

**Local Supervisory Review Instrument
Annual State Data Report:
July 01, 2010 – June 30, 2011
Scoring and Interpretation**

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Background and Purpose

The purpose of the local supervisory review instrument is to provide supervisors a standardized instrument to assess caseworker's quality of practice toward achieving the child welfare outcomes of safety, permanency, and well-being. The Local Supervisor Review Instrument includes five sections representing investigations or placement of the child. These sections include Investigations, In-Home, Out of Home, Another Planned Permanent Living Arrangement (APPLA), and Adoption. The Local Supervisor Review Instrument also focuses on practice areas covered in the Maryland Child Welfare Academy pre-service training curriculum, which includes assessment, planning, intervention, services, and reevaluation/ongoing assessment. Additional practice areas were added to the APPLA section to assess issues that are specific to youth who are in independent living. The construct definitions are further detailed at the end of this report and list the questions corresponding to each practice area. Supervisors should use the instrument to identify strengths and areas needing improvement on a case-by-case basis and develop strategies for improving quality of practice with their caseworkers.

This report provides aggregate data for the State. Analysis of aggregate data will help identify systemic issues and training needs to improve the quality of practice across the State. This report also provides the necessary information about instrument scoring and interpretation to guide decision-makers in their use of data produced during the Local Supervisory Review process.

Reporting Period

The reporting period for this report is July 1, 2010 – June 30, 2011.

Sampling

This report includes all case reviews that were completed and submitted by each local department during the review period. The submitted cases were a part of the monthly State sample provided by DHR.

Instrument Scoring

To compute the construct scores for each individual case, the rating for each item in that construct is added together and then divided by the total number of applicable items in that construct and then divided by two, with 100 being the maximum possible score. The aggregate data included in this report presents the average of all construct scores on the individual cases. The Construct Definitions at the end of this report further explain which questions in the Local Supervisor Review Instrument make up each score. Scores are summarized into two rating categories to be consistent with the Child and Family Services Review (CFSR) rating system and to ease interpretation.

Rating	Score on LSR Instrument
Strength	90-100
Area Needing Improvement	89 and below

Listed in the report are the average scores and ratings for each outcome measured, the total number of cases reviewed for each outcome, the range of individual scores, and the average scores and ratings for the State.

Construct Definitions

These tables define the constructs each score is designed to measure. Items from the supervisory review instrument that are included when computing each construct score are listed.

Local Supervisory Review Instrument
Statewide Report Date: July 25, 2011
Review Period: July 1, 2010 – June 30, 2011

In-Home

Construct	N	Average Score	Range	Rating
Safety 1	903	76	0 - 100	Area Needing Improvement
Safety 2	903	90	0 - 100	Strength
Well-being 1	903	83	0 - 100	Area Needing Improvement
Well-being 2	881	90	0 - 100	Strength
Well-being 3	903	84	0 - 100	Area Needing Improvement
Assessment	903	93	0 - 100	Strength
Planning	903	81	0 - 100	Area Needing Improvement
Intervention	903	93	0 - 100	Strength
Services	879	82	0 - 100	Area Needing Improvement
Reevaluation	903	71	0 - 100	Area Needing Improvement

* Possible contributor to the decrease in State scores for Safety 1 and Reevaluation outcomes from 2009 to 2010 may be issues with a few items that are not applicable in jurisdictions that have specific in-home programs and the increase in sample size from 2009 to 2010 that may be increasing the visibility of these issues. Further improvements to items will be made in the process of the validity and reliability studies.

For the In-Home Four program area, four of the constructs, Safe 2, Well-being 2, Assessment and Intervention, were rated as a Strength with a score of 90 and above. Assessment, a measure to determine whether the appropriate and mandated assessments were completed initially to assess risk of harm and identify the needs of the family, and Intervention, a measure to determine the actions of the caseworker that aid families in achieving their case plan goals, scored the best with scores of 93. Six constructs received a rating of Area Needing Improvement suggesting overall In-Home may be an Area Needing Improvement. The lowest score was Reevaluation at 71 suggesting appropriate and mandated assessments were not always completed by caseworkers.

