

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

**Rita Gulden, MSW = Chair**

**Linda Porcaro = Vice-Chair**

**Tuesday May 25, 2016: 10:00 A.M. – 12:00 P.M.**

**30 Van Dyke Ave.**

**New Brunswick, NJ**

**Conference Room 107**

**In Attendance- In Person**

Mary Jane Awrachow	Foster and Adoptive Family Services
Marygrace Billek	Mercer County DHS
Amy Fischer	Administrative Office of the Courts
Lori Morris	CASA
Patricia Myers	Legal Services of New Jersey
Lisa Nemeth	Department of Law and Public Safety
Linda Porcaro	Somerset Co. Office of Youth Services
Aubrey Powers	DCF Assistant Commissioner, PMA
Matthew Schwartz	Youth Representative
Lisa vonPier	DCF Assistant Commissioner, CP&P

**In Attendance- Conference Line**

Stephanie Albanese	Senate Designee for Senator Vitale
Sara Munson	Institute for Families/Rutgers University

**Staff**

Dawn M. Leff	DCF-NJTFCAN SORS
--------------	------------------

**Review of Minutes:**

Introductions were made and the March 2016 minutes were reviewed by the members and approved.

***New Business:***

**Update to SORS Strategic Plan**

Linda Porcaro led the discussion by opening the group to discuss topic items to add to include discussion around resource home availability and specialized populations. Lisa vonPier reiterated the recruitment and retention efforts that were presented at the November 2015 SORS meeting by Colette Tobias and Michelle Adams. In addition Lisa discussed working with Children's System of Care (CSOC) to develop a specialized training for resource parents to work with children with mental health/behavioral health needs and/or developmental needs. Lisa reported out that unfortunately CSOC does not have the ability to accommodate emergency placements so she is working with

Collette and Michelle to identify 2-6 resource families per county that will be able to work with these specialized populations. Lisa reports that her goal is to also connect these homes with a wraparound service provider within the community of the resource parent and also connect them with a 24/7 support. Lisa updated the committee on the Mobile Response pilot. Lisa confirmed that the pilot which refers every new placement to mobile response was very successful in Mercer County and has been expanded to the other 3 counties in that area to include Somerset, Hunterdon and Warren. Lisa reported that in June/July the pilot will expand to Camden and that there is a scheduled roll out for the rest of the state by the end of the calendar year. Lisa reinforced that this process helps with the evaluation and assessment of children in placement, strengthens the partnership between staff and community partners and also engages the resource parents. Lisa informed the committee that she will provide updates on the progress to the subcommittee.

Next area discussed was the goals of the strategic plan. Activities and measures for goal one was identified as the review and analysis of the SORS staff survey. Discussion was centered on follow up with the new Director of Training and Professional Development for goal 2 to gather updates on training survey and transfer of learning outcomes. It was decided that goal 3 would identify specific child and family outcomes that the subcommittee should focus based on performance from available data. Committee members reviewed the Sustainability and Exit Plan (SEP) as well as the DCF Commissioners Monthly Report issued in May 2016 to glean information for focus outcomes. Discussion was held regarding parent/child visitation as to why the target is only 60%. Lisa vonPier discussed the different visitation measures and barriers to meeting best case practice to include parental risk factors such as substance abuse impeding on a parents inability to participate in visits. When visits are coordinated and scheduled and parents do not show, that is not counted in the outcome data. Lisa also reported that courts also order that parent visits occur several times a week, sometimes in cases where parents cannot visit together in addition to sibling visits. Lisa reports capacity becomes a barrier for those instances. Other challenges include resources such as operational supports (IE cars) as well as need for additional supportive services (visitation programs). Lisa discussed her review of data at a statewide level as well as at a local/area level to review and target trends and variances. Lisa discussed that in some cases the issue is leadership and she has dealt with those instances from a human resource perspective. Lisa reports other human resource issues such as staff vacancies due to leaves can impact operations and outcomes in an office or area. Aubrey expressed that PMA and CP&P are in regular communication and collaboration regarding local and statewide outcomes.

