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## PROGRAM ANNOUNCEMENT

*The Advocacy Institute Is Pleased to Present*

### DCF IN-SERVICE

**November 25, 2019**  
**9:00 a.m. – 3:45 p.m.\***  
**R.J. Hughes Justice Complex**  
**25 Market Street**  
**4<sup>th</sup> Floor Conference Room A**  
**Trenton, New Jersey 08625**

**\*Registration will be from 8:45 a.m. – 9:00 a.m.**

### NOTICE REGARDING COURSE MATERIALS

You will receive the course materials approximately forty-eight (48) hours prior to the date of the course. The materials will be contained in an email attachment.

#### *Program Summary*

The Division of Law's DCF Practice Group will be providing presentations on a variety of topics directly related to the group's work. The topics and presenters are listed on the following pages. You must register for and attend both the morning and afternoon plenary sessions and will have a choice of three different seminars during the morning and afternoon workshop sessions. ***Please see the attached schedule for a list of lectures and presenters.***

#### *Who Should Attend?*

The in-service program is only for deputy and assistant attorneys general in the Division of Law's DCF Practice Group. Please do not attempt to register if you are not a member of the DCF Practice Group.

#### *Who Is the Faculty?*

Please see the attached schedule.

#### *CLE Credit*

Please see each individual course description below for CLE credit amounts.

## **How Do I Register?**

### **State Employees**

Most State employees are able to register for this course by going to <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> and creating an AGAI Course Registration account. To do so, your computer **must** be attached to the government's Garden State Network. Upon opening the AGAI Course Registration System home page, you will see the Create Account link in the Login Box. Click on it and create your account, which will include you selecting a user name and password. Once you create your account, you can access the AGAI Course Registration System at <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> to register for future courses or to manage your account. Please retain your user name and password for your records.

## **LIST OF COURSES AND PRESENTERS**

**8:45 a.m. to 9:00 a.m.            REGISTRATION**

**9:00 a.m. to 9:15 a.m. WELCOMING REMARKS**  
AAG Eleanor Armstrong

**9:15 a.m. – 10:45 a.m. MORNING PLENARY SESSION**

### **COLLABORATIVE SAFETY**

Collaborative Safety is a key part of DCF's Strategic Plan and a core focus of its work, which includes implementing and training employees in a new method of detecting and investigating critical incidents and child fatalities/near fatalities. This program will highlight Collaborative Safety's safety science approach, which engages employees in safety related efforts and establishes comprehensive approaches to analyze adverse events so employees can promptly remedy areas identified for improvement. The collaborative safety model moves beyond a surface level understanding of how systems fail and addresses the complex interplay of systemic factors. After identifying these factors, child welfare agencies can begin to make critical improvements to promote safe outcomes for children, families, and employees.

**Noel Hengelbrok** is a Co-Founder of Collaborative Safety, LLC. He was formerly the Director of Safety Analysis for the Tennessee Department of Children's Services and the Director of Safety Systems for the Tennessee Department of Intellectual and Developmental Disabilities. Noel was a key developer of the Tennessee DCS Child Death Review and the DCS Confidential Safety Reporting System. He has published research articles applying safety science to child welfare agencies and worked with numerous state agencies to improve their critical incident review processes and advance a culture of safety. He received a Master's Degree in Human Factors and System Safety from Lund University in Lund, Sweden.

**Dr. Scott J. Modell** is President of MCG Consulting and a Co-Founder of Collaborative Safety, LLC. He previously served as the Deputy Commissioner of the Tennessee Departments of Children's Services and Intellectual and Developmental Disabilities. Dr. Modell was also a Professor at California State University, Sacramento, where he served as Director of the University's Autism Center for Excellence. He has authored nine books and over 300 published articles and abstracts. Dr. Modell has been a leading advocate for applying human factors and system safety principles to human services agencies and has developed safety management systems for child welfare agencies. He is a nationally recognized speaker on child abuse, crime victims with disabilities and the application of safety science to human services agencies. He has conducted workshops and trainings for police officers, educators, child protective service and adult protective service professionals across the country. Dr. Modell received his Ph.D. from the College of Education at Florida State University.

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.8 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism.

**NY CLE Credit:** 1.5 substantive credits (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.5 substantive credits (\$3.00 mandatory registration fee required).