Out-of-Home

Construct	N	Average Score	Range	Rating
Safety 1	654	90	0 - 100	Strength
Safety 2	756	89	0 - 100	Area Needing Improvement
Permanency 1	756	90	0 - 100	Strength
Permanency 2	751	89	0 - 100	Area Needing Improvement
Well-being 1	756	88	0 - 100	Area Needing Improvement
Well-being 2	741	93	0 - 100	Strength
Well-being 3	756	89	0 - 100	Area Needing Improvement
Assessment	756	93	0 - 100	Strength
Planning	756	85	0 - 100	Area Needing Improvement
Intervention	756	93	0 - 100	Strength
Services	752	88	0 - 100	Area Needing Improvement
Reevaluation	751	86	0 - 100	Area Needing Improvement

Within the Out-Of-Home cases, five constructs, Safety 1, Permanency 1, Well-being 2, Assessment, and Intervention were rated a Strength with a score of 90 and above. Well-being 2, Assessment, and Intervention had the same score of 93, the highest scoring constructs within Out-Of-Home. Seven of the constructs were rated an Area Needing Improvement. However, several of these constructs were at the cutoff point, 89, and all of the constructs had an average score of 85 or greater suggesting increasingly strong performance for Out-Of-Home. The lowest score was Planning (sufficiency of the planning process, including the caseworker's effort to encourage and give opportunities for families to participate, as well as incorporating their thoughts, feelings, and needs).

APPLA

Construct	N	Average Score	Range	Rating
Safety 2	295	93	0 - 100	Strength
Permanency 1	295	86	0 - 100	Area Needing Improvement
Permanency 2	274	91	0 - 100	Strength
Well-being 1	295	82	0 - 100	Area Needing Improvement
Well-being 2	295	95	0 - 100	Strength
Well-being 3	295	84	0 - 100	Area Needing Improvement
Assessment	295	88	0 - 100	Area Needing Improvement
Planning	295	81	0 - 100	Area Needing Improvement
Connections	295	90	0 - 100	Strength
Intervention	295	92	0 - 100	Strength
Services	295	85	0 - 100	Area Needing Improvement
Transition	174	95	0 - 100	Strength
Reevaluation	295	89	0 - 100	Area Needing Improvement
Aftercare	80	74	0 - 100	Area Needing Improvement

Six out of 14 construct for APPLA were rated as a Strength with an additional eight constructs being rated Area Needing Improvement. The highest scoring area was 95 for Well-being 2 (the caseworker's effort to ensure children receive appropriate services to meet their educational needs). The greater number of Area Needing Improvement ratings suggests APPLA may be a program area weakness. The lowest score was 74 for Aftercare representing the caseworker's effort to ensure that proper resources and supports are in place after the youth exits care.

Adoption

Construct	N	Average Score	Range	Rating
Permanency 1	213	94	0 - 100	Strength
Well-being 1	213	95	0 - 100	Strength
Planning	213	94	0 - 100	Strength
Services	206	97	0 - 100	Strength
Intervention	213	81	0 - 100	Area Needing Improvement

The majority of the Adoption constructs were rated as a Strength with one only construct being rated Area Needing Improvement. The Adoption program area's high ratings signify a Strength of the State. Services, the caseworker's process for involving families in services, with a score of 97 was the highest scoring construct. The construct of Intervention which measures the actions of the caseworker that aid families in achieving their case plan goals was the only Adoption area in need of improvement with a score of 81.

Investigations

Construct	N	Average Score	Range	Rating
Safety 1	1232	85	0 - 100	Area Needing Improvement
Safety 2	1232	92	0 - 100	Strength
Well-being 1	282	36	0 - 100	Area Needing Improvement

One of three constructs within Investigation, Safety 2, with a score of 92, was the only construct rated as a Strength for the state. Safety 2 indicates the case worker's ability to facilitate services to prevent out-of-home placement and to assess risk of harm in the family. Safety 1 and Well-being 1 received a rating of Area Needing Improvement suggesting Investigations is a program area which should be focused on. Safety 1 measures the caseworker's ability to assess the family of origin's progress in reducing risk and increasing protective factors to ensure the safety of the child and prevent repeat maltreatment. The lowest score was 36 for Well-being 1, a measure of the caseworker's collaboration with the family and efforts to involve them in the planning process. Well-being 1 LSRI questions address Family Involvement Meetings and the low score on this construct may indicate that these meeting are not held consistently during investigations. This score on Well-being 1 may alternatively indicate a problem in the method used to calculate this score. This issue will be further examined through validity and reliability studies for LSRI.

