Foster Kinship Navigator Program:
An Outcome Evaluation

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1. Introduction

Foster Kinship was founded in 2011 with the explicit goal of providing human and social services to kinship caregivers located in Clark County Nevada. A Kinship care giver is typically defined as an adult who is either a blood relative, extended family member, tribal kin, or "fictive kin" to a child living in her or his home. At present, Foster Kinship is the only nonprofit agency in the State of Nevada whose sole mission is to educate and support kinship families.

As part of their growth plan, Foster Kinship partnered with the State of Nevada's Division of Child and Family Services and Clark County's Department of Family Services (DFS) with the goal of securing federal funds from the Families First Prevention Services Act (FFPSA) within the Bipartisan Budget Act of 2018 (H.R. 1892). The Families First Prevention Services Act allows states to use Title IV-E funds to pay for social services designed to keep children from entering the foster care system.

Payments also contain a 50% match for kinship navigator programs to obtain the minimum standard of FFPSA's evidence-based requirements for promising practice (H.R. 1892). Promising practice is defined as a program or service that "has at least one contrast in a study that achieves a rating of moderate or high on study design and execution and demonstrates a favorable effect on a target outcome" (Wilson, Price, Kerns, Dastrup, & Brown, 2019; p. 43)(see Table 1).

Kinship navigator programs eligible for the designation of "promising practice" are those that:

(1) assist kinship caregivers in learning about, finding, and/or using navigator services to meet the needs of the children placed in their home or their own needs; and
(2) promote effective partnerships among public and private agencies to ensure kinship caregivers have access to and use appropriate supportive services.

Eligible supportive services identified by FFPSA include any combination of:

(1) financial support;
(2) training and education;
(3) support groups;
(4) referrals to social, behavioral, or health services; and
(5) case management assistance.

Because Foster Kinship's navigator program for formal kinship families meets all six criteria listed above, it is eligible for the consideration as a "promising practice" as outlined by the FFPSA. Towards this end, Preston Management and Organizational Consulting was awarded a three-year contract in 2019 to evaluate Foster Kinship's navigator program for formal kinship families living in Clark County, Nevada (see Figure 1).

Table 1

Figure 1

The present outcome evaluation builds on prior fidelity and outcome evaluations of Foster Kinship's navigator program. More specifically, this third outcome evaluation sought to determine if Foster Kinship's navigator program for formal kinship families met the minimum standard for promising practice under FFPSA's evidence-based requirements (Wilson et al., 2019) by examining a new outcome variable - Child-only Temporary Assistance for Needy Families (TANF) payments.

2. Foster Kinship / Service Descriptions

Foster Kinship is a small nonprofit agency that provides a variety of theory-based evidence-informed human services to formal and informal kinship caregivers who reside in Clark County Nevada. The agency is comprised of 15 staff and 10 Board of Directors. Its core mission is to (1) increase kinship families knowledge of and access to supportive services and programs; and (2) reduce the risk of children in the state of Nevada from entering a non-kinship placement in the traditional foster care system. To be eligible for Foster Kinship services, a kinship caregiver must be either a relative or a close family friend (i.e., fictive kin), who is caring for a child(ren) that is unable to live with their biological parent(s) and resides in the state of Nevada (Foster Kinship, 2020b).

2.1 Training

Foster Kinship offers two categories of human services. The first category is training which includes a car seat safety class, first aid training, kinship information session, kinship licensing classes, and quality parenting training. Each training is designed to enhance the safety, stability, and nurturing capacity of kinship families. Below is a short description of the five types of training Foster Kinship provides. See Table 1 for basic demographic information and number of households that used Foster Kinship's training services.

2.1.1 Car Seat Safety Class

This three-hour class educates kinship caregivers on car seat safety recommendations and guidelines outlined by the National Child Passenger Safety Board.

2.1.2 CPR/AED/First Aid Training

Four hours of First Aid training is provided to kinship caregivers who wish to be licensed as a foster care provider by Clark County DFS. Also covered in this training is cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED).

2.1.3 Kinship Information Session

This weekly two-hour information session gives new kinship caregivers a broad overview of Clark County's foster care system. Information disseminated in this training covers on permanency options, financial and legal issues, caregiver rights and responsibilities, and court timelines. Types of social services discussed include child-only TANF, Foster Kinship navigator services, and community resources for kinship families.

2.1.4 Kinship Licensing Classes

This set of classes are offered to kinship caregivers interested in being officially licensed by Clark County DFS as foster care providers. Training consists of five three-hour classes. Topics addressed include, but are not limited to, licensure; home inspections; confidentiality policies; child and caregiver grief, loss, and attachment; childhood trauma; behavior management; working with birth parents; family team meetings; abuse and neglect reporting laws; and issues related to permanency, reunification, and adoption.

2.1.5 Quality Parenting Initiative Training

Quality Parenting Initiative training is a self-study module-based curriculum that is required by DFS for kinship caregivers to become licensed as foster parents (Foster Kinship, 2019).

In 2019, 473 Clark County households received training services from Foster Kinship. Of these households, 92% participated in licensing classes. CPR/AED/first aid training was the next highest at 49.7 percent, followed by the car seat safety class at 44.8 percent. The highest percentage of households that participated in training self-identified as White non-Latino (55.8%) and African-American (30.2%). Eighty-four percent of participating households were headed by a female (Foster Kinship, 2020a).

Table 2

2.2 Navigator Program Services

The second category of human services offered by Foster Kinship are navigator program services. Navigator program services is comprised of two interrelated types of services – informational and referral, and case management. All formal kinship caregivers who receive case management services must first go through Foster Kinship's intake process. However, not all formal kinship caregivers who complete the intake process opt to receive case management services. Table 1 contains basic demographic information and number of households that used Foster Kinship's navigator program services.

2.2.1 Information, Referral, and Supportive Services

Navigator program information, referral, and support services consist of a kinship helpline for formal kinship families to call and receive guidance on basic kinship care questions, the locations of community resources; and information on support groups offered by Foster Kinship. These services are provided by intake coordinators working in Foster Kinship's intake unit. Intake coordinators perform both in-person and over-the-phone needs assessments for case management and other community-based preventative, supportive, and/or rehabilitative services. Information, referral, and supportive services were provided to 443 formal kinship care giving households residing in Clark County. The largest source of intake-related referrals was from Clark County DFS at 93 percent. White non-Latinos comprised the highest percent of households referred to intake-related services at 33.8 percent, followed by African-American households at 32.4 percent and Latino households at 25.2 percent. Finally, females headed 85.5 percent of these households (Foster Kinship, 2020a).

