



# Lutheran Child and Family Services of Illinois



# Lutheran Child and Family Services of Illinois

Results Action Plan

March 2020



Lutheran Child and  
Family Services of Illinois

# Our Beginnings

## **Lutheran Child and Family Services' Inclusion Council**

- Continuously functioning for over 30 years
- Consists of staff members from various regions, programs and levels of the organization



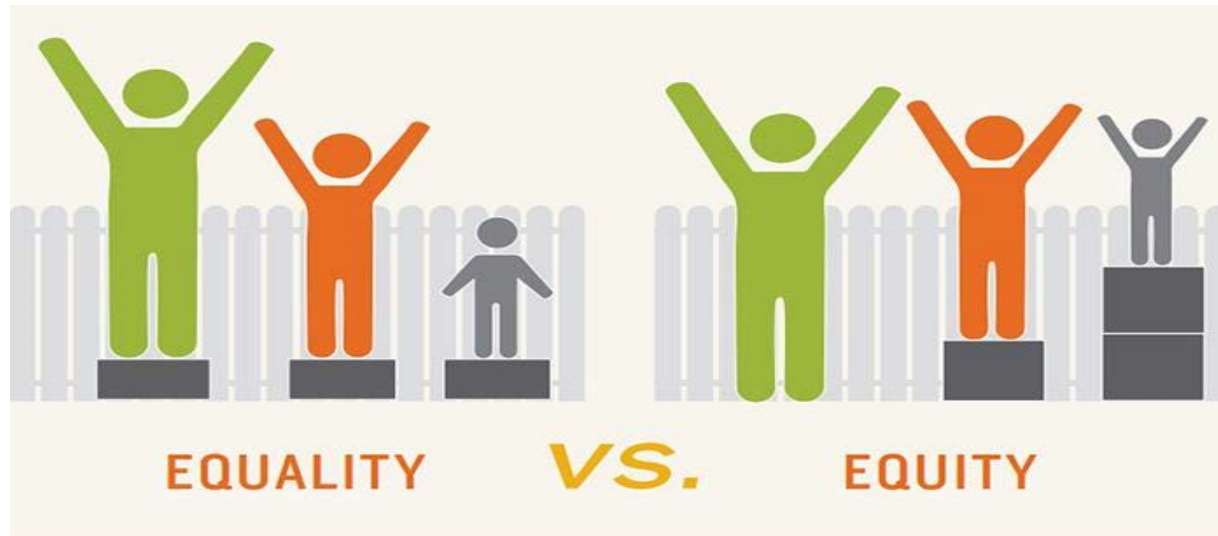
# Our Beginnings

- Mission:
  - **To support LCFS in becoming a Welcoming, Inclusive, Diverse, and Equitable (WIDE) organization.**
- Activities:
  - Training (including Crossroads)
  - Promotes equity in our work
  - Provides leadership and advocacy



# Our Beginnings

In recent years, the Inclusion Council's focus has been the impact of race and SOGIE on outcomes.



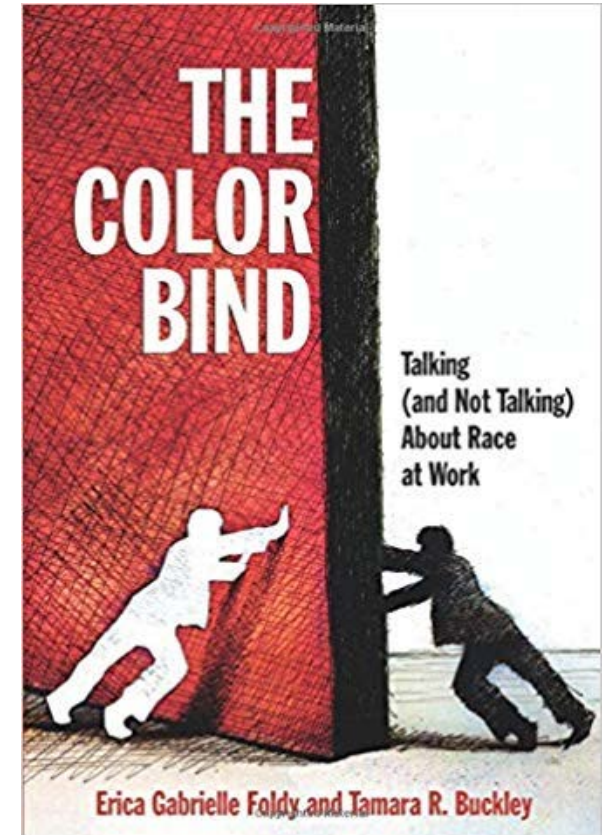
# Our Beginnings

- **Areas to discuss and plan action:**
  - Importance of a safe environment in our organization where ALL staff can engage in discussions about racism in respectful and open ways.
  - Current barriers to an organizational environment that is affirming and welcoming.
  - Recognition that events/conversations have occurred that have not been welcoming or affirming.
  - Recognition that silence contributes to these events happening and resolve to make inroads into the culture of silence.



# Second Chapter: Movement to Action

- **The Color Bind** – Mandatory reading for all LCFS leadership personnel (corporate officers, directors, managers, & supervisors).
- **LCFS' Organizational Commitment Statement:** adopted and posted in all of our offices.



# LCFS' Commitment

We expect the LCFS organizational culture to be color cognizant, believing in the importance of racial and ethnic differences because of their profound impact on individuals, groups, communities and society, as well as acknowledging the accompanying widespread racism and discrimination in our broader society. We expect that within the organization there be explicit, productive conversations about the role of race and culture in the work we do, as well as advocacy for addressing the social injustices that result from systemic racism.



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# Third Chapter: Now What?

