

Department of Family Services

❖ *Mission and philosophy*

In partnership with all available resources, the Department of Family Services will provide temporary assistance in the development of responsible, productive and self-sufficient individuals in Wyoming; provide treatment for and hold emotionally troubled youth accountable for behaviors; provide protective services for all individuals in Wyoming when they are unable to protect themselves; and administer programs consistently and in compliance with federal and state statutory and executive order requirements.

❖ *Results of outcomes*

Goal, Objective D:

Outcome Measure A: One hundred percent of personnel and payroll actions meet federal and state law requirements.

While the unit strives for 100 percent compliance with these requirements, it is difficult to accurately assess the actual percentage of compliance achieved. This outcome will therefore be deleted from future outcome measures.

Outcome Measure H: Meet 100 percent of federal and state law requirements designed to ensure fair and equitable treatment of clients, providers and others.

A fair hearing process is currently in force and rules and regulations are filed with the Wyoming Secretary of State.

Outcome Measure I: Meet learning objectives defined for each program or conference, measured by performance on certification exams and trainee and manager feedback.

Child Protective Services (CPS) certification training was held twice. There was a total of 36 participants completing the two-week course and passing the certification test at 80 percent or greater.

Economic Assistance Specialists certification exams for three-months, five-months, nine-months and one-year were developed. There were 71 people who took the three-months exam. One person did not pass this exam at 80 percent or better. There were 57 people who took the five-months exam, and seven people did not pass this exam at 80 percent or better. Scores for individuals were recorded on an anonymous basis for this validation process.

Outcome Measure J: Pursue consistent, positive public and media relations.

There were 209 documented complaints that were addressed and completed in 13 general topic divisions. Child support enforcement manages a majority of their own contacts on issues relating to child support, and these are not included in the 209 total.

Outcome Measure K: Field offices receive specific feedback regarding areas where improvements can be made through the Staff Assistance Visit (SAV) process.

General information

Shirley R. Carson, Director

Agency contact

Terry A. Tasseff
307/777-7564
2300 Capitol Ave., 3rd Floor
Cheyenne, WY 82002-0490
Fax 307/777-7747
ttasse@missc.state.wy.us

Other locations

Afton, Buffalo, Casper, Cheyenne, Cody, Douglas, Evanston, Gillette, Greybull, Jackson, Kemmerer, Lander, Laramie, Lusk, Lyman, Newcastle, Pinedale, Powell, Rawlins, Riverton, Rock Springs, Sheridan, Sundance, Thermopolis, Torrington, Wheatland, Worland

Year established

1989

Statutory references

W.S. 9-2-2006. W.S. 9-2-2102

Number of authorized personnel

650 full-time, 43 part-time

Organizational structure

Director, Deputy Director, Child Support Enforcement Division, Field Operations, Financial Services Division, Information Services Division, Juvenile Services Division, Programs and Policy Division

Clients served

The Department of Family Services provides financial and social services to Wyoming residents who are in need or at risk.

Budget information

<i>Director's Office</i>	
General funds	\$983,632
Federal funds	3,789,823
Trust and agency funds	305,474
Total	\$5,078,929

<i>Department</i>	
General funds	\$42,334,334
Federal funds	28,334,017
Trust and agency funds	5,255,680
Total	\$75,924,031

Formal SAV reviews were conducted in 16 DFS offices in 13 counties. There were 243 stakeholder surveys sent out and 95 responses received. A total of 292 economic assistance and 258 social services cases were reviewed.

Outcome Measure L: Mechanism for dispute resolution at the appropriate level and least expense possible is provided.

There were 91 fair hearing requests received for FY99. Of those hearings requested, 59 were scheduled. Of the hearings scheduled, 21 were actually held, and 52 of the 91 requests received were withdrawn either prior to or after being scheduled. A total of 60 percent of the agency decisions were upheld. The department reversed eight decisions as the result of hearings. The mechanism that allowed so many of these to be resolved before going to fair hearing is the pre-hearing meeting with the county/district manager.

Outcome Measure M: By FY02, the statewide Electronic Benefit Transfer (EBT) system is operational.