2.2.2 Case Management Service

Every referral for navigator program case management services is from an intake coordinator in Foster Kinship's intake unit. Formal kinship caregivers who qualify for and accept case management services are assigned a Family Advocate. Eligibility criteria for case management services consist of:

(1) completing a family evaluation with a Family Advocate,
(2) demonstrating a specific short-term need,
(3) demonstrating the capacity to provide a long-term stable home for a child(ren), and
(4) exhibiting the willingness to actively participate in a family case plan.

Formal kinship caregivers who receive case management services from Foster Kinship's navigator program sign a service consent form jointly fashion an individualized family case plan with a Family Advocate that specializes in case management services. Case planning may take place over-the-phone or in-person at Foster Kinship's main office. Individualized family case plans outline goals for formal kinship caregivers':

(1) instrumental, informational, social, and emotional needs;
(2) financial and legal applications, transportation, nominal financial assistance; and
(3) use of Foster Kinship's resource center.

The aim of case management services is to provide formal kinship caregivers with relevant co-determined supportive services; as well as facilitate prompt access to co-identified community resources that strengthen household stability (Foster Kinship, 2020b).

In 2019, 356 formal kinship care giving households in Clark County were provided case management services. African-Americans comprised the largest percent of households referred to case management services at 34.6 percent. The second and third largest percentages were

Latino households at 29.4 percent and White non-Latino households at 28.1 percent. Lastly, the percentage of households headed by a female was 72.3 (Foster Kinship, 2020a).

2.2.3 Navigator Program Staff – Demographics / Training

Of Foster Kinship's 15 staff, six are assigned to its navigator program. Both intake and case management units have three staff. All navigator program staff must complete a basic training curriculum, as well as training specialized for their particular unit (See Appendices 1 to 3). Core tasks covered in the specialized intake unit training include voice inbox review, intake process, front office procedures, scheduling appointments, appointment confirmations, class confirmations, data entry, and filing. Opening case management cases, application assistance, follow ups, closing out cases, and auditing data are the core task addressed in the specialized case management training.

Training methods employed by Foster Kinship include (1) reading pertinent administrative documents, (2) reviewing literature on kinship care, (3) watching videos on how to complete specific tasks, (4) learning Foster Kinship's computer system, (5) shadowing experienced employee performing a particular task, and (6) practicing specific tasks in the presence of a supervisor. Lastly, Table 3 highlights basic demographic information, educational background, job tenure, organizational tenure, human experience, and prior work background of Foster Kinship's navigator program staff.

3. Theoretical Rationale

3.1 Transaction Costs

The theoretical rationale that guides this outcome evaluation is transaction cost analysis. Transaction costs are costs that incur when one party exchanges a good or service with another party (Williamson, 1981). When applied to navigator programs, two types of cost standout - search/information costs and bargaining/decision costs. The former arises while seeking a particular good or service (i.e., navigator program's intake process) and the latter surfaces when negotiating with a seller or service provider (i.e., navigator program's case management) (Dahlman, 1979).

The following example highlights the ubiquity of transaction costs for kinship caregivers in need of preventative, supportive, and rehabilitative social services for their families, as well as themselves. If a grandmother's child welfare case plan requires her to take her grandson to counseling, she must, among other things:

(1) search for potential counselors (search costs),
(2) decide which counselor best met her grandson's needs per the child welfare agency's case plan (decision costs),
(3) complete enrollment paperwork (information costs),
(4) travel to and from the counselor's office,

(5) attend counseling sessions with grandson as needed, and
(6) resolve disagreements with counselor and/or child welfare agency (bargaining costs).

All six activities induce costs of a transactional nature that impact formal kinship caregivers' time, energy, financial resources, and ability to engage in other equally important activities. However, unlike biological parents, child welfare case managers and licensing workers are not legally obligated to help formal kinship caregivers reduce the search/information and bargaining/decision making costs connected to these and other case plan activities (Caliendo, 2019).

Hence the core idea that guides this outcome evaluation is that navigator programs decrease formal kinship caregivers' transaction costs which in turn improves access to human and social services designed to strengthen placement stability (see Figure 2). More specifically, intake services help minimize search/information costs, while case management services reduce bargaining/decision making costs. Indeed, a prior outcome evaluation of Foster Kinship's navigator program found that formal kinship caregiver who received navigator services were statistically and significantly more likely to (1) become licensed by Clark County DFS and (2) less likely to experience a placement disruption (Preston, 2021).

Figure 2

3.2 Hypothesis

The present outcome evaluation attempts to extend these findings by testing the following hypothesis: *Formal kinship caregivers, who received Foster Kinship navigator program services, will be statistically and significantly more likely to receive Child-Only TANF than their matched counterparts who do not receive Foster Kinship navigator services* (access to services).

The next section of this outcome evaluation covers the research design, propensity score matching technique, secondary data, study variables, data analyses, and study findings.

4. Outcome Evaluation

4.1 Research Design

A quasi-experimental research design was employed to answer this outcome evaluation's research hypothesis. Similar to a randomized control trial, participants in a quasi-experiment form either an intervention or comparison group. The key different between the two research designs is that quasi-experiments use pre-existing groups where participants are not randomly assigned to either the comparison or treatment group. Consequently, participants in the treatment group of a quasi-experiment can differ along key characteristics from those in the comparison group. Meaningful between-group differences can yield biased outcomes that make it impossible to:

(1) rule out alternative explanations for changes in the measured outcomes; and
(2) establish causality between measured outcomes and intervention (Shadish, Cook, & Campbell. 2002).

One common method for overcoming these challenges is to create equivalent or "matched" intervention and comparison groups using probabilistic mathematical approaches such as propensity score matching (Shadish, Luellen, & Clark, 2006).

