

PIP Benchmark 1B.2 Improve the quality of assessments:**PIP item 1B.2.5 Train field staff on how to use the information from the NCFAS in assessing families and communicating with in-home providers.**

In preparation for this 4th quarter item, the Documentation and Consultation Work Group assisted Dr. Ruth Huebner with completing an evaluation on field staff's knowledge of North Carolina Family Assessment Scales (NCFAS) PIP item 1B.2.4.

Using the evaluation results, the group developed a training curriculum (part 2) that highlighted the key concepts of the NCFAS and how they relate to practice. Staff was taught how to interpret and integrate the results of the NCFAS into the (5) C's: CQA's, Case plans, Contacts/ Service recordings, Court reports and Case closure summaries.

The regions were polled and asked the best time and place for the supervisors to be trained. They requested that Central Office come out to the regional supervisor meetings. A schedule of the regional supervisor meetings was developed (part 3) and most of the regional management team as well as the frontline supervisors were trained. Attached is copy of the TRIS (part 4) indicating all of the staff trained during the supervisor meetings.

This training was also set up as a web-based training for all staff that was not able to attend the face to face sessions. The information and requirements for this training went out to all staff via a PPIM (part 5), requiring all investigative and ongoing and supervisory staff to complete the training by the end of April 2011.

**Action Step 1B.2.5 part 1
KY 4th QR PIP report
March 31, 2011**

North Carolina Family Assessment Scale (NCFAS): Understanding the tool and how to incorporate results into Case work

Presenters: FPP and DCBS Staff
Division of Protection & Permanency
Statewide, 11.22.10 - 2.15.2011



Objectives

- o Identify and understand key concepts and elements of the NCFAS and how they relate to DCBS practice.
- o Interpret NCFAS results and use the information in their DCBS case work.
- o Integrate NCFAS results at different points in their case work.



Cabinet's Goals

- o **Child Safety** - children first and foremost, protected from abuse & neglect, and safely maintained in their homes whenever possible; and risk of harm to children will be minimized.
- o **Permanency** - permanency & stability in their living situations; continuity of family relationships and connections will be preserved for children.
- o **Child & Family Well-Being** - families will have enhanced capacity to provide for their children's needs.



Cabinet Goals and Objectives

- o In-home services are expected to **support the Cabinet in achieving goals** using family based models of service delivery.
- o **Foster care** is meant to be a **temporary solution** - the Cabinet cannot replace the role of a parent.
- o Research has shown that **removing children** from their families **traumatizes** them and negatively impacts their social-emotional development.
- o Using clinical and *in-home services* can be *less-traumatizing* than removing children and is also **cost effective**.



Cabinet Goals & Objectives

- o *The Cabinet's primary objective is to **keep kids home safely whenever possible**.* As such,
- o Using in-home services and incorporating the service provider's **assessment results**, assists a worker in making **informed decisions** about **placement and treatment choices** for children and families at critical points in the life of case.



Identify and Understand Key elements of NCFAS

Why Is NCFAS Recommended For In-Home Services?

- o Tool developed for family preservation services using an **evidence based** outcome measurement of clinical practice.
- o Measures incremental changes made by the family or the lack of progress on a six point scale related to each domain.
- o High fidelity IFPS programs have consistently demonstrated effectiveness in outcome measure of preventing out-of-home placements of children.



Why NCFAS

- When compared with 85 other family assessment tools NCFAS and NCFAS-R found to be most relevant in measuring outcomes related to family functioning due to its strength-based orientation and extensive testing with child welfare populations.
- In-Home services currently using NCFAS (see handout) - Community Collaboration for Children (CCC), Family Preservation Program (FPP), Intensive In-Home Services (IIHS) and Sobriety Treatment & Recovery Team (START). See program summaries.



Understanding The NCFAS: What is it

- It's a comprehensive assessment tool that **measures family functioning** using 5 domains (preservation) with related subscales scored on a 6 point scale ranging from clear strength (+2) to serious problem (-3).
- The tool's **5 domains** look at the family as a whole in terms of *A. Environment, B. Parental Capabilities, C. Family Interactions, D. Family Safety and E. Child Well Being* (additional two domains for reunification address caregiver/child ambivalence and readiness for reunification).



NCFAS & NCFAS-R SCALES

DOMAIN SCALES	NCFAS (preservation)	NCFAS -R (reunification)
Environment	X	X
Parental Capability	X	X
Family Interactions	X	X
Family Safety	X	X
Child Well-Being	X	X
Caregiver/Child Ambivalence		X
Readiness for Reunification		X

(Domains comparable to CQA screens/sections)

NCFAS: What is it

- The ratings are assigned based on the perspective of the worker most involved with the family (dependent on intra-rater reliability).
- ALL versions of the NCFAS are measured on 6 point scale.



NCFAS: What is it

What do the ratings mean?