**10:45 a.m. – 11:00 a.m. BREAK**

**11:00 a.m. to 12:15 p.m. MORNING WORKSHOP SESSIONS**

**UNDERSTANDING THE INTERSTATE COMPACT ON THE PLACEMENT OF CHILDREN PROCESS AND A LOOK AHEAD TO NJ/NY'S BORDER AGREEMENT**

This course will provide an overview of policies and procedures stemming from the Interstate Compact on the Placement of Children and the important role of DCF deputies in providing support to Division of Child Protection & Permanency local offices by coordinating and managing domestic and international inter-jurisdictional out-of-home placements. The program will also include a discussion of the negotiations between New Jersey and New York to create a process for placing children over state lines pending the completion of an ICPC home study. This training will detail the timeframes, forms, processing and tracking of cases that will be subject to the pilot period for this process, which is anticipated to commence in 2020. Essex, Bergen, Hudson, Middlesex, and Union counties are within the geographic scope of this agreement. Given the impact on their practice, deputies assigned to these counties are strongly encouraged to attend this program.

**Clinton Page, Esq.** is the Director of Legal and Legislative Affairs for the Department of Children and Families. He oversees the operations of the Administrative Hearings Unit, the Child Abuse Record Information Unit, the Department's Litigation Unit, and the Department's Legislative Unit. He also provides advice and guidance to all Divisions within the Department to ensure compliance with State statutes and regulations. Mr. Page previously served as a Legal Specialist in the Office of Legal, Regulatory, and Legislative Affairs where he assisted with policy development and training staff on new initiatives and legal strategy. Mr. Page has also served as a Deputy Attorney General in the Division of Law's DCF practice group, where he handled guardianship and protective services litigation in Middlesex and Essex counties. He also provided training for the agency's staff and served as the Division of Law's representative on the Children in Court Improvement Committee. Mr. Page held judicial clerkships in both the Court of Common Pleas in Pennsylvania and the United States District Court for the Eastern District of Pennsylvania. He graduated with honors and a pro bono distinction from Widener University Delaware Law School where he was a member of the Delaware Journal of Corporate Law. He obtained his Bachelor's Degree from the University of Scranton.

**Nina Roller** is the Administrator of Interstate Services for the Department of Children and Families. Interstate Services is committed to improving the timely and permanent placement of children with relatives both in and out of state. Ms. Roller was previously the Division of Child Protection and Permanency's Atlantic, Burlington and Cape May Area Director, overseeing the operations of five local offices and the Mays Landing Area Office. Prior to that assignment, she was the Assistant Area Director for Atlantic, Burlington and Cape May counties, where she worked with the area and local offices to improve case practices and develop staff. She also launched the opening of the Burlington West Local Office, leading a team of 120 professionals driving the agency's vision and mission in conjunction with internal and external community partners. She has been a local office manager, casework supervisor, supervisor and caseworker.

**Gayle Williamson** is an Interstate Services Supervisor in the New Jersey Department of Children

and Families. She previously supervised New Jersey's Adoption Exchange Unit. Ms. Williams' experience includes direct practice, Child Placement Review, working with youth in the Juvenile Justice System, parole, adoption and all aspects of Resource Family Care. She has developed training for volunteers and resource families and served as a factual witness to the adoption program. She has also assisted adults with mental health issues in transitioning to the community and women diagnosed with Autism. Ms. Williamson is a graduate of Richard Stockton State College with a Bachelor of Science degree in Psychology and earned a Masters of Social Work from Rutgers University.

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.5 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism.

**NY CLE Credit:** 1.5 substantive credits (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.0 substantive credit (\$1.50 mandatory registration fee required).

### **SAFETY NET SERVICES AND BENEFITS AVAILABLE TO NEW JERSEY INDIVIDUALS AND FAMILIES**

This course will provide an overview of services and benefits available through programs overseen by the Department of Human Service's Division of Family Development. The program will include a summary of benefit eligibility criteria and the factors for benefit reduction and/or termination. The presenter will provide practical tips for the application and recertification process, including both the rights of the applicant and the duties of social service agencies when processing benefits applications. The presentation will also include a discussion of the appeals process available to program applicants or recipients when faced with adverse action by an agency.

**DAG Shereen Rizk Youssef** is a member of the Division of Law's Health and Human Services Section. She handles Superior Court and appellate cases, as well as administrative matters for a variety of State agencies. Prior to joining the DOL, DAG Youssef was a Senior Attorney with the Community Health Law Project in Trenton and a Staff Attorney with Ocean-Monmouth Legal Services. She has also served as an arbitrator for the Mercer County Courts and the Better Business Bureau and as an adjunct Legal Studies instructor at Monmouth University. DAG Youssef received a B.A. from Pace University and a J.D. from New York Law School.

