



FINAL

DHS Children, Adults and Families
Child Welfare Advisory Committee
Future Issues Work Group
April 28, 2010

Attending: Janet Arenz, Mike Balter, Iris Bell, Lois Day, Erinn Kelley-Siel

Guest: Peter Sprengelmeyer, Oregon Social Learning Center

Minutes recorded by Pam Pearson

MINUTES

The 12/16/09 FIWG minutes were approved.

DATA REPORTS

Foster Care Safety Team Data Reports

- Day: Needs to talk with Don Darland about which data charts he was referring to when he suggested they be sent to CWAC.
- Kelley-Siel: She has a high level report from Anna Cox that she can access quickly.
- Balter: We need to get organized around a CWAC response to the FCST recommendations which ask CWAC to do certain things. We might line this up as a concrete application of the Oregon Safety Model (OSM) starting with a conversation with Angela Sherbo and Judge Waller. The recent CIRT (J.M.) may be used for the same purpose.
- Day: If CWAC does take on work of monitoring the OSM, more issues came out of the CIRT than the FCST report, but a combination of the two would be good.
- Balter: Using these as examples of where the application of OSM has been called into question could be beneficial.
- Kelley-Siel: Suggested a smaller group than the full CWAC meet with Lois and her to talk about the CIRTs, get data on the original intent of the OSM, and the decision point analysis of equity to get trend data from the time of the launch to now. As the National Resource Center noted, it takes about five years to fully implement a major system change and we are in year three. This framework is needed first. Angela Sherbo and Judge Waller had some specific questions, such as the OSM's impact on family meetings. We recently had a lit review done on family meetings through Portland State University.
- Arenz: Would we have to pull cases for case reviews?
- Kelley-Siel: No, not at first anyway.

- Day: She will be hiring a CIRT/Sensitive Case Review manager whose duties will include looking at trends and the impact of CIRT and SRC recommendations. This person may be a good choice to work with CWAC.
- Balter: CWAC currently has two big items in its work plan: disproportionality and the OSM. Suggested FIWG take this on instead of forming another work group because of its knowledge base of the issues so that we can avoid starting from the beginning and rehashing old conversations. The issue is ripe and may benefit from having a non-DHS employee group speak to the review.
- Bell: There are points along the way of the 5 year implementation to evaluate.
- Kelley-Siel: The National Resource Center said that when the OSM is fully implemented, Oregon will meet its PIP goals and we are seeing that is so. However, we are a system of human beings so children will not always be safe. When creating the framework, you might want to consider looking at what were the most important things the agency wanted to accomplish with the OSM, what it accomplished, and if the agency's goals and work plan the right ones to accomplish those most important things.
- Day: We have not yet evaluated everything in the OSM, but what we do not want to do is rehash whether or not the OSM is needed.
- Balter: FIWG is the right arena with others invited as needed. This summer it will be time to review CWAC's work plan and goals. We will have met Goals 2 and 3 (CWAC membership and outreach to local advisory committees).
- Kelley-Siel: Getting back to data reports, the monthly statewide dashboard shows trends and could be sent to CWAC regularly. We are also developing a Casey dashboard on disproportionality. The statewide dashboard was pared down to show the overarching, most important things we do and could be used to reset CWAC's baseline. We can add a few other data points that we know you would care about, such as the reabuse rate.
- Balter: This baseline may show us another issue to add to our work plan.
- Kelley-Siel: Another good data resource would be a Powerpoint shown to W&M in February that included a CIRT and Child Welfare data update. It may be good to add a standing agenda item of highlighting changes to the dashboard from a statewide perspective.
- Balter: Requested that it be a summary written as if writing to the public with no assumptions about the audience having prior knowledge about the data.
- Day: We set goals for 1 and 5 years and can measure how we are doing compared to those goals.

- Balter: He envisions CWAC being an outside group of people paying attention to how the department is doing at a high level, but information needs to be sent to them to make that possible and to make CWAC members better advocates and advisors.
- Kelley-Siel: Will bring a draft summary of the dashboard to the June FIWG to see if it is too high level or too deep.
- Balter: As for the best structure for a conversation on the OSM, we should invite Angela Sherbo and Judge Waller for that portion of the June FIWG.
- Bell: Agrees with the direction Mike proposes in getting an update on what is happening with the OSM and then moving forward.
- Balter: The data report section of CWAC agendas is the opportunity for DHS to send us what it wants us to pay attention to.

