

# Aitkin County Performance Report

## Child Safety and Permanency and MFIP/DWP Self-Support Index August 2017

### Reporting Periods

Child Safety and Permanency: Jan. 1, 2016 – Dec. 31, 2016

MFIP/DWP Self-Support Index: April 2016 – March 2017



### For more information contact:

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Human Services Performance Management System  
DHS.HSPM@state.mn.us | (651) 431-5780

## About this Report

The purpose of this report is to share county performance data on the Child Safety and Permanency and Minnesota Family Investment Program/Diversionary Work Program (MFIP/DWP) Self-Support Index measures as they relate to the Human Services Performance Management system (referred to as the Performance Management system).

This report contains data on four measures including:

- Jan. 1, 2016 – Dec. 31, 2016 performance for Child Safety and Permanency measures,
- annualized April 2016 to March 2017 performance for the MFIP/DWP Self-Support Index measure,
- performance data trends for recent years, and
- a performance comparison to other counties in the same Minnesota Association of County Social Services Administrators (MACSSA) region.

This report compares county performance to the thresholds established for the Performance Management system. The Performance Management system defines a threshold as the minimum level of acceptable performance, below which counties will need to complete a Performance Improvement Plan (PIP) as defined in statute. For counties below the threshold, an official PIP notification—with instructions for accessing PIP forms, PIP completion directions, and available technical assistance—will be sent in addition to this report.

## Counties with Small Denominators

**Child Safety and Permanency** - When a county has a denominator less than 20, the Performance Management team will look at overall performance across the three Child Safety and Permanency measures to determine if a PIP is needed. In this instance, a county will not be subject to a PIP if the threshold has been met on two of the three measures.

**Self-Support Index** - The Minnesota Family Investment Program/Diversionary Work Program Self-Support Index measure does not exclude counties with small denominators. Any county with performance below their Range of Expected Performance is expected to complete a PIP.

## Additional Information

Supplemental and background information about the Performance Management System can be found on CountyLink:  
[www.dhs.state.mn.us/HSPM](http://www.dhs.state.mn.us/HSPM).

## Performance Data by Racial and Ethnic Groups

This report provides performance data for counties by racial and ethnic groups where there were 30 or more people of a group included in the denominator. The race and ethnicity is that of the case applicant; other household members may have a different race and/or ethnicity that is not reported here.

### *Child Safety and Permanency*

Child Safety and Permanency measures report Hispanic or Latino ethnicity separately from race. People are counted once by Hispanic ethnicity and again with their reported race so groups added together may exceed the total number of cases.

### *Self-Support Index*

This report does not contain performance data for counties by racial and ethnic group for the S-SI.

## Purpose

The racial and ethnic group data is included in this report for informational and planning purposes only. It does not give a complete picture of county performance, the communities being served, nor systemic inequities. As the Human Services Performance Management reports evolve, we intend to add additional demographic data to help counties better understand their performance and improve outcomes for all Minnesotans. The Performance Management system is not currently using this data to assess a county's need for PIPs.

## No Data Available

Counties with low numbers (fewer than 30) for all but one racial or ethnic group do not have a graph of performance by racial and ethnic group available in this report.

# New Measures

## Child Safety and Permanency

### New Measures in 2017

The Human Services Performance Management System updated all of its Child Safety and Permanency measures to align with current federal and state measures.

### Important Notes About these Changes:

**Closing All Past PIPs for Child Safety and Permanency Measures** - All existing PIPs for the Child Safety and Permanency measures will be closed. If your county performance is below the threshold for a new measure, you will be asked to create a **new** PIP, even if you had a PIP for the previous version of the measure.

