

Child and Family Services Review (CFSR) Advisory Committee  
February 18, 2015 – Governor’s Office Building, Room 315  
10:00 a.m. – 3:00 p.m.

## **Meeting Notes**

### ***Introductions***

The meeting commenced at 10:10 a.m. with a welcome by Christine DeTienne and introductions:

Attendees: Kimberly Abbott, OSCA; Angela Adams, ACF Region VII; Melissa Blessen; NCWWI, Shawn Boyd, Children’s Division, Southern Region; Tori Cawman, NCWWI; Christy Collins, Children’s Division; Kendall Darling, ACF Region VII; Beth Dessem, MO CASA; Christine DeTienne, Children’s Division; Ryan Dowis, Cornerstones of Care; Sally Gaines, Children’s Division; Carla Gilzow, Children’s Division; Teresa Hayner, Good Shepherd; Julies Lester, Children’s Division; Amy Martin, Children’s Division; Wade McDonald, Children’s Division; Tricia Phillips, Children’s Division; Rebecca Rademan, Children’s Division; Susan Savage, Children’s Division; Deborah Smith, ACF Region VII; Melissa Smyser, Department of Mental Health; Nickie Steinhoff, Adoptive Parent; Debi Word, Lincoln University

Absent: Anthony B, SYAB; Dale Fitch, University of Missouri; Jessica Luster, Great Circle; Laura Malzner, Children’s Trust Fund; Keith Noble, Alternative Opportunities; Clark Peters, University of Missouri; Robert Prue, Heart of America Indian Crt.; Morgan Reifsteck, SYAB;

### ***Introductions and New Business:***

Ryan Dowis introduced his guest Tori Cawman and Melissa Blessen with NCWWI. And gave a brief description of what the NCWWI program is.

### ***Children’s Division and Legislative Updates:***

Susan Savage went over the legislative House Bills that are affecting the Department of Social Services and Children’s Division within the State of Missouri:

HB 167- States that prosecution for child abuse may be commenced at any time and removes the ten year statute of limitations for any actions for personal injury damages.

HB 217- states no parent/guardian shall be charged with medical neglect if the parent sought medical care from a licensed medical or mental health provider and there is a diagnosis and lawful course of treatment in which the parent followed. This bill is known as “Isaiah’s Law”.-There was a group discussion held on the case that caused the HB 217.

HB 475- Requires courts to notify CD if the court finds preponderance of the evidence of child abuse and neglect by an individual; CD will then place the perpetrator on the CA/N Registry.

HB 556- grants authority to juvenile court judges to take jurisdiction of any youth under the age of 21 re-entering CD custody through our re-entry statute. This bill also clarifies the petition for re-entry should be filed in the court that previously had jurisdiction over the youth, but if not heard within six months, can be filed in the court where the youth resides; states a youth cannot be returned to CD custody if they are in the custody of another agency, is under a legal guardianship, or who had pled/found guilty to a felony

criminal offense; youth is defined as person 18 or older and under 21 years of age. HB 681- Abolishes our agencies

HB 713- requires CD to accept reports of juvenile on juvenile sexual behavior (N reports) and use a family assessment and services approach to respond to the allegation; for juvenile perpetrators under age 14.

Susan Savage updated the group about the mobility project: 560 iPads have been distributed through the State of Missouri; there are 3 apps already created and a 4<sup>th</sup> being created (hopefully by the end of March.) Susan Savage also went over the 3 current apps and their purpose to assist the employees. Teresa Hayner asked if Private agencies could participate in the mobility project. Ryan Dowis covered the technical and security difficulties with the project being utilized by the private agencies. Logistics of the security and access are a big challenge for the project and we are still working on it.

Tricia Phillips gave an update on COA. News is expected in March about the reaccreditation. We are moving into the self-studies work for the next reaccreditation in 2017.

Susan Savage gave an update on training. Regionalized training has been developed throughout the state. Jackson County and the Northern Regions are moving along with Basic Training and on-the-Job Training. Julie Lester pointed out that all the Regional Directors support the training and are excited about the new training for staff.

Susan Savage discussed NCWWI and the initiative that the department is participating in. The project is developing a lot of leadership opportunities. The 42<sup>nd</sup>, 23<sup>rd</sup>, 16<sup>th</sup> and 31<sup>st</sup> circuits will have an opportunity to go to three day training for leadership academy training. Tim Decker will also have an opportunity to go to a Directors academy to help develop more leadership and training to help support the division. Susan Savage, Christy Collins and Julies Lester went over the Family Centered Services work group. There was a brief overview of the workgroups pilot ideas and the status of the project.

#### ***Recruitment and Retention of Foster Parents- Discussion of Recruitment and Retention pilot project-***

Christine DeTienne asked Ryan Dowis to go over the Recruitment and Retention pilot project that Cornerstones of Care is piloting. Ryan Dowis provided an overview of the Recruitment and Retention pilot project and how they are learning and adjusting.

The Recruitment and Retention pilot project covers Jackson County and the surrounding areas including the following circuits: 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup>, 9<sup>th</sup>, 15<sup>th</sup>, 17<sup>th</sup>, 18<sup>th</sup>, and 43<sup>rd</sup>.

Building Community Relationships within the circuits was very important for the development and progress of the Recruitment and Retention pilot project.

