

**New Jersey Task Force on Child Abuse and Neglect
Staffing and Oversight Review Subcommittee (SORS)**

Cecilia Zalkind, Esq, Chair

Rita Gulden, MSW, Vice-Chair

Tuesday, November 12, 2013 - 10:00 a.m. – 12:00 p.m.

20 West State Street, 2nd Floor Conference Room 220

Trenton, NJ 08550

In Attendance

Rita Gulden	CASA of New Jersey
Cecilia Zalkind	Advocates for Children of New Jersey
Elizabeth Bowman	DCF, Office of Performance Management and Accountability
Lori Morris	CASA of Mercer/Burlington County
Kara Wood	DCF, Child Protection and Permanency
Marygrace Billek	Mercer County DHS
Amy Fischer	Administrative Office of the Courts
Mary Hallahan	Upper Freehold Regional School District/Foster Parent
James Chester	Foster and Adoptive Family Services
Lisa Nemeth	Department of Law & Public Safety
Linda Porcaro	Somerset Co. Office of Youth Services
Lauren Carlton	Department Law & Public Safety

Staff

Dawn M. Leff	DCF-NJTFCAN SORS
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Introduction and Review of Minutes:

Introductions were made and July as well as September minutes were reviewed and approved.

New Business:

Organization for 2014 was the priority focus of discussion. The 2014 meeting schedule that was distributed was reviewed. It was noted that the present Trenton meeting location would remain the same and that the November meeting will take place on Wednesday 11/12/14 due to the Veteran's Day Holiday.

Open discussion was held to determine what value added agenda items will be explored to meet the charge of the SORS. Several topics were proposed with lengthy discussions surrounding each.

Topics included:

- Outcomes from presentations- presentations provided necessary education, how can that transfer to actionable changes
- Educational stability- discussion was held regarding disconnect between resource parents and CP&P staff regarding transportation; data about how children are succeeding
- Visitation issues- identified as an on-going concern in the MSA report; follow up needed from the visitation questions proposed by the SORS

- Staffing retention- CP&P has generally preserved the institutional knowledge base through succession and leadership training whereas Judiciary has experienced a significant loss; questions regarding retention data were explored as well as specialized training opportunities for staff
- Service Mapping- lack of community connection with a high reliance on Perform Care has led to staff becoming unaware of the availability of services within the community; need of specialized at risk behavior services (IE sex offender, fire setting); balance of and access to quality services

Discussion regarding updating a staff survey was explored. It was determined that the survey will need to be targeted and focused. The two primary themes from the previous survey were discussed which were training and services. Rita proposed taking one theme to focus the staff survey. Beth proposed incorporating solution focused questions into the survey and Lori proposed holding focus groups to assist in the development of survey questions.

Identified action plan for next meeting:

1. Linda Porcaro will organize a subgroup to define survey items and report back at the next meeting
2. Ceil and Beth will explore with national partners on the development and distribution of staff survey; articles will be gathered, sample survey's from other states as well as advocacy groups (ex: SPARK)- both will report back at the next meeting
3. Beth and Kara will follow up with the proposed visitation questions as well as gather data on staff retention within DCF utilizing past DCF data and national data as a context and will report back at the next meeting

Old Business:

CP&P staff training course catalog – tabled for next meeting as the course catalog is being updated by Robert Ring.

Next Meeting/Announcement –

January 14, 2014 – Trenton, NJ