Your Responsibility|

A Lens to View Data

- **No one system** is responsible for creating disparate measures, BUT it will take both the child welfare system and child welfare agency working together to move the dial towards equity
  - Child Welfare System = schools, community, public health, etc.
  - Child Welfare Agency = Child Protection, Dependency Courts, etc.

- We all have ownership in the wellbeing of its community members.

- Data is provided to open discussions and not to draw ‘absolute’ conclusion, to shame or blame.

- Open yourself to questions such as, “how do I or my role play into this data?” or “What can I or my role do differently to impact a measure?”
COMMUNITY CONTEXT

Social Determinates of Health

Child and Family Wellbeing | Montana

Source: US Census Bureau, American Community Survey (ACS) and Puerto Rico Community Survey (PRCS) 5-year dataset, 2015-2019; https://community-opportunity-map.casey.org/
Child and Family Wellbeing | Montana

Source: Sources: US Census Bureau, American Community Survey (ACS) and Puerto Rico Community Survey (PRCS) 5-year dataset, 2015-2019; https://community-opportunity-map.casey.org/
Education | Montana

Source: Sources: US Census Bureau, American Community Survey (ACS) and Puerto Rico Community Survey (PRCS) 5-year dataset, 2015-2019; https://community-opportunity-map.casey.org/
Economy | Montana

Source: Sources: US Census Bureau, American Community Survey (ACS) and Puerto Rico Community Survey (PRCS) 5-year dataset, 2015-2019; https://community-opportunity-map.casey.org/
### Housing | Montana

#### Home Ownership Rate

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>47%</td>
</tr>
<tr>
<td>Asian</td>
<td>57%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>28%</td>
</tr>
<tr>
<td>Native Hawaiian/Other Pacific Island</td>
<td>27%</td>
</tr>
<tr>
<td>White</td>
<td>70%</td>
</tr>
<tr>
<td>Other</td>
<td>57%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>52%</td>
</tr>
<tr>
<td>Hispanic/Latino/a/x of any Race</td>
<td>49%</td>
</tr>
<tr>
<td>Non-Hispanic/Latino/a/x</td>
<td>67%</td>
</tr>
</tbody>
</table>

#### Work Info/Week to Rent 2-Bed Home at Minimum Wage

- 73.1% within Montana

#### Housing Cost Burden

- 40% Renters
- 16% Owners

#### Resident Turnover

- 16% within Montana

#### Vacant Housing

- 16% within Montana

### Accessibility | Montana

#### Accessing SNAP Benefits

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>28%</td>
</tr>
<tr>
<td>Asian</td>
<td>2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>15%</td>
</tr>
<tr>
<td>Native Hawaiian/Other Pacific Island</td>
<td>16%</td>
</tr>
<tr>
<td>White</td>
<td>8%</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>18%</td>
</tr>
<tr>
<td>Hispanic/Latino/a/x of any Race</td>
<td>17%</td>
</tr>
<tr>
<td>Non-Hispanic/Latino/a/x</td>
<td>9%</td>
</tr>
</tbody>
</table>

#### Moderate Access to Healthy Food

- 10% within Montana

#### Computer and Internet Access

- 81% within Montana
- 38% within 422 Selected School Districts

### Source

Sources: US Census Bureau, American Community Survey (ACS) and Puerto Rico Community Survey (PRCS) 5-year dataset, 2015-2019; [https://community-opportunity-map.casey.org](https://community-opportunity-map.casey.org)
Owning our part

CHILD PROTECTION SYSTEM

Screened In | Montana & National

Children screen into the child protection system at what rate? (per 1,000 children in general population)

Screened in rate is measured by the unique count of children involved in a report of maltreatment that is screened in by the child protection system for an investigation or assessment, per 1,000 children in the general population.

Source: state‐submitted NCANDS

Note: Children age 18, only race/ethnic group with at least 50 children in care displayed

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Screened In | Montana & National
Children screen into the child protection system at what rate? (per 1,000 children in general population)

Substantiated | Montana & National
Children are substantiated in a report of maltreatment at what rate? (per 1,000 children in general population)
Substantiated | Montana & National
Children are substantiated in a report of maltreatment at what rate? (per 1,000 children in general population)

Entry rate is measured by the unique count of children who have a substantiated allegation of child maltreatment during the reporting period, per 1,000 children in the general population.

Entries | Montana & National
Children enter care at what rate? (per 1,000 children in general population)

Entry rate is measured by the unique number of children who enter care during the 12-month reporting period per 1,000 children in the general population.
Entries | Montana & National
Children enter care at what rate? (per 1,000 children in general population)

In Care | Montana & National
Children are in out-of-home care at what rate? (per 1,000 children in general population)
In Care | Montana & National

Children are in out-of-home care at what rate? (per 1,000 children in general population)

Disproportionality in Child Welfare | National

A decision point analysis can provide a helpful picture for understanding disparities by visually tuning-in to over- and under-represented groups relative to their proportion in the base population.
Disproportionality in Child Welfare | Montana

A decision point analysis can provide a helpful picture for understanding disparities by visually tuning-in to over- and under-represented groups relative to their proportion in the base population.

Source: state-submitted AFCARS & NCANDS
Note: children < age 18

THEORY OF CHANGE
Team Data Packets

- Think about your team data packet while we give a quick overview of the Theory of Change.
- Review of data packet
- **Breakout Question:** Why is there over-representation of Native American children entering foster care in our district

Theory of Change | Core Components

- Define the challenge and what you hope to achieve.
  "Why is there over-representation of Native American children entering foster care in our district"

- Explore what is contributing to holding the challenge in place.

- Describe what can be done that will lead to improved outcomes (Action Steps).

- Create lead measures that will tell you if your plan is working.

- Set a specific outcome target (x% change in x amount of time).
Contextual Factors | Root Cause Analysis

A systematic approach to understanding what factors contribute to an outcome by focusing on the causes of a problem, rather than the symptoms, to help target strategies in areas where they are most likely to be successful.

The Weed: the easy or obvious problem, above the surface

The Root: underlying causes, below the surface, not obvious

Root Cause Analysis | Considerations

Throughout your root-cause analysis, you must also consider the following questions.

- Is this the right time and the right environment to initiate this work?
- Will leadership support this work?
- Is there political will to endorse this work?
- Is there capacity to take on this work?
- Does this align with the mission/goals of the agency?
Root Cause Analysis | The 5 Why’s

1. **Q: WHY has machine stopped?**  
   **A: Overload tripped out!**

2. **Q: WHY overload trip?**  
   **A: Insufficient oil on shaft!**

3. **Q: WHY Insufficient oil?**  
   **A: Oil pump in efficient!**

4. **Q: WHY is pump not efficient?**  
   **A: Pump drive shaft worn!**

5. **Q: WHY is this shaft worn?**  
   **A: Oil filter blocked with swarf!**

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Continuous Quality Improvement & Theory of Change

**Adjustments**

- Modify design to overcome barriers
- Declare success if appropriate
- What can be done differently

**Create the work plan**

- TOC work completed
- Align lead measures with outcome
- Data collection process
- Common languages
- Who is at the table
- Frequency of meetings

**Collect and study**

- Collection of data
- Analyze data
- More data needed?
- Are there barriers?

**Execute the work plan**

- Implement lead measures
- Staggard or simultaneous
Root Cause Analysis | The 5 Why’s

**Demonstration Question:** Why do Native American families have worse outcomes than White families in the child welfare system?

**Breakout Question:** Why is there over-representation of Native American children entering foster care in our district?