Discussion was held around looking at the outcomes where CP&P may be struggling. Focus discussion occurred around the FTM's outcomes. Lisa discussed the reasoning around the change in measure methodology and targets. The group commented and congratulated DCF on the transparency of data that is available to the public. Aubrey discussed the future reporting that will come out over the next several months and reinforced that this transparency will continue after the SEP is complete.

Lisa discussed another barrier has been transportation for adults/parents for visits, programs, etc... She reported that RFP's have been posted however there have not been any consumers interested. Discussion was held around transportation services and looking into Uber as resource.

There was discussion and decision to remove the monitoring of transition of developmental disability services to DCF as this transition is complete.

Sara Munson asked if there any specific areas that Lisa vonPier and/or Aubrey would like the subcommittee to look at that could assist them over the next year. Lisa discussed that in addition to looking at visitation, what is also being examined as priorities for CP&P is repeat maltreatment as well as re-entry into care. Lisa reports that she will keep the subcommittee updated on analysis and progress on these two areas. Both Aubrey and Lisa discussed the qualitative work that is being done to review outcomes. Aubrey discussed how the Qualitative Review (QR) process has been enhanced in addition to providing technical assistance to county Program Improvement Plans (PIP) to help develop measurable outcomes for counties. Lisa vonPier suggested inviting members of SORS to QR Friday debriefs to allow members the opportunity to see individual county outcomes, strengths and areas to improve upon. Aubrey discussed changes with the QR to include simplifying language that mirrors the work that staff do, incorporate it into training and weave quality language into everyday work. Aubrey also discussed that the schedule for QR as well as sampling has changed so that counties are not going through the process every year and that samples more represent the size of the county. Aubrey stated that the PIP's will have more measureable outcomes which will be monitored and tracked. Lisa discussed the Focus on Supervision initiative which identifies challenging cases for intensive quality multi-level/discipline conferencing through a clinical lens. This was identified as another internal qualitative tool to improve and enhance practice.

Marygrace Billek discussed how the preliminary results of the SORS staff survey show that staff still identifies service array does not match the needs of families. Lisa and Aubrey discussed how DCF is currently undergoing a comprehensive assessment and examination of needs and services. The updates to the reports are currently available on the DCF public website. Lisa suggested inviting Debra Lancaster who has been working on development of needed key services and key speak on the overarching steps and processes in identifying priorities, developing those services. She also suggested inviting Karen Baldoni who is the DCF Director of Contracting can discuss the challenges with long standing contract providers and what it takes to make changes in those contracts, end contracts and what the aftermath can be if alternate providers cannot be established. This elicited a hearty discussion about consequences both to the program as well as to the community and how some contracts have political ties. Lisa also discussed the work of the local office Resource Development Specialist in working with other community contracted and non-contracted providers to ensure that staff are aware of the services within individual communities and is accessing them.

Dawn provided an overview of the discussions and summarized what will be captured in the Strategic Plan.

The next topic discussed was to begin drafting rough topics for the Annual Report. Areas identified include the staff survey process, presentations that were completed during the year, development of a strategic plan, increasing SORS membership and comprehensive understanding and exploration of the visitation programming.

Dawn Marlow conducted an overview of the new Child Welfare Data Hub. In partnership with Rutgers, the Data Hub allows users to explore key child welfare measures, population characteristics, and socioeconomic variables at the state- and county-level through an interactive map. The measures are the first set and there are additional measures that are being explored to add in the future. Dawn showed the group how the interactive map works and gave an example of service matching by showing how Essex County has the highest rate of child population under the age of five also has the highest rate of families served by the evidence based Home Visiting Families program. Dawn encouraged members to explore the data map on their own and that she has sent the link out to all members so they can access it. Aubrey offered to have Linda Holland who oversees DCF IT to come and speak about the Data Hub and also highlighted that longitudinal data and additional reports will also become available in the future as DCF expands on transparency.

**Old Business:**

Tabled due to time restraint

**Next Meeting:**

**Tuesday July 19, 2016**

Location: Commissioners Conference Room  
50 East State St. 2<sup>nd</sup> Floor  
Trenton, NJ 08625

**Announcements & Closure**

Lori Morris announced that she is now the Interim Executive Director for Union County CASA.