- Lutheran Services in America (LSA): Population result: “...dramatically change the trajectory of 20,000 vulnerable children by 2024 and empower them to become healthy, productive and successful adults.
- LCFS became a member of the 2018 Results Leadership Lab with the focus on disparate outcomes.



# Third Chapter (Cont'd)

- Disparate outcomes: Imaginary or real?
  - **Question #1:** What does our data tell us regarding disparate outcomes and racial equity practice?
  - **Question #2:** If disparity exists, what are we going to do?



# What Does the Data Tell us?

Data tell us that nationally, in our state, within our agency, youth of color are less likely to achieve permanency than white youth and remain in foster care longer.



# Population Level

## Whole Population Level Result Statement

All 2,897,185 youth in Illinois will have loving forever families.

## Whole Population Target

Of the 16,000 youth currently in foster care, the number of children achieving permanency will increase by 20% (3200 youth), and the length of time to achieve permanency will decrease by 20%

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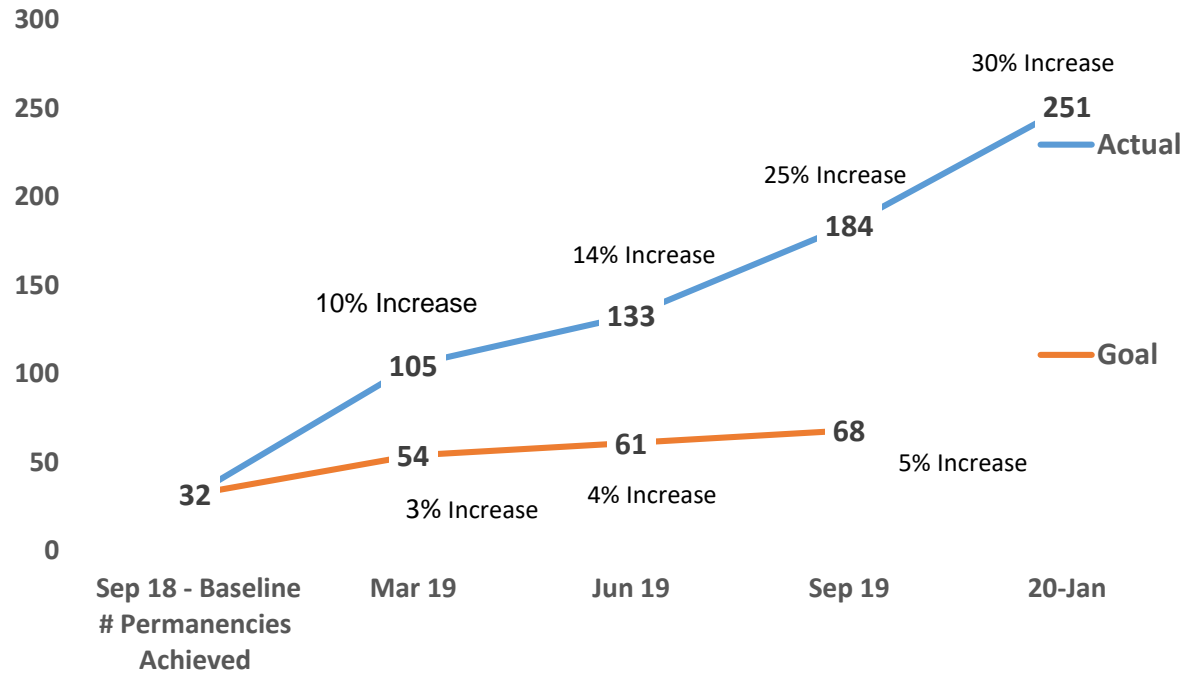
# Program Performance Metrics

How much?	How well?	Difference made - Target
<ul style="list-style-type: none"> <li>729 African-American youth served in LCFS foster care program at the beginning of FY 2018</li> <li>101 LatinX youth served in LCFS foster care program at the beginning of FY 2018</li> </ul>	<ul style="list-style-type: none"> <li>Achieved 25% increase in the number of African-American youth achieving permanency</li> <li>Achieved 12% increase in the number of LatinX achieving permanency</li> <li>14% decrease in the time to permanency for African-American youth</li> <li>40% decrease in the time to permanency for LatinX youth</li> </ul>	<p>By January 1, 2021:</p> <ul style="list-style-type: none"> <li>Achieve 45% increase in the number of African-American youth achieving permanency</li> <li>Achieved 20% increase in the number of LatinX achieving permanency</li> <li>20% decrease in the time to permanency for African-American youth</li> <li>50% decrease in the time to permanency for LatinX youth</li> </ul>