- ACTION:**
- **Lois Day will determine the appropriate FCST data charts to send to CWAC.**
 - **The June 9 FIWG meeting will include a discussion on OSM, with other CWAC members invited who may have a particular interest in the issue. The FCST recommendations, CIRT reports, and baseline data will be used to set the stage. FIWG will be used as the smaller work group for this Goal 4 of the CWAC work plan.**
 - **CWAC agendas will have a standing agenda item under “Data Reports” that will present highlights of changes in the statewide dashboard.**

CALENDAR

- Balter: At some point we need to decide if we are loading too much or too little on the calendar. We will ask members to review it to see if anything is missing.
- Bell: When we attend the May 21 Child Welfare Racial Equity Task Force meeting, are we able to participate in the discussion?
- Kelley-Siel: She has not seen the agenda yet, but knows they are finalizing their draft recommendations which they'll then take out for comment to the eight Casey counties and the Portland area, perhaps other counties too. They are also hearing directly from the Tribes and from Terry Cross, NICWA Executive Director, about what specific actions need to be taken with respect to Native American children. And in the afternoon, they'll have a learning/training session facilitated by Terry. Audience participation has been permitted in their previous meetings so she assumes CWAC will be able to speak. Legislative

concepts and policy option packages regarding disproportionality are being developed that may not be dependent on the task force and we can follow up with more information at the July CWAC.

- Balter: It will be important that we hear the context in which the task force recommendations are made.
- Kelley-Siel: The task force chair is committed that their recommendations benefit all children in the system, not only children of color.
- Balter: Because this won't be a CWAC meeting, we will be asking CWAC to do some work by email before our July meeting, including review of the calendar and Mickey's legislative update. The June FIWG meeting will include time in which Angela Sherbo and Judge Waller are invited to begin the conversation on the OSM. Is a bit concerned about how attentive members will be to updates on the dashboard; however, it is important to have it on the agenda.

ACTION: CWAC will be asked to review the calendar and comment on if it contains more than needed or if things are missing.

BRIEFINGS

Legislative Update:

- Kelley-Siel: Mickey's legislative update will include information on 09-11 reductions. If CAF is asked to make a presentation to the interim legislative committees in May, he will include that information. Two issues to note for the current biennium is that TANF is experiencing higher caseloads than expected and the costs per case are higher due to greater needs. This will create a deficit in CAF. CAF will give W&M an update in May. In February DHS submitted a 30% cut list. As we develop the 11-13 budget, we are preparing 25% cut lists. W&M has what it needs if cuts are needed.
- Balter: CWAC has not found a way to rank POPs as a committee. We need to decide if it is possible to rank them as a committee or not. If not, we need to be comfortable with that and then the individual members and organizations can advocate on their own. FIWG will prepare a recommendation for CWAC's approval.
- Kelley-Siel: CWAC's time may be better spent focusing on what to save rather than ranking POPs. Child welfare has few advocacy voices.
- Bell: That is a role CWAC can play and in the past CWAC has written letters to legislators and the DHS Director to that effect. When meeting with

legislators, members can carry those letters with them that say what this specific body of people has decided is important.

- Kelley-Siel: The Human Services Coalition has no child welfare advocates on its membership, yet it is a primary source of human services information for legislators.
- Day: We are at a point where we cannot water down programs, we will have to eliminate programs.
- Balter: CWAC has a set of principles, priorities and letters that can be used as the basis for any recommendations we may make to the legislature about the CAF budget.
- Bell: CWAC members have a responsibility as child welfare advocates to do that advocacy wherever they go.
- Balter: State agencies whose services are primarily provided by contracted agencies have the benefit of those contracted agencies as advocates. State agencies, such as CAF Child Welfare, that provide many of their services themselves do not enjoy that benefit.

- ACTION:**
- **Previous CWAC letters, CWAC principles for child welfare system change and CWAC's four priorities will be used as a framework within which CWAC will prepare a letter to legislators. In July, CWAC will begin preparing itself for the 2011 legislative session so this letter will be final and approved by January 2011.**
 - **A May legislative update from Mickey Serice will include information on 09-11 budget reductions and information if CAF is asked to present to the interim legislative committees.**
 - **During the June 9 meeting, FIWG will develop a recommendation to CWAC regarding ranking of POPs.**

Federal Policy Discussion

- Kelley-Siel: She has shared CAF's federal policy position papers to Oregon's congressional delegates. All are interested in creating options to improve outcomes with more flexibility in federal funding streams. The two focus areas are: 1) youth to adulthood transition, and 2) keeping kids safety out of foster care. We will only consider federal funding sources that CAF has control of. Three delegates have committed to sponsor legislation for Oregon. Concept papers are being developed and will be sent to CWAC when they are ready. For example, currently Title IV-E dollars end when a child leaves foster care.

We are seeking the ability to reinvest IV-E dollars into other systems to serve children as they transition from foster care to adulthood. The Office of Vocational Rehabilitation Services has a model that could be expanded to serve this population. One advantage Oregon may have over some other states is that Self-Sufficiency, Child Welfare and Vocational Rehabilitation are under one division.