Construct Definitions for In-Home Cases

Construct	Definition	LSRI Items	QA Items
<p>Safety Outcome 1: Children are, first and foremost, protected from abuse and neglect.</p>	<p>The focus of this outcome is the caseworker’s ability to assess the family of origin’s progress in reducing risk and increasing protective factors to ensure the safety of the child and prevent repeat maltreatment.</p>	<p>30, 31a-b.</p>	<p>CFSR Item 1: Timeliness of initiating investigations of reports of child maltreatment. CFSR Item 2: Repeat Maltreatment.</p>
<p>Safety Outcome 2: Children are safely maintained in their homes whenever possible and appropriate.</p>	<p>The focus of this outcome is the caseworker’s ability to facilitate services to prevent out-of-home placement and to assess risk of harm in the family.</p>	<p>1, 2a-d,4a-4e,6,10* 11,13, 23*,24, 30, 31a-b.</p>	<p>CFSR Item 3. Services to family to protect children in the home and prevent removal or re-entry into foster care. CFSR Item 4. Risk assessment and safety management.</p>
<p>Well Being 1: Families have enhanced capacity to provide for their children’s needs.</p>	<p>This outcome focuses on the way the caseworker collaborates with the family and involves them in the planning process. It also evaluates the frequency and quality of visits between the caseworker, family, child and foster parent, to identify needs and coordinate services.</p>	<p>5,12a-12d, 13a-b, 14a-d, 19, 20, 21.</p>	<p>CFSR Item 17. Needs/services of child, parents, and foster parents. CFSR Item 18. Child/family involvement in case planning. CFSR Item 19. Worker visits with child. CFSR Item 20. Worker visits with parents.</p>
<p>Well-Being 2: Children receive appropriate services to meet their educational needs.</p>	<p>This outcome focuses on identifying/assessing educational needs and the provision of services to meet those needs.</p>	<p>8a, 26a, 27.</p>	<p>CFSR Item 21. Educational needs of the child.</p>
<p>Well-Being 3: Children receive adequate services to meet their physical and mental health needs.</p>	<p>This outcome focuses on identifying/assessing physical and mental/behavioral health needs and the provision of services to meet those needs.</p>	<p>8b-d, 26b-d, 27.</p>	<p>CFSR Item 22. Physical health of the child. CFSR Item 23. Mental/behavioral health of the child.</p>
<p>Assessment</p>	<p>The purpose of this practice area is to determine whether the appropriate and mandated assessments were completed initially to assess risk of harm and identify the needs of the family.</p>	<p>1,2a-d, 4a-8d.</p>	<p>Child Welfare Academy Pre-service Training Curriculum</p>

Construct	Definition	LSRI Items	QA Items
Planning	This practice area evaluates the sufficiency of the planning process, including the caseworker's effort to encourage and give opportunities for families to participate, as well as incorporating their thoughts, feelings, and needs.	10*a-18.	Child Welfare Academy Pre-service Training Curriculum
Intervention	The purpose of this practice area is to assess the actions of the caseworker that aid families in achieving their case plan goals.	19-22.	Child Welfare Academy Pre-service Training Curriculum
Services	This practice area evaluates the caseworkers process for involving families in services including facilitation of access to services, referring to appropriate services based on needs identified by the family, and follow up to ensure services are helpful.	23*-27.	Child Welfare Academy Pre-service Training Curriculum
Re-Evaluation/ ongoing assessment	The purpose of this practice area is to determine whether the appropriate and mandated assessments were completed by the caseworker on an ongoing basis to assess risk of harm and identify the needs of the family.	28-32.	Child Welfare Academy Pre-service Training Curriculum

* 10, 16 and 23 were excluded from this report due to data collection issues.

