster parents reached 83.9 percent in the reporting period.
- A 6.4 percent decrease in the number of children placed in group homes, shelters, residential centers or other congregate care settings comparing June 2009 to December 2009 data.
- A 31.8 percent decrease in the number of young children ages 0-3 placed in shelters, comparing June 2009 to December 2009 data. Young children may be placed in shelter care as part of a sibling group to avoid separation, in the evenings and on weekends, or due to their medical needs.

The workload of CPS specialists continues to be a challenge. The CPS specialists were carrying caseloads during the period July – December 2009 that were on average 45 percent above the Arizona caseload standards based on the filled positions.

If you have any questions, please contact me at (602) 542-5757.

Sincerely,

Neal Young  
Director

Enclosure

cc: Senator Russell K. Pearce, Chairman, Senate Appropriations Committee  
Representative John Kavanagh, Chairman, House Appropriations Committee  
Senator Linda Gray, Chairman, Senate Public Safety and Human Services Committee  
Representative Nancy K. Barto, Chairman, House Human Services Committee  
GladysAnn Wells, Director, Arizona State Library, Archives and Public Records

**DEPARTMENT OF ECONOMIC SECURITY**  
**CHILD PROTECTIVE SERVICES ACCOUNTABILITY FACTORS**  
Child Protective Service Bi-Annual Financial and Program Accountability Report (CPS Report)  
**February 2010**

A.R.S. §8-818 requires 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). Laws 2003, 2<sup>nd</sup> Special Session, 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 2010 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 2009 and FY 2010

	Actual Qtr 3 & 4 FY 2009	Actual Qtr 1 & 2 FY 2010	Estimate Qtr 3 & 4 FY 2010
# new enrolled in CPS training academy <sup>1/</sup>	53	46	80
# new enrolled graduated <sup>1/</sup>	44	3	46
# new enrolled still in CPS training <sup>1/</sup>	3	46	80

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

<sup>2/</sup> As a result of SB 1001, the Department implemented a hiring freeze on all CPS positions during this reporting period. In addition, the Department dismissed 159 CPS specialists who were on original probation during the third quarter of FY 2009.

## 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 July – December 2009.

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 2009

	Number of Units	# of Staff Required <sup>1/3/</sup>	# of Staff Filled <sup>4/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,325	132.5				
District II	422	42.2				
District III	139	13.9				
District IV	163	16.3				
District V	150	15.0				
District VI	74	7.4				
<b>Total</b>	<b>2,273</b>	<b>227.3</b>	<b>152</b>	<b>15</b>	<b>250.0</b>	<b>9.1</b>
<b>In-Home Cases</b>						
District I	1,652	86.9				
District II	795	41.8				
District III	212	11.2				
District IV	289	15.2				
District V	295	15.5				
District VI	128	6.7				
<b>Total</b>	<b>3,371</b>	<b>177.3</b>	<b>138</b>	<b>24.4</b>	<b>161.0</b>	<b>20.9</b>
<b>Out-of-Home Children</b>						
District I	5,733	358.2				
District II	2,635	164.7				
District III	538	33.6				
District IV	345	21.6				
District V	594	37.1				
District VI	195	12.2				
District VII	47	2.8				
<b>Total</b>	<b>10,087</b>	<b>630.2</b>	<b>489</b>	<b>20.6</b>	<b>559.0</b>	<b>18.0</b>
<b>Total All</b>			<b>779</b>		<b>970.0</b>	
<b>Total Staff Required</b>		<b>1,034.8</b>				
<b># of Staff (Authorized)</b>		<b>970.0</b>				
<b>Number of Staff Needed</b>		<b>(64.8)</b>				
<b>Number of New In-Home Cases</b>	<b>1,507</b>					
<b>Number of Continuing In-Home Cases</b>	<b>1,864</b>					
<b>Number of Closed In-Home Cases</b>	<b>1,890</b>					
<b>Number of New Out of Home Children</b>	<b>910</b>					
<b>Number of Continuing Out-of-Home Children</b>	<b>9,177</b>					
<b>Number of Children Leaving Care</b>	<b>1,092</b>					
<b>Cases Identified as Non-Active<sup>2/</sup></b>	<b>5,812</b>					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; the Division manages staffing to best address each location's needs and caseload levels.

2/ 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.

3/ 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.

4/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/10. In-home caseload data as of 8/13/09. Out-of-home caseload data as of 9/19/2009.

Division of Children, Youth and Families  
Case Count Summary Report  
Data for August 2009

	Number of Units	# of Staff Required <sup>1/3/</sup>	# of Staff Filled <sup>4/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,624	162.4				
District II	515	51.5				
District III	221	22.1				
District IV	156	15.6				
District V	192	19.2				
District VI	102	10.2				
Total	2,810	281.0	187	15	250.0	11.2
<b>In-Home Cases</b>						
District I	1,725	90.8				
District II	824	43.4				
District III	268	14.1				
District IV	285	15.0				
District V	319	16.8				
District VI	148	7.8				
Total	3,569	187.9	133	26.8	161.0	22.2
<b>Out-of-Home Children</b>						
District I	5,757	359.8				
District II	2,642	165.1				
District III	546	34.1				
District IV	334	20.9				
District V	593	37.1				
District VI	199	12.5				
District VII	46	2.9				
Total	10,117	632.4	449	22.5	559.0	18.1
Total All			769		970.0	
Total Staff Required		1,101.3				
# of Staff (Authorized)		970.0				
Number of Staff Needed		(131.3)				
Number of New In-Home Cases	1,590					
Number of Continuing In-Home Cases	1,979					
Number of Closed In-Home Cases	1,395					
Number of New Out of Home Children	931					
Number of Continuing Out-of-Home Children	9,186					
Number of Children Leaving Care	961					
Cases Identified as Non-Active <sup>2/</sup>	4,889					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; the Division manages staffing to address each location's needs and caseload levels.