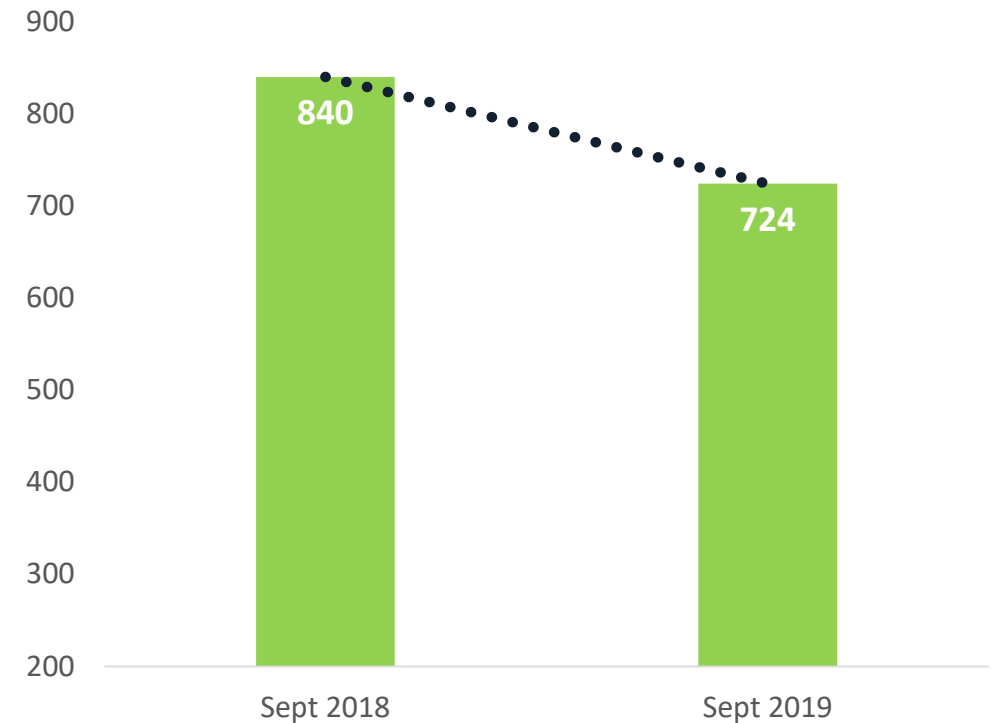


# Turning the Curve for African-American Youth

**Increase Rate of permanency from September 2018 to September 2019**

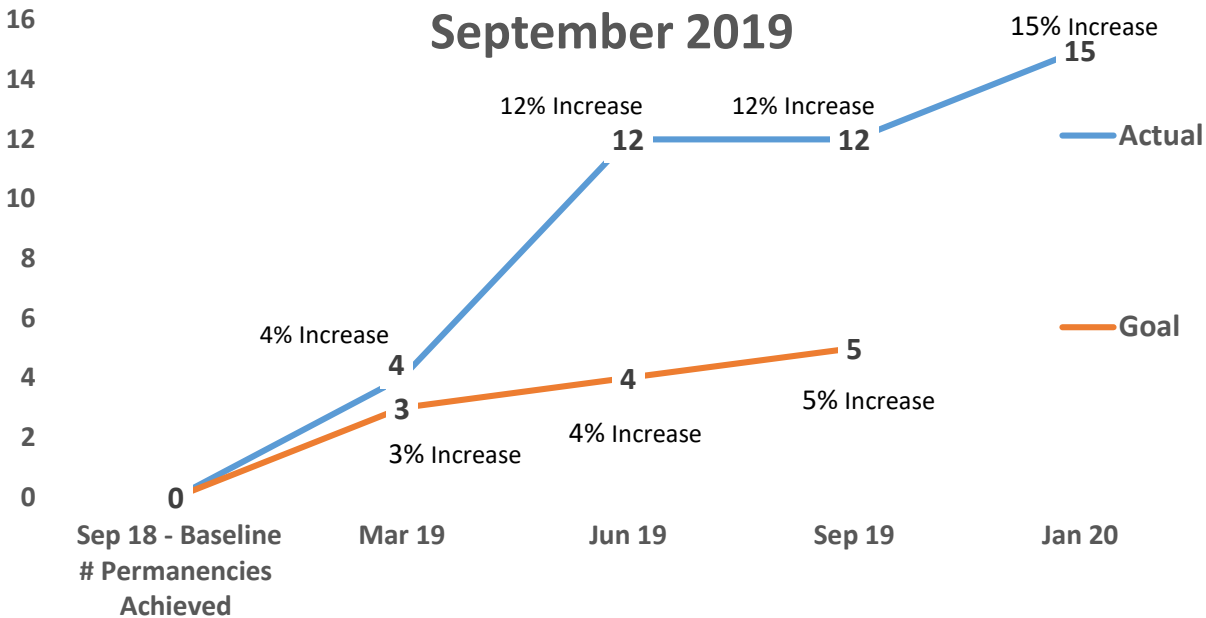


**Days to Permanency –**  
 Goal – 5% Decrease  