#### ***Working Lunch***

#### ***Discussion of foster parent recruitment and retention-***

Amy Martin held a discussion around the Diligent Recruitment Navigator and the plan for recruitment and retention of foster parents. Due to meetings centered around the diligent recruitment navigator the following things were developed:

Recruitment Posters, Individual Recruitment Brochures, Personalized Brochures and Web Blast Starting in May, the Heart Gallery website will feature photos of 50 children and around August another 50.

The Foster and Adoption Care Coalition is piloting the Safe Model.

Amy Martin requested five volunteers to assist with five questions for the group.

#1: (Beth Dessem): What are some new ways that we should look at our data to understand our population of children in foster care beyond the common demographic data details (e.g. number of previous placements, number of children placed with relatives, zip code of home of removal, whether placed with siblings, whether specific groups of children are overrepresented in foster care, etc.)

- School district codes
- Trauma history and timeline
- Disabilities-cognitive, physical
- Reasons placements:
  - Were delayed
  - Were successful
- Skills foster parents have who are successful in helping child move permanency
- Who is the one adult in the child's life who is significant in success? (role)
- Reach out to faith groups & relate numbers of say "Presbyterian" kids in foster care in their community
- Look at numbers of LGBTQ youth sexual orientation and gender identity

#2 (Melissa Blessen): How will we identify organizations and entities that are representative of the communities from which children in care come?

- Business community
- Chamber of commerce
- Civic organizations (Lions Club, Kiwanis)
- United Way
- Mother's group/single moms group
- Asking the youth
- Foster parent association
- Legislators
- Past families in the child welfare system-parent café's, parent partners
- Front-line workers
- Kinship/relative providers
- People who didn't complete STARS, expired license

#3 (Sally Gaines) What barriers may exist for prospective foster and adoptive families who seek to complete the foster care licensing or home study process? How can we break down those barriers?

- Discussion of location of training –whether barrier- no
- Reimbursement of training time- barrier
- Childcare-barrier- Consider asking church or sororities to provide childcare or use CD staff.
- Discussion of condensed training- Ryan Dowis talked about training extravaganza

- Discussion of fingerprints- hassle but maybe not a problem that stands out, in New Mexico fingerprints was done at training. Locations of fingerprinting may be a barrier
- Have you surveyed those who drop out of the process?
- Daily rate barrier
- Difference between rates for adoption/CD/FCCM
- Variance in type of care/rates based on child's needs
- Barriers for lower income-do they have beds, active adoption resource centers have helped with this barrier
- Supportive relationship formalized- how to create support system, looking into groups in state learning.
- Debi Word questioned how the agency validates the participation of fostering parents? Ryan Dowis shared that foster parents want to be supported and as if they are an important part of the team.
- Childcare/Daytime support to attend Family Support Team Meetings-Respecting & Being at the table along with all partners (CASA, JO, CD/FCCM)
- Staff who can facilitate FST's leading to validation listening
- Developing a way to collect foster and adoptive families input.
- Ryan Dowis informed the group about You, Me and the Kids program where you are allowed to walk in my shoes in a small setting. Each party sends 5-10 people and you invite another party with you.
- Is there a problem retaining foster parents?

#4 (Melissa Smyser) What do we know about retention of prospective or current parents and why they either stay or leave

Why they stay:

- Being valued
- Practice self-care
- Cohort/Support group
- Foster family is connected with same respite provider

Why they leave:

- Outcome/change wasn't what they expected
- Youth is resistant to show appreciation to the family
- Recruitment doesn't focus on the hard part of being a foster family (ex: smiling kids on poster)
- How to help foster parents get through hard time with the youth
- Secondary trauma exposure
- Lack of knowledge of child-welfare system when they first come in
- Lack of validation
- Lack of childcare/respite-foster family having resources identified before child is placed

Angela Adams questioned if there is respite available for foster parents. Amy Martin indicated that the Children's Division staff are called on to come up with solutions for issues like this when they arise.

Children's Division needs to be responsible with case management so they are not setting up foster parents to fail. Foster parents are encouraged to bring a respite provider along to the table.

#5 (Susan Savage) What are the barriers that specifically affect the state's ability to ensure that the state's standards are applied equally to all licensed or approved foster family homes, adoptive homes and licensed relative providers?

- Misdemeanors and felonies variance
- How standards are interpreted across the state vary
- Individuals do home studies. Need to standardize as much as possible, but need to be responsive to community needs
- Need social and emotional support
- What are our absolutes (no pedophiles for example)
- Difference in Community standards
- Instability of licensing worker, lots of people touching the record. With the pilot we are doing a 10% random sampling to see that there is a consistency with practices and how they are applied and handled.
- Times when foster parent gets cross with staff and perceive they are unworkable, maybe switch case to another staff member
- Relationship building is really important. Need to infuse this in new staff.

Deb Word pointed out recognition of fostering would go a long way with retaining foster parents. Kendal Darling pointed out that a program of giving an extra monetary bonus for a child birthday would make things easier for a foster parent to get a birthday gift. Funding is always an issue for recognition of foster parents, due to childcare and transportation to get the foster parents to be free for a recognition dinner is a struggle.

***Wrap up-***

Christine DeTienne thanked Amy for her input for the afternoon; the next meeting date is May 20, 2015 at the Governor's Office Building, Room 316. Christine DeTienne asked if there are any other questions or concerns.

***Meeting was adjourned at 2:30 P.M.***

**2015 Meeting Date:**

<b>May 20, 2015</b>	<b>Governor's Office Building, Room 316</b>
<b>August 19, 2015</b>	<b>Governor's Office Building, Room 470</b>
<b>November 18, 2015</b>	<b>Governor's Office Building, Room 470</b>