**Performance Trends** - Historical data calculations included in this report reflect the new measures; this data will not match the data in previous reports.

|                          | Child Repeat Maltreatment   | Permanency (Reunification)   | Relative Placement  |
|--------------------------|---|--|---|
| Current System Measures  | Of all children who were victims of a substantiated maltreatment report during a 12-month reporting period, the percent who were not victims of another substantiated maltreatment report within 12 months of their initial report.       | Of all children who enter foster care in a 12-month period, the percent who are discharged to permanency within 12 months of entering foster care. (Includes discharges from foster care to reunification with the child's parents or primary caregivers, living with a relative, guardian.. | Of all days that children spent in family foster care settings during a 12-month reporting period, the percentage of days spent with a relative.  |
| Previous System Measures | Percent of children with a maltreatment determination who do not experience a repeat maltreatment determination within six months.  | Percent of children discharged from out-of-home placement to reunification who were reunified within 12 months.  | Percent of children in family foster care or pre-adoptive homes that were placed with relatives.  |
|                          | 90.9%   | 40.5%  | 28.3%   |
| New Thresholds           | The federal threshold changed from 94.7% to 90.9% due to the change in timeframe. The Performance Management system adopted the federal threshold to remain consistent with the past system practice of aligning to the federal standard. | The federal threshold changed from 75.2% to 40.5% due to the expansion of cases included. The Performance Management system adopted the federal threshold to remain consistent with the past system practice of aligning to the federal standard.  | Using the same formula developed for the previous version of this measure, the threshold is calculated at one standard deviation below the state average. The new threshold for this measure is 28.3% |

### **Percent of children with a substantiated maltreatment report who do not experience a repeat substantiated maltreatment report within 12 months.**

#### **What is this measure?**

Of all children who were victims of a substantiated maltreatment report during a 12-month reporting period, the percent who were not victims of another substantiated maltreatment report within 12 months of their initial report.

#### **Why is this measure important?**

County social services should increase the likelihood that children are safe from abuse and neglect. When a maltreatment determination is made, there is a heightened responsibility of the county to mitigate the threat of future harm to children. A repeat maltreatment determination indicates that the risk for the child has not been fully mitigated.

#### **What affects performance on this measure?**

- Service factors that influence this measure are the availability of the service array within the community; funding sources for services; support for the agency service plan by public partners, partnerships with schools, law enforcement, courts and county attorneys; the culture of the agency; and clear support and guidance from the Department of Human Services (DHS).
- Staff factors that influence this measure are the maturity, experience, and training of staff; the availability of experienced supervisors with sufficient time/workloads to mentor staff; adequate staffing capacity; turnover; and sufficient cultural competency for diverse populations.
- Participant factors that impact this measure are poverty; chemical use; economic stability; cultural perception of minimally adequate parenting as compared to ideal parenting; and the availability of safety net support for the parents from family, friends, and the community.
- Environmental or external factors that impact this measure are community understanding of cultural differences in child rearing, the diversity of new immigrant populations, existing cultural biases, and the availability of transportation and available housing.

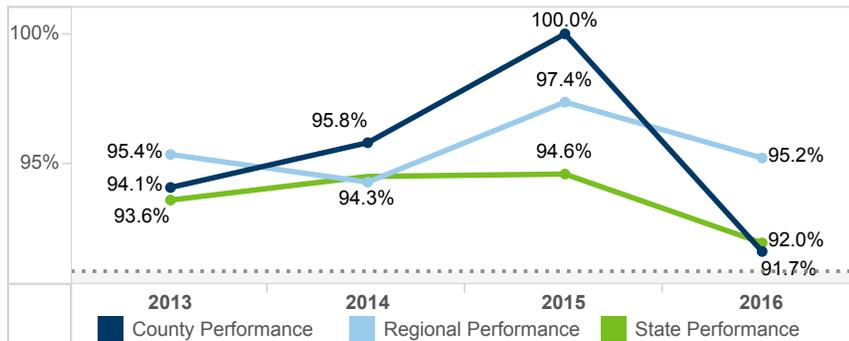
## Percent of children with a substantiated maltreatment report who do not experience a repeat substantiated maltreatment report within 12 months.