 Success – 14% Decrease

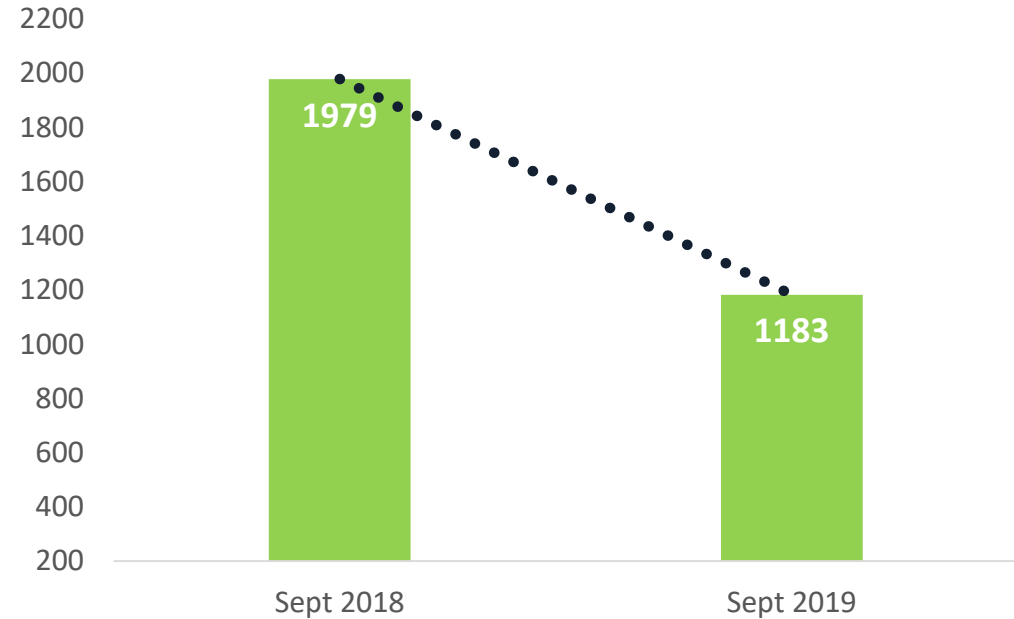


# Turning the Curve for LatinX Youth

**Increase Rate of LatinX Youth Achieving Permanency from September 2018 to September 2019**

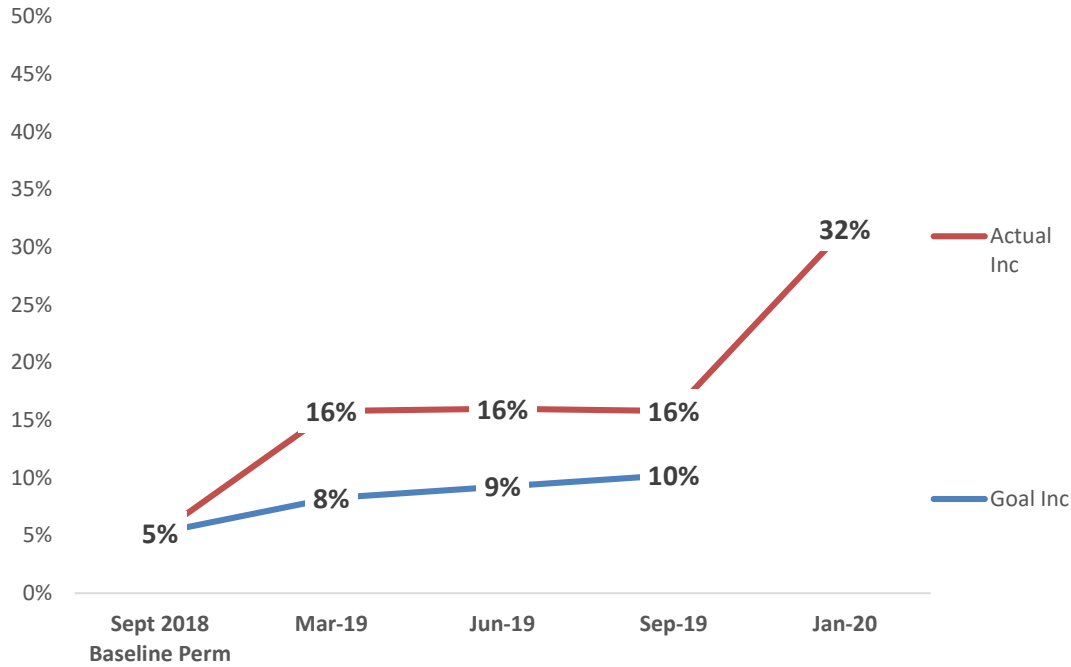


**Days to Permanency –  
Goal – 5% Decrease  
