

Children Services Committee
1/11/17
Raleigh, NC

Tri Chairs: Tracie Murphy, Heather Skeens, April Snead

In attendance: See sign in form attached.

By telephone (counties): Rowan, Nash, Chatham, Lincoln, Tyrrell, Alamance, Forsyth, Macon, Caldwell, Edgecombe, Robeson, Stokes, Catawba, Burke, Anson, Davidson, Chowan, Rockingham, Bladen, Brunswick, Burke, Davie, and Alexander.

Approval of Minutes: Approval of December 2016 minutes. Rae Alepa from Union County moved and Letecia Loadholt from Chowan seconded. Minutes approved.

Community Child Protection Team, Michael Becketts (CCPT Advisory Board Chair): The advisory board has been meeting over the past two years to make some improvements to CCPT's. The Advisory Board has been meeting to develop consensus regarding the mission and vision of the group and have found inconsistencies across the state and lack of available resources at the state level to provide attention to the teams in the way that is needed. The CCPT Advisory Board held a retreat in December 2016 and it was agreed upon that CCPT should not sit alone outside of CSC. The Advisory Board is seeking feedback from NCACDSS and improved communication so that members are informed and director input and ideas could be folded into the CCPT advisory board. At the CCPT Advisory Board retreat, the role of the advisory board was explored including what might change and specific tasks might be taken on. Consistent state oversight and technical assistance to the CCPT process was a priority. Since Terri Reichert's departure from the Division there have been several people standing in the role but may be additional changes. More consistent training across the state for CCPT members and recruitment of county member involvement were also identified as priorities. There appears to be a system wide lack of understanding of the role of the CCPT and counties are facing difficulties in getting the needed membership. Restructuring CCPT's, including a regionalized team especially for smaller counties could be considered. There is also a need to get clarity around citizen review. Moving forward, the CCPT Advisory Board plans to look at best practices and CCPT's that are doing good work. A challenge in gathering this information is the completion of the annual evaluation. Last year when the request for the evaluation was sent out and marketed through NCACDSS there was the highest success rate in recent years. The plan for this year is to do this again. Tasks for the upcoming year include the following 1. Get evaluation out (will be collaborating with NCSU) in early February to be returned by late February 2. Update the CCPT manual that has not been updated since 2004 3. NCSU has a contract with the Division to study and re-energize local CCPT's 4. Send a letter of request to the Division for a formal response about staffing and what will be done to support CCPT 5. Look at terms for the chair and consider overlap between chairs of Children's Services Committee and chair of CCPT Advisory Board

Kevin Kelley acknowledged that there has been difficulty providing consistency at the state level, including insuring that Community Child Protection Teams meet the CAFTA requirement.

State County Training Partnership, Lydia Duncan: Ms. Duncan provided a draft proposal for expanding training partnerships to better meet training needs across the state. This training will be state facilitated and there will still be expectations of fidelity to the training content. This partnership will allow for counties to get training more quickly while still including other counties to share their experiences. Interviews are currently being held to increase training capacity at the Division of Social Services. Six trainers and a curriculum developer are being hired. All trainers will be home based. A listing of the courses and a description are included in the handout. A packet of information is also being created to provide additional details about the partnership process works. For counties who are interested in partnering and/or attending a planning meeting, contact Lydia Duncan. Her contact information is available on the handout. A question was asked if trainers who have child welfare experience but who aren't actively working in child welfare could be county trainers. Ms. Duncan replied that this type of scenario could be considered. Another question was asked if institutions of higher learning could be considered as training partners (e.g. community college partnership already exists with the NCFAS course). This would allow smaller counties who may not have the volume within DSS to take advantage. Heather Skeens replied that there aren't any current efforts to expand partnership with university system to provide child welfare training and Lydia Duncan clarified that there is some training done in partnership with the university system. A question was asked about how these trainings could be accessed and Ms. Duncan replied that these trainings will be listed on NCSW Learn website. A question will be asked about when these partnerships will be begin. Ms. Duncan stated that planning is still taking place and that this would be incorporated when the new positions are hired. This would be in the spring at the earliest. Ms. Skeens reiterated that interested counties should contact Ms. Duncan as soon as possible.