As of July 1999, 50 percent of the food stamp households and 33 percent of the Wyoming food retailers were using Electronic Benefit Transfer. By January 2000, 100 percent of food stamp households and 100 percent of retailers will be using EBT.

Outcome Measure N: By June 2001, the Laramie County Field Health Passport Field Demonstration Project will be completed, including Medicaid Service Authorization, Immunization, Medicaid, Early and Periodic Screening Diagnosis and Testing (EPSDT) and Prenatal Care, Prenatal Home Visiting, Maternal and Child Health and Women, Infants and Children (WIC).

As of June 14, 1999, 50 percent of the health passport field demonstration in Laramie County was operational. This included integrated applications for Head Start and immunization. The other two services, including Medicaid and the WIC Program, are scheduled for implementation in the fall and winter of 1999.

Outcome Measure O: Successful completion of legislative initiatives.

Success is such a vague term that the department finds it impossible to get an accurate and consistent measurement for this outcome.

Turnover of staff continues to increase in three areas of the agency: social workers/probation officers, youth service workers or technicians and eligibility workers. Working in conjunction with the Department of Administration and Information (A&I), Human Resources Division, a comparison of compensation with surrounding states indicated a significant difference in all three of these groups of workers. These positions were reclassified to higher pay bands, which aligned them better with the surrounding states' market values but did not bring these groups to market level. Problems arose when the Compensation Committee divided the reversion fund pool by the percentage each agency had previously used. This resulted in not enough additional money to rectify the disparity Wyoming had in these three

classes of workers. The Department of Family Services' only option was to bring all positions in the agency to the highest level possible within the allotted funds. This potentially placed other groups into a disparate market position for the future. DFS remains second from the bottom in average pay per employee even though a majority of our positions require college degrees or advanced skills. The irony is significant when one considers how many programs these workers have taken into national top 10 rankings: first nationally in number of recipient reduction through welfare reform, third nationally in participation rate of welfare reform, second nationally in food stamp accuracy rate, Smithsonian recognition for WYCAPS and second nationally in percentage of increased child support collections.

The employee grievance procedures are a major drain on top management. Generally, these procedures end up taking time from the director, deputy director, an administrator, the human resources manager, assistant attorney general and the specific program manager or supervisor of the worker with a grievance. The time lines require these grievances to become a top priority, so one individual can command the time of five to seven highly paid administrators by simply filing an action. Though agency administration usually prevails, the time and effort have drained time away from other critical duties and the other employees who deserve equal attention. The need to protect the rights of all employees is recognized, but the requirements seem skewed too greatly toward the few employees who are disciplined for various reasons.

Staff responsible for the Department of Family Services payroll have continued to attend meetings of the advisory committee to help refine the new Advantage payroll system. Proper functioning of the Advantage payroll system is essential in meeting federal and state payroll and personnel action requirements.

The State Division of Human Resources approved the compensation policies for Family Services on August 8, 1998.

Five new additions to the DFS Administrative Policy and Procedures Manual were drafted. Those additions were Civil Rights (Title VI), provisions of the Hatch Act, Operation of Juvenile Institutions, Americans with Disabilities Act Grievance Procedure and a WYCAPS security agreement. The Statement of Confidentiality and Disclosure (Acknowledgment B) has been updated to include computer security provisions.

Human Resources staff provided data and assisted in development of a document for implementation of a movement towards market increase in pay for approximately 200 permanent status employees effective October 1, 1998.

Human Resources staff provided data for implementation of an inequity increase in pay for 23 employees effective December 1, 1998.

Staff also provided data and assisted in development of a document for implementation of a

performance/merit increase in pay at 3 percent for all permanent status employees effective January 1, 1999.

Staff completed implementation of the human services occupational study on March 1, 1999.

The department assisted in the development of a document for the Wyoming wage survey and A&I market survey information for implementation of the disbursement of "reversion" moneys to department employees at 80 percent of market effective April 1, 1999.

There seems to be a trend for other statewide support agencies, i.e., Retirement System, Employees' Group Insurance, State Division of Human Resources and the Auditor's Office, to "delegate" various system input and maintenance functions to agency payroll staff.