### County Performance by Year

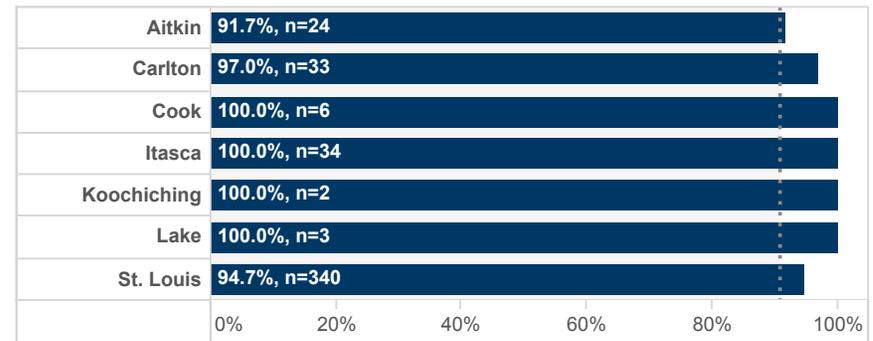
|                    | 2013  | 2014  | 2015   | 2016  |
|--------------------|-------|-------|--------|-------|
| County Performance | 94.1% | 95.8% | 100.0% | 91.7% |
| Denominator        | 17    | 24    | 23     | 24    |

**Aitkin PIP Decision**  
No PIP Required – Performance is equal to or above the threshold of 90.9%.

### County/Region/State Performance Trends



### Current Regional Performance



### County Performance by Racial and Ethnic Group

**No Data Available**

Counties with low numbers (fewer than 30) for all but one racial or ethnic group do not have a graph of performance by racial and ethnic group available in this report. Additional information may be available upon request, please contact [DHS.HSPM@state.mn.us](mailto:DHS.HSPM@state.mn.us) for additional information.

\*The dotted line on each graph indicates the measure threshold of 90.9%.

### **Percent of children discharged from out-of-home placement to permanency in less than 12 months.**

#### **What is this measure?**

Of all children who enter foster care in a 12-month period, the percent who are discharged to permanency within 12 months of entering foster care. (Includes discharges from foster care to reunification with the child's parents or primary caregivers, living with a relative, guardianship, or adoption.)

#### **Why is this measure important?**

For children removed from their birth family, the timely establishment of permanency is an important indicator of county efforts to ensure children have permanent families.

#### **What affects performance on this measure?**

- Service factors that influence this measure are the availability of the service array within the community; funding sources for services; support for the agency service plan by public partners, partnerships with schools, law enforcement, courts, and county attorneys; the culture of the agency; clear support and guidance from DHS; and the willingness of courts and county attorneys to engage in planning for families rather than waiting for perfection.
- Staff factors that influence this measure are the maturity, experience, and training of staff; the availability of experienced supervisors with sufficient time/workloads to mentor staff; adequate staffing capacity; turnover; and sufficient cultural competency for diverse populations.
- Participant factors that influence this measure are a family history of maltreatment; poverty; chemical use; economic stability; cultural perceptions of minimally adequate parenting as compared to ideal parenting; safety net support for the parents from family, friends, and the community; the availability of affordable housing options; and accessible transportation.
- Environmental or external factors that influence this measure are economic conditions that support low income families, "blame and punish" societal attitude toward parents who have failed, and the economy.

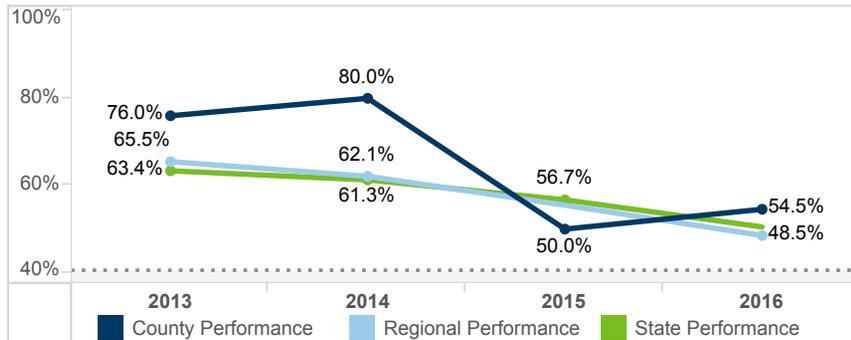
### Percent of children discharged from out-of-home placement to permanency in less than 12 months.

