

Price County Organizational Effectiveness

Desired Future State:

- There is a positive work environment
- Staff strengths are acknowledged/utilized
- Flexible and supportive policies
- Use evidenced based practice; innovative and creative
- Families have adequate resources
- We are connected to the community

Strengths:

- County website
- Brochure and information availability
- Judge and Corporation Counsel
- Supportive Health & Human Services Board
- Policies for tech usage
- Responsive tech team
- Agency orientation process
- Training is encouraged/supported
- Leadership/Staff are collaborative
- Staff is passionate about their jobs
- Leadership is approachable and supportive
- Collaborate well with the community

Priority Gaps:

- Lack of quality foster homes
- Partners, stakeholders and community members lack awareness of what we do
- Lack of trusting relationships within the organization
- Policy development and execution
- Lack of sufficient technology to be effective and efficient

Topic: Recruitment and Retention

Dates: December 2015-March 2016



Root Causes:

- Has not been an agency priority
- Strained relationships in management/staff
- Foster parent recruitment is not a priority
- Lack of support for foster parents
- Funding issues for technology
- Staff is not trained on technology
- There is no formal structure to educate the community about what we do
- Policies have not been kept up with organizational changes
- There is no formal structure to communicate policy changes

Remedies:

- Technology polices disseminated
- Coordination with IT partners
- Internal discussion re: community donations
- Communicated that building a trusting organization is a priority
- Developed a plan for multi-disciplinary staffings
- Brainstormed ways to improve supervisor consistency
- Agency-wide foster home recruitment committee formed
- Brainstormed ideas for compensation to foster parents
- Work on improving the training and orientation process for foster parents
- Review and update policies with staff input
- Involve County Administration with management re: policy updates

Recommendations

- Share the OE plan
- Establish an internal OE team
- Continue ongoing remedies
- Work on remaining gaps
- Work on Policy Development & Execution
- Convene committee to work with community
- Evaluate TIC project as it relates to evidence based practice
- Regularly communicate the results of ongoing remedies to staff
- Provide reports of remedies to County Administrator
- Continue OE efforts ongoing with support from WCWPDS and BRO

Measures of Success

- ❖ Staff job satisfaction will improve
- ❖ Employee retention will increase
- ❖ Children will be maintained safely in their homes
 - ❖ Reduction in Timeliness to Permanency
 - ❖ Re-entry into care will lessen
- ❖ Permanency for children will be created in an effective and efficient manner