2/ 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.

3/ 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.

4/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/10. In-home data as of 9/15/09. Out-of-home caseload data as of 10/17/09.

Division of Children, Youth and Families  
Case Count Summary Report  
Data for September 2009

	Number of Units	# of Staff Required <sup>1/3/</sup>	# of Staff Filled <sup>4/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,942	194.2				
District II	577	57.7				
District III	184	18.4				
District IV	168	16.8				
District V	190	19.0				
District VI	114	11.4				
<b>Total</b>	<b>3,175</b>	<b>317.5</b>	<b>212</b>	<b>15</b>	<b>250.0</b>	<b>12.7</b>
<b>In-Home Cases</b>						
District I	1,809	95.2				
District II	836	44.0				
District III	295	15.5				
District IV	352	18.6				
District V	264	13.9				
District VI	145	7.6				
<b>Total</b>	<b>3,701</b>	<b>194.8</b>	<b>129</b>	<b>28.7</b>	<b>161.0</b>	<b>23.0</b>
<b>Out-of-Home Children</b>						
District I	5,751	359.4				
District II	2,656	166.1				
District III	537	33.6				
District IV	350	21.9				
District V	572	35.8				
District VI	200	12.5				
District VII	46	2.9				
<b>Total</b>	<b>10,112</b>	<b>632.2</b>	<b>420</b>	<b>24.1</b>	<b>559.0</b>	<b>18.1</b>
<b>Total All</b>			<b>761</b>		<b>970.0</b>	
<b>Total Staff Required</b>		<b>1,144.5</b>				
<b># of Staff (Authorized)</b>		<b>970.0</b>				
<b>Number of Staff Needed</b>		<b>(174.5)</b>				
<b>Number of New In-Home Cases</b>	<b>1,306</b>					
<b>Number of Continuing In-Home Cases</b>	<b>2,395</b>					
<b>Number of Closed In-Home Cases</b>	<b>1,174</b>					
<b>Number of New Out of Home Children</b>	<b>754</b>					
<b>Number of Continuing Out-of-Home Children</b>	<b>9,358</b>					
<b>Number of Children Leaving Care</b>	<b>627</b>					
<b>Cases Identified as Non-Active<sup>2/</sup></b>	<b>4,305</b>					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; the Division manages staffing to best address each location's needs and caseload levels.

2/ 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.

3/ 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.

4/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/09. In-home caseload data as of 10/9/09. Out-of-home caseload data as of 11/21/09.

Division of Children, Youth and Families  
Case Count Summary Report  
Data for October 2009

	Number of Units	# of Staff Required <sup>1/3/</sup>	# of Staff Filled <sup>4/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,708	170.8				
District II	572	57.2				
District III	180	18.0				
District IV	167	16.7				
District V	169	16.9				
District VI	83	8.3				
<b>Total</b>	<b>2,879</b>	<b>287.9</b>	<b>192</b>	<b>15</b>	<b>250.0</b>	<b>11.5</b>
<b>In-Home Cases</b>						
District I	2,042	107.5				
District II	926	48.7				
District III	314	16.5				
District IV	319	16.8				
District V	299	15.7				
District VI	146	7.7				
<b>Total</b>	<b>4,046</b>	<b>212.9</b>	<b>145</b>	<b>27.9</b>	<b>161.0</b>	<b>25.1</b>
<b>Out-of-Home Children</b>						
District I	5,827	364.1				
District II	2,695	168.4				
District III	536	33.5				
District IV	349	21.8				
District V	567	35.4				
District VI	206	12.9				
District VII	58	3.6				
<b>Total</b>	<b>10,238</b>	<b>639.7</b>	<b>437</b>	<b>23.4</b>	<b>559.0</b>	<b>18.3</b>
<b>Total All</b>			<b>774</b>		<b>970.0</b>	
<b>Total Staff Required</b>		<b>1,140.5</b>				
<b># of Staff (Authorized)</b>		<b>970.0</b>				
<b>Number of Staff Needed</b>		<b>(170.5)</b>				
<b>Number of New In-Home Cases</b>	<b>2,069</b>					
<b>Number of Continuing In-Home Cases</b>	<b>1,977</b>					
<b>Number of Closed In-Home Cases</b>	<b>1,724</b>					
<b>Number of New Out of Home Children</b>	<b>982</b>					
<b>Number of Continuing Out-of-Home Children</b>	<b>9,256</b>					
<b>Number of Children Leaving Care</b>	<b>907</b>					
<b>Cases Identified as Non-Active<sup>2/</sup></b>	<b>4,114</b>					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; the Division manages staffing to best address each location's needs and caseload levels.

