In March 2006, 55% of children in District 9 were reunified within 12 months of latest removal resulting in a gap of 21% below the statewide target of 76.2% causing the children to linger in out-of-home care.

**Root Causes**
- Lack of agency commitment
- Establish local mentoring/support program
- Establish local continuing training
- Form local out-of-home care task force

**Countermeasures**
- Monthly peer review for new staff
- Mandatory in-service classroom & field
- Cross/joint training
- Form task force and implement

**Practical Methods**
- VTC
- On-line training
- Monthly peer review for new staff
- On-line training
- Cross/joint training

**Effectiveness**
- 5
- 5
- 5
- 4

**Feasibility**
- 4
- 4
- 5
- 5

**Budget**
- 5
- 5
- 5
- 4

**Overall**
- 100
- 60
- 125

**Action**
- Y
- N
- Y

**Problem**
This is the problem that needs correction

**Root Causes**
These are identified on the Case Bore Analyses and have been verified

**Countermeasures**
These are specifically aimed at the root causes and are within the team's ability to implement

**Practical Methods**
These are specific tasks needed to accomplish the countermeasures. A countermeasure is the "what" the Practical Method is the "how"

**Effectiveness**
This is a rating based on how much the practical methods will reduce the root cause. The higher rating goes to the more effective practical methods

**Feasibility**
This is the rating based on the time, cost, work, acceptance, etc. needed to implement the practical method. The higher rating goes to the more feasible practical method

**Impact To Budget**
This is the rating based on the cost factors that will impact you budget. The higher the rating goes the less the impact to the budget

**Rating**
This is the product of Effectiveness X Feasibility. This should serve as the basis for the ranking of the practical methods for the action plan

**Action**
This can be indicated by a "Yes" or "No" if action will be taken

**Rating Scale**
1 = Negligible, 2 = Somewhat, 3 = Moderate, 4 = Very, 5 = Extreme