

## Action Planning to Implement the National Agenda to Reduce Racial Disproportionality and Disparities at the Local Level

\* See the national agenda, *Courts Catalyzing Change: Achieving Equity and Fairness in Foster Care*, for an overview of the local, state, and national levels of the key components.

### INSTRUCTIONS FOR ACTION PLANNING

- **Purpose/goal:** To identify one strategy under each of the five components of the National Agenda. Select focal areas that are of particular relevance to your Model Court.
  - Identify key goals in each component area of the National Agenda and begin action planning for each.
  - Use the **WORKSHEET** attached to help organize your thoughts and keep a record of your Model Court team's ideas, strategies, decisions, person responsible and start and end dates.
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### **FOCUS AREA 1. ENGAGE NATIONAL, STATE, LOCAL and TRIBAL STAKEHOLDERS, COMMUNITY PARTNERS and CHILDREN and FAMILIES**

NCJFJC/PPCD Model Courts will...

- Engage local and state judicial leaders and court administrators to promote the reduction of disproportionality through action-oriented and solution-driven statewide advisory committees, task forces and educational forums.
- Lead their local community in developing a plan to reduce the disproportionality and disparate treatment of minority children and families in the child welfare system.
- Raise awareness about disproportionality and disparate treatment by communicating with national, state and local media about the pervasiveness of the problem as well as efforts and initiatives to reduce disproportionality and disparate treatment.

### **FOCUS AREA 2. TRANSFORM JUDICIAL PRACTICE**

NCJFJC/PPCD Model Courts will...

- Examine personal bias and prejudice to understand and moderate its impact on judicial decision-making.
- Practice and promote principles of therapeutic jurisprudence through family engagement both in court and in the child welfare case planning process.
- Conduct thorough hearings and examine all decisions where disparate treatment may disadvantage children and families of color.
- Commit to training and education regarding disproportionality and disparate treatment for themselves and their colleagues who have jurisdiction over child protection matters.
- Promote the provision of culturally appropriate services.

### **FOCUS AREA 3. PARTICIPATE IN POLICY & LAW ADVOCACY**

NCJFJC/PPCD Model Courts will...

- Seek the active participation of state and local lawmakers and relevant government agencies and departments to develop a cross-systems and collaborative approach to dismantling state and local laws and policies that perpetuate disproportionality and disparity for minority children and families.
- Seek statewide uniform ethical guidelines regarding the judiciary engaging in community advocacy to encourage the judiciary to fully participate as active members of systems and community reform and improvements efforts.
- Promote open child welfare hearings and encourage community members to become aware of the decision-making process.
- Work within their state and jurisdiction to promote retaining judges who have demonstrated expertise and/or who have been trained in disproportionality and disparities in juvenile court and advocate against policies that rotate judges through juvenile court.
- Promote the full scale “(hotline to permanency)” statewide implementation of Structured Decision Making processes and tools by sharing research that clearly shows the nexus between SDM and the reduction of disproportionality and disparities.

### **FOCUS AREA 4. EXAMINE & EMPLOY RESEARCH, DATA & PROMISING PRACTICES**

NCJFJC/PPCD Model Courts will...

- Improve understanding of local child welfare system and court data around the issue of disproportionality and disparate treatment.
- Assess and improve local jurisdictions’ capacity to collect and analyze data related to disproportionality and disparate treatment within each child serving entity and within the court system.
- Collect and evaluate data at the case level, by judge and by jurisdiction.
- Create opportunities within own jurisdiction for discussing the meaning of the data and underlying causes of disproportionality and disparate treatment.
- Select outcome measures and develop strategies to improve permanency-related outcomes for children of color in the child welfare system.

### **FOCUS AREA 5. IMPACT SERVICE ARRAY & DELIVERY**

NCJFJC/PPCD Model Courts will...

