

Idaho Child Welfare Partnership
 Administrative Board Meeting
 November 13, 2007
 9:00AM-4:00PM
 Casey Family Programs, 6441 W. Emerald

Attendance:

Mardell Nelson – FACS Division
 Butch Rodenhiser – BSU School Social Work
 Kathy Tidwell – BSU Child Welfare Center
 Patty Gregory – Idaho Child Welfare Research and Training Center, EWU

Mike Scholl - Casey Family Program
 Mike Frumkin – EWU School of Social Work
 Frank Sesek – FACS Division

Guests: Chuck Halligan – DBH Division (representing Kathleen Allyn, Administrator)
 Dawn Brown – BSU Child Welfare Center (Note Taker)
 Rick Phillips –ICWRTC (Evaluation Board)

AGENDA

Topic	Discussion	Action
Welcome/Partner Announcements and Updates	<ul style="list-style-type: none"> ➤ Mike S: New partnership display materials were created. <ul style="list-style-type: none"> • Presented two sided banner was made with the partnership logos • Finalized Organization Chart • A theory of change board display board finalized for the Annual Partnership Meeting • Ken Patterson is Mike’s new boss in Casey Corporate Office ➤ Mardell: <ul style="list-style-type: none"> • Budget proposal has been through the review process • Some Casey resources available for Child Welfare Summit • Cameron Gilliland is the new Bureau Chief and reports to Michelle Britton • New Deputy Director George Thomas is formerly from Terry Reilly. He will be the FACS and Self Reliance Deputy Director ➤ Mike F: The EWU Director position will be open again in the next couple of weeks ➤ Patty: Data Manager position, collections position announcement has been opened <ul style="list-style-type: none"> • ICWRTC also hired an IT person • Currently working with CMH to plan three conferences across the state 	Mike S. will send charts to Partnership and Center Directors

- Creating a cookbook tool on planning conferences to promote sustainability
- Met with Paul Spannkebel the IDHW, Human Resources Director. He wants all regional HR Specialists at the table to expand support for the scholars program, like Brianne Watkins
- Frank: Report given on Don Schmid Consultation follow-up.
 - Cameron’s new Bureau Chief position is program focused. Frank will concentrate on information systems, budget and training.
- Chuck: Scott Tiffany is the new Division of Behavioral Health Bureau Chief.
 - The Jeff D. lawsuit is closed, and the state needs to pay the attorney fees.
 - CMH is working on a training plan. Some of the same topics and some different topics as Academy may be developed.
 - IV-E funding and Medicaid update
 - Exploring funding issues and matching funds, interested in follow-up with Medicaid
 - Recruiting more therapeutic foster care parents
 - Working on resource development
 - The program is still pursuing scholars placement
- Butch: Suggested that various centers pull together to create a “synergy” to meet the needs of others
 - Provost willing to support more faculty for program expansion
 - Approval for CSI for advanced standing – MSW Fall ’08, BSW Spring ‘09
 - All courses either hybrid or faculty will drive down. Will motivate with funding to develop.
- Mardell: Room to expand the scholars program where needed, as long as supervision available
 - IV-E funding is uncapped
- Mike S: Calendar for ’08 should have a strong financial orientation education
- Kathy: 1 position open again at BSU-CWC
 - ½ PRIDE ½ scholars position still unfilled, recruitment open again.
 - Interview date scheduled for Nov. 29
- Butch: Made minor changes in the minutes
- Mardell: Minutes approved with changes.

