



New Jersey Task Force on Child Abuse and Neglect

Allison Blake, Ph.D., L.S.W., Co-Chair
Martin A. Finkel, DO, FACOP, FAAP, Co-Chair

Minutes

January 20, 2017

9:30 a.m. – 12:00 p.m.
Capital Center Building
Trenton, NJ

In Attendance

Lt. Louis Andrinopolous
Christian Arnold
Mary Jane Awrachow
Paulina Banasiak
Assemblywoman Nancy Munoz
Marygrace Billek
Allison Blake
Mary Coogan
Esther East

New Jersey State Police
Department of Law and Public Safety
Foster and Adoptive Family Services
Legislative District 37
Legislative District 21
Mercer County Department of Human Services
Department of Children and Families
Advocates for Children of New Jersey
Jewish Family Services & Children's Center
of Clifton/Passaic
CARES Institute
Department of Health
Department of Children and Families
Department of Children and Families
Foster and Adoptive Family Services
Robin's Nest, Inc.
Department of Children and Families
Department of Education
Rutgers University School of Social Work
Department of Children and Families
Center for Family Services
Administrative Office of the Courts
Department of Community Affairs
Department of Children and Families

Martin A. Finkel
Marilyn Gorney-Daley
Linda Holland
LaTasha Holmes
Corinne LeBaron
Niurca Louis
Dawn Marlow
Sonia Moticha
Sara Munson
Aubrey Powers
Richard Stagliano
Stephanie Ullman
Jennifer Underwood
Charyl Yarbrough

DCF Staff:

Daniel Yale

DCF – Office of the Commissioner

Pledge of Allegiance

Martin Finkel informed the Task Force regarding a bill that has passed the Senate mandating that the pledge of allegiance be a part of all public meetings. The Task Force discussed different options pertaining to having a flag visible. Updates will be provided to the Task Force.

Introduction and Welcome

The Task Force welcomed Daniel Yale in his new role as the Executive Coordinator of the Task Force and its Committees. Daniel provided the Task Force with some of his background work within the Department of Children and Families (DCF). Daniel worked under the Division of Child Protection and Permanency (DCP&P)



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for twelve years, three years as a field worker, ten years working in litigation and six years as a Special Response Unit (SPRU) worker.

Review September 23, 2016 Minutes

The Task Force approved the September 23, 2016 meeting minutes without edits.

Updates from Commissioner Blake 2017 Biennial NJTF CAN Conference

The 2017 Biennial Conference will be held on September 8, 2017 in Princeton, New Jersey. The conference theme is "Implementation of Evidence-Based Practices and Services." Rutgers University is managing the conference and a panel has been identified for the morning keynote speakers. The conference is designed to engage the discussion on why to implement and sustain evidence based evidence supported practices. DCF is working on the "call for papers" that will go out mid-late February 2017.

Child and Family Service Review (CFSR) and the Continuous Quality Improvement Plan Presentation - Aubrey Powers, Assistant Commissioner

Aubrey Powers began the discussion on the CFSR process which assesses DCF performance in achieving outcomes within DCF's Division of Child Protection and Permanency (DCP&P) in servicing children, youth and families. Aubrey noted that DCF has some new developments around the CQI that enhances DCF's ability to manage data. Aubrey introduced Dawn Marlow, who presented on the CFSR, and Charyl Yarbrough, who presented on the Continuous Quality Improvement (CQI) Plan.

Dawn Marlow presented on DCF's round three Evolution of the CFSR. It is a federal and state collaborative review that focuses on qualitative measures that allows DCF to utilize its own internal process. Dawn presented on the following:

- CFSR process consists of the statewide assessment, on site review and Program Improvement Plan (PIP) that will take place the week of July 10, 2017. DCF is in the statewide assessment process which is an opportunity to evaluate where DCF stands in terms of their child welfare family outcome and the systemic factors. The Children's Bureau looks at seven child and families outcomes related to safety, permanency and wellbeing. New Jersey is meeting two of the national standards under the safety outcomes.
- The permanency outcomes look at the permanency and stability of children in their living arrangements and if permanency goals are being established.
- Continuity of family relationships and the connections are ensuring that children in out of home placements are visiting with parents and siblings while in placement.
- The Well Being Outcomes indicator looks at the family's ability to provide for their children's needs through the planning process.
- Systemic Factors needs to be a part of a child welfare system and functioning statewide. It looks at the case plan system, periodic reviews that take place every six months, permanency hearings, timely termination of parental rights filing and whether caregivers are being given notice of hearings.
- The Quality Assurance system is one of the new enhancements for Round 3 which looks at the State's quality assurance system and the five pillars of success.
- Staff and Provider training focuses on the initial training for the new staff, ongoing training and training opportunities for prospective and current parents while looking at the service array and resource development.