Success – 40% Decrease**

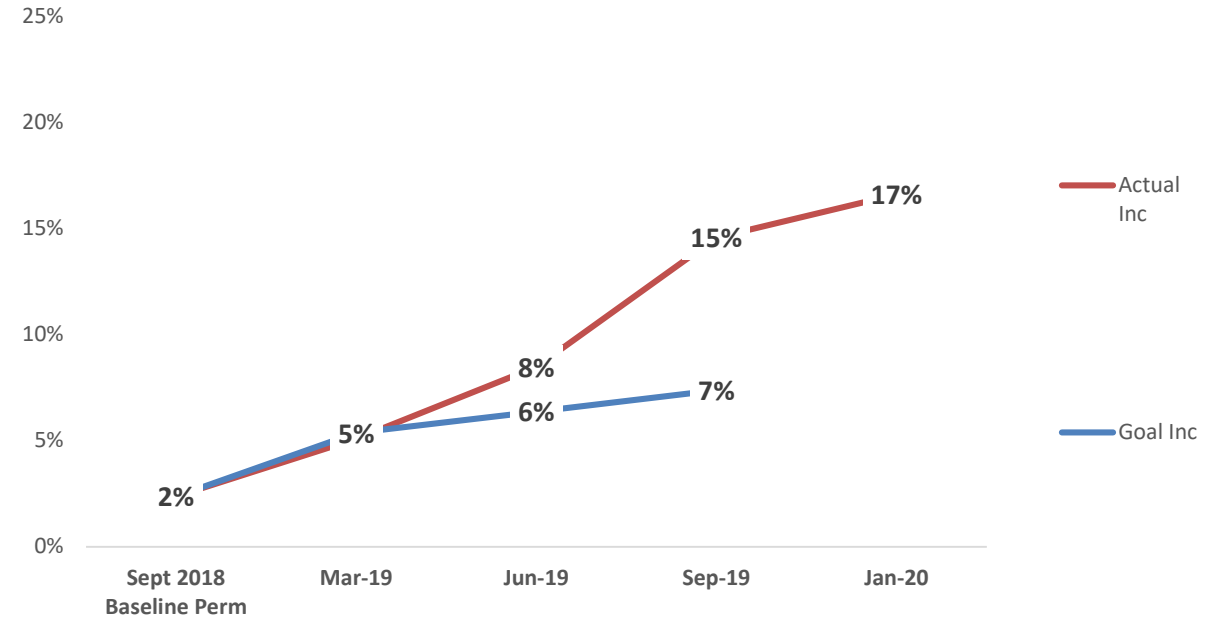


# Rate of Increase in Achieving Permanency for African American Youth - Sites

## Oak Brook

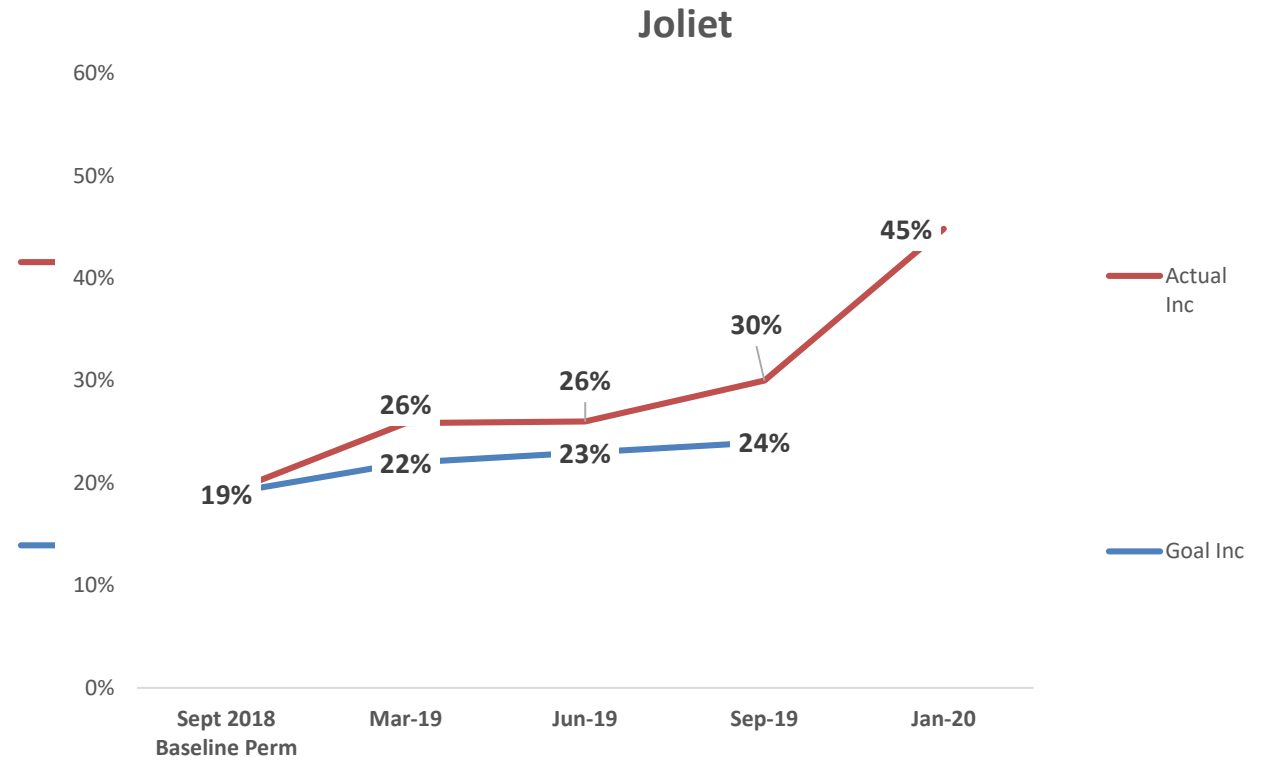
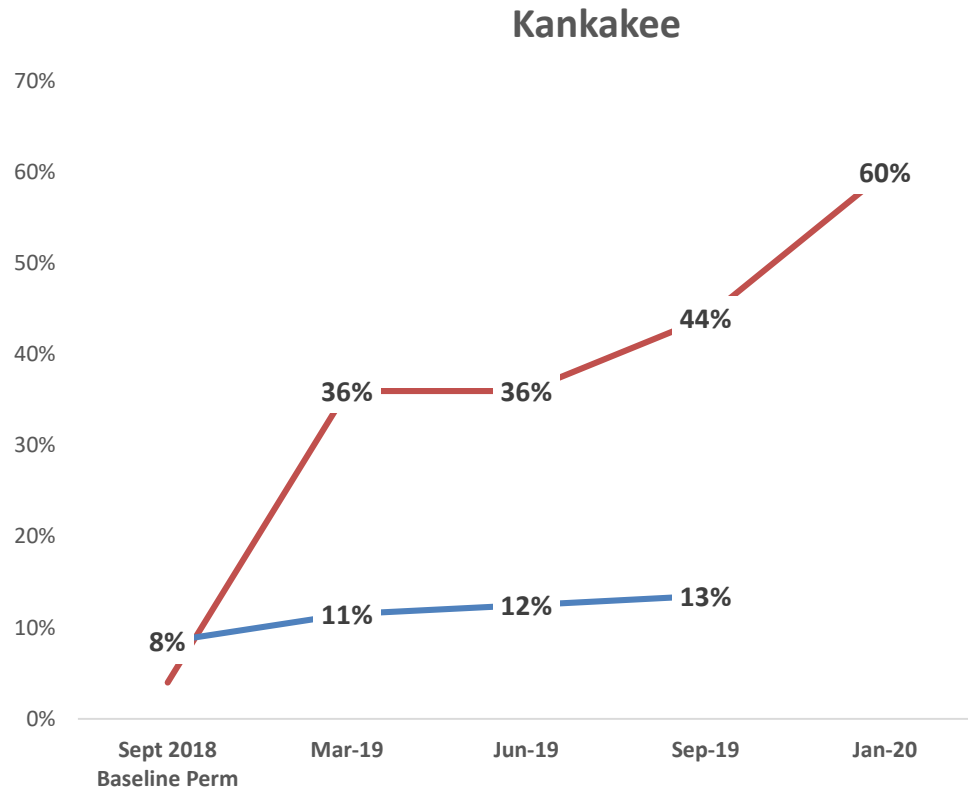