- Balter: Is it premature to invite private transitional living providers into the conversation?
- Kelley-Siel: It may be possible to include them. She will relay that to Stephaine Parrish-Taylor (OVRs administrator) and Ted Swigart (Self Sufficiency assistant administrator) who are the leads for the youth transition piece.
- Balter: Is concerned that this not be a “high-volume / light touch” effort.
- Kelley-Siel: No, it is intended to be heavy touch to help these youth.
- Bell: What about sending the proposals to private charitable foundations?
- Kelley-Siel: We are developing these concepts within existing resources, as well as if we had more funding. We are framing the outcomes on family stability and safety measures.
- Balter: Private foundations want to know their dollars are going to specific programs and not to an agency’s general fund so they know their money will have an impact. Another incentive for foundations would be if their donated private dollars were federally matched.

ACTION: When finalized, CAF’s concept papers on 1) youth to adulthood transition, and 2) keeping kids safety out of foster care will be forwarded to CWAC.

Casey Initiative

ACTION: Update will be included in the dashboard report. During its June 9 meeting, FIWG will reflect on the May 21 meeting of the Child Welfare Racial Equity Task Force.

How to Improve CWAC’s Input on Major System Change

- Kelley-Siel: This was put on the agenda out of a CWAC member’s frustration from her experience in the In Home Safety Services redesign. Lessons learned from previous major system changes can help us improve future processes for such changes.

- Balter: If you know going into a major system change that conflicts will exist and not all will agree with the direction taken, then it is best to recognize that up front, manage it and not try to contain it. Depersonalize it as a decision that data has informed the agency on what services to buy that are best for the children being served.
- Kelley-Siel: When Donna Keddy presented her follow up report on how the BRS redesign went, the successes and failures, she received no feedback from CWAC.
- Balter: He either did not hear an invitation for feedback or it may have been a rushed agenda that day that did not allow time for feedback. Missing in the relationship with providers is looking at them as partners. As a result, they are not the advocates they could be. Bring providers in as problem solvers and not as sellers of services. If providers are brought in at the beginning design phase of a system change, they will be informed of the direction being taken and will know if they are suited to provide the services the agency is seeking to buy.
- Kelley-Siel: During the initial process of a redesign, we have constraints on who can be involved and how many, using a lottery to select participants. However, we could offer forums for providers.
- Balter: Skilled managers that can keep the forums at a policy level conversation and not let it devolve to operational issues are critical. Suggested having forums with the directors of providers before the redesign phase in which skilled agency managers clearly say you have discovered what does not work and why you are not going to buy it anymore. Be upfront and clear in what you want to buy. This depersonalizes it so the decisions are not seen as being based on “liking a particular provider better.”
- Kelley-Siel: The department would need to evaluate where we depend on the provider community to serve children and engage periodically with the providers so when the department goes into a system change the providers have a foundation and understand why. We need to articulate that better.
- Day: The next major change coming is a move toward differential response to safely reduce the number of children in the public system.
- Kelley-Siel: A travel opportunity to Georgia is coming up and we may want to invite a CWAC member to join us. Georgia is recognized as a national leader in safe reduction. Judge Waller and Mickey Lansing have been invited to attend.
- Balter: The BRS redesign included a long, open conversation before the recalibration occurred which resulted in less conflict. These open conversations need to be kept at a high level: is the system working and if not, what quality

improvement approach is being taken. Conversations about redesign need to start with principles and which best practices are going to be pursued. Then those providers who are not able to provide the services to meet those best practices will know up front and can remove themselves from the conversation. You will end with a group of providers to help you get what you believe you need.

- Day: We did a good job involving stakeholders, but not providers in the early conversation.
- Balter: The best practice conversation can set aside the “we’ve always done it this way” thinking.
- Bell: If a CWAC member travels with CAF to Georgia, there needs to be a clear understanding that the travel is as a CWAC member with a responsibility to report back to CWAC, and is not only for the benefit of the member’s individual organization.

CROSS OVER REPORTS

Foster Care Safety Team:

- See above discussion under Data Reports.

Child Welfare Racial Equity Task Force:

- CWAC is invited to attend the May 21 Task Force Meeting.

HB 2009 Transition:

- Ruth Taylor will be asked to provide an update.
- The mission, goals and values of the new DHS and OHA are being developed and will be sent to CWAC before the July meeting.

CJA Task Force:

- Lois Day can arrange to have a report prepared. Erinn is considering whether or not the CJA Task Force needs to exist separately from CWAC. She has asked Stacey Ayers and Jan Slick for their input. We may look at a better connect between the two. Don Darland serves on both.