Minutes approved with changes

Proposed Partnership

- Discussion on how the partnership and partner organizations are working together on

<p>Disproportionality Plan</p> <ul style="list-style-type: none"> ▪ Presentation by Mike Scholl ▪ Discussion ▪ Messaging for the Annual Meeting 	<p>disparate outcomes to chart a course and make progress.</p> <ul style="list-style-type: none"> ➤ The structure and format of the theory of change document discussed. Clarity in language was suggested throughout the document. The group discussed getting outside help to create the content. ➤ Interventions need to be both macro and micro ➤ Structural racism is endemic to the system ➤ The problem should be defined to produce the outcomes desired ➤ Issues of poverty, mental health and substance abuse, bring children into the system. ➤ Improving the care of children of color always improves the care for all children. ➤ Suggestion to pull the actual number of Native American children, or other ethnicities currently in the system. The self-reporting data, especially on Native Americans may be suspect. Family Centered Practice/respectful practice will still cover these children. ➤ The child welfare system is a very powerful influence for the future, especially as a gateway to other large services systems (i.e. juvenile corrections, prison, welfare) and because of the opportunity to do <ul style="list-style-type: none"> ➤ early intervention. ➤ The current workforce is not prepared to do community work ➤ The curriculum needs to evolve ➤ A pilot program could be developed using IV-E funds to effect the numbers of children coming into care ➤ A suggestion to move the system to a differential response would show promise. Any intervention works, especially as the financial viability improves. ➤ Normalization would be the end goal, to help families look like successful families, including housing, employment, etc. ➤ The logic model was suggested to help organize and clarify the disproportionality plan as a next step – a parallel process ➤ Michelle Britton wanted a solid presentation from the evaluation group on disproportionality data ➤ Data about population and economic status should be included along with trend data ➤ A new draft version of the disproportionality plan was assigned to bring back to the 2nd admin board mtg. of the new year 	<p>Rick - 1st qtr. of '08 - use the logic model as next step</p> <p>Brian Baldwin to present disproportionality data and what he learned at Chapen Hall</p> <p>Mike S. - Bring new version of plan back to the next 2nd Admin Board mtg. of the new year</p>
<p>Operations Report</p>	<p>Operations Board primary work</p>	

- Report of Accomplishments and Challenges
- Harvard Innovations Award Application

- Orient board chairs facilitating the logic model and each board is looking at the top three challenges: recruitment, retention and mitigating disparate outcomes
- Key accomplishments as Operations Board
 - Worked as a group to summarize and get application in “Harvard Innovations Award application - Ash Institute” (see handout)–
 - Next steps: Develop more articulate messaging, Site visit, Converting application into oral presentation
- Reviewed report on number of scholars recruited and retained “Scholars Draft 2006 - 2007 (see handout)
- Peer mentors were discussed

➤ Academy Board

- Curriculum review process established according to a template
- Jan '08 curriculums to be turned in before the CFSR
- Advanced Academy changed to 6th session
- Increased CBLC usage with supervisors
- Started focus groups on feedback to increase/improve the use of CBLC.
- Faculty/supervisors should attend and teach at academy.
- Challenges remain with what CMH will do regarding academy.
- Retention issue - losing 25% of new workers during first 6 months of academy for various reasons - quitting, let go, etc.
- The decisions the board makes have varied impacts in the regions.

➤ Evaluation Board

- Evaluation exit interviews being conducted by a student hire
- Learning there are at least 3 types of foster parents (their motivations)
 - Seeking Adoption
 - Desire to foster kin only
 - Committed to fostering long-term, for variety of children
 - PRIDE not seen as equally helpful by all 3 of the above groups
 - Lack of information provided to foster parents prior to placement is a big problem---the stories are bleak---this correlates with whether the foster parent sees the department as supportive or not.
 - Recommend the regions adopt the scaling elements for ongoing self-study. Will consider integrating these elements into the satisfaction survey, which is the next step.
- Family Group Decision Making (FGDM) evaluation going

“Recommendations” (handout) exit interviews

- The three groups need different supports and training needs
- Having strong foster parents on the exit poll recruitment will benefit all
- The exit interviews suggest that if foster parents had data before the child was

