

Local Supervisory Review Instrument State Data Report 2010 Scoring and Interpretation

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 child welfare outcomes of safety, permanency, and well-being. Each program section including In-Home, Out of Home, Adoption, and APPLA 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. 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 could help to identify systemic issues and training needs that may help 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 September 9, 2009 to March 2, 2010.

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. 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.

Appendix

This report provides revised outcome scores for the State by program assignment as a result of improved scoring logic for jurisdiction reports that were distributed October 2009 for the period of November 1, 2008 to September 8, 2009. In addition, non-sampled and non-submitted (pending/incomplete) cases were eliminated from the sample which is also reflected in the revised scores.

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
Report Date: 5/7/2010
Review Period: September 9, 2009 to March 2, 2010

In-Home

Construct	N	Average Score	Range	Rating
Safety 1	500	78*	0-100	Area Needing Improvement
Safety 2	500	88	5-100	Area Needing Improvement
Well-being 1	500	88	0-100	Area Needing Improvement
Well-being 2	496	87	0-100	Area Needing Improvement
Well-being 3	500	80	0-100	Area Needing Improvement
Assessment	500	87	8-100	Area Needing Improvement
Planning	500	84	7-100	Area Needing Improvement
Intervention	500	92	0-100	Strength
Services	500	85	20-100	Area Needing Improvement
Reevaluation	500	75*	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.

Out-of-Home

Construct	N	Average Score	Range	Rating
Safety 1	405	87	0-100	Area Needing Improvement
Safety 2	405	89	0-100	Area Needing Improvement
Permanency 1	405	95	21-100	Strength
Permanency 2	405	82	21-100	Area Needing Improvement
Well-being 1	405	83	26-100	Area Needing Improvement
Well-being 2	405	95	0-100	Strength
Well-being 3	405	88	17-100	Area Needing Improvement
Assessment	405	92	33-100	Strength
Planning	405	88	0-100	Area Needing Improvement
Intervention	405	87	31-100	Area Needing Improvement
Services	405	79	29-100	Area Needing Improvement
Reevaluation	405	86	0-100	Area Needing Improvement

APPLA

Construct	N	Average Score	Range	Rating
Safety 2	136	81	40-100	Area Needing Improvement
Permanency 1	136	90	44-100	Strength
Permanency 2	129	97	50-100	Strength
Well-being 1	136	81	28-100	Area Needing Improvement
Well-being 2	136	94	0-100	Strength
Well-being 3	136	84	25-100	Area Needing Improvement
Assessment	136	85	33-100	Area Needing Improvement
Planning	136	90	17-100	Strength
Connections	136	95	50-100	Strength
Intervention	136	94	33-100	Strength
Services	136	81	30-100	Area Needing Improvement
Transition	136	100	100-100	Strength
Reevaluation	136	77	17-100	Area Needing Improvement
Aftercare	56	59	0-100	Area Needing Improvement

Adoption

Construct	N	Average Score	Range	Rating
Permanency 1	120	93	25-100	Strength
Well-being 1	120	92	33-100	Strength
Planning	120	93	25-100	Strength
Services	118	94	20-100	Strength
Intervention	120	80	0-100	Area Needing Improvement

Appendix: Revised Outcome Scores for Reporting Period November 1, 2008 to September 8, 2009

The Local Supervisory Review Instrument was developed to assess caseworker’s quality of practice and allow supervisors to provide real time feedback to highlight strengths and address barriers. To achieve the intent of the instrument, enhancements have been made to the scoring methodology since the last set of reports. Additionally, an inter-rater reliability and construct validity study will be conducted to test the strength of the instrument.