4.1.1 Propensity Score Matching

Propensity score matching is a mathematical technique that probabilistically pairs members of an intervention group with members from a comparison group along key pre-determined characteristics. By eliminating unpaired individuals, propensity score matching replicates random assignment's capacity to minimize biasing between-group differences (Shadish, Luellen, & Clark, 2006). This outcome evaluation followed three steps to create paired intervention and comparison groups using propensity score matching:

(1) Step 1 - classify children as either part of an intervention or comparison group.
(2) Step 2 - identify salient characteristics from a review of the extant literature.
(3) Step 3 - use a statistical matching algorithm to match intervention group children with comparison group children based on the set of preidentified characteristics (Beal & Kupzyk, 2014).

The type of propensity score matching used in this outcome evaluation was one-to-one nearest neighbor matching without replacement. Nearest neighbor matching employs a greedy algorithm to sequentially match each child in the intervention group with a corresponding child in the comparison group. If more than one child in the comparison group is equidistant from the matching child in the intervention group, the greedy algorithm randomly chooses one of the comparison group children.

Once a match has been established, this pair is no longer eligible for future matches (i.e., matching without replacement). The matching process continues until every child in the intervention group is paired with one child in the comparison group (Lane, To, Shelley, & Henson, 2012). By not matching a child twice, one-to-one nearest neighbor matching without replacement preserves logistic regression's independence-of-cases assumption (Rosenbaum, 2002).

4.1.2 Secondary Data

Secondary data for this outcome evaluation were obtained from the state of Nevada's Clark County DFS and Foster Kinship's navigator program. Clark County DFS child identification number was used to combine the two data sets. Criteria for inclusion for this outcome evaluation was a child formally placed in out-of-home kinship care by Clark County DFS between October 2016 and June 2019. Exclusion criteria were:

(1) placement date before October 2016 or after June 2019,
(2) current placement was located outside of Clark County,
(3) presence of missing value, and
(4) duplicate child identification numbers.

The total number of unique children in the merged Clark County DFS/Foster Kinship data set was 5,602. Table 6 shows that 2,566 children were removed from the merged data set. Two thousand five hundred and fifty-six of these children were removed because they entered the Clark County DFS foster care system before October 2016 or after June 2019. Two hundred and forty children were removed due to missing data and 40 children were removed due to duplicate identification numbers. The final number of unique children used to test this outcome evaluation's research hypothesis was 3,036 (see Table 4).

Table 4

Lastly, the dates of October 2016 and June 2019 were purposely selected. The month of June 2019 ensured that every formal kinship caregiver was able to complete up to six months of Foster Kinship navigator services, whereas October 2016 was the month Foster Kinship's navigator program became fully operational.

4.2 Study Variables

Variables used in this outcome evaluation were selected after a review of the kinship navigator research literature and discussions with relevant Foster Kinship and Clark County DFS employees (see Table 5). Face validity for each variable was corroborated through feedback from Foster Kinship staff. Reliability was established by comparing the two data sets. Data entry errors were clarified and discrepancies resolved through either a phone call or email to staff from the corresponding agency.

Table 5

4.2.1 Outcome Variables

Access to Services was selected as the outcome variable. The Title IV-E Prevention Services Clearinghouse Handbook of Standards and Procedures defines *Access to Services* as a kinship caregiver's ability to gain entry to or use services that help support her/his family's social, educational, health, legal, or financial needs (Wilson et al., 2019). This outcome variable was operationalized as a formal kinship caregiver receiving Child-only TANF from the State of

Nevada. *Access to Services* was measured as 1 = yes; 0 = no and verified using administrative data from Clark County Division of Welfare and Supportive Services.

In Nevada, Child-only TANF, also known as Non-Needy Relative Caregiver TANF, is $418 per month for a single child (and $60 for each additional child)(State of Nevada, 2020). Child-only TANF is available to individuals caring for dependent children other than their own biological children, who meet two specified conditions. The first is that the biological parents do not reside in the home, or if they are in the home, have been declared by the court to be mentally or physically incapable of caring for children (State of Nevada, 2020).

The second condition is proof of relation to the child(ren) by birth, marriage or adoption within the 5th degree of consanguinity (State of Nevada, 2020). This is most commonly proven by birth certificates for the children and everyone related, from the child to the caregiver. Unfortunately, relatives often have trouble locating and/or obtaining birth certificates and social security numbers for these children. Further, it is DFS policy that caregivers of children in foster care are not provided with birth certificates or social security numbers of these children.

4.2.2 Covariates

Covariates used in this outcome evaluation study were the age, gender, and ethnicity of the primary kinship caregiver; number of adults in home; number of children in home; number of removals; number of placements; and prior involvement with Foster Kinship's navigator program.

(1) *Kinship Caregiver Age* was defined as the self-reported biological age of the primary kinship caregiver. This covariate was operationalized as birth year and measured along a numeric scale.
(2) *Kinship Caregiver Gender* was defined as biological sex and operationalized as male or female. This covariate was measured as 1 = female; 0 = male.
(3) *Kinship Caregiver Ethnicity* was defined as the self-reported ethnicity of the primary kinship caregiver. This covariate was operationalized as six ethnic groups and measured as 1 = African-American, 2 = Asian, 3 = Latino, 4 = Native American, 5 = Pacific Islander, and 6 = White non-Latino.
(4) *Adults in Home* was defined as the total number of adults living in the formal kinship caregiver's home. This covariate was operationalized as a person 18-years old or older and measured as a whole number.
(5) *Children in Home* was defined as the total number of children living in the formal kinship caregiver's home. This covariate was operationalized as a person 17-years old or younger and measured as a whole number.
(6) *Lifetime Removals* was defined as the total number of times the child was removed from a Clark County DFS placement prior to and during the study period. This covariate was measured as a whole number.
(7) *Lifetime Placements* was defined as the total number of times the child was placed outside her/his biological parent's home by Clark County DFS before and during the study's timeframe. This covariate measured as a whole number.

(8) *Prior Navigator Services* was defined as a formal kinship caregiver receiving Foster Kinship navigator services prior to October 2016. This covariate was measured as 1 = yes; 0 = no.

4.2.3 Matching Variables

Five matching variables were used to establish baseline equivalence between the intervention and comparison groups. Matching variables were chosen based on recommendations from the Title IV-E Prevention Services Clearinghouse Handbook of Standards and Procedures (Wilson et al., 2019). Along with placement date, variables used to pair children in the intervention group with children in the comparison group were parent's socioeconomic status, child's age, child's gender, and child's ethnicity.