❖ *Strategic plan changes*

No changes were designated for next year. Instead, all changes are planned for the next biennium.

Child Support Enforcement Division

General information

William D. Schaad, Administrator

Agency contact

Sheryll Hubbard
307/777-5831
2300 Capitol Ave., 3rd Floor
Cheyenne, WY 82002-0490
Fax 307/777-3693
shubba@misc.state.wy.us

Other locations

There are nine judicial districts within Wyoming. Six contractors (two private and four public) provide child support enforcement services through 17 local field offices. Receipt and disbursement of child support payments are accomplished through cooperative agreements with all 23 Wyoming clerks of district court.

Year established

1998

Statutory references

W.S. 9-2-2006, 9-2-2104, 14-2-104, 105, 310, 313, 112, 20-6-101-402, and 42-4-206-207

Number of authorized personnel

Seven

Organizational structure

Director, Administrator, Operations Management, Program Management

Clients served

Public assistance recipients and private customers

Budget information

General funds	\$171,481
Federal funds	5,883,234
Trust and agency funds	1,989,135
Total	\$8,043,850

Results of outcomes

Goal, Objective A:

Outcome Measure B: Increase IV-D (Title IV-D of the Social Security Act) child support collections to 50 percent by year 2000.

Child Support collections are at 49 percent as of June 30, 1999.

Outcome Measure C: Increase number of paternity cases established by 15 percent during 97-98.

Number of paternity cases established increased to 1,191 or 52.69 percent.

Outcome Measure D: Increase contributed financial support for children and youth in placement by 2 percent annually.

Financial support of children and youth in placement increased by 8 percent.

Outcome Measure E: Decrease the cost per dollar collected of IV-D collections at or below the national average.

Cost per dollar collected is below the national average. National average at the end of FY99 was \$.25 spent for every \$1.00 collected. Wyoming spent \$.167 for every \$1.00 collected as of June 30, 1999.

Number of paternity cases established was just under 100 per month.

Approximately 14,683 cases realize either current or past due child support payments monthly.

There is current support paid in Temporary Assistance for Needy Families (TANF) and foster care cases in the amount of \$1,768,802, and \$26,712,666 combined total paid for all TANF and non-TANF cases.

There is \$4,563,704 due in TANF and foster care cases, and \$47,626,607 due in non-TANF with a total in all cases due of \$52,190,311.

Arrears cumulatively total approximately \$238 million, which cannot be depicted as stated in the strategic plan.

Cost per dollar of support collected is \$.167 per dollar spent.

Field Operations Division

General information

Robert T. Landes, Administrator

Agency contact

Robert T. Landes
307/777-6069
2300 Capitol Ave., 3rd Floor
Cheyenne, WY 82002-0490
Fax 307/777-7747
rlande@missc.state.wy.us

Other locations

There are 27 full-time offices and three part-time offices located in four regions throughout Wyoming.

Year established and reorganized

Established 1989, reorganized 1995

Statutory references

W.S. 9-2-2006 and W.S. 92-2-2102

Number of authorized personnel

414 full-time

Organizational structure

Director, Deputy Director, Field Operations Administrator, Region Managers, District and County Managers

Clients served

Children and the elderly who are at risk or unable to protect themselves, and families who need temporary financial assistance.

Budget information

General funds	\$20,466,740
Federal funds	8,238,086
Trust and agency funds	11,057
Total	\$28,715,883

❖ *Results of outcomes*

Field Operations is responsible for delivery of services for all programs administered by the department except those services provided by the Wyoming Boys' School and the Wyoming Girls' School. For specifics please see reports for other departmental divisions.