## Chicago

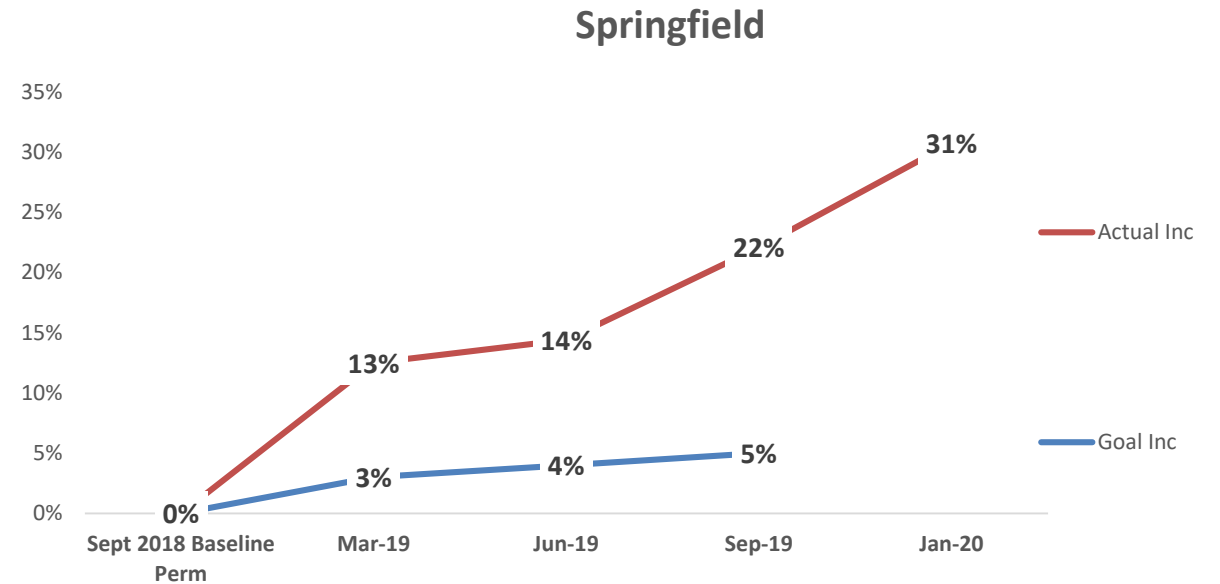
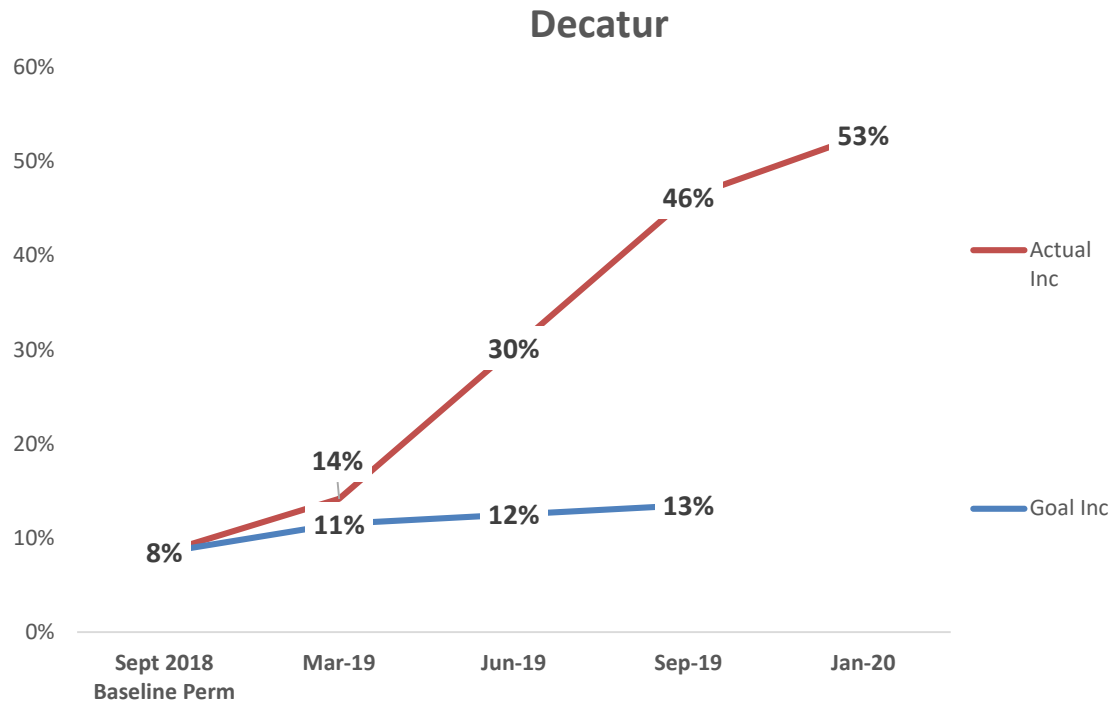