Temporary Parental Safety Agreements, Kevin Kelley: Mr. Kelley reviewed the major policy changes including a change in the definition of a safety resource. When the General Assembly Courts Commission met, a number of District County Judges, Family Attorneys and a DSS Attorney expressed that the 45 day limitation on a safety provider (i.e. during the assessment phase) was too restrictive and they believed there wasn't enough time to roll out the policy. The revision of the policy removed any restriction of time but all other aspects of the policy remain the same. There will be no restriction of time for the next six months while further work is done in collaboration with the courts, General Assembly, and county leadership. The Court Commission acknowledged that limitations need to be put in place in terms of out of home safety provider but 45 days seemed to short. A question was asked about when parameters on time limitation would be issued and Mr. Kelley stated that it wouldn't be for at least 6 months (i.e. July 1, 2017). Another question was asked about recommendation for social work practice and Mr. Kelley stated that all other aspects of the policy should be implemented as previously communicated but a case would be transferred to in-home services with a safety resource in place. Social workers should still be doing assessment and remaining involved with the family in a way that allows them to evaluate ongoing risk. A question was asked how program monitoring teams would evaluate counties if cases were transferred with safety resource in place. Mr. Kelley stated that the review team would evaluate based on how the assessment and measurement of ongoing safety and risk is made. Services should match the risk to the child and in previous case reviews, this was not always done. For example, when case reviews were done, children were placed with a safety resource and then no contact with the family for 3 weeks. Engagement with the family should continue and work with the family continue so that child can be returned to the direct care of that parent.

Foster Care to 21 Discussion: Heather Skeens asked for feedback from the committee about impacts of the new policy. Several counties reported that youth are either actively considering or are in process. Wake County has two, Guilford has one, Randolph will have one in February Wilson has two, Brunswick has two, Davie has two, Chowan has one, and Columbus has 0 (as reported on the webinar). The 5094 has not been modified yet and a question was asked about how to handle this. Kevin Kelley acknowledged that the CPPS system update has not been made and that 5094 is not a case management system so counties can go ahead and provide the services despite the fact that the case cannot be entered. Since counties are held harmless for the maintenance payment, Mr. Kelley committed that the Division will reimburse as quickly as possible and will reimburse even if it has to be done manually. Eligibility can be determined since that is not part of the CPPS system.

Child Welfare Strategic Plan, Heather Skeens and Kevin Kelley: A requirement of the General Assembly was developing a child welfare strategic plan. Donna Fayko, Brenda Jackson and Heather Skeens have represented NCACDSS and sent a draft out several weeks ago to get feedback. The feedback has been reviewed and edits made and the latest draft was just sent to DSS directors this morning. The Strategic Plan will be presented at the Executive Board meeting tomorrow morning and it is due to the General Assembly on February 28th. Ms. Skeens reviewed the mission, vision, and values of the plan (see draft) and goals for the plan. Mr. Kelley thanked Ms. Jackson, Ms. Fayko and Ms. Skeens for participating in the work. Ms. Fayko acknowledged that there will be significant work involved in the implementation of the plan but is important progress in child welfare.

Program Improvement Plan, Kevin Kelley: Work on the PIP has begun prior to the approval of the plan by the Children's Bureau. The time frame of two years is very tight and it has been challenging to schedule meetings and Mr. Kelley apologized if participants have not been able to attend due to scheduling conflicts. Over the winter break, an email was received that the plan had been approved by the Children's Bureau and the effective date is 1/1/17. Nothing will be sent out from the Division of Social Services until the official letter has been received.

Education and Development of Child Welfare Professionals, Heather Skeens: There has been a lot of discussion of what has been referred to as the "Collaborative." NCACDSS has contracted with Cansler Collaborative Resources to work and study workforce development and redesign of the collaborative. Ms. Skeens discussed the scope of work and the process. There are about ten county directors participating in the workgroup and there is a tight timeline because the division contracts with UNC and a proposal for a contract beginning the first of July would require quick movement. The scope of work and plan of action could enable NCACDSS to be administrator of contract as DSS Directors are well informed about knowing what is needed in the workforce. There is a plan to draft legislation language to allow for NCACDSS to administer the contract. As a part of developing a proposal the workgroup will also be evaluating the training software as it is particularly difficult to get data from and to manage agency training needs. In addition the workgroup would like to develop a survey tool that would allow for collection of information to assess high level needs of the workforce. Overall the goal is to really enhance the current workforce including supervisors to ensure that supervisors are current in their training, encourage internships, working with colleges (including community colleges) that might have additional training resources available to counties. A proposal will be submitted in mid-February at the latest to allow the Division to review. Ms. Skeens reiterated that this is an

exciting opportunity and feels that this is where we need to be in order to move forward. A comment was made that there should be a tight tie in to evidence based practice for child welfare and the application of evidenced based practice. This is something that has been a goal of the Child Welfare Collaborative in the past.

