

**CHILD WELFARE PROJECT AND IMPLEMENTATION PLAN
STEERING TEAM MEETING
THURSDAY, June 6, 2019 8:30-10AM
DHS ROOM 137 A-D**

Meeting called to order at 8:36 AM.

Agenda changes. Child Welfare updates will be moved to the top of the agenda.

WELCOME AND INTRODUCTIONS

Shannon Biteng ask the steering team to start the meeting off with a round of introductions. This will be the last meeting for this Steering Team and we have been fortunate to work with all of you through this body of work.

DHS Updates

Liesl Wendt thanked everyone for being here and gave the DHS update.

There is been a cumulation of a tremendous amount of work done and we have more work ahead of us. As many of you heard, the Governor issued an executive order in response to the lawsuit and the challenges with Child Welfare and DHS in general around Communications, Public Relations and workforce. The Governor has asked a crisis team to come and sit inside DHS and they are helping us remove barriers so that we can get to the outcome we hope to achieve in a shorter amount of time. We now have a DHS Public Records Team that is forming and will be going live soon.

DHS has some great highlights. Fariborz and Tim Sinatra have been working with a philanthropic group that wants to walk alongside Child Welfare and DHS. They are just getting started but we are looking forward to what they can help us with in moving forward with in this work.

There is exciting change on our Self Sufficiency Program team. Former Director, Kim Fredlund, has moved to Eligibility Transition and is leading that work forward. It is a huge change for us. Dan Huan is the new Director and we now have a new deputy coming in with a housing background.

The Secretary of State Audit update came out yesterday. Please do read the progress report. The media does not always give the sense of the good

progress that is being made. We do know there is a long way to go but we are making good progress in Child Welfare. A way you can help us is being advocates for the progress being made.

DHS will have a new Communications Director that will be coming over from the Governor's Office by the end of July.

Child Welfare Updates

Jana Mclellan provided Child Welfare updates.

Please read the executive summary of the Secretary of States Audit. Of all the findings every single one has had some work done on it. We aren't off target, but we do know we have a lot of work yet to do. One of the biggest is culture change. We have made some really good efforts in that but it is going to take time.

Alvarez & Marsal (A&M), the crisis team Liesl spoke about, has been put in place to help us reach results. They are a consulting firm that has been known to ask tough questions and have shown to be ready to ding into our work. They are helping us come up with the metric scorecards and how to talk about our successes. We will be setting up a PMO (Project Management Office). They are causing us to think about how we restructure our thinking.

Community and stakeholder engagement is a large part of our initiatives. We are committed to the work. We are trying to refresh CWAC and us this group truly as an advisory council which will help us shape our work and our priorities. We would love for those in this room to join if they are interested. We are hoping to have this group involved on the front end instead of the back end of the conversation. We will be looking at where there are gaps in coverage of the representation on the committee. Drew Henrie-McWilliams is the new chair.

We are really working hard to get the kids that are out of state back to Oregon. The larger conversation is about the capacity to support kids in the state of Oregon. Two providers have the majority of the locations with a few one offs. We have reduced the number from 88 to 64. We have 25% reduction in 3 months. We are doing a lot of work to get those kids home but the continuum of care is the conversation that we need to be having.

We have those services but we do not have enough. We are not going to have capacity built by the end of session but we are working on that relationship with OHA to get that moving in the right direction.

Dr. Jetmalani sits on the Oversight Board. “It appears to be a collaborative process that feels meaningful. The people at the table are really there to problem solve. There is a great deal of effort to zone in on a few topics. There is an every other week report that will come out to advise what is happening. Very optimistic about the ideas and tone of the group. It is very meaningful work and conversations.” – Dr. Jetmalani

Child Welfare is in the process of developing a five year plan for the Federal Government as well as reporting on the last five years. We will be involving CWAC in this work.

Lisa McMahon – There have been some wins for Child Welfare so far. Suggest the Child Welfare add to the website the small wins that Child Welfare is getting. This could help keep morale up.

Kimberly Ricketts – There are pressures on the field. We know that for everyone sitting in this room is because we are all worried about Oregon’s children. It’s important to find three people today and thank them for what they do for serving children in Oregon. It is important to hear it. Our caseworks have probably the hardest job out there and they have the heart and best intentions for kids. As with any organization there are times of stress and even more stress. Remember to take a step back and realize that you have a Governor, legislature, judicial and DHS focusing and prioritizing this work. It is hard to see sometimes from the inside but from the outside I have been watching more and more that everyone is coming together to make an impact.

STATUS OF PRIORITY PROJECTS

Shannon spoke to the Child Welfare Project and Implementation Plan tracking sheet.

Supervisor training redesign –A lot of work has been done to reset the project. All supervisors are going to attend this training instead of only new supervisors. You will be contacted to be involved from the get go on the

Supervisor Training Program. We will also be having voices of foster parents, biological parents and foster youth in this work.

Listening tour report – Project is closed. Please read the report, if you haven't already, in your packets. District 1 and District 14 are the two districts that are left for Marilyn and Fariborz to visit together and that will happen as soon after session is over. Would like to thank Pamela Heisler for getting these tours started and for pulling together the foster youth listening sessions so that their voices could be heard.

Realistic Job Preview Videos

Brooke Hall, Project Manager, showed the Screening and Permanency job preview videos that are still in draft form. This recruitment tool will be used to show the good and the bad parts of the job so that a potential recruit has an idea of what the job will be like. The videos shown today will need a few tweaks before they are final. There will be five videos in total and will be released in the next month.

The Steering Team provided feedback on the videos and suggested edits to Brooke before finalization.

Wrap-up

Shannon Biteng asked the Steering Team to reflect back on the last two years.

- Ben Sand - Beginning to end of the process- There has been really clear work being done and it has been encouraging to see the work that has been done.
- Derenda Schubert - Thankful for the transparency and how Child Welfare has been open to hearing hard feedback.
- Lisa McMahan - Really appreciate the project management style and showing who is doing what work.
- Dr. Jetmalani – This was really well ran and comprehensive. It is so frustrating to see outside there is no recognition of the competency that exists here and the good work that is actually happening.

- Dana Ainam - It would be great if all these advisory groups were all on the same page and doing the same version of a tracking and what is being worked on.

Shannon thanked everyone who joined us today and to all those that participated in this work.

Special thank you to Kelsi Eisele and Brooke Hall for all of their work in helping this come together.

ACTION

Child Welfare will send the Steering Team the community engagement email box and the next DHS Quarterly Stakeholder meeting information.