

**New Jersey Task Force on Child Abuse and Neglect
Staffing and Oversight Review Subcommittee
Ceil Zalkind, Esq, Chair
Rita Gulden, Vice-Chair
March 13, 2012
10:00 A.M. – 12:00 P.M.
Minutes**

In Attendance

Marygrace Billek	Mercer County Human Services
Allison Blake	DCF-Commissioner
Elizabeth Bowman	DCF-OPMA
Kristine Brown	DCF-Communications
James Chester	FAFS
Kathy Collins	Monmouth Cares
Amy Fischer	Administrative Office of the Courts
Rita Gulden	CASA of New Jersey
Mary Hallahan	Foster Parent
Marianne Majewski	Catholic Charities
Patricia Myers	Legal Services of New Jersey
Nancy Parello	Advocates for Children of New Jersey
John Ramos	DCF/DYFS - Director's Office

Staff

Adrienne E. Jackson	DCF-NJTFCAN
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Introduction and Review of Minutes

Introductions were made and January meeting minutes were reviewed and approved. Kristine Brown, DCF-Director of Communication, was introduced.

DCF Update – Commissioner Blake

The Commissioner provided brief remarks and update on the status of training around supervision. Focus on Supervision begins with the pairing of case work supervisors to a clinical social worker. Relative to this, partners attended a two-day training on a “Grand Rounds Case Conferencing” model that envisions inclusion of all of clinical team members (i.e., DV Liaison, Clinical Consultant, Substance Abuse Consultant, Child Health Unit) as well as staff responsible for the cases presented during Grand Rounds. The original immersion counties (5 offices) participated in this pilot: Bergen, Burlington, Gloucester and Mercer counties as well as Essex; along with community service providers from those respective counties. An evaluation component was developed and each member of the team completes a satisfaction survey. This pilot will be expanded to ten additional counties by July 2012.

Additionally, an update on the status of the department’s collaboration was provided. Commissioner Blake informed that CMO Directors and DYFS Area Directors attended a two-day training a few months ago. The department worked with Rutgers to incorporate their Essentials of Leadership training into the department’s Case Practice Model (CPM)

to infuse a leadership training using the principals of the CPM. Initial feedback from this training was reported to be positive and beneficial. Additional trainings are forthcoming to include DCF division directors.

Relative to workforce development, the National Network for Social Work Managers has a set of competencies and best practice standards for managers which are recognized internationally. In June 2012, the department intends to kick-off an 18-month program for 47 DYFS Local Office Managers (LOM). Similar the DCF Fellows, the Management Fellows will meet with the Network leadership - over a two-day period - to complete a needs assessment/self-assessment. Based on their individual needs, a training plan will be developed and paired into cohorts based on the needs/self-assessment. Over the course of 18 months they will attend seminar series, complete projects and will be connected to a mentor with the end goal of receiving a certificate. Like focus on supervision, an evaluation process was also built-in.

The department announced an opportunity for a limited number of supervisory level staff to earn a MSW. Montclair State University, Rutgers University and Stockton College developed a Master in Child Welfare Education Program (MCWEP), similar to BCWEP, anticipated to begin fall 2012.

Members received a copy of DCF *Special Edition Newsletter-Budget Fiscal Year 2013* released on February 27, 2012. This article provided some details outlined in the proposed SFY 2013 budget. Discussion ensued about anticipated changes within the department. It was noted that the proposed plan allows for the creation of an effective integration system of care that will be accessible, flexible and responsive to those the department serves. Conversation continued around DYFS name change. It was clarified that the proposed name change aligns with the work of the division – child protection - and that there will be no changes in how cases are handled.

Current Child Visitation – Open Discussion

In the interest of time, members agreed to table this topic.

Development of Goals and Objective – Open Discussion

There was brief discussion around establishing committee goals and objectives. Members agreed to forward one goal, activity and measure to Adrienne by April 15, 2012. Adrienne will synthesize the information and forward same to Rita.

Annual Report Workgroup Development – Open Discussion

The group engaged in discussion about the annual report. Nancy and Marygrace agreed to work on gathering data for the annual report; Adrienne will arrange a meeting between Nancy, Marygrace and Robert Ring of the CWTA.

Presentation on Office of Office of Performance Management & Accountability – Elizabeth Bowman, LCSW, Director

Elizabeth Bowman, Director, of the Office of Performance Management and Accountability (OPMA) provided an in-depth review of the Qualitative Review (QR) process. Formerly the Office of Continuous Quality Improvement (until September

2011), the OPMA encompasses the work they are doing and the direction the office is headed. Elizabeth began by giving a brief overview of the scope of the work of OPMA. She provided history around the QR process aka as QSR (quality service review) in other states. Relative to the QR process, DCF looks at current outcomes and system performance using interviews. Pairs of reviewers participate in an intensive week-long process conducting interviews with the case worker, supervisor and other key informants involved in the child's life; roughly 8-10 interviews per child. A random sample of 12 children in a county are selected – eight out-of-home and four in-home. Families are asked to participate and have the option to decline. The review process involves a scoring process using a number of different indicators on a scale of 1-6. Child and Family Status Indicators assess how the family is functioning today and within the past month with a focus on safety, permanency and well-being. Practice Performance Indicators look at the last three-months in terms of system practice – such as engagement, family teaming, case-planning, and provision of health care. Discussion ensued relative to these indicators. Conversations continued around 2011 data, a sample of the results, and areas of strengths and refinement. Additional details identified in this presentation were provided to the Subcommittee. SORS expressed an interest in hearing more around Program Improvement Plans (PIP's) relative to the QR process.

Next Meeting & Announcements

May 8, 2012