- Domains are measured on a six point scale ranging from clear strength (+2) to serious problem (-3).
- A zero (0) rating on the scale is the Baseline/Adequate level of family functioning above which there is no legal, moral, or ethical reason for public intervention.
- The tool provides accompanying definitions corresponding to three points on the six point scale.



	A. Environment					
	Clear S.	Mild S.	Baseline/A.	Mild P.	Moderate P.	Serious P.
1. Overall environment	(0) C +2 (C) C +2	C +1 F +1	C 0 F 0	C -1 F -1	F -2 C -2	C -3 F -3
2. Housing stability	(0) C +2 (C) C +2	C +1 F +1	C 0 F 0	C -1 F -1	F -2 C -2	C -3 F -3
3. Safety in the community	(0) C +2 (C) C +2	C +1 F +1	C 0 F 0	C -1 F -1	C -2 F -2	C -3 F -3
4. Habitability of housing	(0) C +2 (C) C +2	C +1 F +1	C 0 F 0	C -1 F -1	C -2 F -2	C -3 F -3
5. Income/employment	(0) C +2 (C) C +2	C +1 F +1	C 0 F 0	C -1 F -1	C -2 F -2	C -3 F -3
6. Financial management	(0) C +2 (C) C +2	C +1 F +1	C 0 F 0	C -1 F -1	C -2 F -2	C -3 F -3
7. Food and nutrition	(0) C +2 (C) C +2	C +1 F +1	C 0 F 0	C -1 F -1	C -2 F -2	C -3 F -3

Exit Form

NCFAS: what is it

Findings

- o Parental capabilities domain has lowest percentage of families at baseline or above. Which means that domain ratings at beginning of (IFPS) intervention are usually -2 to -3. This domain normally ends up having the highest percentage at closure (baseline and above).
- o Family interactions domain shows highest percentage of negative change (families sometimes regress during intervention).
- o Low ratings at closure are generally associated with out of home placement (discuss rate of change).

Interpreting NCFAS Results

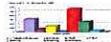
- o Assessment begins with the information gathering from family members, referral source, school personnel and other organizations involved with the family, and the workers own observations and interactions with the family.
- o Once ratings are assigned, NCFAS results are interpreted using assessment documents such as the (using FPP documents for training);
 1. Family Assessment,
 2. Family Service Plan
 3. Termination Summary.

NCFAS Results

Individual Exercise

- o **HANDOUT & Review:** FPP Sample assessments based on NCFAS results.

INSTRUCTIONS: Review FPP Assessment handouts – standardized format based on FPP paperwork (reference tool and highlight Family Safety or Parental Capabilities domains, related subscales and corresponding definitions).



Interpreting NCFAS Results

(using FPP forms for training);

- 1. Family Assessment** – Overall initial NCFAS intake ratings are due to referring worker within 10 days for preservation services and 15 days for reunification and less intensive services. Includes child safety assessment.
 - All ratings should include summary narratives addressing significant strengths and problem areas identified in related subscales.
 - The ratings of "0" or adequate indicate family strengths and the negative ratings of -1 (mild problem) through to -3 (serious problem), should include corresponding goals developed in the Family Service Plan.



NCFAS Results

- 2. Family Service Plan** – Intervention goals are developed in **collaboration** with the family making sure to incorporate high risk ratings identified by referring worker- due to the worker 10 – 15 days depending on type of service or program.
 - **Goals** - Lowest ratings are prioritized, addressed and goals developed. This permits prioritizing service needs and resource utilization.
 - Family strengths are identified and employed to help family to learn new ways of working together and to motivate them for change.
 - Goals can address multiple domains as appropriate.
 - **Outcome measurements** are indicators of goal achievement - how you and others will know when goal is achieved.
 - **Action plan** clearly defines how the service provider will help the family achieve the goal (who, what, when).
 - *Service plan is a structured mechanism for monitoring progress.*



NCFAS Results

- 3. Termination Summary** – is due to worker 5-7 days following completion of intervention.
 - **Intake/closure ratings are compared** and include narratives discussing goal achievement, **recommendations** for additional services for any negative (problem) ratings at closure, family may also need additional monitoring prior to closing case.
 - **Aftercare plan** helps to transition family to other community services to maintain progress. Problem ratings indicate additional services needed (discuss **rate of change** – movement between I & C, for example moving from -2 to -1 is a positive movement).
 - In-home service worker's perception of **child's overall safety** in the home at closure.
 - Discuss barriers to recommendations.