In preparation for the second set of LSRI jurisdiction specific reports, the scoring logic used for the first set of reports was reviewed and improved to reflect more accurate scoring for each outcome. The sampling method was also revised to eliminate non-sampled and non-submitted (i.e. pending/incomplete) cases. For purposes of analysis, the new syntax was run on the prior 2009 data, reporting period of November 1, 2008 to September 8, 2009 (used for the reports distributed in October 2009), to see how the revised syntax would affect scores. Some of the State aggregate scores for the In-Home, Out-of-Home, APPLA, and Adoption sections changed. Details of the indicators that changed and the reasons for the changes are described below.

In-Home

	Old Score	New Score	+ or -	Reason for change
Safety 1	89	89		
Safety 2	81	92	+11	Eliminated H3 that refers to work conducted by the Investigation worker. Updated scoring for proper development of a safety plan (H10 a–c) to reflect “Not Applicable” responses in cases where a child was deemed safe, instead of assigning scores of 0 for “No”. Updated scoring for H29b (risk assessment being completed at end of services) to provide full 2 point credit for “yes” responses.
Well-being 1	92	92		
Well-being 2	77	92	+15	The coding was changed to reflect the connection between identifying educational needs and referral for services (H9a & H24a) rather than connecting the <i>assessment</i> for educational needs and referral for services (as was in place before).
Well-being 3	71	83	+12	The coding was changed to reflect the connection between identifying needs and referral for services for physical, mental & dental needs (H9b-d and H24b-d) rather than connecting the <i>assessment</i> for these needs and referral for services.
Assessment	89	92	+3	Eliminated H3 that refers to work conducted by the Investigation worker.
Planning	75	86	+11	Updated scoring for H10a–c to reflect “Not Applicable” responses instead of assigning scores of 0 for “No”.
Intervention	95	95		
Services	78	88	+10	The coding was changed to reflect the connection between identifying needs and referral for services for educational, physical, mental & dental needs (H9a-d and H24a-d).
Reevaluation	84	85	+1	Change in score is the result of eliminating non-sampled and non-submitted cases.

Out-of-Home

	Old Score	New Score	+ or -	Reason for change
Safety 1	86	86		
Safety 2	89	89		
Permanency 1	95	95		
Permanency 2	85	79	-6	Eliminated O22d which asks if the placement is an emergency placement. Eliminated O30 which asks about OOH siblings and O31b which asks about reasons to separate siblings from scoring. Linked question about whether the child had siblings in care (O30) and any compelling reasons for separation of siblings (O31b) to responses about placement of siblings together (O31a) and caseworker making reasonable efforts to place siblings together (O31c).
Well-being 1	93	83	-10	Recoded fields checking for caseworker considering key elements for service assignment (O34a - e) to reflect true “No” (or 0) responses (were coded as Not Applicable before).
Well-being 2	83	95	+12	The coding was changed to reflect the connection between identifying needs and referral for services for educational needs (O9a and O37a).
Well-being 3	74	89	+15	The coding was changed to reflect the connection between identifying needs and referral for services for mental, physical, dental & reproductive health needs (O9b-e and O37b-e).
Assessment	91	92	+1	Change in score is the result of eliminating non-sampled and non-submitted cases.
Planning	89	89		
Intervention	89	85	-4	Eliminated O22d which asks if the placement is an emergency placement. Eliminated O30 which asks about OOH siblings and O31b which asks about reasons to separate siblings from scoring. Linked question about whether the child had siblings in care (O30) and any compelling reasons for separation of siblings (O31b) to responses about placement of siblings together (O31a) and caseworker making reasonable efforts to place siblings together (O31c).
Services	79	79*		Recoded fields checking for caseworker considering key elements for service assignment (O34a - e) to reflect true “No” (or 0) responses (were coded as Not Applicable before). The coding was changed to reflect the connection between identifying needs and referral for services for mental, physical, dental & reproductive health (O9a-e and O37a-e).
Reevaluation	72	85	+13	Eliminated O41 which asks about whether the child exited care. Updated scoring for O42 (caseworker developed aftercare plan) to provide full 2 point credit for “yes” responses.

*One point drop in score due to change in syntax balanced out with one point increase due to eliminating non-sampled and non-submitted cases; thus, no change in score.