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.5 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism.

**NY CLE Credit:** 1.5 Substantive credits (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.0 Substantive credit (\$1.50 mandatory registration fee required).

### **AN OVERVIEW OF DRUGS AND CURRENT AND EMERGING DRUG USE TRENDS IN NEW JERSEY**

This course will provide basic information about the street names and forms of drugs and current and emerging drug use trends in New Jersey. The program will also explain the Drug Monitoring Initiative, including how it defines and explains trends, implications and threats from illicit drug activity and the involvement of New Jersey State Police in the initiative's functions.

**Detective Sergeant Miguel Holguin** is a member of the New Jersey State Police. He works in the Office of Drug Monitoring and Analysis (ODMA). The Drug Monitoring Initiative of the ODMA uses a multi-jurisdictional, multi-state drug-incident information-sharing approach including collection and analysis of drug seizures, overdoses, related criminal behavior, and healthcare related data. The Drug Monitoring Initiative provides intelligence to support law enforcement and public health experts in better understanding trends, implications, and threats from illicit drug activity that impact their jurisdictions. Detective Sergeant Holguin has supported a multitude of narcotics-related investigations. He also assisted with the implementation of ODMAP/ODFORM, a new web-based overdose incident -tracking program.

**Detective Sergeant Holguin** previously worked in the Real Time Crime Center in Newark, N.J., where he collected and disseminated criminal intelligence to federal, State, county and local law enforcement partners. He has served in the NJSP's Gangs and Organized Crime and Weapons Trafficking North Units of the Criminal Enterprise Section, where he was a Task Force Officer for the FBI Safe Streets Gang Task Force, conducting long term investigations into criminal enterprises and drug trafficking organizations. He has also worked at the NJSP's Metro North Station, conducting proactive police patrols, and as an undercover trooper for the Warren County Prosecutor's Office Narcotics Task Force.

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**NY CLE Credit:** 1.5 substantive credits (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.0 substantive credit (\$1.50 mandatory registration fee required).

**12:15 p.m. – 1:00 p.m.            LUNCH (on your own)**

**1:00 p.m. – 2:15 p.m.            AFTERNOON WORKSHOP SESSIONS**

**UNDERSTANDING THE INTERSTATE COMPACT ON THE PLACEMENT OF  
CHILDREN PROCESS AND A LOOK AHEAD TO  
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**NY CLE Credit:** 1.5 substantive credits (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.0 substantive credit (\$1.50 mandatory registration fee required).

## INTERNATIONAL IMPLICATIONS OF CHILD PROTECTION–PART 2

This course is the sequel to the *International Legal Considerations in Child Protection* program offered in November 2018. It will provide an in-depth look at the Federal law tools available to identify the risk of child abduction and prevent or recover children subject to wrongful removal and/or retention. The program will provide specific information about the “Do Not Depart List” and detail the process and special language required when seeking a protective order.

**Patricia Apy, Esq.** is a partner in the law firm of Paras, Apy & Reiss, which specializes in family law. Ms. Apy is an expert in complex family litigation, concentrating in international and interstate family cases. She has litigated and served as an expert witness and consultant on family disputes throughout the world, specializing in issues related to the application of religiously based family law systems. Ms. Apy is a frequent speaker on family dispute resolution in non-Hague countries and risk factors for child abduction. She has also provided continuing legal education programs for JAG attorneys at armed services bases and ships throughout the world. Ms. Apy holds a BSW from Oral Roberts University in Tulsa, Oklahoma, an MSW from the University of Missouri in Columbia, Missouri and a JD from Case Western Reserve University School of Law in Cleveland, Ohio.

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.5 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism.

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**PA CLE Credit:** 1.0 substantive credit (\$1.50 mandatory registration fee required).

## THE YEAR IN REVIEW: PUBLISHED 2019 DECISIONS IMPACTING DCF

This program will cover published 2019 case law that impacts DCF practice, including RLM, LO, BH, and MM. The panelists will discuss the application of the case law and its effect on due process, discovery, evidence and client advice and include practical tips to use these holdings in every day practice.