(1) *Child's Age* was defined as biological age. This matching variable was operationalized as birth year and measured along a numeric scale.
(2) *Child's Gender* was defined as biological sex and operationalized as gender. This matching variable was measured as 1 = female; 0 = male.
(3) *Child's Ethnicity* was defined as the ethnicity of the child. This matching variable was operationalized using six ethnic groups and measured as 1 = African-American, 2 = Asian, 3 = Latino, 4 = Native American, 5 = Pacific Islander, and 6 = White non-Latino.
(4) *Parent's Socioeconomic Status* was defined as the household income of the child's biological parents at the time of the initial removal by Clark County DFS. This matching variable was operationalized as yearly household income and verified by the parent's paycheck stub, tax return, or TANF benefits. Yearly household income was measured as 1= no income: 2 = $1 to $9,999; 3 = $10,000 to $24,999, 4 = $25,000 to $34,999; 5 = $35,000 to $49,999; 6 = $50,000 to $74,999; 7 = $75,000 and above. These six household income categories were based on 2011-2015 U.S Census Bureau data for Las Vegas, Nevada (U.S. Census Bureau, 2017).
(5) *Placement Date* was defined as the date the child was placed in the formal kinship caregiver's home. This matching variable was operationalized as placement month and year, and measured as 1 = October 2016, 2 = November 2016, 3 = December 2016, etc.

4.3 Data Analyses

Descriptive statistics for the non-matched and matched data sets were obtained using SPSS 24.0. Because propensity score matching requires a complete data set **(**Lane, To, Henson, & Shelley, 2012), a missing data analysis was performed. Results indicated that less than .02 percent of data as missing. When fewer than five percent of data are missing, Graham (2009) recommends adopting listwise deletion to address missing values.

The MatchIt package in R-studio version 1.2.5033 was used to calculate propensity scores. Per recommendations by Title IV-E Prevention Services Clearinghouse Handbook of Standards and

Procedures, a standardized difference below .05 was adopted as the cut-off threshold for baseline equivalence (Wilson et al., 2019). The research hypothesis was tested in SPSS 24.0 using generalized least squares logistic regression with robust estimation. Generalized least squares logistic regression was used because it yields unbiased coefficients if statistical assumptions (e.g., heteroskedasticity) are violated in a particular data set **(**Nunnally & Bernstein, 1994).

4.4 Findings

Propensity scores, descriptive statistics, and multivariate logistic regression findings are shared in this section of the outcome evaluation. Propensity scores and descriptive statistics are shown for both the pre-matched and post-matched data sets. The multivariate logistic regression findings are also presented.

4.4.1 Propensity (Balance) Scores

Descriptive statistics for the pre-matched data set are presented in Tables 6 to 8. Only child's gender, child's ethnicity - African-American, child's ethnicity – Latino, and gender yielded standardized differences that met the desired .05 cut-off. As such, baseline equivalence between the intervention and comparison groups was present for three out of the seven matching variables.

Table 6

Table 7

Table 8

The post-matching data set included 1,116 unique children (558 children for both the intervention and comparison groups). Tables 9 to 14 contain descriptive statistics for the post-matching data set. In contrast to the pre-matching data set, only child's ethnicity - Native American, did not met the desired cut-off of .05 (see Table 16). Therefore, baseline equivalence existed for child's age, gender, ethnicity – African-American, ethnicity – Asian, ethnicity – Latino, ethnicity – Pacific Islander, ethnicity – White - non-Latino; socioeconomic status; and placement month.

Table 9

Table 10

Table 11

Table 12

Table 13

Table 14

Table 15

Table 16

4.4.2 Descriptive Statistics / Multivariate Logistic Regression

Means, standard deviations, and zero-order correlations for the post-matched data sets for the treatment and comparison groups are displayed in Table 17 and 18. The research hypothesis for outcome evaluation predicted that formal kinship caregivers, who receive Foster Kinship navigator program services, will be statistically and significantly more likely to receive Child-Only TANF from the State of Nevada than their counterparts who do not receive Foster Kinship navigator services (*access to services*). The multivariate logistic regression analysis revealed support this research hypothesis as the intervention group was 1.71 times more likely to receive Child-Only TANF than the comparison group (*b*-weight = .534, $p < .05$). The Cohen's *D* for this finding was .30 (see Table 19).

Table 17

Table 18

Table 19
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5. Conclusion

This outcome evaluation expands on prior fidelity and outcome evaluation of Foster Kinship's navigator program. Specifically, it sought to determine if Foster Kinship's navigator program met the minimum standard for promising practice under FFPSA's evidence-based requirements (Wilson et al., 2019). Toward this end, secondary data was obtained from Clark County DFS and Foster Kinship. Propensity score matching using one-to-one nearest neighbor matching without replacement was performed to generate a matched data set of 1,116 children (558 intervention group and 558 comparison group children).

A generalized least squares multivariate logistic regression analyses uncovered statistically significant differences between the intervention and comparison groups. Relative to the comparison group, the intervention group was 1.71 times more likely to receive Child-Only TANF from the State of Nevada (*access to services*). This finding offers additional evidence that Foster Kinship's navigator program meets the minimum standard for promising practice as outlined by FFPSA's evidence-based requirements (H.R. 1892).

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Appendix 1 - Foster Kinship Basic Training - Check List			
Function	**Date/Time to Shadow**	**Contact for Shadow**	**Completion Signature**
Welcome to Foster Kinship			
Employee Handbook			
Kinship			
General Terms			
FAQs			
Setting Up Your 3 Web Browsers			
Intake Basics / SalesForce Training			
Foster Kinship Appoitnments			
SalesForce #1			
SalesForce #2			
SalesForce #3			
SalesForce #4			
SalesForce #5			
SalesForce #6			
SalesForce #7			
Understanding the Interaction Rubric			
for Activities Data Entry			
How to Understand DWSS notices			
and SalesForce Training			
Update ERT/Referral Process			
Navigator Dashboard			
Navigator Personal Reports			
Child-Only TANF in Nevada			
Guardianship in Nevada			
What You Think About Foster Care			
May be Wrong			
Professional Guide for Kinship Care			
Road Map			
Kinship Care Road Map Professional			
Guide for DFS			
Kinship Care Road Map Professional			
Guide for Washoe County			
Diversion to Voluntary Kinship Care			
Children in Nonparental Care in Nevada			
NRS 159A Guardianship (Part 1 / 2)			
Exploring Kinship Care from the			
Front Lines			
Case Management Basics			
Case Reports for CM			