- Promote early intervention and prevention approach to service delivery in order to reduce removals and support timely reunification.
- Require culturally competent, linguistically appropriate, effective, high-quality services for children and families of color involved with the child welfare system.
- Encourage communities in their jurisdiction to develop community-based resources and information that are specific to their cultural and community needs.
- Convene Community Forae that include community members, leaders and service providers to assess service gaps specific to that community and to build capacity among service providers.
- Ensure that quality, appropriateness and effectiveness of services are objectively assessed.
- Recommend termination of contracts that are not effective or are adding to the problem of disproportionate representation.

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**KEY AREA: #1 - ENGAGE NATIONAL, STATE, LOCAL and TRIBAL STAKEHOLDERS, COMMUNITY PARTNERS and CHILDREN and FAMILIES**

**PRIMARY GOAL (WHAT DO YOU HOPE TO ACCOMPLISH/ACHIEVE WITHIN THIS KEY AREA)?**

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<b>What activities need to take place to accomplish your primary goal in this key area? STRATEGIES</b>	<b>Who is the lead for this activity? Each activity may have a different lead person. RESPONSIBILITY</b>	<b>Who else needs to be part of this activity? Do other partner organizations need to be included in this specific activity?</b>	<b>Due Dates TIMELINES</b>	<b>How will you know if your activities have been successful and your goal reached? ACCOUNTABILITY</b>

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**KEY AREA: #2 - TRANSFORM JUDICIAL PRACTICE**

**PRIMARY GOAL (WHAT DO YOU HOPE TO ACCOMPLISH/ACHIEVE WITHIN THIS KEY AREA)?**

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<b>What activities need to take place to accomplish your primary goal in this key area? STRATEGIES</b>	<b>Who is the lead for this activity? Each activity may have a different lead person. RESPONSIBILITY</b>	<b>Who else needs to be part of this activity? Do other partner organizations need to be included in this specific activity?</b>	<b>Due Dates TIMELINES</b>	<b>How will you know if your activities have been successful and your goal reached? ACCOUNTABILITY</b>

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## KEY AREA: #3 - PARTICIPATE IN POLICY & LAW ADVOCACY

PRIMARY GOAL (WHAT DO YOU HOPE TO ACCOMPLISH/ACHIEVE WITHIN THIS KEY AREA)?

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<b>What activities need to take place to accomplish your primary goal in this key area? STRATEGIES</b>	<b>Who is the lead for this activity? Each activity may have a different lead person. RESPONSIBILITY</b>	<b>Who else needs to be part of this activity? Do other partner organizations need to be included in this specific activity?</b>	<b>Due Dates TIMELINES</b>	<b>How will you know if your activities have been successful and your goal reached? ACCOUNTABILITY</b>

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IMPACT SERVICE ARRAY & DELIVERY

MODEL COURT TEAM: \_\_\_\_\_

KEY AREA: #4 - EXAMINE & EMPLOY RESEARCH, DATA & PROMISING PRACTICES

PRIMARY GOAL (WHAT DO YOU HOPE TO ACCOMPLISH/ACHIEVE WITHIN THIS KEY AREA)?

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<b>What activities need to take place to accomplish your primary goal in this key area? STRATEGIES</b>	<b>Who is the lead for this activity? Each activity may have a different lead person. RESPONSIBILITY</b>	<b>Who else needs to be part of this activity? Do other partner organizations need to be included in this specific activity?</b>	<b>Due Dates TIMELINES</b>	<b>How will you know if your activities have been successful and your goal reached? ACCOUNTABILITY</b>

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## KEY AREA: #5 - IMPACT SERVICE ARRAY & DELIVERY

PRIMARY GOAL (WHAT DO YOU HOPE TO ACCOMPLISH/ACHIEVE WITHIN THIS KEY AREA)?

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<b>What activities need to take place to accomplish your primary goal in this key area? STRATEGIES</b>	<b>Who is the lead for this activity? Each activity may have a different lead person. RESPONSIBILITY</b>	<b>Who else needs to be part of this activity? Do other partner organizations need to be included in this specific activity?</b>	<b>Due Dates TIMELINES</b>	<b>How will you know if your activities have been successful and your goal reached? ACCOUNTABILITY</b>