

## Child and Family Services Review (CFSR) Advisory Committee Minutes

Wednesday, August 17, 2022, from 9:00 – 11:30 am

### WebEx Conference Call

#### ➤ Welcome and Roll-Call

- JoDene Bogart (CD), Katie Igo (CD), Tara Goins (Children's Trust Fund), Teresa Hayner (Good Shepard), Huvona Watkins (MCADSV), Marcia Wetzel (CD), Sheila Rancatore (Cornerstones of Care), Kim Abbott (OSCA), Sara Smith (CD), Kate Watson (CD), Lauren Masterson (CD), Paula White (Adoptive Parent), Julie Starr (CD), Mason Blair (CD), Bahu Gilliam (Children's Bureau contractor), Joan Rogers (CD), Janet Braker (MACF), Dennis Alford (ACF Regional Office), Sally Gaines (CD), Jan Leal (Fostering Healthy Children), Anastasia Holmes (Foster Youth), and Bob Prue (Heart of America Indian Center).

#### ➤ Change and Innovations updates – Sara Smith

- CD started work a year ago in August 2021. They have a website that gives information. How the work is being done is changed not the work on the frontline. All programs are mapping out each function for their area (CAN, AC, FCS, etc.)
- CANHU-started a pilot in Jackson and St. Louis City the first of June for Non caretaker referrals. They are being called in to law enforcement to save the touch by CD in between. First of August had a meeting. Teams in Jackson and St. Louis have appreciated the work. Plan is to keep going.
- Investigations-CCU (goal is to offer consults on certain cases to give closure closer to the time the agency is meeting with the family). Running since February 46% reduction in open CAN reports throughout the state. Team members are carrying less cases. More appropriate work/life balance. CCU staff are doing the documenting. Work does not change just who is doing it. Trained to be experts. Last 30-35 minutes on average. Internal campaign kicking off with champions of process. Competition between the regions. Submitted for the governor's productivity award. Joanie Rogers presented in DC in June on the work that has been done.
- FCS-Pieces have been suggested. Opening FCS cases-cases are being opened locally vs. being called in to the hotline. Trying to be consistent throughout the

state. Director Missey is supportive of the prevention work. Trying to ensure that the FCS program line is robust and able to function.

➤ HB1414 implementation – Kate Watson and Marcia Wetzel

- Law passed in 2020. In the final phases in preparing to implement October 1<sup>st</sup>. Data October 1<sup>st</sup> and after. Sub group looking at structure across the board. Meeting guide to direct meetings with each agency and CD to look at the data. Look at data for 6 months and in April 2023 will begin work in phase 2. Identified 20 metrics and phase 1 begins with 7 metrics. Beginning with what we already measure. Tableau dashboard is being developed for the metrics. OSCA has been a part of that work. QAS has worked on the dashboards.
- Metrics for phase 1 are in domains: safety, well-being , permanency, and service.
- Safety is looking at:
  - worker with child visits
  - reports of child abuse and neglect in foster care
- Well-being is looking at:
  - parent child visits
  - completion of the HCY exam
- Permanency is looking at:
  - worker parent visits
  - re-entry into foster care
- Service is looking at:
  - changes in caseloads
- Issues that are identified in areas can be addressed as that information is gathered and shared. Data will be looked at individually and also as a whole to

look at systemic issues. Discuss barriers, bottlenecks, etc. to improve the system across the board.

➤ CFSR Round 4 updates – JoDene Bogart

○ Site Selection

- Proposal was submitted yesterday to federal partners. KC is the largest metro area. Jackson County will host one site. Dates are the week of July 24<sup>th</sup> 2023. Put forth an additional 4 circuits and two will be selected. Those sites are 38<sup>th</sup> Circuit (Christian), 45<sup>th</sup> Circuit (Lincoln/Pike) 32<sup>nd</sup> Circuit (Cape Girardeau), 36<sup>th</sup> Circuit (Bulter/Ripley).

○ Case Review platform

- Pulling samples every other month and increased to 21 vs. 18 cases each time.
- Moving to federal OMS this fall. Transition from Round 3 case review tool to Round 4. There are a few changes. Will make transition this fall. We will set up OMS so we can identify between CD and FCCM cases. Specific data will be available for each.

