

Attachment A: Work Plan

Goal	Description of Task/Duties/Deliverables	How outcomes will be measured	Due Date
<p>1. Implementation of the phase-in program Minnesota African American Family Preservation and Child Welfare Disproportionality Act.</p>	<p>1.a. COUNTY will provide a written plan for implementation and evaluation of the Minnesota African American Family Preservation and Child Welfare Disproportionality Act.</p> <p>1.b. Promote the stability and security of African American and disproportionately represented children and their families by establishing minimum standards to prevent the arbitrary and unnecessary removal of African American and disproportionately represented children from their families and when African American and if they are removed improve permanency outcomes, including family reunification, for African American and disproportionately represented children.</p> <p>1.c.2. <u>Phase-in the Minnesota African American Family Preservation and Child Welfare Disproportionality Act. To eliminate the need for a child's removal from the child's home and reunify an African American or a disproportionately represented child with the child's family as soon as practical and protect the best interests of African American and disproportionately represented children through:</u></p> <p>1.a.2.A. Active Efforts. 1.a.2.B. Case file management and review. 1.a.2.C. Safety plan. 1.a.2.D. Emergency Removal 1.a.2.E. VISITATION</p>	<p>1.a. STATE will receive a written plan. 1.b. and 1.c. Quarterly reports of status updates and a yearend report; information to be included but not limited to:</p> <ul style="list-style-type: none"> • Staff Hired • Training schedule(s) • Number of staff trained. • Number of community engagement events • Documented expenses; • Equipment cost; 	<p>1.a. A written plan is due Within 60 days of the executed contract.</p> <p>1.b. - 1.C Ongoing throughout grant period with the annual summary report due July 31, 2025 and July 31, 2026</p>

	<p>1.a.2.F. Reestablishment of the legal parent and child relationship.</p> <p>1.a.2.G. Cultural competency training</p>		
<p>2. Implementation and administration of the African American and Disproportionality Represented Family Preservation Grants</p>	<p>2. Primary support grants. Grants to community-based organizations to provide services eligible under this section including:</p> <p>2.a. Child out-of-home placement prevention and reunification services;</p> <p>2.b. Family-based services and reunification therapy;</p> <p>2.c. Culturally specific individual and family counseling;</p> <p>2.d. Court advocacy;</p> <p>2.e. Training for and consultation to responsible social services agencies and private social services agencies regarding this act;</p> <p>2.f. Development and promotion of culturally informed, affirming, and responsive community-based prevention and family preservation services that target the children, youth, families, and communities of African American and African heritage experiencing the highest disparities, disproportionality, and overrepresentation in the Minnesota child welfare system;</p> <p>2.g. Culturally affirming and responsive services that work with children and families in their communities to address their needs and ensure child and family safety and well-being within a culturally appropriate lens and framework;</p> <p>2.h. Services to support informal kinship care arrangements; and</p>		<p>5a -5b Ongoing throughout grant period</p>

	<p>2.g. other activities and services approved by the commissioner that further the goals of the Minnesota African American Family Preservation and Child Welfare Disproportionality Act, including but not limited to the recruitment of African American staff and staff from other communities disproportionately represented in the child welfare system to work for responsible social services agencies and licensed child-placing agencies.</p> <p>2.h. Ineligible services.</p> <p>2.h.1. Grant money may not be used to supplant funding for existing services or for the following purposes:</p> <p>2.h.2. Child day care that is necessary solely because of the employment or training for employment of a parent or another relative with whom the child is living;</p> <p>2.h.3. Foster care maintenance or difficulty of care payments;</p> <p>2.h.4. Residential treatment facility payments;</p> <p>2.h.5. Adoption assistance or Northstar kinship assistance payments under chapter 259A or 256N;</p> <p>2.h.6. Public assistance payments for Minnesota family investment program assistance, supplemental aid, medical assistance, general assistance, general assistance medical care, or community health services; or</p> <p>2.h.7. Administrative costs for income maintenance staff.</p>		
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