Work Group of Three Branches of Government:

- A written summary of their focus areas will be sent to CWAC.

UNFINISHED BUSINESS

- Workload Staffing: Not timely for a report.

- Interim Legislative Session: Delete from future agendas.
- FIWG membership: Delete from future agendas. Helen Hoang and Pamela Butler will be joining FIWG at the next meeting.

FOLLOW UP TO 3/12/10 CWAC MEETING

See discussion above under Briefings / Legislative Update. FIWG will prepare a recommendation for CWAC’s approval regarding a method of ranking POPs. CWAC has not found a way to do that successfully. If it is decided a group ranking is not possible, we need to be comfortable with that and then the individual members and organizations can advocate on their own.

CWAC WORK PLAN

Goal 1: To advise the Department of Human Services (DHS) on development and administration of child welfare policies, programs and practices related to reducing over-representation of children of color in the child welfare system.

CWAC invited to attend May 12 meeting of Child Welfare Racial Equity Task Force. FIWG will reflect on that meeting during its June meeting.

Goal 2: To expand the representativeness in CWAC discussions.

ACTION: When the CWAC membership changes have been made as noted below, this Goal will be presented to CWAC for removal from the work plan.

End of term	Name	Representing	Action
November 2009	Judge Nan Waller	Judicial	Has agreed to reappointment.
December 2009	Don Darland	Foster parents	Has agreed to reappointment.
January 2010	Janet Arenz	Providers	Has agreed to reappointment.
January 2010	Pam Patton	Coalition for Equal Access for Girls	Mike will call Pam to discuss the idea of another coalition member (person of color) joining CWAC with Pam attending jointly with new member for a transition period.

End of term	Name	Representing	Action
January 2010	Angela Sherbo	Juvenile Rights Project	Has agreed to reappointment.
January 2010	Ruth Taylor	Parents anonymous	Erinn would like to have a dad or other relative as a member. Mike will call Ruth to see if she would have suggestions (with consideration for persons of color) and to discuss the idea of her rotating out of the membership to allow a dad or relative to step in. Ruth would be invited to attend jointly with this new member for a transition period.
March 2010	Mickey Lansing (delegated-Iris Bell)	Commission on Children and Families	Has agreed to reappointment.
March 2010	Christine Stolebarger	Former parent client	Mike will call to invite her to reappointment and to clarify her role is as a parent voice.
May 2010	Rep. Sara Gelser	Legislator	Erinn will give some thought to appointing a different legislator due to Rep. Gelser's difficulty in attending meetings.
July 2010	Jean Lasater	Homeless and runaways	Mike will call Jean to discuss having a provider of services for homeless and runaway youth (not in the Alliance) as a possible better fit for CWAC.
July 2010	Christine Stetzer	School principal	Retiring. Christine suggested a counselor at her school. However, the decision was to look for a school superintendent who can take CWAC conversations back to leadership. Lois, Erinn and Iris have some names in priority order that they will approach.
January 2011	Colette S. Peters (delegated-Helen Hoang)	Oregon Youth Authority	No action needed at this time.
March 2011	Susan Castillo (delegated-Leslie Currin)	Department of Education	No action needed at this time.
May 2011	Robin Christian (delegated-Pamela Butler)	Children First for Oregon	No action needed at this time.
May 2011	Chief Jerry	Law	No action needed at this time.

End of term	Name	Representing	Action
	Moore	enforcement	
November 2011	Leola McKenzie	Citizen Review Board	No action needed at this time.
November 2011	Mike Balter	Adoption agencies	No action needed at this time.
March 2012	Dana Ainam	Tribes	No action needed at this time.
March 2012	Debbie Moberly	CASA	No action needed at this time.
	President Lisa Smith (delegated – vacant)	Oregon Juvenile Department Directors	Waiting for name of delegated appointment. Pam Pearson will follow up with Lisa Smith.
	vacant	Foster youth	Mike will contact Pamela Butler, who may have suggestions.

Goal 3: To coordinate and leverage state and local efforts to improve policy, program, and practice.

ACTION: Mike Balter and Pam Pearson will prepare an email to send to the contact names for the local child welfare advisory committees. When the local advisory committees have been contacted and a communication link has been established, this Goal will be presented to CWAC for removal from the work plan.

Goal 4: To advise DHS on the practice of the Oregon Safety Model (OSM).

The June 9 FIWG meeting will be used to begin the work on this goal. See discussion above. Angela Sherbo and Judge Nan Waller will be invited to this portion of the June FIWG meeting. The work will look at examples of where the application of the OSM has been called into question and will ask:

1. What CAF wanted to accomplish with the OSM,
2. What it has accomplished,
3. Are CAF's goals and work plan the right ones to accomplish #1?

Meeting adjourned.