2/ 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.

3/ 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.

4/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/10. In-home caseload data as of 11/13/09. Out-of-home caseload data as of 12/19/09.

Division of Children, Youth and Families  
Case Count Summary Report  
Data for November 2009

	Number of Units	# of Staff Required <sup>1/3/</sup>	# of Staff Filled <sup>4/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,637	163.7				
District II	544	54.4				
District III	184	18.4				
District IV	176	17.6				
District V	196	19.6				
District VI	89	8.9				
Total	2,826	282.6	188	15	250.0	11.3
<b>In-Home Cases</b>						
District I	2,135	112.4				
District II	1,062	55.9				
District III	336	17.7				
District IV	298	15.7				
District V	343	18.1				
District VI	165	8.7				
Total	4,339	228.5	154	28.2	161.0	27.0
<b>Out-of-Home Children</b>						
District I	5,674	354.6				
District II	2,679	167.5				
District III	522	32.6				
District IV	322	20.1				
District V	580	36.3				
District VI	214	13.4				
District VII	49	3.1				
Total	10,040	627.6	424	23.7	559.0	18.0
Total All			766		970.0	
Total Staff Required		1,138.7				
# of Staff (Authorized) <sup>2/</sup>		970.0				
Number of Staff Needed		(168.7)				
Number of New In-Home Cases	1,986					
Number of Continuing In-Home Cases	2,353					
Number of Closed In-Home Cases	1,693					
Number of New Out of Home Children	869					
Number of Continuing Out-of-Home Children	9,171					
Number of Children Leaving Care	1,085					
Cases Identified as Non-Active <sup>2/</sup>	4,510					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; the Division manages staffing to best address each location's needs and caseload levels.

2/ 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.

3/ 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.

4/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/10. In-home caseload data as of 12/15/09. Out-of-home caseload data as of 1/19/10.

Division of Children, Youth and Families  
Case Count Summary Report  
Data for December 2009

	Number of Units	# of Staff Required <sup>1/3/</sup>	# of Staff Filled <sup>4/</sup>	Workload per FTE	# of Staff Authorized	Workload per FTE
<b>Reports for Investigation</b>						
District I	1,497	149.7				
District II	441	44.1				
District III	182	18.2				
District IV	136	13.6				
District V	158	15.8				
District VI	95	9.5				
<b>Total</b>	<b>2,509</b>	<b>250.9</b>	<b>167</b>	<b>15</b>	<b>250.0</b>	<b>10.0</b>
<b>In-Home Cases</b>						
District I	2,132	112.2				
District II	1,014	53.4				
District III	274	14.4				
District IV	307	16.2				
District V	361	19.0				
District VI	185	9.7				
<b>Total</b>	<b>4,273</b>	<b>224.9</b>	<b>156</b>	<b>27.4</b>	<b>161.0</b>	<b>26.5</b>
<b>Out-of-Home Children</b>						
District I	5,725	357.7				
District II	2,710	169.3				
District III	531	33.2				
District IV	332	20.8				
District V	567	35.4				
District VI	211	13.2				
District VII	51	3.2				
<b>Total</b>	<b>10,127</b>	<b>632.8</b>	<b>438</b>	<b>23.1</b>	<b>559.0</b>	<b>18.1</b>
<b>Total All</b>			<b>761</b>		<b>970.0</b>	
<b>Total Staff Required</b>		<b>1,108.6</b>				
<b># of Staff (Authorized)</b>		<b>970.0</b>				
<b>Number of Staff Needed</b>		<b>(138.6)</b>				
<b>Number of New In-Home Cases</b>	<b>1,667</b>					
<b>Number of Continuing In-Home Cases</b>	<b>2,606</b>					
<b>Number of Closed In-Home Cases</b>	<b>1,733</b>					
<b>Number of New Out of Home Children</b>	<b>770</b>					
<b>Number of Continuing Out-of-Home Children</b>	<b>9,357</b>					
<b>Number of Children Leaving Care</b>	<b>757</b>					
<b>Cases Identified as Non-Active<sup>2/</sup></b>	<b>5,125</b>					

1/ Required staffing provided by district for informational purposes only. Staffing is not appropriated at the district level; the Division manages staffing to best address each location's needs and caseload levels.

2/ 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.

3/ 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.

4/ Number of Staff excludes staff in training.

**NOTE:** Investigative caseload data as of 1/2/10. In-home caseload data as of 1/13/10. Out-of-home caseload data as of 1/19/10.

