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HENNEPIN COUNTY
MINNESOTA



Child Well-Being

Annual report to the board | December 5, 2024

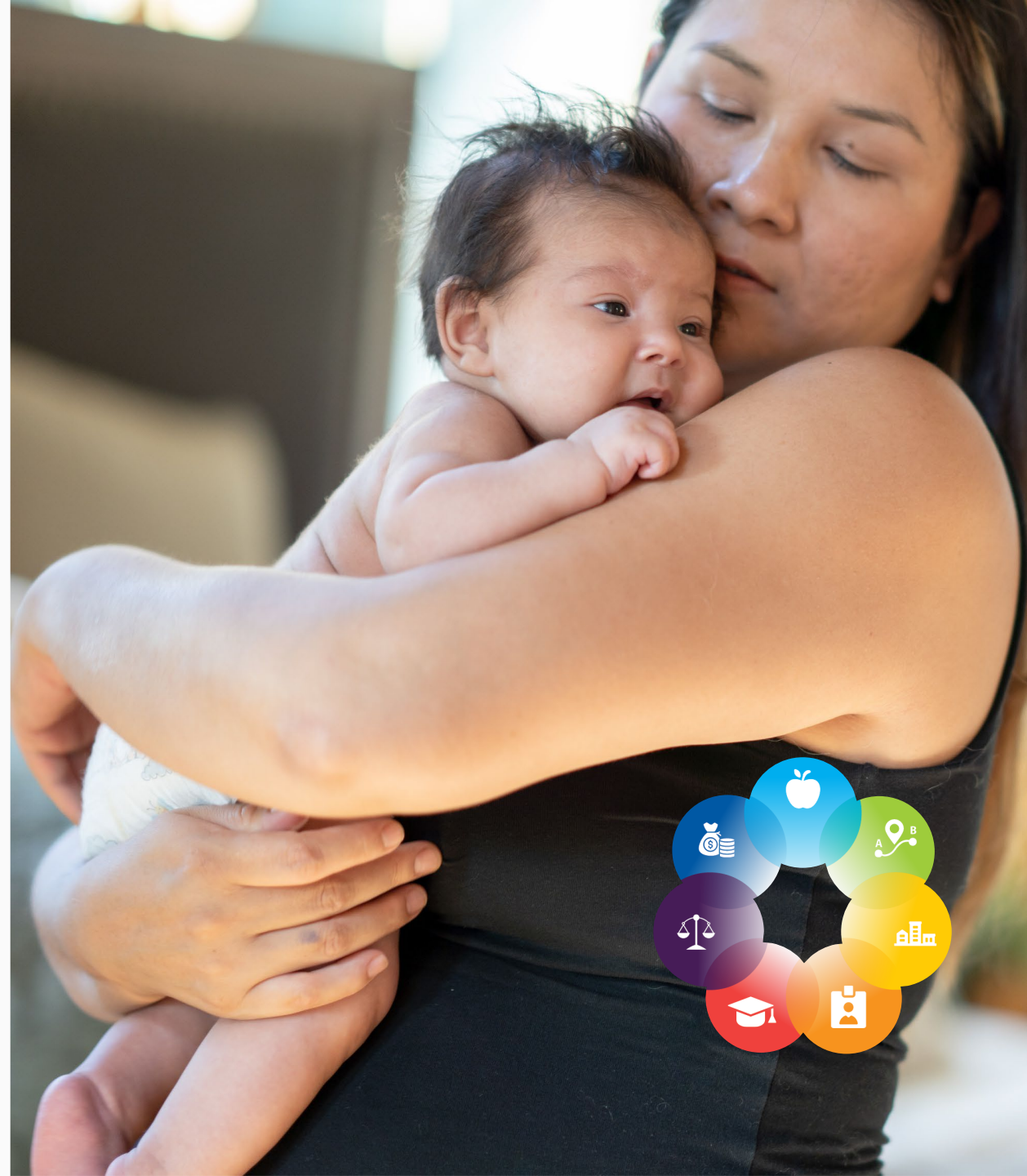
Reducing disparities for Native American children in out-of-home placement



Native American children are 12x more likely to be involved in a child protection intake than white children.



