

## Child and Family Services (CFSR) Advisory Committee Agenda

February 17, 2016

10-3

Governor's Office Building, Room 470

### Attendees:

Susan Savage – Children's Division

Crystal Wilson - Children's Division

Kim Abbott – OSCA

Melissa Smyser – DMH

Sally Gaines – Children's Division

Nikki Steinhoff- Foster Adopt Care Coalition

Keith Noble – Preferred Family Healthcare

Debi Word – Lincoln University

Teresa Hayner – Good Shepherd

Wade McDonald – Children's Division

Amy Martin – Children's Division

Tammy Gunter - Children's Division

Carla Gilzow – Children' Division

Ryan Dowis - Cornerstones of Care

Christy Collins – Children's Division

Dale Fitch– University of Missouri

Laura Malzner- Children's Trust Fund

Beth Dessem – CASA

Welcome by Carla Gilzow and Introductions made.

### **Announcements and Successes - High Five Moments**

Children's Trust Fund is planning a parent summit scheduled for May 4<sup>th</sup> and 5<sup>th</sup>. The focus of the parent summit will be on strengthening families and parent leadership. The conference will also have a parent café. Children's Trust Fund is offering scholarships to help with transportation for working parents. Christine DeTienne is on the planning committee for the parent summit.

University of Missouri is putting on emphasis on race and social work practice. Larry Davis will be hosting several different forums over the spring.

Preferred Family Healthcare recently merged with Bridgeway. A grant was received to focus on intervention efforts for preventing placement and children coming into placement.

Cornerstones of Care is working on a home visitation project. A local grant was received to redo a kitchen in the Cornerstones of Care building and it is now a test kitchen where families come in and do some healthy cooking.

Sally Gaines, Children's Division, updated the group on the youth empowerment task force. The group is looking at several different foundation topics. Clark Peters will work with the group on financial work. The group is also interested in learning more about trauma and brain development. The group plans to meet every two months.

The CFSR Advisory Committee discussed Human Trafficking and how prevalent it is in our current culture. The group would like a presentation about this topic.

## Discussion and assessment of service array for CFSR statewide assessment

### Item 29: Array of Services

There are four areas of services to look at under this item.

- 1) Services that assess the strengths and needs of children and families and determine other service needs;
- 2) Services that address the needs of families in addition to individual children in order to create a safe home environment;
- 3) Services that enable children to remain safely with their parents when reasonable; and
- 4) Services that help children in foster and adoptive placements achieve permanency.

There is a lot of momentum on working with families in home, however there are not a lot of resources available for the programs. Housing is a big issue for neglect for families.

IIS program is a successful program for Missouri. Staff are required to make a referral any time we have children at risk of removal. Children's Division is advocating for more funding for the IIS program. The program is based on a national model, and Missouri is recognized nationally for one of the best programs for in-home services. The House of Representatives is proposing a \$2.2 million addition to the IIS program.

Home visitation is a service families do not always come into contact with. Through the home visitation program, the Healthy Relationships trainings with Dr. Shramm are reaching a lot of people for prevention efforts.

There continues to be a struggle with court jurisdictions removing children prior to allowing families to work on treatment of the drug problems, instead of removing for abuse and neglect.

What are we doing around the state around race in our communities? Are there coordinated efforts working on racial equity? Through CD, this is addressed at the local level; circuits are working locally with their community. Looking at all the factors involved in racial equity. Integrate it with community collaboration.

Missouri has a significant amount of gaps for services to keep children in the home. A major problem for the state is the availability in the rural communities. Services may be available to everyone but the family may need to make tradeoffs by traveling hours to get treatment.

Do we need to put more emphasis on the assessment piece to assist with prioritizing which services we should be working on with families? In the resource-rich areas, are services just being thrown at families even if they may not need the service?

Discharge planning begins at the beginning of working with a family. Starting with what is this going to look like when we are done. Starting with the family voice and them having a say of what they want this to look like.

Ryan Dowis (COC) will check on what type of assessments are used for the home visitation model. Intensive training is something lacking for staff on how to assess and engage.

With foster and adoptive placements we know that concurrent planning can help with establishing good outcomes. Families do not understand concurrent planning. Using the services in a skillful way and not just throwing services at families. Families should know what is best for them and what will work for them. Families supporting families, identify resources after CD is gone and the interventions have ended.