## **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 July - December 2009.

- The following are definitions relevant to the employee ratio and turnover factors:
  - Authorized – The number of authorized FTEs for the district. Authorized FTEs 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 7/24/2009									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	417	177	57	50	56	22	68	847
	VACANT	99	42	21	13	7	12	2	196
	TRAINING (1)	0	0	0	0	0	0	0	0
-----									
DURING THE PERIOD OF 6/27/2009 THRU 7/24/2009									
	NEW HIRE								
	NEW HIRES TO STATE	0	0	0	0	0	0	0	0
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER						1		1
	TOTAL NEW HIRES	0	0	0	0	0	1	0	1
	LEAVING								
	SEPARATION FROM STATE SERVICE	5	4	1	0	1	2	1	14
	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	5	4	1	0	1	2	1	14
	RETENTION RATE	98.8%	97.7%	98.2%	100.0%	98.2%	90.9%	98.5%	98.3%
	MONTHLY DCYF TURNOVER RATE (3)	1.2%	2.3%	1.8%	0.0%	1.8%	9.1%	1.5%	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 7/24/2009									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	83	32	14	11	12	6	10	168
	VACANT	1	1	1	1	1	5	-3	7
-----									
DURING THE PERIOD OF 6/27/2009 THRU 7/24/2009									
	NEW HIRE								
	NEW HIRES TO STATE	0	0	0	0	0	0	0	0
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFER FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF	0							0
	PROMOTION FROM WITHIN DES								0
	OTHER	0							0
	TOTAL NEW HIRES	0	0	0	0	0	0	0	0
	LEAVING								
	SEPARATION FROM STATE SERVICE	0	1	0	0	0	0	0	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		0
	TOTAL LEAVING	0	1	0	0	0	0	0	1
	RETENTION RATE	100.0%	96.9%	100.0%	100.0%	100.0%	100.0%	100.0%	99.4%
	MONTHLY DCYF TURNOVER RATE (2)	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.2

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 8/21/2009									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	406	178	56	48	57	24	67	836
	VACANT	82	27	19	15	5	9	3	160
	TRAINING (1)	28	14	3	0	1	1	0	47
-----									
DURING THE PERIOD OF 7/25/2009 THRU 8/21/2009									
	NEW HIRE								
	NEW HIRES TO STATE	18	4	0	0	2	1	0	25
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF			1					1
	PROMOTION FROM WITHIN DES								0
	OTHER	13	12	2	0	0	2		29
	TOTAL NEW HIRES	31	16	3	0	2	3	0	55
	LEAVING								
	SEPARATION FROM STATE SERVICE	12	2	1	2	0	0	1	18
	TRANSFERRED OUTSIDE DES	1							1
	TRANSFERRED OUTSIDE DCYF-CONTINUED EMPLOYMENT WITH DES								0
	TRANSFERRED TO ANOTHER DCYF DISTRICT								0
	PROMOTED WITHIN DCYF								0
	OTHER (2)								0
	TOTAL LEAVING	13	2	1	2	0	0	1	19
	RETENTION RATE	97.0%	99.0%	98.3%	95.8%	100.0%	100.0%	98.5%	97.8%
	MONTHLY DCYF TURNOVER RATE (3)	3.0%	1.0%	1.7%	4.2%	0.0%	0.0%	1.5%	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 8/21/2009									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	82	32	14	11	11	6	10	166
	VACANT	2	1	1	1	2	5	-3	9
-----									
DURING THE PERIOD OF 7/25/2009 THRU 8/21/2009									
	NEW HIRE								
	NEW HIRES TO STATE	0	0	0	0	0	0	0	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	0	0	0	1	0	0	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	0	0	1	0	0	2
	RETENTION RATE	98.8%	100.0%	100.0%	100.0%	90.9%	100.0%	100.0%	98.8%
	MONTHLY DCYF TURNOVER RATE (2)	1.2%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	1.2%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.3

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 9/18/2009									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	405	174	53	48	56	25	67	828
	VACANT	67	31	22	15	5	8	3	151
	TRAINING (1)	44	14	3	0	2	1	0	64
-----									
DURING THE PERIOD OF 8/22/2009 THRU 9/18/2009									
	NEW HIRE								
	NEW HIRES TO STATE	0	0	0	0	1	0	0	1
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER	23					1		24
	TOTAL NEW HIRES	23	0	0	0	1	1	0	25
	LEAVING								
	SEPARATION FROM STATE SERVICE	9	4	3	0	1	0	0	17
	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	9	4	3	0	1	0	0	17
	RETENTION RATE	98.0%	97.9%	94.6%	100.0%	98.3%	100.0%	100.0%	98.1%
	MONTHLY DCYF TURNOVER RATE (3)	2.0%	2.1%	5.4%	0.0%	1.7%	0.0%	0.0%	1.9%

(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 9/18/2009									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	79	32	14	11	11	6	10	163
	VACANT	5	1	1	1	2	5	-3	12
-----									
DURING THE PERIOD OF 8/22/2009 THRU 9/18/2009									
	NEW HIRE								
	NEW HIRES TO STATE	0	0	0	0	0	0	0	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	3	0	0	0	0	0	0	3
	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	3	0	0	0	0	0	0	3
	RETENTION RATE	96.2%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	98.2%
	MONTHLY DCYF TURNOVER RATE (2)	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.4