Native American children spend 146 more days in out-of-home placement than white children.



Learning, engagement and recommendations



Collaborative process

- Root cause examination
- ICWA Law Center, Minnesota
Supreme Court, Minneapolis
American Indian Center
- Centering Native American
residents with lived experience



2025 recommendations

- ▶ Collaborative
- ▶ System-level
- ▶ Actionable, measurable
- ▶ Replicable

Child well-being transformation



2016 recommendations

- A new focus on child well-being in partnership with the community
- Stabilize the workforce
- Improve professional supports for staff
- Offer early and practical help to families
- Continue study and maintain system accountability
- Establish Child Well-being Advisory Committee

Trauma-informed through the case continuum

Prevention

Addressing root causes, offering concrete supports

\$2.4 million investment in 2024

Launching Family Resource Centers

Expanding Youth Support Outreach Program

- 68% youth of color

Parent Support Outreach Program



2,777 residents served

- 81.6% families of color



Referrals and outcomes

- 45% community referrals
- 81.1% **without** future screened-in child protection report

Family involvement in decision making

Culturally relevant engagement

- Honoring families' wisdom and strengths
- Involving relatives and kin
- Staff trained as neutral facilitators
- Less court involvement, more timely permanency

Family Group Decision Making



2020: 853 children, 845 adults referred

- 306 meetings took place