- Academy evaluation moving to 2nd level evaluation
- Peer Recruiter Mentor (PRM) program--used as one strategy
- Challenge - Communication across boards
 - (a) Data sharing
 - (b) Continued access to FOCUS
- Resource Family Training Board
 - Will switch to May conference –Foster Parent month
 - Going through the logic model
 - Update PRIDE training model to have kin incorporated
 - Challenges
 - Process of collection of current licensed resource family data for baseline of information
 - No one responsible for statewide recruitment plan
 - Continued participants in PRIDE trainings
 - Inconsistent CFS staff participation in PRIDE training
- Scholars Board
 - Reviewed accomplishments
 - Reviewed challenges
 - Butch recently changed masters level curriculum to include a child welfare specialty with 3 classes
- Practice Development Board
 - Julie returned from sabbatical
 - Reviewed challenges of the partnership
 - How does Central Office do messaging?
 - Having program managers on the board
 - Practice Development Board discovering it is a crossover between practice and resource families
 - Implementing best practices for Alumni representatives
 - Seeking constituent members--Kin, foster, bio, parent
 - Ongoing racism workshops could be developed out of this board
 - A 2 ½ day workshop “How to Deconstruct Racism” was discussed
 - A community organized/sponsored training
 - Could use IV-E funding - university faculty included
 - Key community people could be included
 - The individuals on the boards should be included – recognized we are

placed with them it showed the department cared.

- If the state can involve the kinship care family, they may stay in the system after the kinship care is over.
- Rick will present the same data at the Program Managers Meeting – Dec. 5th

	<ul style="list-style-type: none"> o uneducated. o Only a matter of time before our population reflects more people of color, and they become increasingly represented in the system • Working on worker morale <ul style="list-style-type: none"> o Implementing the PRIDE model-find a way for team training o Cannot give workers pay for attending, comp time is also a problem o Suggest night or weekend work to attend PRIDE training o Have worker do work they like to do o Pay department staff for attending PRIDE o Foster parent training on core business • Resource Practice Boards suggested proposal <ul style="list-style-type: none"> o Dept. staff contracted to Universities to provide core training. They could get paid as university hires for PRIDE training o Mgrs. would need to approve of dept. staff taking a 2nd job o Hired as adjunct faculty o Compensate at what level? o Designate Board to come up with financial level. Next step to come up with a proposal ➤ ICWP - “Theory of Change” (see handout) clarity desired on #3 ➤ ICWP – “7 Partnership Challenges” (see handout) change #3 to: Mitigating Disparate Outcomes for youth of color 	
<p>IV-E Financing Discussion</p> <ul style="list-style-type: none"> ▪ DHW Actions resulting from Don Schmid Consult-Frank ▪ University Claiming ▪ Next Steps for Partnership 	<ul style="list-style-type: none"> ➤ Mardell will send Administrative Advisory Board Minutes – September 25, 2007 to all to read ➤ The FACS Consultation with Don Schmid was reviewed “Partnership Tasks for Maximizing Financing, Per Schmid Recommendations” (see handout) Specific proposals were in rank order: Proposal, Tasks, Responsible party, Due Date Proposal: <ul style="list-style-type: none"> • 1. Include Foster Parent recruitment in IV-E Claim – nearly done • 2. Include Legal Representation in IV-E Claim – access IV-E funds to help pay for that decision to be approved by legislators – essentially done • 3. Include Foster Care Candidates as IV-E eligible – would pay for preventative services for a child that would be in foster care otherwise • Frank will pursue combining TANF and guardianship grants funding relative to 	<p>Mardell – send Admin. Advisory Board Minutes September 25, 2007 to all</p> <p>Frank - pursue combining TANF and guardianship</p>