#### County Performance by Year

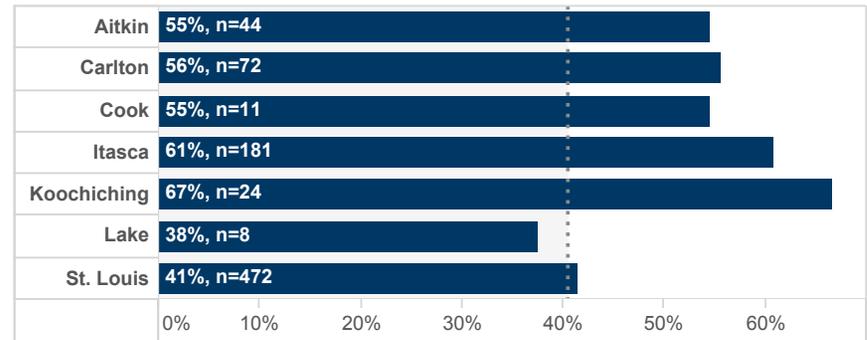
|                    | 2013  | 2014  | 2015  | 2016  |
|--------------------|-------|-------|-------|-------|
| County Performance | 76.0% | 80.0% | 50.0% | 54.5% |
| Denominator        | 25    | 30    | 28    | 44    |

**Aitkin PIP Decision**  
No PIP Required – Performance is equal to or above the threshold of 40.5%.

#### County/Region/State Performance Trends



#### Current Regional Performance



#### County Performance by Racial and Ethnic Group

**No Data Available**

Counties with low numbers (fewer than 30) for all but one racial or ethnic group do not have a graph of performance by racial and ethnic group available in this report. Additional information may be available upon request, please contact [DHS.HSPM@state.mn.us](mailto:DHS.HSPM@state.mn.us) for additional information.

\*The dotted line on each graph indicates the measure threshold of 40.5%.

### **Percent of days children in family foster care spent with a relative.**

#### **What is this measure?**

Of all days that children spent in family foster care settings during a 12-month reporting period, the percentage of days spent with a relative.

#### **Why is this measure important?**

Relationships with relatives are a source of continuity for children whose lives have been disrupted by abuse or neglect. An indicator of social service emphasis on establishing and supporting important relationships in children's lives is through placement with relatives.

#### **What affects performance on this measure?**

- Service factors that influence this measure are the cultural appreciation of the importance of relatives as compared to professional parenting; systems to help identify and find family members; economic support for relative caretakers; accommodations in licensing standards for relatives; the culture of the agency; clear support and guidance from DHS; and the conflict between relative placement and the stability of remaining in the same neighborhood and school.
- Staff factors that influence this measure are the maturity, experience, and training of staff; the availability of experienced supervisors with sufficient time/workloads to mentor staff; adequate staffing capacity; turnover; and the ability of staff to engage relatives in the government process.
- Participant factors that influence this measure are a family history of maltreatment; disqualifying factors; hostile family relationships; distrust of the system; poverty; chemical use; economic stability; and the availability of safety net support for the parents from family, friends, and the community.
- Environmental or external factors that influence this measure are timeliness of locating relatives; cultural norms that blame parents; community understanding of cultural differences in child rearing; the diversity of new immigrant populations; existing cultural biases; and the availability of transportation and available housing.

# Aitkin County Performance

**Outcome: Children have the opportunity to develop to their fullest potential.**

## Percent of days children in family foster care spent with a relative.

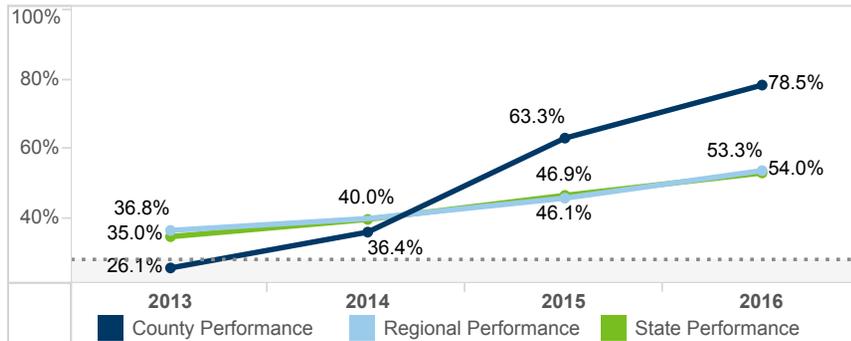
### County Performance by Year

|                    | 2013  | 2014  | 2015  | 2016  |
|--------------------|-------|-------|-------|-------|
| County Performance | 26.1% | 36.4% | 63.3% | 78.5% |
| Number of Cases    | 37    | 32    | 50    | 50    |