Construct Definitions for Out Of Home Cases

Construct	Definition	LSRI Items	QA Items
Safety Outcome 1: Children are, first and foremost, protected from abuse and neglect.	The focus of this outcome is the caseworker’s ability to assess the family of origin’s progress in reducing risk and increasing protective factors to ensure the safety of the child and prevent repeat maltreatment.	42a-d.	CFSR Item 1. Timeliness of initiating investigations of reports of child maltreatment. CFSR Item 2. Repeat Maltreatment
Safety Outcome 2: Children are safely maintained in their homes whenever possible and appropriate.	The focus of this outcome is the caseworker’s ability to facilitate services to prevent out-of-home placement and to assess for risk of harm in the family.	1, 4, 17a-18b, 42a-d.	CFSR Item 3. Services to family to protect children in the home and prevent removal or re-entry into foster care. CFSR Item 4. Risk assessment and safety management.
Permanency Outcome 1: Children have permanency and stability in their living situations.	This outcome focuses on permanency goal planning and the caseworker’s actions and efforts made to accomplish the goal. This outcome also evaluates the caseworker’s effort to ensure the stability of the foster care placement.	5, 6, 7, 12a-c, 16, 19, 22, 23.	CFSR Item 5. Foster care re-entry. CFSR Item 6. Stability of foster care placements. CFSR Item 7. Permanency goal for child. CFSR Item 8. Reunification, guardianship and placement with relatives. CFSR Item 9. Adoption. CFSR Item 10. Other planned living arrangement.
Permanency Outcome 2: The continuity of family relationships and connections is preserved.	This outcome evaluates the caseworker’s effort to ensure that the child in care maintains significant relationships while in care, and the child and family are provided with opportunities to have productive visits.	20, 24b, 30-31, 33a & c, 34, 35.	CFSR Item 11. Proximity of placement. CFSR Item 12. Placement with siblings. CFSR Item 13. Visiting with parents and siblings in foster care CFSR Item 14. Preserving connections. CFSR Item 15. Relative placement. CFSR Item 16. Relationship of child in care with parents.

Construct	Definition	LSRI Items	QA Items
Well Being 1: Families have enhanced capacity to provide for their children’s needs.	This outcome focuses on the way the caseworker collaborates with the family and involves them in the planning process. It also evaluates the frequency and quality of visits between the caseworker, family, client and foster parent, including identifying needs and coordination of services.	3,11a-13f, 25-29, 36a-37, 40a-b.	CFSR Item 17. Needs/services of child, parents, and foster parents. CFSR Item 18. Child/family involvement in case planning. CFSR Item 19. Worker visits with child. CFSR Item 20. Worker visits with parents.
Well-Being 2: Children receive appropriate services to meet their educational needs.	This outcome focuses on identifying/assessing educational needs and the provision of services to meet those needs.	8a, 39a, 40b.	CFSR Item 21. Educational needs of the child.
Well-Being 3: Children receive adequate services to meet their physical and mental health needs.	This outcome focuses on identifying/assessing physical and mental/behavioral health needs and the provision of services to meet those needs.	8b-e, 39b-e,40b.	CFSR Item 22. Physical health of the child. CFSR Item 23. Mental/behavioral health of the child.
Assessment	The purpose of this practice area is to determine whether the appropriate and mandated assessments were completed initially and on an ongoing basis to assess risk of harm and identify the needs of the family.	1-8e.	Child Welfare Academy Pre-service Training Curriculum
Planning	This practice area evaluates the sufficiency of the planning process, including the caseworker’s effort to encourage and give opportunities for families to participate, as well as incorporating their thoughts, feelings, and needs.	10-20,22-23.	Child Welfare Academy Pre-service Training Curriculum
Intervention	The purpose of this practice area is to assess the actions of the caseworker that aid families in achieving their case plan goals.	24a-31, 33a & c, 34-35.	Child Welfare Academy Pre-service Training Curriculum