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- Recruiting families that reflect the children that come into care and looking at the interstate processes and compact and conducting thorough background checks.
 - The onsite review tool is utilized in rating a case for determination for substantial conformity (substantially achieved, partially achieved or not achieved).
 - Sampling includes a minimum of sixty-five cases statewide within three selected sites.
 - The next steps for the weeks to come will include an online survey to stakeholders, on-site review and then the PIP process begins. Stakeholders will be invited to the exit interview.

Charyl Yarbrough presented on the Continuous Quality Improvement (CQI) Plan and began the presentation with DCF's Vision and Mission statements and emphasized DCF's commitment to the CQI which will allow DCF to access services internally. It was emphasized that the CQI goals are:

1. To provide a continuous learning environment for the purpose of future outcomes
2. To ensure the sustainability of DCF's case practice model and reform efforts, improve agency processes, procedures, and quality of services by consistently using data to guide fiscal and programmatic decision-making, and

To sustain and enhance DCF's ability to self-monitor. Charyl provided background information from 2004 to the present. The following was presented to the Task Force: Casey Family Programs and the National Child Welfare Resource Center for Organization Improvement convene a group to guide the CQI implementation and define the CQI (the complete process of identifying, describing and analyzing strengths and problems and then implementing, testing, learning from and revising solutions) which is implemented at all levels.

- During this process, DCF was being created and NJ SPIRIT was fully implemented; the Child Stat was implemented along with the development of the strategic plan.
- Administration for Children and Families (ACF) 5 key components to CQI was discussed:
 - It is important for States to have a strong administrative oversight to ensure their system is functioning effectively and consistently, and is adhering to the process established by the agency's leadership. Staff throughout DCF will have designated roles to guide the CQI work as well as having policies in place.
 - Quality Data Collection – collecting quality data from a variety of sources. DCF has a strong Statewide Automated Child Welfare Information System (SAWCIS) system.
 - The Case Review process ensures that DCF has samples and training for the reviewers and standard protocols to measure performance.
 - Analysis and Dissemination of Performance Data requires trained analysts (partnership with Rutgers University) looking at the data in order to interpret the data and disseminate the results to stakeholders.
 - Use of Data for Decision Making is critical for executive management to drive change within the organization and improve outcomes for children and families.
 - DCF internal workgroup reviewed literature, existing documents, reviewed CQI plans from other child welfare agencies, federal guidelines, proceedings from national conferences and many DCF internal documents collected over the years. The results of the workgroup will be made available.
- Phase 1 of DCF's CQI focused on case practice service delivery and developing a framework with DCF and providers.



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- Summary of Findings focused on developing a robust system rooted in the new scientific approach and the ability to self-monitor in a systematic way.
 - Moving forward, there will be a shift in the CQI approach which including strengthening the infrastructure and opportunities for professional development.
 - DCF has adapted the old CQI model to extend the focus to why problems exist by looking at the qualitative and quantitative data.

Update on Data Portal Linda Holland, Director

Linda Holland presented Phase 2 of the New Jersey Child Welfare Data Hub. The website is available to the public and features data for DCF, Child Protection and Permanency (CP&P) and census data. Linda demonstrated the data hub portal and the list of nine statewide data reports currently available noting eleven additional reports that will be available soon. She went over the options for children served which includes: total number of hotline referrals, CPS reports, child welfare referrals, IAIU reports by child, children in placement, children entering placement, children exiting placement and placement rates. The data can be manipulated and filtered by county, age, race/ethnicity, gender or by a specific year to produce results of the data filter and an explanation of how the information was generated. It was noted that the reports are not available by zip code due to the potential of identifying a child based on their data filter selection. DCF's data team is working with Rutgers University on generating more reports. Linda discussed DCF findings that were changed will not sync with current findings when comparing previous years due to data changes. Tutorials are available to help navigate the portal and a help desk will be available in the near future. Commissioner Blake encouraged members to view the portal and if they had any questions or need assistance they should email Daniel Yale to obtain assistance with using the portal.