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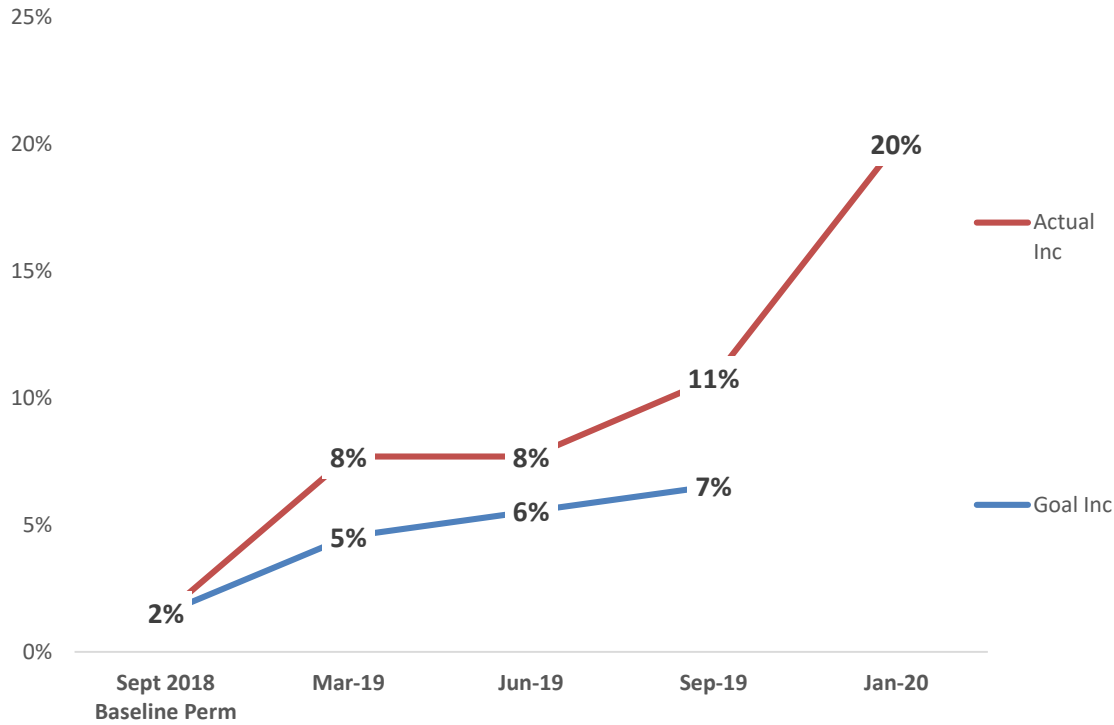


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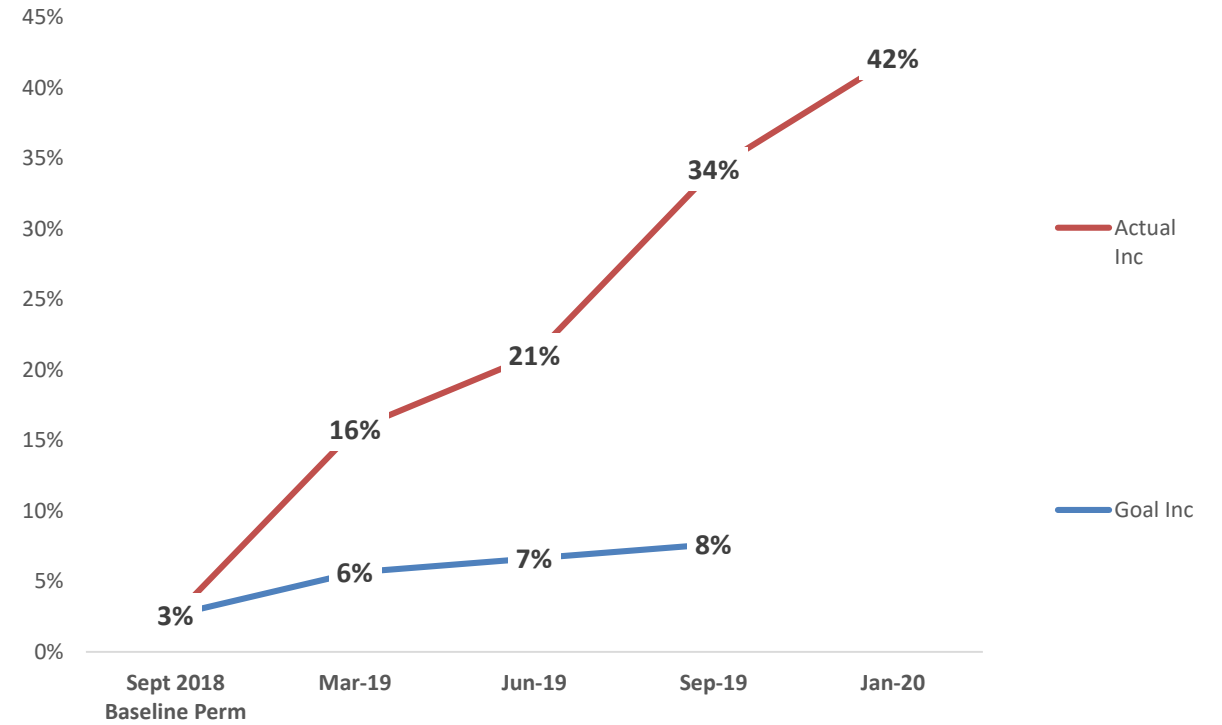