Not enough foster homes and keeping the children in the community. Adoption resource centers are serving many families and providing services across the state.

### **Children's Division Update – Susan Savage, CD Deputy Director**

Budget Update: Governor's Budget

- 2% COLA for all staff
- Proposal to keep healthcare premiums the same
- Increase for IIS, Family Reunification, FCCM providers (2% was previously put into restriction)
- \$50K for the school violence hotline
- \$450K for Education Training Vouchers expansion
- \$2 mil for child care inspections for registered providers
- 10% rate increase for child care providers

Additions from the House:

- \$2.2 mil in additional funding for IIS
- Add 22 additional staff for SB341
- Half mil for foster care outdoor program

Senate appropriations will begin February 29th.

2016 proposed Legislative Bills impacting Children's Division:

- HB1450 - Prohibits a foster parent from smoking in the presence of a foster child under his/her care.
- HB1459 - Prohibits employers from inquiring into or considering criminal records of applicants before offering a conditional offer of employment.
- HB1505 - Limits the out of pocket legal expenses for adopting a child to \$500.
- HB1525 - Removes the statute of limitations for certain actions to recover damages regarding child abuse and sexual offenses committed against a child and allows prosecutions for child abuse to be commenced at any time.
- HB1589 - Authorizes a tax credit for donations to a fund established for the provision of scholarships to foster children.
- HB1822 - Authorizes the release of certain adoption records to the adopted adult or the adopted adult's lineal descendants.
- HB2219 - Specifies that firearms and ammunition in a foster parent's home may be stored in the same locked container as long as it is inaccessible to children.

- H1877 / SB963 - If a court finds by a POE that abuse or neglect occurred, the clerk shall send a copy of the judgment to CD for inclusion on the Central Registry; clarifies language for re-entry of children into foster care.
- SB979 - Applies the “reasonable and prudent parenting standard” for children in CD custody; designated caregiver for each child to apply the standard; foster youth ages 14 and older shall be involved in development of their case plan and may invite individuals to participate in the FST; Youth exiting care after age 18 shall be provided a copy of his/her birth certificate, social security card, health insurance information, medical records, and a driver’s license or state issued ID; No child in foster care under age 16 shall have an APPLA permanency plan.

## **Update on Initiatives- Christy Collins Carla Gilzow and Amy Martin**

### ***Signs of Safety-***

Signs of Safety is continuing in Jackson County. Safe Generations is holding coaching calls with staff in Jackson County to further their understanding of Signs of Safety and strengthen their skill level. A kickoff event was held in St. Louis City in December of 2015 for the launch of Signs of Safety. Training for staff will occur in 2016. In these two sites, implementation meetings are being held with key partners and staff to ensure the successful implementation and fidelity. In order to ensure the rest of the state is trained on the new child protection practice, three additional hubs have been identified (one in each region). The new hubs will all launch in 2016 with one launch scheduled per quarter. In the Southwest Region, circuits 29 and 31 will serve as the hub. In the Northern Region, circuits 11, 12, and 20 will be a hub, and in the Southeast Region, Circuits 25 and 37 will be a hub. The goal is for staff to be trained in each of the five regions so they may train the rest of the state. Implementation teams will be established in each hub.

### ***Trauma-***

The Division is committed to becoming a trauma-informed organization by which its policies and practices are embedded with a trauma awareness and focus.

The Children’s Division is continuing its effort to train all staff using the NCTSN *Child Welfare Trauma Training Toolkit* curriculum utilizing trauma specialists from each region. By June of 2016, all Children’s Division staff and contracted partners should be trained on the curriculum.

During the state fiscal year, the Division received funding for secondary trauma. As helping professionals routinely exposed to the trauma experienced by children and families, Children’s Division staff are at risk for developing secondary traumatic stress. During calendar year 2015, staff began to receive training and consultation for secondary traumatic stress.

A committee has been formed to bring the Resource Parent Curriculum developed by the NCTSN to all resource parents in Missouri. Currently this training is being offered by the Foster and Adoptive Care Coalition in St. Louis and Dr. Kim Fielding in the Southwest Region of the state. The spread of this training will occur by using champions to recruit potential trainers from their local communities to support this effort.