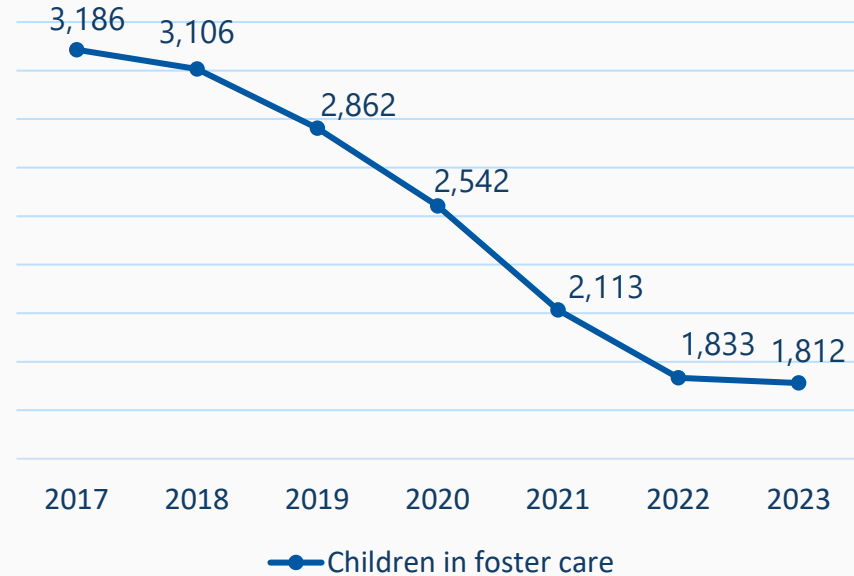


2023: 1,000 children, 1,024 adults referred

- 490 meetings took place

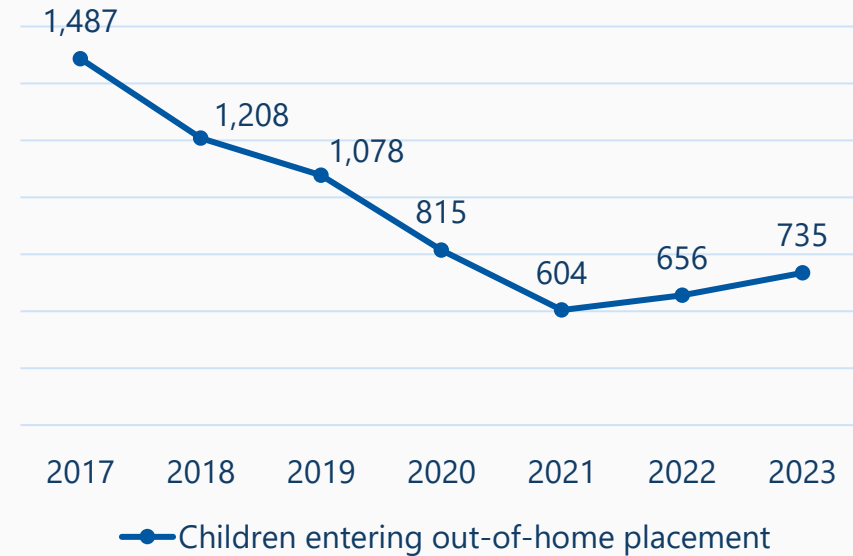
Out-of-home placement

Children in out-of-home placement, 2017-2023



▶ 43.1% decrease

Children entering out-of-home placement, 2017 – 2023



▶ 50.6% decrease

Relative care

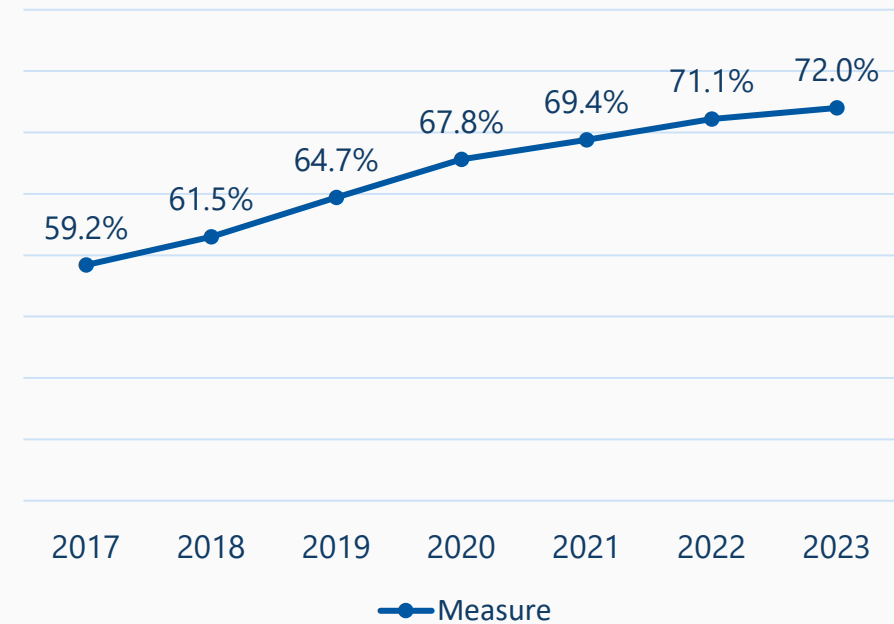
Promotes reunification and other relative permanency

▶ 36.9% of children reunified

More transfers of custody

▶ 75% exit out-of-home placement to live with family or kin

Relative care, 2017-2023



▶ 21.6% increase

Permanency and family-centered practice

Percent of children exiting placement to TPLPC vs. adoption, 2019 to present

	2019	2020	2021	2022	2023	2024*
TPLPC	9.1%	12.3%	15.2%	15.5%	26.9%	25.6%
Adoption	18.9%	18.9%	22.1%	23.9%	17.2%	13.0%

Percent of children exiting placement to TPLPC vs. adoption, 2019 to present – by race

	2019		2020		2021		2022		2023		2024*	
	TPLPC	ADOPT	TPLPC	ADOPT	TPLPC	ADOPT	TPLPC	ADOPT	TPLPC	ADOPT	TPLPC	ADOPT
American Indian/ Alaska Native	18.4%	11.3%	21.8%	10.5%	32.8%	8.4%	32.0%	10.0%	51.9%	9.6%	51.1%	6.7%
Asian/Pacific Islander	14.7%	32.4%	0.0%	19.2%	18.2%	0.0%	10.0%	40.0%	7.1%	42.9%	0.0%	0.0%
Black or African American	6.7%	21.3%	10.8%	18.1%	11.9%	20.8%	12.4%	19.0%	19.9%	12.1%	26.6%	9.5%
Caucasian	3.6%	24.5%	8.6%	20.5%	11.1%	30.4%	10.4%	20.1%	18.6%	24.8%	14.5%	4.8%
Multiracial	11.5%	14.2%	13.4%	18.8%	14.5%	25.8%	15.8%	29.9%	30.5%	21.7%	23.0%	28.2%
Hispanic	9.4%	18.8%	17.0%	13.8%	19.8%	24.3%	24.4%	30.0%	35.7%	10.0%	18.7%	13.3%