	<p>starting a small pilot program on non-IV-E youth.</p> <ul style="list-style-type: none"> • Mike S. will check on which jurisdictions have processed applications on IL youth. It is at the discretion of the state Medicaid office. • Use university indirect as match funds for ETV <ul style="list-style-type: none"> ○ How many youth are receiving ETV's @ which university? A workgroup was formed to pursue this and bring a proposal back to the board. A phone consultation with Don Schmid may be helpful. ○ What is the match dollars for ETV's? ○ Assignment for Lori Yellen's replacement ○ Relationships w. local universities • University Funding <ul style="list-style-type: none"> ○ Develop strategy for claiming faculty time 	<p>grants to fund a pilot program</p> <p>Mike S - check on Medicaid applications on IL youth</p> <p>Workgroup: Mardell, Butch, Mike F. to create proposals for Faculty IV-E claims</p>
<p>Logic Model – Rick Phillips</p> <ul style="list-style-type: none"> ▪ Operations and Board Updates ▪ Next Steps for the Admin Board ▪ Messaging for the Annual Meeting 	<ul style="list-style-type: none"> ➤ Partnership Level 1: Administrative Board Goals (see handout) <ul style="list-style-type: none"> • Rick explained the logic model by reviewing the handout <ul style="list-style-type: none"> ○ Rational for Partnership ○ Overall Partnership Mission ○ How the logic model operates ○ The long term goals ○ “Evidence of Progress” is a term used to help the boards filter everyday actions that will fit into the logic model ○ The model will help the partnership represent everyone at the table working towards realistic outcomes ○ A common language would be helpful ○ Rick is trying to meet with all the boards face to face ○ Question: How do we take group actions that involve the group/ partnership in decisions? ○ Rick hopes the logic model will get simplified down to 1 – 2 pages per group ○ As a group implements their activities they will be directed by the board chair ○ There will be some common focus on varying boards ○ Create a “To Do” list from each mtg. to mtg. for the timeline 	<p>Rick asked everyone to review the logic model for</p>

	<ul style="list-style-type: none"> ○ Each board mtg. will change the “evidence of progress” from month to month ○ It will help to determine importance/priorities 	feedback on next iteration
<p>Annual Meeting –</p> <ul style="list-style-type: none"> ▪ Review Agenda ▪ Assign Duties for Messaging at the Annual Meeting 	<ul style="list-style-type: none"> ➤ The strategy for the Annual Partnership Meeting Nov. 14, 2007 was reviewed <ul style="list-style-type: none"> • Mike S – will do welcome <ul style="list-style-type: none"> ○ Opening remarks critical to the evolution of the Partnership. Tie the remarks to the three challenges in red “Idaho Child Welfare Partnership – 7 Partnership Challenges”(see handout) ○ Talking points sent to Michelle Britton to pass on to Director Armstrong - three areas of focus - “Theory of Change” ○ Keep messaging consistent with other language • Rick – will explain the logic model <ul style="list-style-type: none"> ○ The description of the process and how the boards function • Mardell – will review the organization chart structure <ul style="list-style-type: none"> ○ Emphasize the partnership ○ 5 Annual Partnership Meetings have been held to date • Kathy – Will address joining ---power of the partnership • Chuck inquired – 7 Partnership Challenges, responses, actions and objectives <ul style="list-style-type: none"> ○ Partnership Areas of Focus 	
<p>Agenda for Next Meeting</p> <ul style="list-style-type: none"> ▪ Negotiate Meeting Calendar for 2008 	<ul style="list-style-type: none"> ➤ Agenda items <ul style="list-style-type: none"> • Report from Evaluation Committee • Disproportionality data • 2nd draft of plan • Funding for both systems • Logic model description of process and how boards function or messaging • Boards met 2nd time other than scholars model revised plans by then • Would have director by Feb 1 • Jan 8,9, 10 interview ICWRTC • CMH update on Medicaid funding • Training update • Mike S. CW summit Sept. 23, 24, 25, 26 2008 • June or Dec for Supervisor 	

	<ul style="list-style-type: none">➤ Adjourned➤ NEXT MEETING– February 1, Administrative Board at BSU Child Welfare Center	
Casey Family Program Invites Admin Board Members to Convene for Dinner @ 6:15 Berryhill	Meet with keynote Speaker- Rita Cameron-Wedding	