CM Only - Completed Case Cap
Guardianship Documents
TANF Paperforms
Medicaid

Appendix 2 - Intake Unit Training - Check List		
Function	**Date/Time Completed**	**Completion Signature**
Observe Setting Up 3 Browsers		
Set Up 3 Browsers		
Observe Checking VMs & Texts		
Check VMs & Texts		
Observe		
Intake #1		
Intake #2		
Intake #3		
Complete		
Practice Intake #1		
Practice Intake #2		
Practice Intake #3		
Complete		
Supervised Intake #1		
Supervised Intake #2		
Supervised Intake #3		
Observe ERT Referral		
Complete		
ERT Referral #1		
ERT Referral #2		
Observe Class Confirmations		
Complete Class Confirmations		
Welfare Data Entry		
Licensing Class Data Entry		
Pre/Post Data Entry		
CPR Data Entry		
Car Seat Data Entry		
Licensing Class Evaluation		
Data Entry		
Observe Walk-ins Interaction		
Complete Walk-in Interaction		
Review File Cabinet Locations		
with Supervisor		

Appendix 3 - Case Management Unit Training - Check List		
Function	**Date/Time Completed**	**Completion Signature**
Expectations for Appointments		
Child-Only TANF Application		
Fictive Kin TANF Application		
Guardianship NRS 159A		
Licensing Application		
Pre-Test		
Open a Case		
Determining Case Plan		
Legal Goal		
Formal		
Private		
Diverted		
Financial Goal		
Formal		
Private		
Diverted		
Community Connection Goal		
Emotional Support Goal		
Setting and Completing Follow Ups		
Case Timelines		
Case Closing		
Complete		
Non-Response or Other		
Post-Test		
Satisfaction Survey		
Running Monthly Reports		
Model Fidelity Training		
Using Navigator Dashboard		