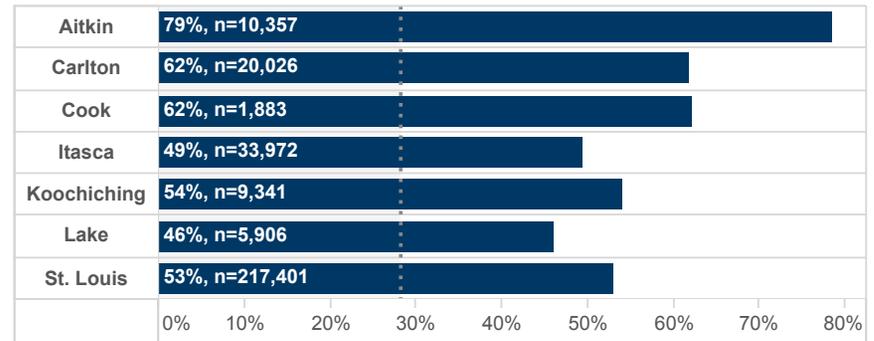
### Aitkin PIP Decision

No PIP Required – Performance is equal to or above the threshold of 28.3%.

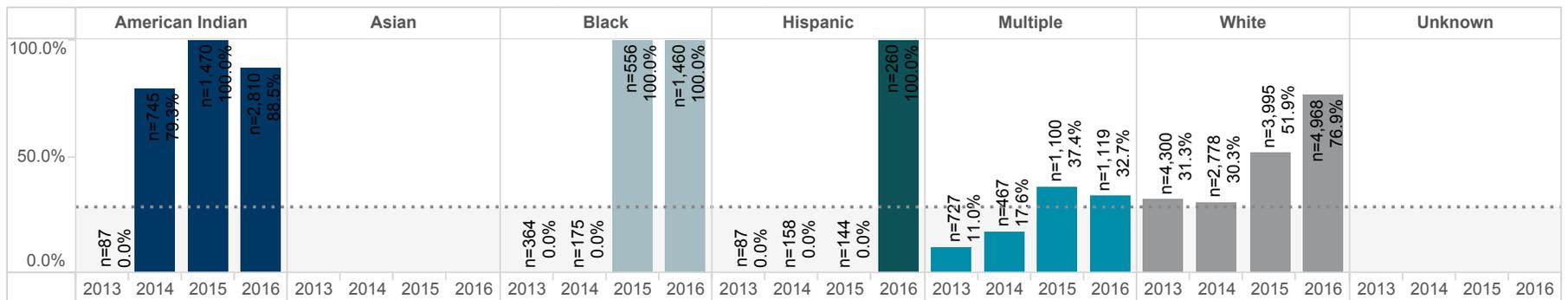
### County/Region/State Performance Trends



### Current Regional Performance



### County Performance by Racial and Ethnic Group



\*The dotted line on each graph indicates the measure threshold of 28.3%.

### **Minnesota Family Investment Program/Diversionsary Work Program Self-support Index.**

#### **What is this measure?**

The MFIP/DWP Self-Support Index (S-SI) is the percent of adults eligible for MFIP or DWP that are off cash assistance or are on and working at least 30 hours per week three years after a baseline quarter. The Range of Expected Performance (REP) is a target range individual to each county that controls for variables beyond the control of the county, including caseload characteristics and economic variables.