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:5.1

(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 10/30/2009									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	408	186	53	47	55	25	68	842
	VACANT	73	24	19	16	6	9	2	149
	TRAINING (1)	35	9	6	0	2	0	0	52
-----									
DURING THE PERIOD OF 9/19/2009 THRU 10/30/2009									
	NEW HIRE								
	NEW HIRES TO STATE	0	0	3	0	0	0	0	3
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER	6	10					3	19
	TOTAL NEW HIRES	6	10	3	0	0	0	3	22
	LEAVING								
	SEPARATION FROM STATE SERVICE	12	3	0	1	1	1	2	20
	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	3	0	1	1	1	2	20
	RETENTION RATE	97.3%	98.5%	100.0%	97.9%	98.2%	96.0%	97.1%	97.8%
	MONTHLY DCYF TURNOVER RATE (3)	2.7%	1.5%	0.0%	2.1%	1.8%	4.0%	2.9%	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 10/30/2009									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	80	34	13	11	11	6	10	165
	VACANT	4	-1	2	1	2	5	-3	10
-----									
DURING THE PERIOD OF 9/19/2009 THRU 10/30/2009									
	NEW HIRE								
	NEW HIRES TO STATE	0	0	0	0	0	0	0	0
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFER FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF								0
	PROMOTION FROM WITHIN DES								0
	OTHER	2	2						4
	TOTAL NEW HIRES	2	2	0	0	0	0	0	4
	LEAVING								
	SEPARATION FROM STATE SERVICE	1	0	1	0	0	0	0	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	98.8%	100.0%	92.3%	100.0%	100.0%	100.0%	100.0%	98.8%
	MONTHLY DCYF TURNOVER RATE (2)	1.3%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	1.2%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.3

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:5.1

(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 11/27/2009									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	407	181	55	46	54	23	67	833
	VACANT	80	29	16	17	7	11	3	163
	TRAINING (1)	29	9	7	0	2	0	0	47
-----									
DURING THE PERIOD OF 10/31/2009 THRU 11/27/2009									
	NEW HIRE								
	NEW HIRES TO STATE	0	0	2	0	0	0	0	2
	TRANSFERRED FROM ANOTHER DCYF DISTRICT								0
	TRANSFERRED FROM ANOTHER STATE AGENCY								0
	PROMOTION FROM WITHIN DCYF			1					1
	PROMOTION FROM WITHIN DES								0
	OTHER								0
	TOTAL NEW HIRES	0	0	3	0	0	0	0	3
	LEAVING								
	SEPARATION FROM STATE SERVICE	7	5	0	1	1	2	1	17
	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	7	5	0	1	1	2	1	17
	RETENTION RATE	98.4%	97.4%	100.0%	97.8%	98.2%	91.3%	98.5%	98.1%
	MONTHLY DCYF TURNOVER RATE (3)	1.6%	2.6%	0.0%	2.2%	1.8%	8.7%	1.5%	1.9%

(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 11/27/2009									
	AUTHORIZED	84	33	15	12	13	11	7	175
AS OF	FILLED	78	34	12	11	11	6	9	161
	VACANT	6	-1	3	1	2	5	-2	14
-----									
DURING THE PERIOD OF 10/31/2009 THRU 11/27/2009									
	NEW HIRE								
DURING THE PERIOD OF	NEW HIRES TO STATE	0	0	0	0	0	0	0	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	2	0	1	0	0	0	1	4
	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	2	0	1	0	0	0	1	4
	RETENTION RATE	97.4%	100.0%	91.7%	100.0%	100.0%	100.0%	88.9%	97.5%
	MONTHLY DCYF TURNOVER RATE (2)	2.6%	0.0%	8.3%	0.0%	0.0%	0.0%	11.1%	2.5%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.5

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:5.2

(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 12/25/2009									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	401	180	56	46	55	23	66	827
	VACANT	86	30	16	17	6	11	4	170
	TRAINING (1)	29	9	6	0	2	0	0	46
-----									
DURING THE PERIOD OF 11/28/2009 THRU 12/25/2009									
	NEW HIRE								
	NEW HIRES TO STATE	0	0	1	0	1	0	0	2
	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	0	0	1	0	1	0	0	2
	LEAVING								
	SEPARATION FROM STATE SERVICE	6	1	1	0	0	0	1	9
	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	6	1	1	0	0	0	1	9
	RETENTION RATE	98.6%	99.5%	98.4%	100.0%	100.0%	100.0%	98.5%	99.0%
	MONTHLY DCYF TURNOVER RATE (3)	1.4%	0.5%	1.6%	0.0%	0.0%	0.0%	1.5%	1.0%

(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 12/25/2009									
	AUTHORIZED	84	33	15	12	13	11	7	175
	FILLED	78	34	12	11	11	6	9	161
	VACANT	6	-1	3	1	2	5	-2	14
-----									
DURING THE PERIOD OF 11/28/2009 THRU 12/25/2009									
	NEW HIRE								
	NEW HIRES TO STATE	0	0	0	0	0	0	0	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	0	0	0	0	0	0	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: 1:6.5

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:5.1

(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 12/25/2009									
	AUTHORIZED	516	219	78	63	63	34	70	1043
	FILLED	401	180	56	46	55	23	66	827
	VACANT	86	30	16	17	6	11	4	170
	TRAINING (1)	29	9	6	0	2	0	0	46
-----									
DURING THE PERIOD OF 6/27/2009 THRU 12/25/2009									
	NEW HIRE								
	NEW HIRES TO STATE	18	4	6	0	4	1	0	33
	TRANSFERRED FROM ANOTHER DCYF DISTRICT	0	0	0	0	0	0	0	0
	TRANSFERRED FROM ANOTHER STATE AGENCY	0	0	0	0	0	0	0	0
	PROMOTION FROM WITHIN DCYF	0	0	2	0	0	0	0	2
	PROMOTION FROM WITHIN DES	0	0	0	0	0	0	0	0
	OTHER	42	22	2	0	0	4	3	73
	TOTAL NEW HIRES	60	26	10	0	4	5	3	108
	LEAVING								
	SEPARATION FROM STATE SERVICE	51	19	6	4	4	5	6	95
	TRANSFERRED OUTSIDE DES	1	0	0	0	0	0	0	1
	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 (2)	0	0	0	0	0	0	0	0
	TOTAL LEAVING	52	19	6	4	4	5	6	96
	RETENTION RATE	75.8%	79.9%	80.6%	82.6%	86.0%	56.5%	81.8%	78.0%
	ANNUALIZED DCYF TURNOVER RATE (3)	24.2%	20.1%	19.4%	17.4%	14.0%	43.5%	18.2%	22.0%