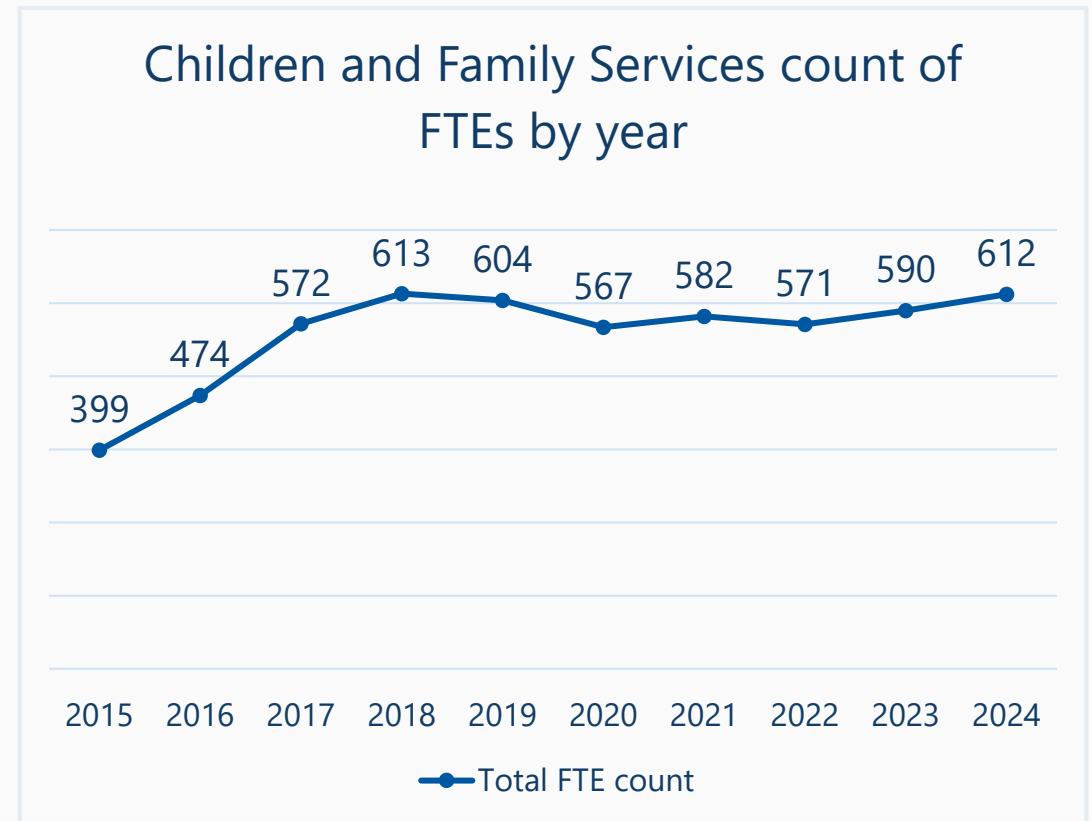


Caseloads and workforce development

Caseloads and total FTEs

Measure	2020	2021	2022	2023
Ongoing child protection case management <i>Target: 8-10</i>	10	10	10	11
ICWA ongoing child protection case management <i>Target: 6-8</i>	9	8	10	9
Child protection assessment and investigations <i>Target: 8</i>	7	7	7	7

Note: Caseloads in December of each year.