Construct	Definition	LSRI Items	QA Items
Services	This practice area evaluates the caseworker’s process for involving families in services including, referring to appropriate services based on needs identified by the family and following up to ensure services are helpful.	36a-40b.	Child Welfare Academy Pre-service Training Curriculum
Re-Evaluation/ ongoing assessment	The purpose of this practice area is to determine whether the appropriate and mandated assessments were completed by the caseworker on an ongoing basis to assess risk of harm and identify the needs of the family.	41-42d, 44, 45.	Child Welfare Academy Pre-service Training Curriculum

Construct Definitions for APPLA Cases

Construct	Definition	LSRI Items	QA Items
<p>Safety Outcome 2: Children are safely maintained in their homes whenever possible and appropriate.</p>	<p>The focus of this outcome is the caseworker’s ability to facilitate services to prevent out-of-home placement and to assess risk of harm in the family.</p>	<p>1,29</p>	<p>CFSR Item 3. Services to family to protect children in the home and prevent removal or re-entry into foster care. CFSR Item 4. Risk assessment and safety management.</p>
<p>Permanency Outcome 1: Children have permanency and stability in their living situations.</p>	<p>This outcome focuses on permanency goal planning and the caseworker’s actions and efforts made to accomplish the goal. This outcome also evaluates the caseworker’s effort to ensure the stability of the foster care placement.</p>	<p>3-4,20,23-28e.</p>	<p>CFSR Item 5. Foster care re-entry. CFSR Item 6. Stability of foster care placements. CFSR Item 7. Permanency goal for child. CFSR Item 8. Reunification, guardianship and placement with relatives. CFSR Item 9. Adoption. CFSR Item 10. Other planned living arrangement.</p>
<p>Permanency Outcome 2: The continuity of family relationships and connections is preserved.</p>	<p>This outcome evaluates the caseworker’s effort to ensure that the child in care maintains significant relationships while in care, and the child and family are provided with opportunities to have productive visits.</p>	<p>12.</p>	<p>CFSR Item 11. Proximity of placement. CFSR Item 12. Placement with siblings. CFSR Item 13. Visiting with parents and siblings in foster care CFSR Item 14. Preserving connections. CFSR Item 15. Relative placement. CFSR Item 16. Relationship of child in care with parents.</p>
<p>Well Being 1: Families have enhanced capacity to provide for their children’s needs.</p>	<p>This outcome focuses on the way the caseworker collaborates with the family and involves them in the planning process. It also evaluates the frequency and quality of visits between the caseworker, family, child and foster parent, to identify needs and coordinate services.</p>	<p>10, 14, 16, 18, 19.</p>	<p>CFSR Item 17. Needs/services of child, parents, and foster parents. CFSR Item 18. Child/family involvement in case planning. CFSR Item 19. Worker visits with child. CFSR Item 20. Worker visits with parents.</p>
<p>Well-Being 2: Children receive appropriate services to meet their educational needs.</p>	<p>This outcome focuses on identifying/assessing educational needs and the provision of services to meet those needs.</p>	<p>5a, 22a.</p>	<p>CFSR Item 21. Educational needs of the child.</p>

Construct	Definition	LSRI Items	QA Items
Well-Being 3: Children receive adequate services to meet their physical and mental health needs.	This outcome focuses on identifying/assessing physical and mental/behavioral health needs and the provision of services to meet those needs.	5b-e,22b-e	CFSR Item 22. Physical health of the child. CFSR Item 23. Mental/behavioral health of the child.
Assessment	The purpose of this practice area is to determine whether the appropriate and mandated assessments were completed initially to assess risk of harm and identify the needs of the family.	1-5e.	Child Welfare Academy Pre-service Training Curriculum
Planning	This practice area evaluates the sufficiency of the planning process, including the caseworker’s effort to encourage and give opportunities for families to participate, as well as incorporating their thoughts, feelings, and needs.	9-11c.	Child Welfare Academy Pre-service Training Curriculum
Connections	The purpose of this practice area is to determine if the caseworkers supported the client in maintaining important connections to family and social supports.	12-13.	
Intervention	The purpose of this practice area is to assess the actions of the caseworker that aid families in achieving their case plan goals.	14,16-18.	Child Welfare Academy Pre-service Training Curriculum
Services	This practice area evaluates the caseworkers process for involving families in services including facilitation of access to services, referring to appropriate services based on needs identified by the family, and follow up to ensure services are helpful.	19*-27.	Child Welfare Academy Pre-service Training Curriculum
Transition	This purpose of this practice area is to assess the caseworker’s effort to prepare the youth for successful transition out of care.	28a-e.	