- (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) TURNOVER RATE IS CALCULATED BY TAKING THE TOTAL NUMBER OF STAFF LEAVING DCYF AND DIVIDING THAT BY THE TOTAL FILLED  
 TURNOVER RATES HAVE BEEN ANNUALIZED BASED ON THE LAST 6 MONTHS OF THE FISCAL YEAR.  
 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 12/25/2009									
	AUTHORIZED	84	33	15	12	13	11	7	175
AS OF	FILLED	78	34	12	11	11	6	9	161
	VACANT	6	-1	3	1	2	5	-2	14
-----									
DURING THE PERIOD OF 6/27/2009 THRU 12/25/2009									
	NEW HIRE								
DURING THE PERIOD OF	NEW HIRES TO STATE	0	0	0	0	0	0	0	0
	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	0	0	0	0	0	0	0	0
	PROMOTION FROM WITHIN DES	0	0	0	0	0	0	0	0
	OTHER	2	2	0	0	0	0	0	4
	TOTAL NEW HIRES	2	2	0	0	0	0	0	4
	LEAVING								
	SEPARATION FROM STATE SERVICE	7	1	2	0	1	0	1	12
	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)	0	0	0	0	0	0	0	0
	TOTAL LEAVING	7	1	2	0	1	0	1	12
	RETENTION RATE	82.1%	94.1%	66.7%	100.0%	81.8%	100.0%	77.8%	85.1%
	ANNUALIZED DCYF TURNOVER RATE (2)	17.9%	5.9%	33.3%	0.0%	18.2%	0.0%	22.2%	14.9%

RATIO OF TOTAL SUPERVISOR POSITIONS TO TOTAL CPS POSITIONS IS: 1:6.5

RATIO OF FILLED SUPERVISOR POSITIONS TO FILLED SPECIALIST POSITIONS IS: 1:5.1

(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 TURNOVER RATES HAVE BEEN ANNUALIZED BASED ON THE LAST 6 MONTHS OF THE FISCAL YEAR.

TOTAL FILLED POSITIONS.

**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 2009 and 2010. Costs include anticipated 13th month expenditures and administrative adjustments.

## 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	976.7	477.4	1.0		1,455.1	71.0	46.0	366.7	1.0	1.0	154.0				35.8		2,130.6
Operating	56,605.0	40,112.3		209.6	96,926.9	4,126.1	1,457.6	24,662.0	326.1	206.4	2,997.6			88.4	3,398.0	420.4	134,609.5
Adoption Services	35,942.2	19,302.4			55,244.6		1,450.0	65,425.7									122,120.3
Adopt Svcs - Fam Pres Prj		500.0			500.0												500.0
Children Support Services	39,500.0	29,929.1	750.0		70,179.1	267.0	4,350.0	13,974.9		25.0							88,796.0
Emergency Placement	3,680.1	3,006.4			6,686.5			3,026.5									9,713.0
Residential Placement	7,743.4	11,166.6			18,910.0			14,110.0		5,579.8			890.0				39,489.8
Foster Care Placement	16,139.5	6,223.1			22,362.6			18,282.4									40,645.0
Intensive Family Svcs	1,489.2				1,489.2												1,489.2
CMDP	1,757.0				1,757.0										26,795.7		28,552.7
Healthy Families	-				-					2,835.0		700.0		10,590.3	1,500.0		15,625.3
Family Builders		3,200.0			3,200.0												3,200.0
CPS Appeals <sup>2/</sup>	732.3				732.3												732.3
AG Special Line Item <sup>2/</sup>	11,394.1	52.2			11,446.3	596.8	207.0	2,888.9	40.3	33.5	745.5				33.4	0.9	15,992.6
Child Abuse Prevention			826.9		826.9												826.9
Permanent Guardianship	6,122.3	1,743.0			7,865.3												7,865.3
Homeless Youth Intervention		266.7			266.7												266.7
Substance Abuse Treatment	4,462.0	2,000.0			6,462.0												6,462.0
Independent Living Ed & Trg	200.0				200.0				1,200.0								1,400.0
Independent Living Maint	3,136.0				3,136.0				2,100.0								5,236.0
<b>Total DCYF</b>	<b>188,903.1</b>	<b>117,501.8</b>	<b>1,576.9</b>	<b>209.6</b>	<b>308,191.4</b>	<b>4,989.9</b>	<b>7,464.6</b>	<b>142,370.4</b>	<b>3,666.4</b>	<b>3,099.9</b>	<b>9,322.9</b>	<b>700.0</b>	<b>890.0</b>	<b>10,678.7</b>	<b>31,727.1</b>	<b>421.3</b>	<b>523,522.6</b>
Percent of Total	36.1%	22.4%	0.3%	0.0%	<b>58.9%</b>	1.0%	1.4%	27.2%	0.7%	0.6%	1.8%	0.1%	0.2%	2.0%	6.1%	0.1%	<b>100%</b>
Support Services <sup>3/</sup>	8,131.9	4,322.7			12,454.5	71.4	252.4	3,212.0	56.1	30.4	1,507.9				19.0		17,603.6
<b>Total DCYF/Adm Sup</b>	<b>197,035.0</b>	<b>121,824.5</b>	<b>1,576.9</b>	<b>209.6</b>	<b>320,645.9</b>	<b>5,061.3</b>	<b>7,717.0</b>	<b>145,582.4</b>	<b>3,722.5</b>	<b>3,130.3</b>	<b>10,830.8</b>	<b>700.0</b>	<b>890.0</b>	<b>10,678.7</b>	<b>31,746.1</b>	<b>421.3</b>	<b>541,126.2</b>
Percent of Total	36.4%	22.5%	0.3%	0.0%	<b>59.3%</b>	0.9%	1.4%	26.9%	0.7%	0.6%	2.0%	0.1%	0.2%	2.0%	5.9%	0.1%	<b>100%</b>