Rate of Change

Intake Rating	Closing Rating	Rate of Change <i>(movement between intake and closing ratings)</i>	3, 6, 12 month follow-up
-3	-2	+1 (positive movement)	
-1	0	+1 (positive movement)	
0	-1	-1 (negative movement)	

Benefits for Incorporating NCFAS Results

- o **Quick review of intake/closing ratings** shows CPS worker where family has made progress and where additional services may be needed.
- o Improved family functioning ratings have been associated with keeping families intact or successfully reunifying them.
- o Referring worker has available data from an evidence-based tool and findings to serve as a guide for determining need for additional services, and for making placement decisions and treatment choices.
- o As such the results can be used as a basis for developing a case plan and court reports.
- o **Collaboration** and a sense of **shared responsibility** with community partners is key to having successful outcomes with families.

Integrating NCFAS Results into DCBS Case work

Why Document NCFAS Results Into DCBS Case work?

- o One of the main reasons that we document assessments and services into our case work is outlined in SOP 7C. 14. 1 and mandated by KRS 620.020;
- o **SOP 7C.14 1.** *The SSW documents **reasonable efforts** to provide a family with supports and services to avoid unnecessary separation of a child from the family or reunify the child with parent(s) and enable the child to safely live with the parent(s) at home.*
- o **7C. 14. 2.** *The SSW is responsible for providing documentation to the court that **reasonable efforts** have been made...*

Why Document NCFAS Results Into DCBS Case work?

- o **KRS 620.020 Definitions for chapter.**
- o (11) **"Reasonable efforts"** means the exercise of ordinary diligence and care by the department to utilize all preventive and reunification services available to the community...which are necessary to enable the child to safely live at home;"

Where Can DCBS Document In-Home Services and Assessments In their Case work?

Five (5) C's

- o CQAs.
- o Case plans.
- o Contacts/ Service recordings.
- o Court reports.
- o Closure.

Equivalent terminology DCBS workers should be aware of:

- DCBS Risk factors vs. NCFAS problem ratings
- DCBS CQA Ratings vs. NCFAS Domain Ratings
- DCBS CQA Sections (TWIST Screens) vs. NCFAS Domains
- DCBS Case Plan vs. NCFAS Service Plan
- DCBS Objectives vs. NCFAS Goals
- DCBS Tasks vs. NCFAS Action Plans
- DCBS Aftercare Plan vs. NCFAS termination summary.

Incorporating NCFAS information in the CQA.

In the **Investigative CQA**, there should be a clear notation in the narrative of:

1. **Date** the referral was submitted.
2. **Type of in-home services requested.** (FPP, IIHS, CCC, START, etc.)
3. **Name of the agency** providing the in-home services.
4. **Reason for the referral.**
5. **Any further contact** with the in-home provider during the investigative phase.

In the Ongoing CQA:

1. Use the **CQA-NCFAS Crosswalk**
2. Use the **Tip Sheet for CPS In-home Ongoing CQA**, which states:
 2. **Underlying Causes:**
 - *Summarize your contacts with community partners that are working with family members and include their information on how the family is progressing.*
3. Include the in-home service provider contact information in the **Family Support CQA screen**.

Incorporating NCFAS information into the DCBS Case Plan

1. **If the DCBS Case Plan has already been developed:**
 - o Consider modifying the Case Plan Objectives and Tasks based on the NCFAS Assessment and Service Plan.
2. **If the NCFAS Initial paperwork come through before the DCBS Case Plan is completed:**
 - o The NCFAS Service Plan with its Goals and Action Plans can be used in developing the DCBS Objectives and Tasks.

Incorporating NCFAS information in Ongoing Contacts/Service Recordings

1. **When the referral is made:**
 - **Date** the referral was submitted
 - **Type of in-home services requested.** (FPP, IIHS, CCC, START, etc.)
 - **Name of the agency** providing the in-home services
 - **Reason for the referral**

Incorporating NCFAS information into Contacts

2. **When the NCFAS paperwork comes in:**
 - **Initial Family Assessment.**
 - o Summarize the **Domain ratings and associated narratives.**
 - **Family Service Plan** - this may be sent with the Initial Family Assessment, or it may be sent separately.
 - o Summarize the **Goals and Action Plans.**

Incorporating NCFAS information into Contacts

3. **Regular & frequent contact** with the in-home service provider:

- **Any contact** with the in-home service provider should be documented in the case contact/service recordings.
- **Joint initial and closure face-to-face visits** with the family are recommended.



Incorporating NCFAS information into Contacts

- Ongoing **weekly contact** is recommended for high risk cases.
- Also, **consider joint FTM's**.
- **In contacts, document:**
 - **Date/time/place** of the contact.
 - **Details** of what was discussed.
 - Touch on the **Goals of the NCFAS Service Plan** and any progress being made or not being made by the family.



Incorporating NCFAS information into Contacts

4. DCBS worker's **monthly visits** and casework with the family in the Ongoing service recordings.

- Worker needs to be familiar with NCFAS ratings and narratives and use that information to celebrate progress and brainstorm on any barriers identified.