Construct	Definition	LSRI Items	QA Items
Re-Evaluation/ ongoing assessment	The purpose of this practice area is to determine whether the appropriate and mandated assessments were completed by the caseworker on an ongoing basis to assess risk of harm and identify the needs of the family.	29*-31.	Child Welfare Academy Pre-service Training Curriculum
After Care	This practice area focuses on the caseworker's effort to ensure that proper resources and supports are in place after the youth exits care.	32.	

* 19 and 29 were excluded from this report due to data collection issues.

Construct Definitions for Adoption Cases

Construct	Definition	LSRI Items	QA Items
Permanency Outcome 1: Children have permanency and stability in their living situations.	This outcome focuses on permanency goal planning and the caseworker’s actions and efforts made to accomplish the goal. This outcome also evaluates the caseworker’s effort to ensure the stability of the foster care placement.	2a-3, 5, 9.	CFSR Item 5. Foster care re-entry. CFSR Item 6. Stability of foster care placements. CFSR Item 7. Permanency goal for child. CFSR Item 8. Reunification, guardianship and placement with relatives. CFSR Item 9. Adoption. CFSR Item 10. Other planned living arrangement.
Well Being 1: Families have enhanced capacity to provide for their children’s needs.	This outcome focuses on the way the caseworker collaborates with the family and involves them in the planning process. It also evaluates the frequency and quality of visits between the caseworker, family, client and foster parent, including identifying needs and coordination of services.	1a-1e,4,6.	CFSR Item 17. Needs/services of child, parents, and foster parents. CFSR Item 18. Child/family involvement in case planning. CFSR Item 19. Worker visits with child. CFSR Item 20. Worker visits with parents.
Planning	This practice area evaluates the sufficiency of the planning process, including the caseworker’s effort to encourage and give opportunities for families to participate, as well as incorporating their thoughts, feelings, and needs.	1a-2c.	Child Welfare Academy Pre-service Training Curriculum
Services	This practice area evaluates the caseworker’s process for involving families in services including, referring to appropriate services based on needs identified by the family and following up to ensure services are helpful.	3-7.	Child Welfare Academy Pre-service Training Curriculum
Intervention	The purpose of this practice area is to assess the actions of the caseworker that aid families in achieving their case plan goals.	8-9.	Child Welfare Academy Pre-service Training Curriculum

Construct Definitions for Investigations Cases

Construct	Definition	LSRI Items	QA Items
Safety Outcome 1: Children are, first and foremost, protected from abuse and neglect.	The focus of this outcome is the caseworker's ability to assess the family of origin's progress in reducing risk and increasing protective factors to ensure the safety of the child and prevent repeat maltreatment.	1,2	CFSR Item 1. Timeliness of initiating investigations of reports of child maltreatment. CFSR Item 2. Repeat Maltreatment
Safety Outcome 2: Children are safely maintained in their homes whenever possible and appropriate.	The focus of this outcome is the caseworker's ability to facilitate services to prevent out-of-home placement and to assess risk of harm in the family.	4-7,9	CFSR Item 3. Services to family to protect children in the home and prevent removal or re-entry into foster care. CFSR Item 4. Risk assessment and safety management.
Well Being 1: Families have enhanced capacity to provide for their children's needs.	This outcome focuses on the way the caseworker collaborates with the family and involves them in the planning process. It also evaluates the frequency and quality of visits between the caseworker, family, client and foster parent, including identifying needs and coordination of services.	9-10e	CFSR Item 17. Needs/services of child, parents, and foster parents. CFSR Item 18. Child/family involvement in case planning. CFSR Item 19. Worker visits with child. CFSR Item 20. Worker visits with parents.