# Rate of Increase in Achieving Permanency for African American Youth - Sites

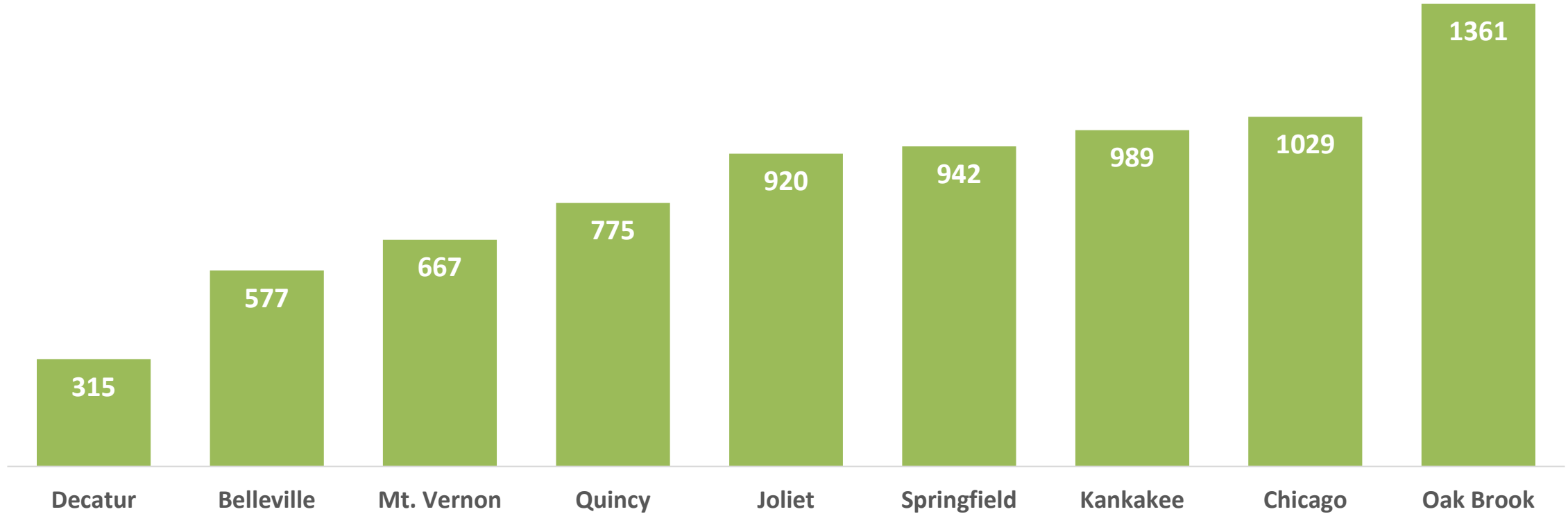
## Belleville



## Mt. Vernon



# Median Time to Permanency (days) for Youth of Color\* by Site



**\*Of Youth Discharged between Sept 2018 and January 2020**



# Next Data Explorations:

- Rate of permanency for youth of color in FY 20 compared to FY 19
- Add youth age variable
- Test if any difference exists between youth of color and white youth for achievement of and time to permanency in FY 19 and FY 20



# Key Components of Our Success:

- Collection and sharing of timely and accurate data was essential.
- Mandatory participation by all supervisory staff and above in the 2.5-day Crossroads training –*Dismantling Systemic Racism*.
- Inclusion Council membership across all divisions and levels of staff.
- Sharing the disparate outcomes and length of stay for children and youth of color that LCFS serves with all levels of staff. *It is our problem.*



# Key Components of Our Success (cont.)

- Statewide Practice Forums focused on family centered practice and family engagement. Moved our way of engaging and interacting with families to strengthen relationship building and trust.
- Use of Child and Family Teams to drive the process. Skill building around facilitation, frequency, attendees, location and scheduled times.
- Strength Based approach with families. Ensuring verbal and written language is written to support the strengths a family brings. WORDS matter.



# Key Components of Our Success (cont.)

- Celebrate the small and big wins and embrace the need to continue on with the work.
- Building a Hypothesis – What additional factors led to our success:
  - Development of the LCFS – Results Leadership Team
  - This team includes our 3 Child Welfare Regional Directors
  - Directors meet with supervisors on a regular interval to discuss success / challenges.
  - Survey for supervisors to be developed to measure change in thoughts / attitudes in working with families.





# Population Level Strategies – Coalitions and Alliances:

- Membership and participation on Illinois DCFS Anti-Racism Transformation Teams.
- Membership and participation on the Illinois Child Welfare Advisory Council – Racial Equity Practice Subcommittee.
- Membership and participation of our CEO on the DCFS – Racial Equity Practice Group which includes representation from across Child Welfare in Illinois.



# Population Level Strategies – Sharing what works with the larger system:

- Encouraging all our stakeholders to attend the 2.5 day Cross Roads training– *Dismantling Systemic Racism*.
- Continued Quality Improvement and sharing our work with others, including progress and barriers.
- Transparency – comfortable with sharing our journey with others.



# Population Level Strategies –Advocacy

- Modeling of mutual decision making through Child and Family Teams.
- Stronger advocacy on behalf of families with other child-serving agencies, including DCFS.
- Working with other service providers / organizations to strengthen support for relative caregivers.



# Population Level Strategies –Advocacy (Cont.)

- Strengthening collaboration with the judicial system.
- Creating high action / high alignment among all child-serving agencies.
- A true belief that we are all ONE Child Welfare System in Illinois, move from competition to collaboration.



# Next Steps – Continuing our Work

## Goals

- Build on current success to reunify families, increase permanency and decrease length of stay
- Impact total population result by engaging and influencing our stakeholders



# Next Steps – LCFS

## Expansion of Race Equity Work Beyond Foster Care to Other Parts of our Organization:

- Stay the course: Directors continue to work to prioritize the issue, track results, and further refine our processes.
- LCFS will begin to work with staff to develop instruments that will identify and determine the difference makers for success replication



# Next Steps – LCFS

- Independent living should not be a permanency goal. We need to explore and identify the barriers to permanency for adolescents.
- Measure the stability of reunified families.
- Identify systemic unmet needs and be an advocate with our stakeholders as to how these shall be met in the future.



# Next Steps – Beyond LCFS

## Impacting total population result

- Continue to increase awareness by sharing our process and results through sector conferences and symposia
- Participate in statewide task force focused on achieving racial equity for children of color in the child welfare system
- Develop opportunities to share our work with local partners in a learning and information exchange designed to raise best practice and assist those who have yet to begin