Incorporating NCFAS information into Contacts

5. **When the in-home worker terminates their case**, Include:

- the **date of termination**, the **length of service delivery**, the **reason** for termination, & the level of client **participation**.
- the **Goals achieved** (or not achieved), the **rates of change** at closure & **conclusion statement**.
- any **remaining problem areas**.
- and any **further recommendations**.
- All this information will be found in the NCFAS FPP Termination Summary.
- It is helpful to summarize termination summary information from the in-home service provider rather than just stating "see file".



Incorporating NCFAS Information into Court Reports

1. Summarize the **Domains of the NCFAS Initial Assessment**, highlighting the strengths and problem areas and some brief narrative support where appropriate.
2. Summarize the **NCFAS Service Plan Goals**, including the corresponding Action Plans.
3. Summarize **any progress or lack of progress** by the family as reported to the worker by in-home service provider, since the last court date.
4. List **any recommendations** from the in-home service provider.



In the Ongoing Case Closure Summary/Conclusion:

1. Specifically **name the service provider and NCFAS**.
2. State the **length of time** the in-home service provider was involved.
3. State the **reason for the termination of in-home services**.
4. Describe the **level of participation** by the family.
5. Give the **Initial and Closing NCFAS ratings, and the Rate of Change**.



In the Ongoing Case Closure Summary/Conclusion:

6. Document the **Goals** that were completed, and the actions the family took to achieve these goals (Action Plans).
7. Note any remaining **problem areas**.
8. Document **Further Recommendations for the Family** made by the in-home service provider at Termination, and how DCBS followed up with these, and the results.
9. Document the **contents of the Aftercare Plan** completed prior to closure.



Small Group Exercise

Documenting and Incorporating NCFAS results in casework.

5 C's

- o **CQA**
- o **Case plan**
- o **Contacts/Service recording** after receiving NCFAS results report
- o **Court report**
- o **Closure**



Small Group Exercise: Action Plan for ensuring staff integrates NCFAS (& other assessments) results into case work.

FSOS Action Plan

INSTRUCTIONS: *Have participants brainstorm ideas in their small groups and come up with a plan on a sheet of paper.*



References

- o Nelson, K. et al. (2009). Casey Family Programs. A Ten Year Review of Family Preservation Research: Building the Evidence Base. www.casey.org
- o Johnson, M. A. et al. (2006). Family Assessments in Child Welfare Services: Instrument comparison. www.cssr.berkeley.edu
- o Taylor, N. et al. (2005). Helping Children in the Child Welfare System Heal from Trauma: A Systems Integration Approach. The National Child Traumatic Stress Network.
- o Wikipedia, the free encyclopedia. *Child Abuse*. www.en.wikipedia.org 9/7/10
- o Reconciliation. *Stolen Generations Fact Sheet*. www.reconciliation.org.au 9/7/10
- o Huebner, Ruth. (2010). Needs Assessment for North Carolina Family Assessment Scales (PIP Item 1B.2.4)
- o Evidence-based programs to prevent children from entering and remaining in the child welfare system: Benefits and costs for Washington. Washington State Institute for Public Policy. www.wsipp.wa.gov
- o Guide for Child Welfare Administrators on *Evidence-Based Practice*. (2005). National Association of Public Child Welfare Administrators www.aphsa.org



For more information on training...

Central Office Staff

NCFAS Subgroup:

Developed by: Stacy Carey, Annette Harrod, Todd Meade, Charity Roberts, Lynda Robertson, Vivian Schneider

Contributors: Reasonable Efforts and Documentation Work Group



502.564.2136



**FSOS Regional Supervisors & Managers Meeting
NCFAS for DCBS training calendar**

Region	Tuesday	Wednesday	Thursday	Trainer	Backup
North Eastern <i>Confirmed by Lesa Dennis</i> Around 35 people All supervisors	RTC : Robin J. Wicker	11.22.10 @ 10 - Noon <i>Location:</i> Adron Doran University Ctr Commonwealth Room @ M.S.U. Laptop/LCD		C. Roberts T. Meade Done.	L. Robertson
The Lakes <i>Confirmed by Janet Doyle</i> 44 people All FSOS's, CQI specialist and specialist	RTC: Wayne Yates		12.9.10 @ 9:30 – 12:30 pm <i>Location: Princeton UK Research Center</i> LCD only provided.	T. Meade C. Roberts Done.	C. Moore
Cumberland <i>Confirmed Gary Hensley</i> 35 people FSOS, specialist & SRAA CA's	RTC: Sam York	12.22.10 10:00am - Noon <i>Location:</i> <i>Regional office - 85 State Police Rd</i> Bring own laptop/LCD		C. Roberts T. Meade Done.	A. Harrod
Eastern Mountain <i>by Cyndee Trent</i> All FSOS's SRAA, CA's spec and CQI specs. 45 people	RTC: Kenneth Blair		1.06.11 10:00am to noon <i>Location: Hazard LKLP Job Site 412 Campbell Drive</i> Laptop/LCD	C. Roberts T. Meade Done.	