Daniel Yale will email the Task Force members the link to the data portal.

NJTFCAN Business

Discuss NJTFCAN Bylaws & AG Advice – Joseph Ribsam

Joseph Ribsam opened his discussion with a recap from a previous meeting on posing questions to the Attorney General's (AG) Office for legal advice. Joseph provided the following responses from the AG office:

- The AG office advised that the Prevention Committee could create a curriculum for prevention training with out of state university partnership with the recommendation that the Prevention Committee secure written approval from those outside parties to use their work and that there will be no compensation. A draft written authorization document was provided to the Task Force.
- The AG office advised the Task Force that they are not permitted to market and sell the training curriculum once it is developed. The curriculum would be able to be published and shared but not as a revenue source.
- The Task Force is permitted to use the Children's Trust Fund (CTF) to market and promote the CTF to potentially increase the donations. The question was posed if this is something the Task Force wants to move forward with. This topic will be added to the March 2017 agenda for further discussion.
- The Task Force was informed that electronic voting is inconsistent with the Open Public Meeting Act (OPMA). The voting will have to occur in a public setting for the public to witness the vote. A public meeting held by conference call is acceptable as long as there is a physical space for the meeting as well.
- The Task Force was informed that under OPMA, the Task Force's subcommittees are not authorized to spend funds unless the Task Force votes and approves the funding.



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- Joseph discussed the rules on representation by proxy. According to the bylaws, for any vote to occur there has to be a quorum consisting of half of the seated membership (excludes vacancies). Ex officio members are permitted to vote on behalf of their representative; however other member designees are not able to vote.

Bill A4378 is a new bill that was introduced relating to anonymous reporting to the statewide Child Abuse Hotline. If passed, anyone calling to report abuse or neglect would have to provide all of their identifying information. It was noted that this is a new bill from new sponsor. This topic will be added to the March 2017 agenda.

Elect Chairs

Prevention Committee

The Task Force elected and approved Natasha Johnson, Director of the Department of Human Services (DHS), Division of Family Development as the new Chairperson for the Prevention Committee. Natasha has long been a member of the Prevention Committee and the DHS designee for the Task Force.

Staffing and Oversight Review Subcommittee (SORS)

Commissioner Allison Blake asked Marygrace Billek and Sara Munson to consider sharing the role as the co-chair for SORS. They were informed to contact Daniel Yale regarding their decision. This topic will be added to the March 2017 agenda.

Subcommittee/Committee Updates

Communication Committee

No updates provided.

Prevention Committee – Niurca Louis

Niurca Louis informed the Task Force that the Prevention Committee has changed the direction of focus to prepare the next prevention plan by creating “tactical workgroups,” looking at previous prevention plans and creating new objectives.

Protection Committee

Richard Stagliano discussed the Protection Committee goals and areas of focus for the year. The Committee has created workgroups to focus on juveniles with sexually inappropriate behaviors and how they are treated regarding “child on child” offenses in the State. Dr. Martin Kupnick presented on this topic at the Committee’s meeting on January 18, 2017. The other area of focus will be the digital realm of child abuse around child exploitation through social media, sexting, child pornography, etc. The Committee is also looking to partner with the Department of Education to see what is being done throughout the State in educating children and parents regarding the internet.

Staffing and Oversight Review Subcommittee (SORS)

No updates provided.

Announcements

Commissioner Allison Blake and Dr. Martin Finkel acknowledged Mary Jane Awrachow on her retirement from the New Jersey Task Force on Child Abuse and Neglect and Foster and Adoptive Family Services. Commissioner Blake and Dr. Finkel thanked Mary Jane and presented her with a certificate for her years of



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service on the Task Force. Mary Jane read her resignation letter to the Task Force and she wished the Task Force much success on their important work on behalf of the children and families of New Jersey.

Next Meeting – March 24, 2017 in New Brunswick (Room 102)