### ***Five Domains –***

As of February 2016 most of the circuits in the state have been trained on the Five Domains of Wellbeing. Supervisors attended the introductory training with staff. The next step is to train supervisors on specific areas through the five domains in April. The training will focus on how to conduct supervisor consultations for families that are difficult to engage in the process. Coaching calls have been occurring with Full Frame Initiative and Children's Division trainers over the course of the year. Full Frame Initiative will provide all of the training for supervisors. St. Louis City is planning one day training on the Five Domains of Wellbeing to all of their court staff.

### ***Team Decision Making (TDM) –***

There are currently three jurisdictions doing Team Decision Making (TDM). The St. Louis City area has had much success with this program in so far as it has been integrated into the practice and culture of the child welfare system. Approximately 3 years ago this practice was expanded to the areas of St. Louis County and Jackson County (the Kansas City area). This expansion has achieved mixed results in impacting the child welfare community in both of these areas. However, both areas continue to work on building this practice and bringing their external partners onboard with this process.

At this time plans are being made to implement a statewide rollout of the TDM practice. This is set to begin in CY2016 and will continue through CY2017. Missouri is again partnering with the Annie E. Casey Foundation (AECF) to assist with this project. The AECF will take a threefold approach, the first of which is bringing the practice in the current three sites back to fidelity of their model and to strengthen the skills of the facilitators of the meetings. The second is helping guide the plan for statewide expansion, including the possibility of having the state be a site for an evidence-based research project. The final main effort of AECF will be to implement an online database for data collection regarding TDM practice.

### ***Differential Response –***

In June 2015 a differential response pilot was established with four circuits in the Southwest portion of the state. Each circuit has dedicated staff to complete family assessments. The goal of the pilot is to help families get the services needed through the family assessment process and reduce the amount of time with Division intervention. In this pilot, staff will work with families who receive a family assessment for up to 90 days to teach skills and connect families with resources and supports. At the end of January 2016 the Southwest Region decided to no longer call the work they are doing a pilot. It is now just the way they are completing assessments. The hope is the new practice will also reduce the number of children entering foster care and decrease future maltreatment. Staff report increased worker satisfaction with the new practice. The results of the Southwest pilot are currently being evaluated by Missouri State University. After hearing the positive feedback from the Southwest Region, five additional sites plan to implement differential response.

### ***FCS pilots-***

The FCS new model statewide implementation team is continuing to look at ways to provide support, guidance, training, and to remove any barriers in order to implement the new practice model. Each region is represented on the implementation team and provides updates about what is being done or

used in their region to facilitate the practice model, and what parts of the practice model their region is ready to start implementing.

The goal of the new practice model is to focus efforts on families with chronic neglect who consistently return to the Children's Division in need of assistance. By focusing on this population, staff will have fewer cases thus allowing them to spend more time with these families. The hope is to enhance family engagement, decrease future maltreatment, and to reduce the number of children entering foster care. Staff will be assigned cases at the supervisor discretion. Staff will carry a modified caseload based on the service needs of the family. Instead of stipulating the required tools a worker must use, the worker will have the discretion to utilize any assessment tools that work for the needs of the family

Pilot sites for the new practice model will begin in CY16. There will be four regions (St. Louis, Northeast, Northwest, and Southeast Region) that will begin piloting the new FCS practice model. Should the pilot prove valuable, the Division will discuss the possibility of statewide implementation with the Executive Team.

#### **ICWA-**

The Capacity Building Center is providing a consultant to work with Missouri on ICWA in preparation for the next CFSR. The plan is to form a workgroup to talk about how to continue to look at the culture of ICWA in the state of Missouri.

#### **Discussion on Domestic Violence Services in Missouri, Jennifer Carter Dochler, MSW, Missouri Coalition Against Domestic and sexual Violence (MCADSV)**

MCADSV provides training on domestic violence to Family Support Division and Children's Division through a contract they have had since the 90's. They are required to provide in-person trainings through this contract. They have a second contract with the state to develop online training on the basics of domestic violence for new workers. They plan on having this completed by June 2016 and launched in July 2016. They are also working on a more advanced training for CD employees. The MCADSV services 7 regions in the state. They are working with the shelters to build housing options to shorten the stays in emergency shelters. The MCADSV provides a variety of services for the state.

#### **2016 Meeting Dates – all at GOB Room 470**

**May 18, 2016**

**August 17, 2016**

**November 16, 2016**