<sup>1/</sup> Appropriated expenditures (displayed in thousands) include DCYF allocation of SB 1001 funding reductions.

<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 Office of Licensing, Certification and Review, 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 2010 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.	Social Services Block Grant	Governor's Office of Drug Policy	Foster Care Client Trust	AZ Lottery Funds	Title XIX	A.R.R.A Governor's Office Funds	Other <sup>4/</sup>	Total Approp. & Non-Approp.	
FTE	902.7	449.4	1.0		1,353.1	71.0	46.0	366.7	1.0	1.0	154.0				35.8			2,028.6	
Operating	56,366.5	38,301.3		209.6	94,877.4	4,126.1	1,457.6	22,748.9	209.6	206.4	2,997.6			88.4	3,301.3	5,500.0	359.1	135,872.4	
Adoption Services	35,942.2	19,302.4			55,244.6		1,450.0	75,154.5								2,500.0		134,349.1	
Adopt Svcs - Fam Pres Prj					-													-	
Children Support Services	37,733.5	29,929.1	750.0		68,412.6	267.0	4,350.0	12,520.7		25.0			65.0			18,000.0		103,640.3	
Emergency Placement	1,920.8	3,006.4			4,927.2			2,309.7					25.0					7,261.9	
Residential Placement	5,657.9	11,166.6			16,824.5			9,865.3			5,579.8		365.0					32,634.6	
Foster Care Placement	16,139.5	6,223.1			22,362.6			19,767.9					435.0					42,565.5	
Intensive Family Svcs					-													-	
CMDP	1,757.0				1,757.0										25,480.7			27,237.7	
Healthy Families					-					475.0		325.0		6,466.7				7,266.7	
Family Builders					-													-	
CPS Appeals <sup>2/</sup>	698.2				698.2													698.2	
AG Special Line Item <sup>2/</sup>	10,858.3	52.3			10,910.6	596.8	207.0	2,888.9	30.3	33.5	745.5			23.4			0.9	15,436.9	
Child Abuse Prevention			708.6		708.6													708.6	
Permanent Guardianship	7,072.3	1,743.0			8,815.3													8,815.3	
Homeless Youth Intervention					-													-	
Substance Abuse Treatment	4,138.9	2,000.0			6,138.9													6,138.9	
Independent Living Ed & Trg	200.0				200.0				801.0									1,001.0	
Independent Living Maint	2,979.2				2,979.2				2,100.0									5,079.2	
<b>Total DCYF</b>	<b>181,464.3</b>	<b>111,724.2</b>	<b>1,458.6</b>	<b>209.6</b>	<b>294,856.7</b>	<b>4,989.9</b>	<b>7,464.6</b>	<b>145,255.9</b>	<b>3,140.9</b>	<b>739.9</b>	<b>9,322.9</b>	<b>325.0</b>	<b>890.0</b>	<b>6,555.1</b>	<b>28,805.4</b>	<b>26,000.0</b>	<b>360.0</b>	<b>528,706.3</b>	
Percent of Total	34.3%	21.1%	0.3%	0.0%	<b>55.8%</b>	0.9%	1.4%	27.5%	0.6%	0.1%	1.8%	0.1%	0.2%	1.2%	5.4%	4.9%	0.1%	<b>100%</b>	
Support Services <sup>3/</sup>	7,996.9	4,250.9	-	-	12,247.8	70.2	248.3	3,158.6	55.2	29.9	1,482.9			18.7			34.4	17,345.8	
<b>Total DCYF/Adm Sup</b>	<b>189,461.2</b>	<b>115,975.1</b>	<b>1,458.6</b>	<b>209.6</b>	<b>307,104.5</b>	<b>5,060.1</b>	<b>7,712.9</b>	<b>148,414.5</b>	<b>3,196.1</b>	<b>769.8</b>	<b>10,805.8</b>	<b>325.0</b>	<b>890.0</b>	<b>6,555.1</b>	<b>28,824.1</b>	<b>26,000.0</b>	<b>394.4</b>	<b>546,052.1</b>	
Percent of Total	34.7%	21.2%	0.3%	0.0%	<b>56.2%</b>	0.9%	1.4%	27.2%	0.6%	0.1%	2.0%	0.1%	0.2%	1.2%	5.3%	4.8%	0.1%	<b>100%</b>	

<sup>1/</sup> Appropriated expenditures (displayed in thousands) are identified at the fifth special session levels.