NCFAS/DCBS Training Schedule

<p>Jefferson Two trainings (25 each meeting)</p>	<p>RTC: Kathy Mongeon</p>	<p>1.20.11 Two trainings – 10am & 1pm. Location: Louisville 908 W. Broadway @ L&N bldg Laptop/LCD</p>		<p>L. Robertson D. Weider Done.</p>	<p>C. Roberts</p>
<p>N. Bluegrass Confirmed 40 people total FSOS, specialist, CQI specialist SRAA's & SRCA's</p>	<p>RTC: Pam Blackburn</p>	<p>4th Wed. 1.26.11 9:30am – 12:30pm Location: NKU Training Center Highland Heights</p>		<p>L. Robertson V. Schneider Done.</p>	<p>C. Moore C. Roberts</p>
<p>Salt River Trail Confirmed by Dede Sullivan Joint meeting 30 individuals</p>	<p>RTC: David Beam</p>	<p>Joint meeting LCD and laptop provided.</p>	<p>Southern side 2.10.11 @ 10:00am-12noon. Location: Hardin county office 916 N. Mulberry St. Elizabethtown 42701</p>	<p>L. Robertson V. Schneider Done.</p>	<p>A. Harrod C. Roberts</p>
<p>Two Rivers Confirmed by Joey Minor All supervisors are present 50, FSOS, specialists, CQI specialist SRAA's & SRCA's</p>	<p>2.15.11 9:30a – 11:30am Location: 113 East . G. L. Smith St., Morgantown</p>	<p>LCD projector only, bring own laptop. RTC: Barbara Berkshire & Sharla Siemens</p>		<p>C. Roberts V. Schneider Done.</p>	<p>A. Harrod</p>

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NCFAS/DCBS Training Schedule

<p>Southern Bluegrass Confirmed by Crissy Grubs 50 people Specialist, CQI and FSOS's and SRAA and CA's</p>	<p>2.15.11 9:45a – 11:45am Location: Chrysalis House 1589 Hill Rise Dr. Lexington</p>	<p><i>LCD and laptop provided.</i> <i>RTC: Amanda Harrison</i></p>		<p>T. Meade L. Robertson Done.</p>	<p>C. Moore</p>
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Action Step 1B.2.5 part 3
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Region	Name	Employer	Date	Attend Hours	Participants
The Lakes					28
	Leslie Tinsley	DCBS	12/09/10	2	
	Julie Greisz	DCBS	12/09/10	2	
	Karla High	DCBS	12/09/10	2	
	Rosemarie Bryant	DCBS	12/09/10	2	
	Jan Newsome	EKU/UTC	12/09/10	2	
	Cassandra Adams	DCBS	12/09/10	2	
	Kristi Griffey	DCBS	12/09/10	2	
	Barbara McBride	DCBS	12/09/10	2	
	Brenda Holt	DCBS	12/09/10	2	
	Dana Matlock	DCBS	12/09/10	2	
	Kimberly Ford	DCBS	12/09/10	2	
	Renee Buckingham	DCBS	12/09/10	2	
	Wayne Yates	EKU/UTC	12/09/10	2	
	Jennifer Wilkerson	DCBS	12/09/10	2	
	Debra Daughaday	DCBS	12/09/10	2	
	Tamitha Givens	DCBS	12/09/10	2	
	Lori Dowdy	DCBS	12/09/10	2	
	Lisa Eason	DCBS	12/09/10	2	
	Melissa Summers	DCBS	12/09/10	2	
	Brenda Bolton	DCBS	12/09/10	2	
	Tena Phillips	DCBS	12/09/10	2	
	Janet Doyel	DCBS	12/09/10	2	
	Lauren Shelton-Cole	DCBS	12/09/10	2	
	Sherie Langston	DCBS	12/09/10	2	
	Beverly Bone	DCBS	12/09/10	2	
	Roy McCoy	DCBS	12/09/10	2	
	Debra Robertson	DCBS	12/09/10	2	
	Amy Cox	DCBS	12/09/10	2	
Two Rivers					45
	Joan Norris	DCBS	02/15/11	2	
	Lashannon Hunt	DCBS	02/15/11	2	
	Jason Bailey	DCBS	02/15/11	2	
	Kathleen Chimera	DCBS	02/15/11	2	
	Sherry Roberts	DCBS	02/15/11	2	
	Wanda Nevins	DCBS	02/15/11	2	
	Ermon Hart, Jr.	DCBS	02/15/11	2	
	Debra Jacob	DCBS	02/15/11	2	
	Elizabeth Adkins	DCBS	02/15/11	2	
	Kimberly Osborne	DCBS	02/15/11	2	