#### **Why is this measure important?**

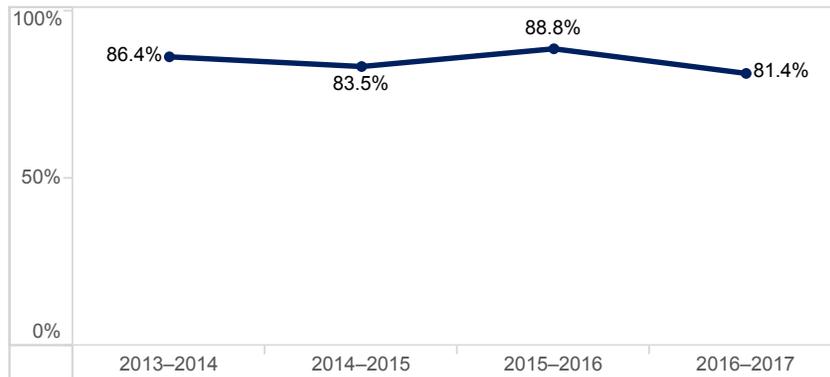
Providing support that allows families the opportunity to attain and maintain employment is an essential role of county government. Counties contribute to and support employment through providing employment services and coordinating other resources such as housing, child care, and health care that support a person's ability to get and keep a job.

#### **What affects performance on this measure?**

- Service factors include the quality of the employment plan, communication between county financial workers and employment service agencies, lack of interface between the DHS and Department of Employment and Economic Development's (DEED) administrative databases, availability and convenience of work supports such as child care assistance and transportation; work activity requirements of the federal Work Participation Rate (WPR) performance measure; recruitment of employers and relationships with employers; and complexity of program rules for both the participant and the staff.
- Staff factors include staff education, training, and experience; caseload size, understanding of program policies; turnover; and time needed for program documentation.
- Participant factors include the number and age of children in the household; the caregiver's physical, mental, and chemical health; disability status; housing mobility and homelessness; the number of adults in the household; immigration status; incarceration of an absent parent; motivation; education and skill levels; access to transportation; beliefs about child care and work; cultural background, preferences, and beliefs; and English-language proficiency.
- Environmental or external factors include the economic environment, including unemployment rate and child poverty level; population density; number and type of employers in a region; prevailing wages; availability of affordable child care; and attitudes of employers regarding hiring people receiving cash assistance.

## Minnesota Family Investment Program/Diversionsary Work Program Self-support Index.

**County Performance Trends**



### Aitkin PIP Decision

**No PIP Required – Performance is within the range of expected performance for 2016–2017.**

### Aitkin 2016-17 County Performance

|                                    |       |
|------------------------------------|-------|
| 2016–2017                          | 81.4% |
| 2016–2017 Range of Expected Perf.. | 70.8% |
| 2016–2017 Range of Expected Perf.. | 82.0% |

### Regional Performance

| County      | PIP Decesion     | 2016/2017 Range of Expected Performance | 2013–2014 | 2014–2015 | 2015–2016 | 2016–2017 | 2016–2017 Range of Expected Performance Lower Bound | 2016–2017 Range of Expected Performance Upper Bound |
|-------------|------------------|---|-----------|-----------|-----------|-----------|---|---|
| Aitkin      | PIP not required | Within                                  | 86.4%     | 83.5%     | 88.8%     | 81.4%     | 70.8%   | 82.0%   |
| Carlton     | PIP not required | Within                                  | 80.4%     | 76.6%     | 79.9%     | 80.1%     | 73.8%   | 86.9%   |
| Cook        | PIP not required | Above                                   | 82.2%     | 76.4%     | 77.8%     | 81.3%     | 61.6%   | 79.6%   |
| Itasca      | PIP not required | Within                                  | 72.1%     | 71.8%     | 74.6%     | 72.6%     | 68.1%   | 78.2%   |
| Koochiching | PIP not required | Within                                  | 76.3%     | 75.7%     | 76.1%     | 72.8%     | 68.7%   | 78.1%   |
| Lake        | PIP not required | Within                                  | 78.5%     | 84.2%     | 93.4%     | 82.6%     | 64.5%   | 85.1%   |
| St. Louis   | PIP required     | Below                                   | 67.0%     | 67.8%     | 65.6%     | 63.4%     | 63.9%   | 68.6%   |