<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 Office of Licensing, Certification and Review, 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 2009 and FY 2010

	Actual Qtr 3 & 4 FY 2009	Actual Qtr 1 & 2 FY 2010	Estimate Qtr 3 & 4 FY 2010
Employee satisfaction rating for training in the Division of Children, Youth and Families (Scale 1-5).	4.0	4.5	4.0

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

FY 2009 and FY 2010

	Actual Qtr 3 & 4 FY 2009	Actual Qtr 1 & 2 FY 2010	Estimate Qtr 3 & 4 FY 2010
Employee satisfaction rating for employees in the Division of Children, Youth and Families (Scale 1-5).	3.5	3.2	3.5

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

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

FY 2009 and FY 2010

	Actual Qtr 3 & 4 FY 2009	Actual Qtr 1 & 2 FY 2010	Estimate Qtr 3 & 4 FY 2010
Percent of CPS original dependency cases where court denied or dismissed.	0.2%	0.2%	0.1%

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

FY 2009 and FY 2010

	Actual Qtr 3 & 4 FY 2009	Actual Qtr 1 & 2 FY 2010	Estimate Qtr 3 & 4 FY 2010
Percent of Office of Administrative Hearings decisions where CPS case findings are affirmed.	94.4%	86.9%	87.0%

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

FY 2009 and FY 2010

	Actual Qtr 3 & 4 FY 2009	Actual Qtr 1 & 2 FY 2010	Estimate Qtr 3 & 4 FY 2010
Percent of CPS complaints reviewed by the Office of the Ombudsman where allegations are reported as valid by the Ombudsman.	2.4%	0.7%	1.0%

During the first and second quarter of fiscal year 2010, a total of 1 out of 137 complaints were determined valid, compared to 17 of 711 complaints for the third and fourth quarter of fiscal year 2009.

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

FY 2009 and FY 2010

	Actual June* FY 2009	Actual December** FY 2010	Estimate Qtr 3 & 4 FY 2010
Number of children in licensed foster care, kinship care, or other family-style placement.	8,592	8,496	8,507

\* 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 2009 and FY 2010

	Actual June FY 2009	Actual December* FY 2010	Estimate Qtr 3 & 4 FY 2010
Number of children in group homes, shelters, residential centers or other congregate care settings.	1,291	1,209	1,205

\* 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 2009 and FY 2010

	Actual Qtr 3 & 4 FY 2009	Actual Qtr 1 & 2 FY 2010	Estimate Qtr 3 & 4 FY 2010
Number of children in shelter care for more than 21 days.	175	167	165
Average number of days in care for these children (including only shelter settings).	77	72	70

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

FY 2009 and FY 2010

	Actual June FY 2009	Actual December* FY 2010	Estimate Qtr 3 & 4 FY 2010
Number of children 0 to 3 years old in shelter care.	22	15	15

\* Data for December is preliminary.

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

FY 2009 and FY 2010

	Actual June FY 2009	Actual December* FY 2010	Estimate Qtr 1 & 2 FY 2010
Number of children 0 to 6 years old in group homes.	24	26	21

\* As of December 31, 2009, five were placed with their teen mother and an additional ten were placed in a parent model setting; data for December 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, 2009 were \$92,799. The Title IV-E Waiver program ended on December 31, 2008.

## **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 DES *Partnering with Faith-Based Organizations Workgroup* continues to be a valuable collaborative effort with a goal of delivering services through faith-based organizations and has presented information on foster care and adoption to all Episcopal Congregations within Arizona. There are ongoing conversations on ways to reach out to all the congregations of the Grand Canyon Synod of the Evangelical Lutheran Church of America. This work group also participated in the Arizona Christian Foundation's Foster Care and Adoptive Children's Summit held on February 2, 2010 and on February 27, 2010, a Convoy of Hope was held at Grand Canyon University. This event brought together area churches, community services, medical partners to assist families, single parents, unemployed, underemployed, and homeless individuals in the community.

Division staff have provided information and support to:

- The Arizona Interfaith Coalition for Foster Children and Families, has launched a new initiative for youth aging out of foster care called the Suitcase Initiative. This initiative will give suitcases to identified youth filled with tangible items needed to aid in their transition into adulthood. The coalition also hopes to connect with youth by being a family-like resource to give them a family-like setting that they can come to when in need.
- Lutheran Social Services of the Southwest, has opened a 3,500 square foot transition center in Mesa for foster teens and young adults as a place for mentoring, career and financial counseling.
- Kingdom in the Valley Community Church (Litchfield Park, Arizona) members, hosted a holiday opportunity that resulted in more than 250 children in foster care being "adopted" by the families in the congregation over the holidays, including group homes who were recipients of Nintendo Wii gaming systems.