

Child Protective Services Oversight Committee
Tuesday, January 19, 2016 | 4:00 PM to 6:00 PM
Child Abuse Prevention Center
4700 Roseville Rd, North Highlands, CA 95660

MEMBERS

Present	Present	Present
X Alexander, Roy	X Felion, Sister Jeanne	X Ore, Chris
Alvord, Karen	X Ferreira, Holly	X Zone, Sharon
X Bell, Michelle	X Johnston, Maynard (Acting Chair)	
X Claar, Jane	X Maulfair, Virginia	
X Edison, Joni	X Marino, Aaron	
X Powells-Mays, June (Counsel)		
X Nosce, Abigail (Staff)		

Call to Order

- Meeting called to order at 4:09 pm. Introductions were made.

Review Meeting Minutes

- December 2015 minutes were reviewed and approved.

CPS Presentation

Michelle Callejas introduced Marian Kubiak, CPS Division Chief overseeing Permanency in the North and East Regions, which includes Extended Foster Care. Michelle and Marian shared updates on the areas the Oversight Committee previously expressed interest in learning about.

- Staffing, Retention and Recruitment
 - Currently, the rolling average vacancy rate is about 50 positions, or approximately 10% of the workforce – spanning across the Division in all areas. The shortage of Social Workers holding BAs and MSWs across California and the nation, and the competition between counties to hire qualified staff, are contributing factors to this.
 - Strategies for recruitment:
 - A mass hiring day was held – over 60 people were interviewed. 45 applicants advanced to the next stage of the hiring process. CPS and County HR staff coordinated efforts to move the process along as quickly as possible.
 - The next mass hiring effort will take place in March/April 2016, when the next wave of students graduate from Sacramento State University. In the meantime, CPS continues to recruit and fill vacancies.
 - Strategies for staff retention:
 - New hires participate in a cohort program that uses peer trainers. This method has garnered positive feedback.
 - Acknowledging the importance of addressing secondary trauma, the Division is working with UC Davis, County Counsel and Children's Law Center to develop Wellness Promotion trainings and events for CPS staff. Once developed, the program will be piloted with SAFE Center staff. The plan is to launch this next year.

- Policies and Procedures:
 - The P&P Taskforce has resumed. New members are receiving orientation. Resource Development Associates (RDA) still provides consultation services to the group.
 - 18 policies are currently under revision. Once completed, they will be presented to Children's Law Center and labor organizations to give feedback.
 - Some software programs are being developed to make P&Ps available via mobile devices and to allow staff to participate in online interactive trainings.
- CSEC
 - CSEC program at the State level was launched – Sacramento County received \$720,000 in September. A competitive bid process was held to develop a 24/7 advocacy response program. WEAVE was selected. The request to receive authorization to enter into contract will be on the January 26, 2016 Board of Supervisors agenda. This program is intended to be ongoing.
 - One-time funding will be awarded to organizations. UCD was selected to provide staff trainings. Children's Law Center and Probation will also receive some funding for services.
- Extended Foster Care (EFC)
 - *EFC Outcome Preliminary Report and Outcomes for Nominator Dependents Child Welfare Youth Exiting Foster Care Quarterly Statistical Report for July – September 2015* were presented and discussed. A success story was shared.
 - After a full year's worth of data is collected, CPS will perform analysis and develop outcome measures based on the findings.
 - CPS will create a dashboard around EFC program data which will include Sacramento County, State, and like-county performance. Once data is obtained, Sacramento County can meet with other counties to learn about best practices.
 - Regarding the EFC Social Worker interviews, CPS will consult with the social workers' labor organization and let Oversight Committee know the outcome. For the youth interviews, CPS will select the youth and inform their CLC attorney.

2016 BOS Report

- Approximately three volunteers are needed to write the *Recap of 2015 Presentations* section of the report. Abigail can provide previous meeting minutes as a resource. The section should highlight what the Coalition has learned from presentations given from January 2015 to present meeting.
- The Critical Incidents section of the report will cover cases reviewed from September 2014 to the end of February 2016.
- For the EFC section of the report:
 - Deadline to submit questions to CPS is 1/26/16.
 - Target date to have list of names to interview is 2/1/16.
 - Target date to start interviews is 2/8/16. Face to face interviews are ideal. The ideal number of youth and social workers to interview is 10-12 (each). A supervisor and eligibility workers will also be interviewed.
 - Complete interviews and submit date to Roy by end of February.
- Last year the Annual Report was presented to the BOS on May 19th. Target date to present the 2015 Annual Report will be May 2016. Abigail will reach out to Alicia Blanco of CPS to coordinate getting draft to CPS and scheduling a board date.

Holiday Party

- Dr. Johnston is open to hosting a social event for the CPS Oversight Committee if it is still the wish of the group. The committee was asked to consider if this is something they would like to schedule – not in lieu of a meeting, but on a Wednesday evening from 4:00-6:00 p.m. Will discuss next meeting.

Appreciation Plaque

- Dr. Johnston will work with Abigail to arrange ordering an appreciation plaque from the CPS Oversight Committee to acknowledge former Chair Gina Roberson's hard work and dedication to the committee.

Meeting adjourned at 5:50pm