Foster Home Licensing Timeliness, Jamie Bazemore: There are new staff in Regulatory and Licensing Division. Linda Waite will be the acting program administrator and Michelle Rains will start on February 6th for Foster Home Licensing in Black Mountain. Both Ms. Waite and Ms. Rains come from within the Division. Ms. Bazemore also provided programmatic updates including the following: 1) overall staff will be growing by 200% (and so there will be more new names), 2) there is a commitment to responding to all actions within 30 days of receipt by April 1st (this is already being partially met and so should be able to meet deadline), 3) communication regarding foster home licensing will be increased, and 4) an error tracking and reporting mechanism is being developed for both private and DSS agencies including information on any licensing packets returned and the type of error. Also when there are second actions re paper applications (e.g. when emails are exchanged around missing pieces to avoid returning the whole licensing packet) executive management will be cc'd on these exchanges. For Doc Vault, communications, counties can specify a supervisor or management personnel to receive notification when an error communication is made. A question was asked regarding the error reports and how these would be made available. Ms. Bazemore clarified that this would be available to everyone and Children's Services Committee could be the forum for sharing this information. She added that they are open to other ideas. A request was made that the report be sent out to directors in advance of the Children's Services Committee meeting. Ms. Bazemore stated that this could be sent out in advance and could be sent out on a regular basis in the future.

P4, Tracie Murphy: There was a call yesterday for directors with a lot of details about what is upcoming with P4 and a high level detail of what is going on with committees. At the last Children's Services Committee, there was limited discussion about the response from Secretary Brajer regarding P4 concerns. Ms. Murphy encouraged participation, input and ideas from the committee and emphasized that broad input and participation is needed in order to decide what we want this product to look like. Ms., Skeens encouraged everyone to read the response from Secretary Brajer and for directors to be on the call next month. The State County Relations Committee will be from 1-3 and P4 updates will be from 3-5.

Before the meeting ended, a question was asked about the status of ESSA implementation. Kevin Kelley and Betty Kelly noted that they are waiting on receiving documents from Division of Public Instruction and did not have any additional information to share. Several comments were made by participants that school officials have not received communication from DPI regarding the policy and that there have been difficulties in working out payment arrangements for school transportation, particularly for children who are not IV-E. It is not clear how transportation expenses are claimed (e.g. on 5094 or through another way). This will be put on the agenda for February 2017 meeting.

An additional question was asked about the use of the Comprehensive Kinship Care Assessment after 30 days. It was clarified that this Comprehensive Kinship Care Assessment must be done if case transferred and the Initial Kinship Care Assessment should be reviewed.

Meeting adjourned 12:48 PM.

Minutes respectfully submitted by:

Heather Skeens, Director, Guilford County

Tracie Murphy, Director, Davie County

April Snead, Director, Scotland County

Jennie Kristiansen, Director, Chatham County & Kim Harrell, Director, Yadkin County
(apprentices)

Children's Services: January 11, 2017

Raleigh, NC

Name (Print)	County
Karen Harrington	Catawba
Daphne Green	Brunswick
Louie Alvarez	DSS
Lane Destro	DSS
Lynn Fields	Sampson
Terese Strom	NC DSS
Tammy Shook	Buncombe
Scott Selstrom	Halifax
Laurie Potter	Hyde
Sonya A. Toman	Beaufort
melanie Corprew	Dare
Robby Hall	Richmond
Trish Baker	Alexander
Rene Alepa	Union
Denita Delega	Cumberland
Theresa Smith	Richmond
Bunny Fischer	Richmond
David Hill	Richmond
Letecia Loadholt	Chowan
Stoney Blevins	HAYWOOD
Michelle Peines	NC DSS

Children's Services: January 11, 2017

Raleigh, NC

Name (Print)	County
Jovetta L. Whitfield	Durham
Shelia Stokes	Guilford
Sharon Barlow	Guilford
Tamatha Braddy	Pitt
Tammy Lewis	Pitt
Susan Chaney	Perquimans
Lisa Hinson	Harnett
Kathy Stone	Wilson
Delores Long	Wake
Debbie Green	Pamlico
Lydia Duncan	DSS-child welfare
Kathy Dobbs	Division
Chris C. Dobbins	Gaston DHHS
Jamie Bazemore	DHHS-DSS
Jaynetta Butler	Randolph Co DSS
Toni Wela	Randolph Co DSS
Will Wakefield	Caldwell County
Wesley	Fender County
Jeff Olson	NC DSS ✓
John Carroll	Futherford
Clint Lewis	Carteret