2024 focus areas



Hiring and training

- Robust internship program
- Anti-oppressive practice training
- Continuous hiring model
 - 95 staff hired, 91% retained
 - Turnover down to 7.4%



Workforce well-being

- Peer-led racial equity advisory committee
- Peer coaching office hours
- Trauma-informed "stay interviews"
- Supervisor leadership cohort

Focusing on
disparity reduction

Integrating work
across domains



Minnesota African American Family Preservation and Child Welfare Disproportionality Act

- Collaboration with Ramsey County, Department of Children, Youth and Families
- Legislative walk-through
- Identified pilot population
 - 59% of those currently served



Increase reunifications, permanency with relative



Decrease system involvement, out-of-home placement



Community engagement

Reciprocal relationships

- Culturally specific community liaisons
- Community forums, focus groups
- Formal and informal community gatherings
- Mutual information sharing

Community-led solutions



51 community forums



57 community-based partners



950+ resident voices



Preventing removal with peer support

Expanding recovery supports

- Federal evidence-building pilot
- Collaboration with Department of Children, Youth and Families
- Culturally responsive, strengths-based
- Child protection lens

Parent Mentor Program



Improved recovery and child protection outcomes



Prevent placements, expedite permanency



Keeping moms and newborns together safely

Reducing fear, building trust

- Prevents separation from subsequent children after prior loss of parental rights
- Voluntary engagement 6-8 weeks prior to birth of child
- Safety plan, resources and support

Support for prior loss of rights



11 families in pilot

- 66.7% Black, Native American or multiracial



100% of infants went home with their mother or relatives

- Most avoided court

Supporting mandated reporters

Technical assistance program

- Recognize implicit bias
- Develop critical thinking
- Strengthen community connections

2024 pilot outcomes



34.5% decrease in reports involving Black children



78% of consultations resulted in support vs. report



Permanent consultation "warm line"

Improving the foster care experience

- Improved data sharing
- Stronger placement matches
- Reduced paperwork
- Simplified licensing process



Affirming care for foster youth

What we're seeing

- LGBTQ+ youth overrepresented in foster care
- LGBTQ+ community underutilized
- Trauma compounded in multiple systems

Promoting inclusive practices

- Audited forms and policies
- Strengthened recruitment, retention and training
- Human Services Community of Practice



Youth and providers feel safe, supported



Opening the door to well-being

Supportive housing strategy

- Prioritizing families involved with child welfare
- Supports on or near the site
- Preventing deep-end system involvement

Opened in 2024

Vista 44 - Hopkins

- 20 units prioritized for child welfare

Emerson Village – North Minneapolis

- 12 units prioritized for child welfare



Families stay as long as needed to stabilize and achieve self-sufficiency

Improving race equity in permanency outcomes

- Strengths-based, family focused court processes
- Six recommendations from the American Bar Association
- Disparity reduction training
- Diversion program





Support families need, when they need it

Expanding to meet more needs

- Available 24 hours
- Three tiers of support
- Culturally responsive care, embedded in the community

Family Response and Stabilization



97% of youth preserved their same living arrangements



92% avoided involvement with law enforcement



62% of calls come from parents and caregivers



Preserving families with in-home support

Complex behavioral health needs

- 42% of children enter foster care due to parental substance use
- Families of color disproportionately impacted
- Multiple pathways to recovery

▶ In-Home Peer Support

- 200 parents served since 2022
- 74% families of color

▶▶▶ Prevented removal for 83% of children

▶ In-Home Family Recovery

- 50 families served since 2022
- Over 90% families of color, 56% Native American

▶▶▶ 50% of families preserved or reunified



Reducing barriers to student engagement



School to Housing

Embedded in nine school districts with the highest percentage of students experiencing homelessness

Longer-term financial support and services to stabilize housing



Connect for School Success

Holistic, strengths-based case management

Upstream support for family stability

- 96% students of color
- 37% reduction in absence rates

The work ahead



Uplift community efforts to prevent system involvement by eliminating family risk factors and racial disparities.



Create and sustain a robust, competent, and inclusive workforce.



Be an attentive, honorable, forthright and considerate partner in eliminating racial disparities and increasing positive outcomes for families.



Partner with children and their families to design personalized plans that eliminate racial disparities and reduce the impact of trauma.