Financial Services Division

General information

Paul Yaksic, Administrator

Agency contact

Penny P. Williams
307/777-5468
2300 Capitol Ave., 3rd Floor
Cheyenne, WY 82002-0490
pyaksi@missc.state.wy.us

Year established and reorganized

Established 1989, reorganized 1990

Statutory references

W.S. 9-2-2102, W.S. 9-2-2104, 42-2-101 to 103, 42-2-108, 42-2-112, 42-2-114, 42-2203, 42-3-101, 42-3-103, 42-2-207

Number of authorized personnel

40 full-time

Organizational structure

Director, Deputy Director, Division Administrator, Quality Control/PRICE Manager, Accounting Unit Manager, Budget/Cost Allocation Manager

Clients served

Clients on Personal Opportunities with Employment Responsibilities (POWER), food stamps and Supplemental Security Income; vendors; field office workers; clients with overpayments; and federal agencies

Budget information

General funds	\$751,341
Federal funds	487,141
Trust and agency funds	85,333
Total	\$1,323,815

❖ *Results of outcomes*

Goal, Objective A:

Outcome Measure I: Increase food stamp accuracy rates to 96 percent or more.

An accuracy rate of 95.19 percent was achieved.

Outcome Measure J: Qualifying for enhanced funding.

Wyoming qualified for enhanced funding in FY99. Enhanced funding in the amount of \$557,000 was obtained.

Goal, Objective D

Outcome Measure B: One hundred percent of legal requirements are met regarding receipt and expenditure of agency funds.

During FY99, 100 percent of the legal requirements were met.

Outcome Measure P: Staying within budget.

The Department of Family Services stayed within budget in FY99.

Quality Control staff continued their aggressive Simple Targeted Accurate Reviews (STAR) and training to field staff to lower the department's error rate in the Food Stamp Program. This year the combined efforts paid off; the error rate was lowered to 4.81 percent, and enhanced funding was achieved.

In the Prosecution/Recovery/Investigation/Collection/Enforcement (PRICE) section, 719 cases were referred to the courts for prosecution. Over \$440,000 was collected from overpayments. The PRICE staff continue to file for overpayment collections through small claims courts and the statewide Unclaimed Property account.

The division processes 631,836 financial transactions annually to support 27 field offices, two youth correctional institutions, 23 clerks of district court and nine child support enforcement districts.

The division forecasts shrinking federal budgets over the next biennium, which has already been budgeted. It will be a challenge for the department to continue its high quality of service to thousands of clients with fewer dollars. As the division prepares for the next budget session, it becomes paramount for the department to capture critical data to explain the projected increase in state funding.

Information Services Division

General information

Bruce D. Twine, Administrator

Agency contact

Bruce D. Twine
307/777-5357
2300 Capitol Ave., 3rd Floor
Cheyenne, WY 82002-0490
Fax 307/777-7747
btwine@missc.state.wy.us

Year established

1989

Statutory references

W.S. 9-2-2006, W.S. 9-2-2102

Number of authorized personnel

18

Organizational structure

Director; Deputy Director; Administrator; Systems Analysis Section; Applications Programming

Section: POSSE Programming Support Program, Legacy Programming Support Program; PC/Server Administration Section: Legacy Systems Support Program, POSSE Systems Support Program.

Clients served

Department staff

Budget information

General funds	\$2,703,103
Federal funds	3,105,162
Trust and agency funds	1,290,886
Total	\$7,099,151

❖ Results of outcomes

Goal, Objective D:

Outcome Measure C: By June 30, 2003, develop a "next generation" computer system specifically designed to meet the unique needs of Wyoming, allowing staff to better gather and analyze integrated data and information, make better decisions and communicate accurate and meaningful statistics to stakeholders.

"Next Generation System" is designed. The division is awaiting funding approval before release of Request For Proposal (RFP) and subsequent bids.

Outcome Measure D: Reduce data processing mainframe costs by \$450,000 per year from the FY 97/98 biennium level (\$7,376,156).

Mainframe costs were reduced by \$4,513,188, well over the target.

Outcome Measure E: Interfaces with other state agencies are 100 percent automated.

Interagency interfaces are 100 percent automated.

Outcome Measure F: Provide hardware/software replacement plan that insures workers are kept abreast of current technology.

PC replacement plan is tied to exception budget request.

Outcome Measure G: Interfaces with federal collection systems (NCANDS, AFCARS, CSENET, etc.) are 100 percent automated.

Federal collection systems interfaces are 100 percent automated.

The Eligibility Payment Information Computer System (EPICS) has a complete conceptual redesign and is awaiting budget approval.