Figure 1: Clark County, Nevada

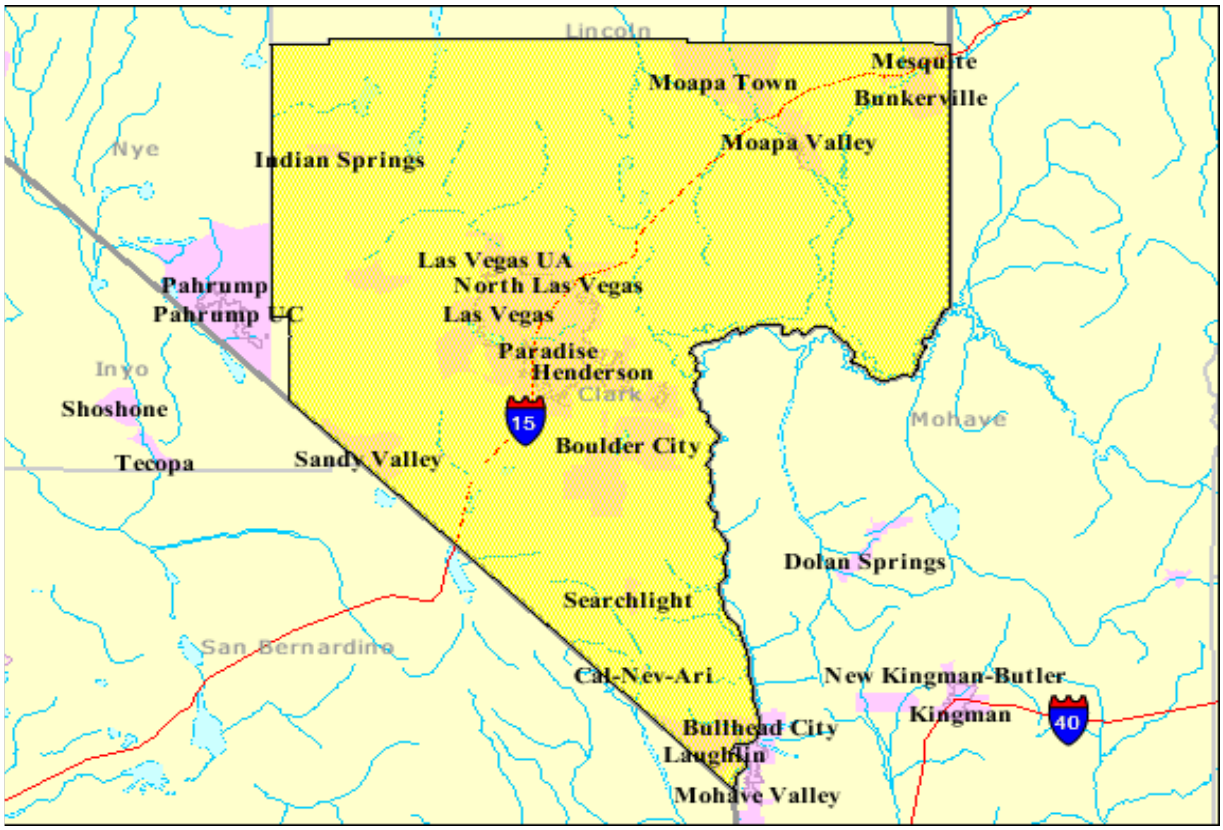

Figure 1: Theoretical Rationale

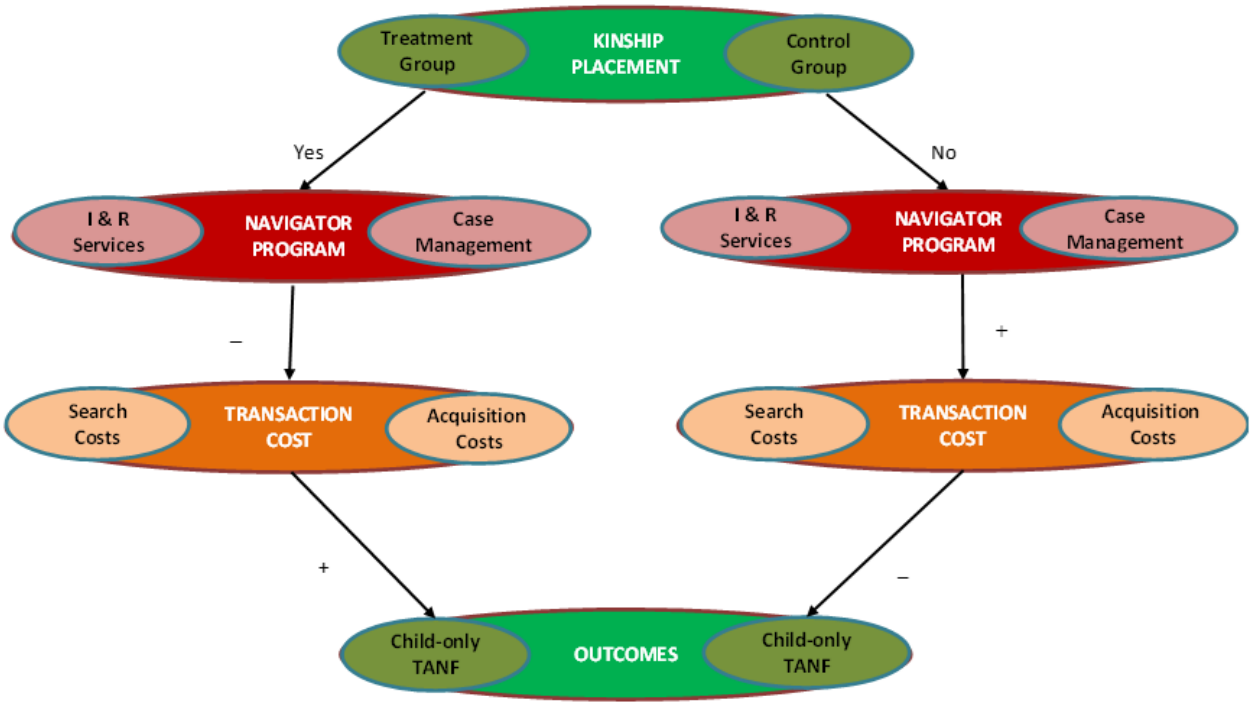

Table 1: Promising Practice Requirements
General Requirements
Absence of Confounding Factors
Missing Data Addressed
Measures are Reliable, Valid, & Systematically Administered
Statistical Methods are Appropriate
Additional Requirements for Randomized Control Tr
Randomization
Low Attrition Rate
Baseline Equivalence
Additional Requirements for Quasi-Experiment
Baseline Equivalence, or Statistical Control

Table 2: Foster Kinship Services FY 2019	
Training Services	(*n* = 473)
Kinship Information Session	
Kinship Licensing Classes	
CPR/AED/First Aid training	
Care Seat Safety Class	
QPI Training	
Navigator Program Services	(*n* = 799)
Intake Services	
Case Management Services	

Table 3: Navigator Program Staff - Demographics

Job Title	Unit	Age	Ethncity	Gender	Education	Job Tenure	Organizational Tenure	Human Service Experience	Child Welfare Background
Intake Coordinator	Intake	28	Latino	Female	Associates	3 weeks	3.0 years	10 years	Child Welfare
Intake Coordinator	Intake	22	Latino	Female	High School	2.9 years	2.9 years	1 year	Customer Service
Intake Coordinator	Intake	22	Latino	Male	High School	2 weeks	.8 years	5 years	Child Welfare
Family Advocate	Case Management	48	Pacific Islander	Female	BA	4.1 years	4.1 years	20 years	Human Services
Family Advocate	Case Management	28	African-American	Female	MSW	3.0 years	3.0 years	8 years	Social Work
Family Advocate	Case Management	44	Latino	Female	BA	3.5 years	3.5 years	15 years	Human Services

Table 4: Matching Data Set		
Combined Data Set		**5,602**
Data Removed		**2,566**
Outside Study Timeframe		2,302
Missing Data		224
Household Income	203	
Child's Ethnicity	15	
Caregiver's Ethnicity	6	
Duplicate Cases		40
		3,036

Table 5: Study Variables
Outcome Variables
Child-only TANF
Covariates
Caregiver's Age
Caregiver's Gender
Caregiver's Ethnicity
Adults in Home
Children in Home
Lifetime Removals
Lifetime Placements
Prior Navigator Services
Matching Variables
Child's Age
Child's Gender
Child's Ethnicity
Socioeconomic Status*
Placement Month

*Operationalized as parent's monthly household income.

Table 6: Matched Data Set - Demographics		
Child		
	Mean	S.D.
Age (years)	5.7	4.9
Gender	Frequency	Percent
Female	1,523	50.2
Male	1,513	49.8
Ethnicity		
African American	1,205	39.7
Asian	50	1.6
White (Non-Latino)	881	29.0
Latino	843	27.8
Native American	18	0.6
Pacific Islander	39	1.3
Kinship Caregiver		
	Mean	S.D.
Age (years)	46.5	13.1
Gender	Frequency	Percent
Female	2,515	82.8
Male	521	17.2
Ethnicity		
White (Non-Latino)	1,069	35.2
Other	1,967	64.8
Covariates		
Child	Mean	S.D.
Lifetime removals	1.2	.59
Lifetime placements	3.9	3.96
Kinship Caregiver		
Adults in Home	1.4	.69
Children in Home	2.8	1.94
Prior Navigator Services	Frequency	Percent
Yes	925	30.5
No	2,111	69.5

n = 3,036

Table 7: Matching Data Set - Socioeconomic Status

Monthly Household Income	Frequency	Percentage
No income	486	16.0
1 to 10,000	902	29.7
10,000 to 24,999	922	30.4
25,000 to34,999	550	18.1
35,000 to 49,999	119	39.0
50,000 to 74,999	26	.001
75,000 and above	31	.01

n = 3,036

Table 8: Matching Data Set - Placement Month

Month	Frequency	Month	Frequency	Month	Frequency
10/2016	112	09/2017	78	08/2018	105
11/2016	119	10/2017	101	09/2018	107
12/2016	76	11/2017	105	10/2018	94
01/2017	64	12/2017	65	11/2018	79
02/2017	90	01/2018	70	12/2018	105
03/2017	100	02/2018	80	01/2019	110
04/2017	84	03/2018	96	02/2019	69
05/2017	87	04/2018	85	03/2019	106
06/2017	52	05/2018	85	04/2019	123
07/2017	106	06/2018	83	05/2019	92
08/2017	119	07/2018	115	06/2019	74

