**CDS Family & Behavioral Health Services, Inc.**

**FY 2020-2021 Performance Improvement Plan**

| **Goal** | **Indicator/Outcome** | **Data Source** | **Program** | **Timing** | **Obtained By** | **Type of Measure** | | | | **Status** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Satisf.** | **Effective** | **Efficient** | **Access** |  |
| Participants satisfaction with Residential services | 90% of average scores per question will be ‘3’ or greater (survey questions 1-4 and 9). | Participant Satisfaction Survey | CINS/FINS | Monthly Reports | Data Systems Manager  Data collected by:  Front Desk Staff; Counselor or designated staff member | X |  |  |  | 90% of the average scores were 3 or greater |
| Participants satisfaction with Non-Residential services | 90% of average scores per question will be ‘3’ or greater (scale 1-4 and 9). | Participant Satisfaction Survey | CINS/FINS | Monthly Reports | Data Systems Manager  Data collected by:  Front Desk Staff; Counselor or designated staff member | X |  |  |  | 100% of the average scores were 3 or greater |
| Admitted youth will receive intake and assessments | 99% of youth admitted to services will have a completed intake and a needs assessment initiated. (Now labeled NIRVANA Assessment Initiated) | NETMIS | CINS/FINS | Monthly Report | Data Systems Manager  Data collected by Designated Data Entry Staff by site |  |  | X |  | 99.6% of participants met this Indicator Outcome |
| Participant Residential successful completion of services | 85% of participants will successfully complete CINS/FINS services. | NETMIS | CINS/FINS | Monthly Reports | Data Systems Manager  Data collected by:  Counselor/Case Manager or designated staff member |  | X |  |  | 100% of participants successfully completed services |
| Participant Non-Residential successful completion of services | 85% of participants will successfully complete CINS/FINS services. | NETMIS | CINS/FINS | Monthly Reports | Data Systems Manager  Data collected by:  Counselor/Case Manager or designated staff member |  | X |  |  | 94% of participants successfully completed services |
| Reduce juvenile crime for at risk youth. | 97% of youth served in CINS/FINS programs will have no arrests during services. | DJJ Comprehensive Accountability Report | CINS/FINS | Annual  Reports | Data Systems Manager  As reported by Department of Juvenile Justice |  | X |  |  | 100% of non-residential and 100% of residential youth remained crime free |
| Provide effective services | Recidivism rate does not exceed 20% in 6 months for residential services or 8% in 12 months for non-residential services | DJJ Comprehensive Accountability Report | CINS/FINS | Annual  Report | Data Systems Manager  As reported by Department of Juvenile Justice |  | X |  |  | The recidivism rate was 13 % for residential services and 5% for non-residential services. |
| Reduce the NETMIS data entry lag time to 3 days. | 90% of intakes will be entered within 3 days. | NETMIS | CINS/FINS | Monthly Reports | Data Systems Manager  Data collected by Data Entry Staff by site |  |  | X |  | 97.5% of intakes were entered within 3 days. |
| Reduce the NETMIS data entry lag time to 3 days | 90% of discharges will be entered within 3 days | NETMIS | CINS/FINS | Monthly  Reports | Data Systems Manager  Data collected by Data Entry Staff by site |  |  | X |  | 95% of discharges were entered within 3 days |
| Complete 30-day follow-ups of discharged CINS/FINS participants | 90% of youth discharged from services will receive a 30 day follow-up. | NETMIS | CINS/FINS | Monthly Report | Data Systems Manager  Data collected by:  Counselors or designated staff members |  |  | X |  | 90.9% of youth discharged from services received a 30 day follow-up. |
| Complete 60- day follow ups of discharged CINS/FINS participants | 90% of youth discharged from services will receive a 60-day follow-up | NETMIS | CINS/FINS | Monthly  Report | Data Systems Manager  Data collected by:  Counselors or designated staff members |  |  | X |  | 100% of youth discharged from services received a 60 day follow-up. |
| Complete 30-day follow ups of discharged CINS/FINS participants. | 90% of youth completing services will report living at home at 30 day follow-up | NETMIS | CINS/FINS | Monthly Reports | Data Systems Manager  Data collected by:  Counselors or designated staff members. |  | X |  |  | 96% of youth completing services reported living at home at 30 day follow-up |
| Complete 60-day follow ups of discharged CINS/FINS participants. | 90% of youth completing services will report living at home at 60 day follow up | NETMIS | CINS/FINS | Monthly Reports | Data Systems Manager  Data collected by:  Counselors or designated staff members. |  | X |  |  | 96% of youth completing services reported living at home at 60 day follow-up |
| Youth discharged to an appropriate setting. | 90% of youth will be discharged home or to another appropriate setting | NETMIS | CINS/FINS | Monthly  Reports | Data Systems Manager  Data collected by:  Counselors or designated staff members |  | X |  |  | 99% of youth were discharged home or to another appropriate setting |
| Youth attending school regularly at discharge | 75% of youth completing services will report attending school regularly at 30 -day follow-up | NETMIS | CINS/FINS | Monthly Reports | Data Systems Manager  Data collected by:  Counselors or designated staff members |  | X |  |  | 86% of youth completing services reported attending school regularly at 30 -day follow-up |
| Youth attending school regularly at discharge | 75% of youth completing services will report attending school regularly at 60-day follow-up | NETMIS | CINS/FINS | Monthly  Reports | Data Systems Manager  Data collected by:  Counselors or designated staff members |  | X |  |  | 91% of youth completing services reported attending school regularly at 60 -day follow-up |
| Increase SAMH performance | 95% of SAMH direct service staff shall meet at least 90% of expected level of contact hours as measured on a monthly basis (staff with CDS over 3 months). | State PBPS Data System | SAMH | Monthly Report | Data Systems Manager  SAMH direct service staff |  |  | X |  | 100% of staff met this standard |
| Increase student knowledge of the To Good For Drugs Curriculum | Youth taking the To Good For Drugs Curriculum shall on average improve their posttest score by at least 15%. | CDS Data System | SAMH | Semester Report | Data Systems Manager  SAMH direct service staff |  | X |  |  | The average Pretest and post test scores.  \*no post testing due school closures due to COVID |
| Increase student knowledge of the To Good For Violence Curriculum | Youth taking the To Good For Violence Curriculum shall on average improve their post test score by at least 15%. | CDS Data System | SAMH | Semester Report | Data Systems Manager  SAMH direct service staff |  | X |  |  | The average Pretest and posttest scores.  \*no post testing due school closures due to COVID |
| Increase student knowledge of the Project Success Curriculum | Youth taking the To Good For Violence Curriculum shall on average improve their post test score by at least 15%. | CDS Data System | SAMH | Semester Report | Data Systems Manager  SAMH direct service staff |  | X |  |  | The average Pretest and posttest scores.  \*no post testing due to school closures due to COVID |
| Responsive to stakeholders | 90% of stakeholders surveyed will agree or strongly agree that CDS has staffs that are accessible to their organization. | Stakeholders Surveys | All programs | Annually | Chief Operations Officer |  |  |  | X | 100% of stakeholders surveyed concurred with the statement. |
| Reduce and/or control programs variable costs. | Establish program budgets based on historical experience and provide managers monthly expenditure reports to utilize for planning and to track progress. | Regional Directors Budget Reports | All programs | Monthly Report, one week prior to EMT | Chief Financial Officer  Data Systems Manager  Expenses controlled by:  Coordinators |  |  | X |  | Our annual expenses in these categories were 33% under budget. |