Region	Name	Employer	Date	Attend Hours	Participants
Two Rivers					45
	Angela Lane	DCBS	02/15/11	2	
	Brandon Harley	DCBS	02/15/11	2	
	Pamela Lane	DCBS	02/15/11	2	
	Mary Cook	DCBS	02/15/11	2	
	Karla Norman	DCBS	02/15/11	2	
	Debbie Knight	DCBS	02/15/11	2	
	Dawn Crabtree	DCBS	02/15/11	2	
	Michael Pierce	DCBS	02/15/11	2	
	Elizabeth Wade	DCBS	02/15/11	2	
	Jenny Kassinger	DCBS	02/15/11	2	
	Tara Wilson	DCBS	02/15/11	2	
	Javan Little	DCBS	02/15/11	2	
	Julie Jones	DCBS	02/15/11	2	
	Donna Hayes	DCBS	02/15/11	2	
	Amy Casey	DCBS	02/15/11	2	
	Susan Barnett	DCBS	02/15/11	2	
	Tanyce Claypool	DCBS	02/15/11	2	
	Mary Yewell	DCBS	02/15/11	2	
	Kelly Shaw	DCBS	02/15/11	2	
	Michelle Jones	DCBS	02/15/11	2	
	Jessica Humphrey	DCBS	02/15/11	2	
	Anita Bruner	DCBS	02/15/11	2	
	Missy Perry	DCBS	02/15/11	2	
	Sharla Siemens	EKU/UTC	02/15/11	2	
	Lorinda Penny	DCBS	02/15/11	2	
	Heather Shockley	DCBS	02/15/11	2	
	Paul Mills	DCBS	02/15/11	2	
	Connie Jessup	DCBS	02/15/11	2	
	Kiesha Gray	DCBS	02/15/11	2	
	Melea Ramin	DCBS	02/15/11	2	
	Barbara Berkshire	EKU/UTC	02/15/11	2	
	Mary Lindsey	DCBS	02/15/11	2	
	Shannon Minor	DCBS	02/15/11	2	
	Bridget Austin	DCBS	02/15/11	2	
	Joseph Minor	DCBS	02/15/11	2	
Salt River Trail					28
	Tony Helm	DCBS	02/10/11	2	
	Emma Ross	DCBS	02/10/11	2	
	Johnny Ware	DCBS	02/10/11	2	
	Danita Sullivan	DCBS	02/10/11	2	
	Brittany Piascik	DCBS	02/10/11	2	
	Martha Hall	DCBS	02/10/11	2	

Region	Name	Employer	Date	Attend Hours	Participants
Salt River Trail					28
	Darrell Locke	DCBS	02/10/11	2	
	Carolyn Overall	DCBS	02/10/11	2	
	Sandra Mader	DCBS	02/10/11	2	
	Frances Waddle	DCBS	02/10/11	2	
	Dorothy Doub	DCBS	02/10/11	2	
	Mary Coates	DCBS	02/10/11	2	
	Ruth Stegman	DCBS	02/10/11	2	
	Marjorie Shular	DCBS	02/10/11	2	
	Julia Doty	DCBS	02/10/11	2	
	Kimberly Perkinson	DCBS	02/10/11	2	
	Julie Snawder	DCBS	02/10/11	2	
	Christopher Driskell	DCBS	02/10/11	2	
	Mary McStoots	DCBS	02/10/11	2	
	Patricia Adams	DCBS	02/10/11	2	
	Rita Young	DCBS	02/10/11	2	
	Amy Vanhooose	DCBS	02/10/11	2	
	Sarah Long	DCBS	02/10/11	2	
	Kelly Dorman	DCBS	02/10/11	2	
	Angela Maynard	DCBS	02/10/11	2	
	Melissa Farmer	DCBS	02/10/11	2	
	Robert Weis	DCBS	02/10/11	2	
	Georgane Elmore	DCBS	02/10/11	2	
Jefferson					26
	Givannai Lusco	DCBS	01/20/11	2	
	Jill Mckinney	DCBS	01/20/11	2	
	Amy Spriggs	DCBS	01/20/11	2	
	Laura Johnson	DCBS	01/20/11	2	
	Patricia Stocker	DCBS	01/20/11	2	
	Michelle Skinner	DCBS	01/20/11	2	
	Sky Everett	DCBS	01/20/11	2	
	Erin Smead	DCBS	01/20/11	2	
	Kenneth Chappell	DCBS	01/20/11	2	
	Rebecca Hite	DCBS	01/20/11	2	
	Barbara Beard	DCBS	01/20/11	2	
	Maryann Strickland	DCBS	01/20/11	2	
	Billy Jenkins	DCBS	01/20/11	2	
	Angela Cornett	DCBS	01/20/11	2	
	Michelle Carle	DCBS	01/20/11	2	
	Geneva Conway	DCBS	01/20/11	2	
	Lee McCure	DCBS	01/20/11	2	
	Bradley Youngblood	DCBS	01/20/11	2	
	William Coghill	DCBS	01/20/11	2	