Year 2000 changes have all been made and are undergoing federal and state contractor review.

Wyoming Children's Assistance and Protection System (WYCAPS) is operational.

Staffing shortages continue to push the envelope. Single-staffed in most areas, ISD was blessed with good health and extreme dedication, allowing the above to be accomplished. Luck must remain on ISD's side.

There are only three people in the PC/LAN group. They are, however, augmented by three at-will employee contract (AWEC) employees, but this is only a short-term solution. In addition to setting up networks in every field office, they have been asked to

change every operating system in DFS to Windows '95, requiring a four month travel stint. They also need to maintain the newly installed networks and respond to calls for help from DFS employees around the state. The increased workload coupled with the amount of travel time needed is resulting in delays in providing assistance to DFS users. This challenge is minimized by using a cellular phone so users can always contact the PC/LAN group regardless of their location. This situation is expected to continue until additional personnel are assigned to help cope with the workload. PCs and LANs are in place in the two institutions (Wyoming Boys' and Girls' Schools) and on the Wind River Reservation (WRR), further exacerbating the shortage.

Juvenile Services Division

General information

Les Pozsgi, Administrator

Agency contact

Bibi Bengston
307/777-6285
2300 Capitol Ave., 3rd Floor
Cheyenne, WY 82002-0490
Fax 307/777-3659
lpozsg@missc.state.wy.us

Other locations

Wyoming Boys' School
Route 2, 1550 Highway 20 South
Worland, WY 82401

Wyoming Girls' School
3500 Big Horn Ave.
Sheridan, WY 82801

Year reorganized

1995

Statutory references

W.S. 9-2-101; W.S. 9-2-2006; W.S. 9-2-2102 - 9-2-2106; W.S. 14-3-201 - 14-3-215; W.S. 14-4-102 - 14-4-104; W.S. 14-6-101; W.S. 14-6-201 - 14-6-252; W.S. 14-6-301 - 14-6-308; W.S. 14-6-401 - 14-6-440; W.S. 14-6-501 - 14-6-509; W.S. 14-9-101 - 14-9-108; W.S. 14-10-101; W.S. 25-3-101 - 25-3-106; W.S. 25-4-101 - 25-4-103; W.S. 25-1-201

Number of authorized personnel

Division of Juvenile Services, Central Office
12 full-time, one part-time, eight contract

Wyoming Boys' School
93 full-time

Wyoming Girls' School
75 full-time, two part-time

Organizational structure

Director, Deputy Director, Administrator, Wyoming Central Registry for Abuse/Neglect, Child Care Licensing, Certification of Providers of Substitute Care Services for Children, Juvenile Justice, Interstate Compact on Juveniles, Criminal Background Checks, Institutions, State Advisory Council on Juvenile Justice.

Clients served

The Juvenile Services Division provides and purchases services on behalf of youth and families in the most appropriate and least restrictive setting in accordance with Department of Family Services Youth and Family Services Rules and is responsible for the operation of the Wyoming Boys' School and the Wyoming Girls' School. In addition, the division provides regulatory services for child care licensers and 24-hour care providers and provides central registry checks and background checks for employers and volunteers working with children and disabled adults.

Budget Information

General funds	\$9,843,233
Federal funds	1,000,071
Trust and agency funds	1,573,795
Total	\$12,417,099

❖ Results of Outcomes

Goal, Objective C:

Outcome Measure A: Certification standards will define child care provider operations.

The Division of Juvenile Services was successful in the procurement of rules for providers of 24-hour substitute care. These rules ensure a higher level of care for children in substitute care. During this reporting period, there were 100 facilities and/or agencies certified by the department.

Outcome Measure B: Substantiated abuse perpetrator record checks for private service providers are conducted; and **Outcome Measure C:** Requests by potential employers for substantiated abuse perpetrator checks will be 100 percent completed.

In FY99, Wyoming Central Registry of Abuse/Neglect staff completed 8,087 checks and 6,279 background pre-screens in conjunction with the Division of Criminal Investigation.

Outcome Measure D: Community-based youthful offender pilot projects will be developed and implemented.