n = 3,036

Table 9: Pre-Matching Comparison

	Comparison (n = 2,478)		Treatment (n = 558)		Standardized
Variables	Mean	S.D.	Mean	S.D.	Difference
Child's Age	5.800	4.960	5.400	4.599	.082
Child's Gender	.500	.500	.500	.500	***.002***
Child's Ethnicity					
African American	.398	.490	.391	.488	***.014***
Asian	.019	.135	.007	.084	.101
Latino	.278	.448	.274	.477	***.009***
Native American	.007	.085	0	0	.121
Pacific Islander	.015	.120	.005	.073	.092
White (Non-Latino)	.282	.450	.323	.468	.087
Socioeconomic Status	2.742	1.226	2.543	1.061	.173
Placement Month	20.804	9.711	17.332	8.856	.374

Bold and Italicized = Below acceptable standardized difference of .05.

Table 10: Intervention Group - Demographics		
Child		
	Mean	S.D.
Age (years)	5.7	4.9
Gender	Frequency	Percent
Female	1523	50.2
Male	1513	49.8
Ethnicity		
African American	1205	39.7
Asian	50	1.6
White (Non-Latino)	881	29.0
Latino	843	27.8
Native American	18	0.6
Pacific Islander	39	1.3
Kinship Caregiver		
	Mean	S.D.
Age (years)	46.5	13.12
Gender	Frequency	Percent
Female	2515	.828
Male	521	.172
Ethnicity		
White (Non-Latino)	1069	.352
Other	1967	.648
Covariates		
Child	Mean	S.D.
Lifetime removals	1.2	.59
Lifetime placements	3.9	3.96
Kinship Caregiver		
Adults in Home	1.4	.69
Children in Home	2.8	1.94
Prior Navigator Services	Frequency	Percent
Yes	925	30.5
No	2111	69.5

n = 558

Table 11: Comparison Group - Demographics		
Child		
	Mean	S.D.
Age (years)	5.3	4.8
Gender	Frequency	Percent
Female	275	49.3
Male	283	50.7
Ethnicity		
African American	219	39.2
Asian	3	.5
White (Non-Latino)	187	33.5
Latino	147	26.3
Native American	n/a	n/a
Pacific Islander	2	.4
Kinship Caregiver		
	Mean	S.D.
Age (years)	46.4	13.4
Gender	Frequency	Percent
Female	465	83.3
Male	93	16.7
Ethnicity		
White (Non-Latino)	220	39.4
Other	338	60.4
Covariates		
Child	Mean	S.D.
Lifetime removals	1.2	.58
Lifetime placements	3.9	4.0
Kinship Caregiver		
Adults in Home	1.3	.60
Children in Home	2.5	1.7
Prior Navigator Services	Frequency	Percent
Yes	84	15.1
No	474	84.9

n = 558

Table 12: Intervention Group - Socioeconomic Status

Monthly Household Income	Frequency	Percent
No income	90	16.1
1 to 10,000	204	36.6
10,000 to 24,999	160	28.7
25,000 to34,999	79	14.1
35,000 to 49,999	25	4.5
50,000 to 74,999	0	n/a
75,000 and above	0	n/a

n = 558

Table 13: Comparison Group - Socioeconomic Status

Monthly Household Income	Frequency	Percent
No income	110	19.8
1 to 10,000	188	33.8
10,000 to 24,999	152	27.4
25,000 to34,999	86	15.4
35,000 to 49,999	11	2.1
50,000 to 74,999	8	1.4
75,000 and above	3	.01

n = 558

Table 14: Intervnetion Group - Placement Month					
Month	Total	Month	Total	Month	Total
10/2016	24	09/2017	17	08/2018	10
11/2016	50	10/2017	31	09/2018	13
12/2016	7	11/2017	35	10/2018	15
01/2017	13	12/2017	14	11/2018	10
02/2017	13	01/2018	28	12/2018	8
03/2017	26	02/2018	21	01/2019	15
04/2017	17	03/2018	18	02/2019	3
05/2017	15	04/2018	18	03/2019	9
06/2017	10	05/2018	15	04/2019	11
07/2017	22	06/2018	12	05/2019	10
08/2017	26	07/2018	13	06/2019	9

n = 558

Table 15: Comparison Group - Placement Month

Month	Total	Month	Total	Month	Total
10/2016	31	09/2017	19	08/2018	22
11/2016	28	10/2017	20	09/2018	12
12/2016	21	11/2017	21	10/2018	10
01/2017	19	12/2017	13	11/2018	9
02/2017	22	01/2018	11	12/2018	16
03/2017	30	02/2018	12	01/2019	11
04/2017	18	03/2018	19	02/2019	12
05/2017	17	04/2018	19	03/2019	9
06/2017	10	05/2018	16	04/2019	13
07/2017	23	06/2018	14	05/2019	12
08/2017	26	07/2018	11	06/2019	12

n = 558

Table 16: Post-Matching Comparison

	Control (n = 558)		Treatment (n = 558)		Standardized
Variables	Mean	S.D.	Mean	S.D.	Difference
Child's Age	5.362	4.788	5.417	4.599	***.012***
Child's Gender	.500	.500	.500	.500	***.014***
Child's Ethnicity					
African American	.392	.489	.391	.488	***.004***
Asian	.005	.073	.007	.084	***.023***
Latino	.263	.441	.274	.477	***.024***
Native American	n/a	n/a	n/a	n/a	n/a
Pacific Islander	.004	.060	.005	.073	***.027***
White (Non-Latino)	.335	.472	.323	.468	***.027***
Socioeconomic Status	2.527	1.163	2.543	1.061	***.014***
Placement Month	17.550	9.468	17.332	8.856	***.024***

Bold and Italicized = Below acceptable standardized difference of .05.

