




Sonoma County Child Welfare System Improvement Plan 2024-2029

Improvement Priority Areas:

Children exit to permanency as quickly as possible and where appropriate

		
Strategy #1	Strategy #2	Strategy #3
<p>Improve Social Worker series retention through support and training enhancement</p>	<p>Develop a clear Concurrent Planning process that would support timely achievement of the permanency goal, while maintaining the child's important connections</p>	<p>Enhance the availability of services to parents receiving Family Reunification services</p>
Action Steps	Action Steps	Action Steps
<ul style="list-style-type: none"> A. Participate in the Workforce Study B. Provide quality supervision C. Create 3-year training plan D. Dedicate a full-time Training Supervisor E. Develop reports on staff retention and quality supervision F. Focus on recruitment and retention of BIPOC staff G. Develop peer mentorship and support group 	<ul style="list-style-type: none"> A. Utilize Family Builders contract B. Create clear process for concurrent planning C. Develop report on concurrent plan documentation D. Create clear process for gathering Network of Support 	<ul style="list-style-type: none"> A. Develop reports on service availability B. Outreach and engage parent voices to improve parent services and supports C. Work with existing service providers to increase capacity of bilingual/bicultural Spanish-speaking providers
Evaluation	Evaluation	Evaluation
<ul style="list-style-type: none"> • Social work series retention, disaggregated by race/ethnicity • Staff satisfaction with supervision • Timeliness of performance evaluation completion • Timely monthly caseworker visit documentation 2F(1) 	<ul style="list-style-type: none"> • Concurrent plan documentation in CWS/CMS 	<ul style="list-style-type: none"> • Timeliness of service delivery for psychotherapy referrals, stratified by language • Number of contracted therapeutic providers, stratified by language and service type