➤ Diversity, Equity and Inclusion Activities – Committee Members

- Please come prepared to share any work in these areas within your agencies
- Sheila Rancatore (Cornerstones of Care) WIDE activation team (Welcoming Inclusive Diverse and Equitable). Looking at client and employee experience. Looking at policy, board of directors, vendors, etc. Includes all programs. Trying to look at data and de-aggregate. Looking at youth of color and if their experience is different and also for LGBTQ+. Staff, client, youth, parent surveys around sexual orientation. Bigger picture look has included the National Adoption Association started a leadership group and is looking at disproportionality of African American youth in care. FAC and Lori Ross are involved as well as Brian West with CD in Jackson and people from Clay County. Looking at what can be done as individual agencies and as a whole. Strategies by February 2023 to implement.
- Coalition (Paula)-George Floyd incident sparked internal conversations about diversity, equity, and inclusion. Have done some work with Dr. Nakia Young a

year long journey. Weekend training once a month, immersion in different topics. After completion were allowed to have infinity groups where support was offered depending on how you identified. Support system for 6 months. Looked at data and staff to evaluate diversity. Noticed majority of staff did not look like the population we were serving. Intentional work on becoming diverse with board and staff. Youth acceptance project for youth that identify with LGBTQ. In the process of re-implementing the respond program. Targeted recruitment effort for African American foster parents.

- Good Shepard (Teresa)-Started the journey 3 years ago also related to George Floyd incident. Worked through the United Way on how as an organization they could work for a racially equitable workplace. It is a journey and they are still working. Crafted an organizational policy that states commitment to work toward racial equity. Established racial equity council-lots of frontline staff and they are busy people-hard to keep focus due to demands. Task to look at all policies to see if they reflected the commitment to racial equity. Dis-aggregate outcomes considering race. New HR Senior level. Job description includes racial equity piece.
  - MACF (Janet)-Developed a stakeholder group and worked with full fame initiative. Deep dive into population served in each region. Looked at outcomes regarding length of stay, case goal, permanency, how long to permanency, etc. Looked at age, race to look at disparities. Meet every other month. Beginning the journey. Looking at policies and procedures and overall casework practice. Have started and continue to have conversations. Looking at different opportunities for youth in care. Different programming options to serve youth.
  - CD-Federal data measures are dis-aggregated.
- CFSR Statewide Assessment Roadmap – JoDene Bogart
- Shared document provided (Missouri Statewide Assessment Planning)
  - Questions: Diversity, Equity, Inclusion getting feedback from service participants. Staff have perception but when we actually ask it is not always consistent. Involve youth and parents. Big focus for Round 4.
  - Folks being asked are being invited halfway through the conversation. Doesn't feel welcoming. Involve from the very beginning.
  - Go to the youth and families vs. asking them to join our process.

- Involvement of parents beyond a survey? It has been hard. Are there groups of parents that agencies work with? Parent leadership and engagement. Joe Gallant is the coordinator working with the parent initiative. They have a statewide reach. Kids Win Missouri-Joe Gallant [jgallant@kidswinmissouri.org](mailto:jgallant@kidswinmissouri.org)
  - MACF-working to get a parent advisory group together. Difficult to get to parents where they are. Virtual meetings have been tried and going to different locations around the state. More success with relative providers coming to talk together. Kinship group is what it has become.
  - Would like to find youth/parents that are interested and willing to provide their voice to the meetings. Send information to JoDene if you have interested people.
- Committee Membership review – Committee Members
- Sally Gaines to help garner more interest with foster youth.
  - Parent Attorney representation needed.
  - Office of Childhood representation-**didn't catch name**.
  - Kids Win representative? Doing a lot of statewide initiatives. Focus on trauma informed application. Connect with Joe Gallant to see who could participate. Could possibly help with family incentives.
  - Parents/families? No representation right now.
  - Home visiting resource?
  - Sheila will check with COC to see if they have family representation possibilities.
  - Family incentives have been difficult in the past.
  - Chat ideas: [Beth.stieferman@dese.mo.gov](mailto:Beth.stieferman@dese.mo.gov) Program Coordinator over HV in OOC, [Lana.Brooks@dese.mo.gov](mailto:Lana.Brooks@dese.mo.gov) Program Coordinator over PAT in OOC, someone from PROMO who does LGBTQ advocacy
  - Relative/kinship caregiver participant?
  - Suggestion to reach out after a year of non-participation for continued interest or other people within their agency that would be able to participate.

- Scott's number 573-821-4013.
- Updates, Announcements and Successes – Committee Members
- Meeting Wrap-up / Next meeting November 16, 2022