Region	Name	Employer	Date	Attend Hours	Participants
Jefferson					26
	Susan Nash	DCBS	01/20/11	2	
	Brenda Clark	DCBS	01/20/11	2	
	Loretta Brown	DCBS	01/20/11	2	
	Desirea Rhodes	DCBS	01/20/11	2	
	Crystal Settles	DCBS	01/20/11	2	
	Lindsey Dixon	DCBS	01/20/11	2	
	Tricia Mack	DCBS	01/20/11	2	
Northern Bluegrass					24
	Pamela Blackburn	EKU/UTC	01/26/11	2	
	Shelia Geiman	DCBS	01/26/11	2	
	Laura Evans	DCBS	01/26/11	2	
	Debbie Kallmeyer	DCBS	01/26/11	2	
	Denise Eubanks	DCBS	01/26/11	2	
	Helena Crawford	DCBS	01/26/11	2	
	Angela Taylor	DCBS	01/26/11	2	
	Eric Dodson	DCBS	01/26/11	2	
	Adam Rohrer	DCBS	01/26/11	2	
	Tracey Barrett	DCBS	01/26/11	2	
	Stacy White	DCBS	01/26/11	2	
	Paula Fields	DCBS	01/26/11	2	
	Jessica Brown	DCBS	01/26/11	2	
	Jessica Tumey	DCBS	01/26/11	2	
	Suzanne Peters	DCBS	01/26/11	2	
	Kim Johnson	DCBS	01/26/11	2	
	Kelly Skerchock	DCBS	01/26/11	2	
	Karen Ivie	DCBS	01/26/11	2	
	Jill Morris	EKU/UTC	01/26/11	2	
	Linette Torrefranca	DCBS	01/26/11	2	
	Jeffrey Tarren	DCBS	01/26/11	2	
	Brian Baker	DCBS	01/26/11	2	
	Erica Steele	DCBS	01/26/11	2	
	Beverly Ruble-Ruparel	DCBS	01/26/11	2	
Northeastern					24
	Brenda Perry	DCBS	11/22/10	2	
	Deidre Buskirk	DCBS	11/22/10	2	
	Branden Brown	DCBS	11/22/10	2	
	Rebecca Schutt	DCBS	11/22/10	2	
	Katherine Bustos	DCBS	11/22/10	2	
	Cheryl Prince	DCBS	11/22/10	2	
	Melinda Vise	DCBS	11/22/10	2	
	Shannon Hall	DCBS	11/22/10	2	
	Chrystal Young	DCBS	11/22/10	2	

Region	Name	Employer	Date	Attend Hours	Participants
Northeastern					24
	Mary Brown	DCBS	11/22/10	2	
	Cathy Phillips	DCBS	11/22/10	2	
	Terri Combs	DCBS	11/22/10	2	
	Sally Hensley	DCBS	11/22/10	2	
	Angela Estep	DCBS	11/22/10	2	
	Rita Vaughn	DCBS	11/22/10	2	
	Bonnie Darnall	EKU/UTC	11/22/10	2	
	Lesia Dennis	DCBS	11/22/10	2	
	Jimmy Salyer	DCBS	11/22/10	2	
	Sharon Kiser	DCBS	11/22/10	2	
	Donald Holbrook	DCBS	11/22/10	2	
	Anastasia Cooper	DCBS	11/22/10	2	
	Paul Moore	DCBS	11/22/10	2	
	Jacqueline Johnson	DCBS	11/22/10	2	
	Carla Tanner	DCBS	11/22/10	2	
Eastern Mountain					29
	Kathleen Bohr	DCBS	01/06/11	2	
	Jeremiah Ferran	DCBS	01/06/11	2	
	Denise Adkins	DCBS	01/06/11	2	
	Angela Porter	DCBS	01/06/11	2	
	Lisa Murry	DCBS	01/06/11	2	
	Christopher Kidd	DCBS	01/06/11	2	
	Tamara Poe	DCBS	01/06/11	2	
	Deborah Price	DCBS	01/06/11	2	
	Lc Dobson	DCBS	01/06/11	2	
	Debra Wilcox-Lemaster	DCBS	01/06/11	2	
	Jenny Claxon	DCBS	01/06/11	2	
	Ashlee Hale	DCBS	01/06/11	2	
	Rhonda Muncy	DCBS	01/06/11	2	
	Rebecca Addington	DCBS	01/06/11	2	
	Patricia Engle	DCBS	01/06/11	2	
	Julia Sandlin	DCBS	01/06/11	2	
	Belinda Boggs	DCBS	01/06/11	2	
	Margery Lindon	DCBS	01/06/11	2	
	Edwina Slone	DCBS	01/06/11	2	
	Dawnetta Dobson	DCBS	01/06/11	2	
	Cynthia Trent	DCBS	01/06/11	2	
	Freda Walters	DCBS	01/06/11	2	
	Kimberly Holcomb	DCBS	01/06/11	2	
	Ronald Webb	DCBS	01/06/11	2	
	Angela Stumbo-Baldwin	DCBS	01/06/11	2	
	Kristie Combs	DCBS	01/06/11	2	