Through a partnership with the Department of Health and Department of Education, three sites were chosen to serve as the Community Juvenile Services Block Grant Pilot Projects. The community of Sheridan received \$775,000; the community of Douglas received \$450,000; and the Wind River Indian Reservation, Wind River Health Promotions, received \$450,000. Efforts within all three pilot projects are designed to develop and implement community-based services for the troubled and delinquent youth population.

Outcome Measure E: Troubled and delinquent youth services are consistent with screening instrument.

The Youth and Family services Screening Instrument has been implemented within the intake process of every admission to the Wyoming Boys' School. This outcome will be deleted in the next strategic plan.

Outcome Measure F: Staffing levels at state institutions will meet private care provider standards.

The Wyoming Girls' School received funds necessary to hire five additional staff who provide direct services to the young women in their care. This increase in staff ensures a higher level of safety, structure and treatment.

Outcome Measure G: All field staff focusing on troubled and delinquent youth services will receive certification training within one year of hire.

Juvenile Probation Training was conducted on behalf of 24 staff members who work with the troubled and delinquent youth population. Areas addressed included supervision skills, assessments, safety, pre-disposition reports, chemical testing and resource identification.

The Wyoming Boys' School served 223 males, and the Wyoming Girls' School served 106 females. Approximately 1,000 juveniles were on probation per month, and 1,547 children were in placement per month.

The State Advisory Council on Juvenile Justice met on four separate occasions, with emphasis placed on developing standards for juvenile detention centers, assisting with the development of a statewide resource directory and directing the distribution of \$1,482,600 to communities and counties in accordance with the Juvenile Accountability Incentive Block Grant.

Programs and Policy Division

General information

Marianne Lee, Administrator

Agency contact

Linda R. Unger
307/777-6079
2300 Capitol Ave., 3rd Floor
Cheyenne, WY 82002-0490
Fax 307/777-3693
lunger@missc.state.wy.us

Year established and reorganized

Established 1989, reorganized 1995

Statutory references

W.S. 9-2-2006, W.S. 9-2-2102

Number of authorized personnel

21 full-time

Organizational structure

Director, Deputy Director, Programs and Policy Administration, Child Welfare Team, Economic Assistance Team and Support Staff Team

Clients served

Needy Wyoming families, individuals and the disabled who need temporary assistance while they work to become self-sufficient. Adults and children in need of protective services.

Budget information

General funds	\$7,414,804
Federal funds	5,830,500
Trust and agency funds	0
Total	\$13,245,304

❖ Results of outcomes

Goal, Objective A:

Outcome Measure A: Reduction and eventual elimination of sanctionable issues identified by federal auditors.

There were no sanctions from federal programs for Programs and Policy Division. Audits included IV-E, Food Stamps and The Emergency Food Assistance Program (TEFAP).

Outcome Measure F: Meet the TANF work participation rate.

The Temporary Assistance for Needy Families (TANF) participation rates have been met each quarter. Due to the caseload reduction factor, the federal mandatory target rate for the overall or all-families group was 0.0 percent for Wyoming. A 55.3 percent rate was achieved. After the caseload reduction factor was applied to the two-parent rate, the federal mandatory target rate for the two-parent group was 4.0 percent. A 65.8 percent rate was achieved.

Outcome Measure G: Percent reduction in POWER caseload.

Wyoming has been leading the nation in TANF caseload reductions. That lead has fluctuated among Idaho, Wisconsin and Wyoming. Mandatory reports for performance bonuses have been submitted, and it is anticipated the Department of Family Services will receive those bonuses. Since January 1996 the POWER caseload has decreased by 84.5 percent.

Outcome Measure H: Increase self-sufficiency options under the POWER program.

Through work programs, the following were added: job retention program, mentoring and an evaluator dedicated to hard-to-serve clients.

Outcome Measure I: Increase food stamp accuracy rates to 96 percent or more.

The food stamp accuracy rate increased to 95.19 percent. Efforts will continue to reach the 96 percent accuracy rate.

Outcome Measure J: Qualifying for enhanced funding.