Table 17: Descriptive Statistics and Correlation Matrix - Intervention Group

Variables	*n*	mean	S.D.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Child-only TANF	1116	-	-															
2. Child's age	1116	5.41	4.60	.028														
3. Child's gender[a]	1116	-	-	-.025	.024													
4. Child's ethnicity (Asian)[b]	1116	-	-	.010	-.059	.001												
5. Child's ethnicity (White Non-latino)[b]	1116	-	-	-.144*	-.034	.023	-.059											
6. Child's ethnicity (Pacific Islander)[b]	1116	-	-	-.066	-.031	.025	-.006	-.051										
7. Child's ethnicity (Latino)[b]	1116	-	-	-.022	.059	.020	-.052	-.424*	-.045									
8. Parent's Socioeconomic Status	1116	-	-	.006	.114*	-.090*	.017	-.216*	.055	-.015								
9. Placement date	1116	-	-	.066	.006	-.065	-.056	-.015	.086*	.004	.192*							
10. Cargiver age	1116	46.47	12.38	.081	.008	.119*	.001	.018	-.010	.089*	-.063	-.069						
11. Caregiver gender[c]	1116	n/a	-	-.064	-.058	-.004	.044	.163*	-.022	-.019	.002	-.017	.002					
12. Caregiver ethnicity[d]	1116	n/a	-	-.098*	.049	-.018	.020	.596*	.093*	-.231*	-.135*	.020	.029	-.117*				
13. Adults in home	1116	1.67	0.79	-.069	-.047	.016	-.019	.204*	.031	-.030	-.130*	-.130*	-.013	-.158*	.156*			
14. Children in home	1116	3.71	2.40	.130*	.064	-.011	-.079	-.239*	.039	-.044	.044	-.189*	-.143*	-.007	-.278*	.054		
15. Lifetime removals	1116	1.31	0.65	.011	.227*	-.017	-.041	-.072	.040	-..097*	.168*	.035	.058	.003	-.017	-.084*	.064	
16. Lifetime placements	1116	4.24	3.42	.028	.198*	-.035	.001	-.068	.031	-.120*	.154*	-.044	.015	.053	-.014	-.046	.111*	.789*

[a]1 = female, 0 = male.

[b]1referent group = African-American.

[c]1 = female, 0 = male.

[d]1 = white (non-latino), 0 = other.

Table 18: Descriptive Statistics and Correlation Matrix - Comparison Group

Variables	*n*	mean	S.D.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Child-only TANF	1116	-	-															
2. Child's age	1116	5.36	4.79	-.073														
3. Child's gender[a]	1116	-	-	.008	.035													
4. Child's ethnicity (Asian)[b]	1116	-	-	.018	-.006	-.023												
5. Child's ethnicity (White Non-latino)[b]	1116	-	-	-.135*	-.057	-.047	-.052											
6. Child's ethnicity (Pacific Islander)[b]	1116	-	-	-.033	-.045	.061	-.004	-.043										
7. Child's ethnicity (Latino)[b]	1116	-	-	.041	.081	.094*	-.044	-.425*	-.036									
8. Parent's Socioeconomic Status	1116	-	-	-.119*	.157*	-.058	.051	.044	.024	-.051								
9. Placement date	1116	-	-	.037	-.049	-.051	.050	-.008	-.026	.006	.039							
10. Cargiver age	1116	46.42	13.36	-.004	.050	-.019	.010	.077	.003	.016	.035	.001						
11. Caregiver gender[c]	1116	-	-	.050	-.094*	.018	.033	-.121*	.027	.016	.054	.094*	-.038					
12. Caregiver ethnicity[d]	1116	-	-	-.170*	.022	-.054	-.059	.624*	.013	-.174*	.111*	.001	.203*	-.062				
13. Adults in home	1116	1.35	0.60	.030	-.117*	.029	.039	.117*	.065	.018	-.027	.066	.034	-.116*	.092*			
14. Children in home	1116	2.54	1.66	.142*	.039	-.023	.094*	-.178*	.035	.120*	.118*	.155*	-.057	.077	.230*	.279*		
15. Lifetime removals	1116	1.23	0.58	-.045	.194*	.003	-.029	-.029	-.024	-.003	.080	-.087*	.043	-.007	.088*	-.007	.009	
16. Lifetime placements	1116	3.95	4.01	-.037	.225*	-.014	-.024	-.025	-.044	-.023	-.007	-.113*	-.035	.014	.017	-.024	.018	.498*

[a]1 = female, 0 = male.

[b]1referent group = African-American.

[c]1 = female, 0 = male.

[d]1 = white (non-latino), 0 = other.

Table 19: Multivariate Logistic Regression - Likelihood of Child-only TANF[a] (*n* = 1,116)

Variables	β-weight	S.E.	Waldχ2	df	p-value[i]	Exp(B)	Cohen's D
Treatment Group[b]	.534	.266	4.051	1	***.044***	1.707	.30
Child's Age	-.009	.015	.364	1	.546	.991	
Child's Gender[c]	-.026	.135	.036	1	.849	.975	
Child's Ethnicity[d]							
White-Nonlatino	-.698	.204	11.738	1	.001	.498	
Latino	-.348	.169	4.207	1	.040	.708	
Asian	.093	.748	.015	1	.901	1.097	
Pacific Islander	-23.358	12.448	3.521	1	.061	.001	
Placement date[e]	.018	.007	7.281	1	.016	1.018	
Parent's Socioeconomic Status	-.175	.065	5.831	1	.007	.840	
Caregiver Age	.013	.006	5.430	1	.020	1.013	
Caregiver Gender[f]	-.298	.171	2.861	1	.091	.750	
Caregiver Ethnicity[g]	-.167	.174	.914	1	.339	.847	
Adults in Home	-.089	.103	.751	1	.386	.915	
Children in Home	.124	.035	12.593	1	.001	1.132	
Lifetime Removals	-.087	.151	.328	1	.567	.917	
Lifetime Placements	.006	.022	.063	1	.801	1.006	
Prior Navigator Services[h]	.467	.274	2.894	1	.089	1.594	

[a]1 = child-only TANF, 0 = no child-only TANF.

[b]1 = treatment group, 0 = comparison group.

[c]1 = female, 0 = male.

[d]referent group is African-American.

[e]year and month of child's placement

[f]1 = female, 0 = male.

[g]1 = White (Nonlatino), 0 = other.

[h]1 = prior navigator services, 0 = no prior navigator services.

[i]bold and italicized = below cut-off *p* -value of .05.