Region	Name	Employer	Date	Attend Hours	Participants
Eastern Mountain					29
	Susan Stepp	DCBS	01/06/11	2	
	Cathy Gay	DCBS	01/06/11	2	
	Kathy Larder	DCBS	01/06/11	2	
Cumberland					39
	Cynthia Colyer	DCBS	12/22/10	2	
	Barbara Hill	DCBS	12/22/10	2	
	Sherry Crawford	DCBS	12/22/10	2	
	Lisa Cain	DCBS	12/22/10	2	
	Cheryl Franklin	DCBS	12/22/10	2	
	Jessaca Greene	DCBS	12/22/10	2	
	Billy Fore	DCBS	12/22/10	2	
	Patricia Miller	DCBS	12/22/10	2	
	James Montgomery	DCBS	12/22/10	2	
	Martalea Allen	DCBS	12/22/10	2	
	Melinda Conover	DCBS	12/22/10	2	
	Pamela Stephens	DCBS	12/22/10	2	
	Karin Sievers	DCBS	12/22/10	2	
	Dianne Moss	DCBS	12/22/10	2	
	Martha Middleton	DCBS	12/22/10	2	
	Melissa Dudley	DCBS	12/22/10	2	
	Marc Carter	DCBS	12/22/10	2	
	James Hensley Jr.	DCBS	12/22/10	2	
	Helen Adams	DCBS	12/22/10	2	
	Kathy Hare	DCBS	12/22/10	2	
	Lora Dalton	DCBS	12/22/10	2	
	Tracy Patton	DCBS	12/22/10	2	
	Robert Jackson	DCBS	12/22/10	2	
	Stephanie Young	DCBS	12/22/10	2	
	Melanie Day	DCBS	12/22/10	2	
	Sandra Rollins	DCBS	12/22/10	2	
	Kalon Bagby	DCBS	12/22/10	2	
	Belinda Smith	DCBS	12/22/10	2	
	David Evans	DCBS	12/22/10	2	
	Melissa Davidson	DCBS	12/22/10	2	
	Myrna Roy	DCBS	12/22/10	2	
	Valerie Kelsey	DCBS	12/22/10	2	
	Debra Hill	DCBS	12/22/10	2	
	Amy Yates	DCBS	12/22/10	2	
	Carol Gray	DCBS	12/22/10	2	
	Kimberley Collett	DCBS	12/22/10	2	
	Crystal Siler	DCBS	12/22/10	2	
	Jennifer Warren	DCBS	12/22/10	2	

Region	Name	Employer	Date	Attend Hours	Participants
Cumberland					39

Tresa Blevins	DCBS	12/22/10	2	
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Total Participants: 243



**CABINET FOR HEALTH AND FAMILY SERVICES
DEPARTMENT FOR COMMUNITY BASED SERVICES**

Steven L. Beshear
Governor

Protection and Permanency
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Janie Miller
Secretary

PROTECTION AND PERMANENCY INFORMATION MEMORANDUM, 11-03

TO: Service Region Administrators
Service Region Administrator Associates
Service Region Clinical Associates
Regional Program Specialists
Family Services Office Supervisors

FROM: Michael Cheek, Director
Division of Protection and Permanency

DATE: February 9, 2011

SUBJECT: North Carolina Family Assessment Scale (NCFAS) Training for Front Line Staff

The purpose of this memorandum is to notify staff and supervisors that the NCFAS web based training is now operational. All investigative and ongoing workers and FSOSs, who did not attend the face to face training, should complete this module by the end of April 2011.

This training is designed to assist front line staff in incorporating the NCFAS Assessment in their casework decisions. The training provides staff a better understanding of the tool, services offered by in home providers and how to better use this information to update assessments and case plans. To access the training, please go to the [EKU training site](#) where it will be listed with all of the other electronic courses.

Action Step 1B.2.5 part 5
KY 4th QR PIP report
March 31, 2011



**CABINET FOR HEALTH AND FAMILY SERVICES
DEPARTMENT FOR COMMUNITY BASED SERVICES**

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Janie Miller
Secretary

If you have any questions regarding the training, please contact the Training Branch at (502) 564-9932. If you have questions regarding this memorandum, please contact via e-mail, sarah.cooper@ky.gov or by telephone at (502) 564-7536 ext. 4494.

**Action Step 1B.2.5 part 5
KY 4th QR PIP report
March 31, 2011**