The food stamp error rate of 4.81 percent qualifies Wyoming for enhanced funding. Wyoming has the second lowest error rate in the nation. Only five states in the nation are eligible to receive enhanced funding, while 22 states will be sanctioned for failure to meet the tolerance error rate of 10.69 percent.

DFS assisted the Northern Arapaho Tribe in writing and implementing the Tribal TANF State Plan. Programs and Policy Division staff assisted in training personnel hired to do eligibility functions for the Tribal TANF. Ongoing technical assistance is being provided to the tribes.

Programs and Policy Division established a Web page for economic assistance and social services programs.

DFS TANF money was contributed and used for projects throughout the state that focus on reduction of out-of-wedlock pregnancies. Also, some money was used to support statewide pregnancy prevention conferences.

Completed Combined Manual for Food Stamps, Medical Programs, POWER, Child Care Programs, and Prosecution/Recovery/Investigation/Collection/Enforcement (PRICE). This effort combined five manuals into one manual.

In April 1999 a market rate survey of provider fees was completed, and the Department of Family Services' reimbursement rates were increased to reflect the cost of care.

Through the Child Care Development Fund (CCDF), the Department of Family Services funded a Child Care Resource and Referral (CCRR) agency to provide statewide services to parents and providers.

Also, the Early Childhood Development Council, statewide infant toddler training for providers and other quality activities were funded through the Child Care Development Fund.

Goal, Objective B

Outcome Measure A: Increase by 50 the number of children in permanent placement.

Permanency for 52 children was achieved through adoption and guardianship. During FY99 there were 40 adoptions finalized and 12 guardianships completed.

Outcome Measure B: 100 percent compliance with the rules.

Staff Assistance Visit (SAV) reviews and Title IV-E audit showed 100 percent compliance with the rules.

Outcome Measure C: Increase by 25 percent the number of approved foster homes.

Additional money designated for foster home recruitment and training resulted in an increase of 10 percent in the number of approved foster homes. This included a 6 percent increase of minority foster homes.

Outcome Measure D: Increase by 50 percent the number of minority foster homes.

Specific recruitment through the use of Family Preservation money was a method used to increase the number of minority homes by 6 percent.

Outcome Measure E: Maintain efforts to curtail child fatalities based on established statistical history.

Strong efforts to curtail child fatalities included the establishment of the state fatality review team, shaken baby syndrome education and provision of public information at all opportunities. The creation and use of the Programs and Policy Division Web page is one example of educational efforts. In calendar year 1997 there were four fatalities. In calendar year 1998 there were three fatalities.

Outcome Measure F: 100 percent of workers certified to provide Adult Protective Services (APS) within one year of employment.

As of June 1998, 97 DFS workers had received APS training. Training is scheduled for October 1999 for 35 additional new hires, which should achieve training of 100 percent of required staff. Training will continue in October on a yearly basis for new employees.

Outcome Measure G: 100 percent compliance with federal audits.

Staff Assistance Visit (SAV) reviews and Title IV-E audit showed 100 percent compliance with federal audits.

Outcome Measure H: 100 percent CPS staff certified within one year of employment.

Thirty-five Child Protective Services staff completed both sections of CPS CORE Training during FY99, which is 100 percent of new hires within one year of employment.

Outcome Measure I: Increased number of children in permanent placement as a result of expedited permanency planning.

Data shows 79 children who had been in placement 15 of the last 22 months to be in relative placements. This means 250 of Wyoming's foster care children have achieved permanency in FY99. Special grid training was conducted in the areas of Adoption and Termination of Parental Rights.

Outcome Measure J: Increase EPSDT (health check) screening for children in foster care.

In an effort to assure health care for children in foster care, policy was rewritten with emphasis and requirement for HealthCheck screening for all children in out-of-home placement for more than 30 days. The Department of Health instituted a semi-annual report of DFS Foster Children Receiving EPSDT Screening and Well Child Office Visits by DFS Field Office. The first report (July 1, 1998 through Dec. 31, 1998) lists 263 children receiving these services.

All legislation needed to implement The Adoption and Safe Families Act was passed by the Wyoming Legislature.

The Social Services Manual was edited, reorganized and made available electronically.

Department of Family Services organization chart