APPLA

	Old Score	New Score	+ or -	Reason for change
Safety 2	68	78	+10	Change in score is the result of eliminating non-sampled and non-submitted cases.
Permanency 1	91	91		
Permanency 2	95	96	+1	Change in score is the result of eliminating non-sampled and non-submitted cases.
Well-being 1	68	78	+10	Change in score is the result of eliminating non-sampled and non-submitted cases.
Well-being 2	87	97	+10	The coding was changed to reflect the connection between identifying needs and referral for services for educational needs (PP6a and PP20a).
Well-being 3	65	83	+18	The coding was changed to reflect the connection between identifying needs and referral for services for mental, physical, dental & reproductive health (PP6b-e and PP20b-e).
Assessment	81	85	+4	Change in score is the result of eliminating non-sampled and non-submitted cases.
Planning	88	87	-1	Change in score is the result of eliminating non-sampled and non-submitted cases.
Connections	93	94	+1	Change in score is the result of eliminating non-sampled and non-submitted cases.
Intervention	90	90		
Services	65	81	+16	The coding was changed to reflect the connection between identifying needs and referral for services for educational, mental, physical, dental & reproductive health (PP6a-e and PP20a-e).
Transition	100	100		
Reevaluation	66	76	+10	Change in score is the result of eliminating non-sampled and non-submitted cases.
Aftercare	60	61	+1	Change in score is the result of eliminating non-sampled and non-submitted cases.

Adoption

Construct	Old Score	New Score	+ or -	Reason for change
Permanency 1	91	91		
Well-being 1	90	91	+1	Change in score is the result of eliminating non-sampled and non-submitted cases.
Planning	89	90	+1	Change in score is the result of eliminating non-sampled and non-submitted cases.
Services	93	94	+1	Change in score is the result of eliminating non-sampled and non-submitted cases.
Intervention	77	77		

Construct Definitions for In-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.	28,29a-b.	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.	1-2d,4a-4e,6,10a-c, 11,21a-22,25, 28-29b.	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, child and foster parent, to identify needs and coordinate services.	5,12a-12d, 17-19.	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,24a,25.	CFSR Item 21. Educational needs of the child.

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.	8b-d, 24b-d, 25.	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.	1-2d, 4a-8d.	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.	10a-c,11-16.	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.	17-20.	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.	21a-25.	Child Welfare Academy Pre-service Training Curriculum

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.	26-30.	Child Welfare Academy Pre-service Training Curriculum

Construct Definitions for Out Of 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>40a-d.</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 for risk of harm in the family.</p>	<p>1,4, 15a-16b, 40a-d.</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>5,6,7,14,17,20-21.</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>18, 22a-c, 28-29,31a, 31c-33.</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>

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-d,23-27, 34a-35,38a-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, 37a, 38b.	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, 37b-e, 38b.	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.	1-8e.	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.	10-18,20-21.	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.	22a-22c, 23-29,31a, 31c-33.	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.	34a-38b.	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.	39-40d, 42-43.	Child Welfare Academy Pre-service Training Curriculum

Construct Definitions for APPLA Cases

Construct	Definition	LSRI Items	QA Items
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.	1,27a-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.	3-4,18,21-26e.	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.	10.	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.
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, child and foster parent, to identify needs and coordinate services.	8,12,14,16,17a-e.	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.

Construct	Definition	LSRI Items	QA Items
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.	5a, 20a.	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.	5b-e, 20b-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.	7-9.	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.	10-11.	
Intervention	The purpose of this practice area is to assess the actions of the caseworker that aid families in achieving their case plan goals.	12,14-16.	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.	17a-25.	Child Welfare Academy Pre-service Training Curriculum

Construct	Definition	LSRI Items	QA Items
Transition	This purpose of this practice area is to assess the caseworker's effort to prepare the youth for successful transition out of care.	26a-e.	
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.	27a-29.	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.	30.	

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-e,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