**DAG Peter Alvino** is the Section Chief of the DCF North Section of the Division of Law, where he supervises forty-five Deputy Attorneys General who represent the Division of Child Protection and Permanency in Hunterdon, Somerset, Warren, Sussex, Morris, Passaic, Bergen, Hudson and Union Counties. DAG Alvino has represented the Division of Youth and Family Services (now DCP & P) in both FN and FG cases in all of the northern counties. He has tried hundreds of child protection cases and argued numerous appeals, including six before the New Jersey Supreme Court. Prior to joining State service, DAG Alvino was an associate at Cohn, Lifland, Pearlman, Herrmann and Knopf. He holds a J.D. from Rutgers Law School, where he was an editor of the law review.



**DAG Salima Burke** is a member of the Department of Children and Families Practice Group of the Division of Law. She represents DCF in administrative and appellate court cases involving the Division of Child Protection and Permanency, the Office of Licensing, and the Institutional Abuse Investigation Unit. She briefed and argued *DB*, in which the Appellate Division approved the not established findings tier and briefed *DCPP v. B.H.*, in which the Appellate Division narrowly construed the definition of “parent or guardian” that applies in civil abuse and neglect proceedings under Title 9. DAG Burke has served as a Court Appointed Special Advocate (CASA) and was previously an educator and editor in the non-profit sector. She clerked for the Honorable Alexander P. Waugh, Jr., J.S.C., Appellate Division, and holds a J.D. from the University of Virginia School of Law.

**DAG Lori J. DeCarlo** is an Assistant Chief of the DCF Central Section of the Division of Law, where she supervises several deputies and oversees a large caseload of administrative and appellate court cases involving the Division of Child Protection and Permanency, the Institutional Abuse Investigation Unit and the Office of Licensing. DAG DeCarlo has successfully briefed numerous appeals before the Appellate Division and the Supreme Court of New Jersey and has argued several cases in the Appellate Division. She previously served as a Lead DAG and a line Deputy in the DCF Practice Group. DAG DeCarlo received a State of New Jersey Exceptional Service Award in 2005. She clerked for the Honorable Robert A. Coogan, J.S.C. and received her JD from Seton Hall University Law School.

**DAG Jennifer A. Lochel** is the Section Chief of the DCF Central Section of the Division of Law. She was previously an Assistant Section Chief and Lead Deputy Attorney General in the DCF South Section, supervising Camden and Burlington Counties. DAG Lochel has extensive trial experience in child protection matters. She has represented the Division in multiple appellate arguments, including successfully arguing *DGP&P v. R.L.M.* before the Supreme Court. DAG Lochel clerked for the Honorable Diane B. Cohen, P.J.F.P. She holds a J.D. from Widener University Law School.

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**NY CLE Credit:** 1.5 substantive credits (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.0 substantive credit (\$1.50 mandatory registration fee required).

**2:15 p.m. – 2:30 p.m.                      BREAK**

**2:30 p.m. – 3:45 p.m.                      AFTERNOON PLEINARY SESSION**

**ETHICS AND PROFESSIONALISM WHEN DEALING  
WITH DIFFICULT ADVERSARIES**

This program will teach attorneys how to ethically and professionally deal with difficult adversaries, with special emphasis on the duties and obligations of a Deputy Attorney General in difficult situations. The course will include a review of pertinent Rules of Professional Conduct

and their applicability to cases involving obstreperous lawyers.

**Jim Harris** retired from the Department of Law and Public Safety as the Chief of the Department of Children and Families South Section after serving as a Deputy Attorney General for over 25 years. In his tenure with LPS, Mr. Harris worked in criminal justice, juvenile justice, and civil law. He has litigated cases for the State Police, the New Jersey Judiciary, the Department of Corrections, the Division of Youth and Family Services and the Bureau of Parole. Mr. Harris has litigated numerous jury and non-jury trials involving civil rights, employment discrimination, whistle blowers, child abuse and parental termination. He has also successfully argued cases before the New Jersey Supreme Court and the Third Circuit Court of Appeals. Mr. Harris is a faculty member for the National Association of Attorneys General Training and Research Institute and the Attorney General's Advocacy Institute. He is a graduate of Rutgers University School of Law, Camden, where he was Managing Editor of the Law Journal and holds an LL.M. from Columbia School of Law in New York City.

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.5 hours of total CLE credit. Of these, 1.5 qualify as hours of credit for ethics/professionalism.

**NY CLE Credit:** 1.5 ethics credits (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.0 ethics credit (\$1.50 mandatory registration fee required).