

## **Scholars Board Charter Idaho Child Welfare Partnership**

**Challenge:** The Children and Family Services Programs are having an increasing challenge recruiting and retaining a well-trained workforce. The turn over rate is 17%. This is a very costly problem from numerous perspectives including financial, re-training time and loss of client services. National studies indicate that an unstable workforce resulting from turnover has a negative impact on the permanency of children.

**Purpose:** To provide a quality education and develop practicum sites for IVE students for the purpose of recruitment and retention of a well-prepared child welfare work force at both the MSW and BSW level.

**Partnership activities are based on the following premises:**

1. Collaboration is the most effective means of achieving long term systems improvement.
2. Communication between partners is strengthened and services improved through on-going collaboration within the partnership.
3. Addressing the overrepresentation of children of color in the child welfare system is essential.

**Partnership Goals:** To improve Child Welfare practice in Idaho by:

1. Improving retention
2. Providing quality education
3. Using data to inform practice
4. Integrating best practice into the workforce
5. Providing quality training programs
6. Improving recruitment
7. Mitigating disparate outcomes for children and youth of color

**Delegated Authority:** The Board has the authority to research options, make recommendations and, after consulting with the Operations Board, implement recommendations related to day to day operations. Recommendations that represent changes and expansion of the partnership will require Administrative Board review and approval.

The Board has authorization to appoint standing or special work groups to address special assignments or projects.

**Board Membership:**

BSU Child Welfare Center Director (Convener)  
BSU IV-E Coordinator  
Program Managers: Liaisons to Program Committees  
Chief Liaison  
Casey Clinical Services Supervisor  
University Representative  
HR Liaison  
Student Alumni  
Program Manager, Planning, Evaluation and Training (or designee)  
ICWRTC Director

**Duties:** Pursue the goals of the Partnership through collaboration and attention to communication; oversee the development of the statewide Scholars Program; facilitate partnership development and problem-solving among partners involved in the Scholars Program; oversee the planning of student projects and child welfare contributions to ensure quality, meaningful contributions; oversee the planning of the annual Student Institute; facilitate cross-organizational policy and procedure development; develop plans to address disproportionality through Scholars recruitment, projects and other means identified by the Board; pursue fiscal sustainability strategies to support the resource levels needed for an effective Scholars Program.

**Roles and Responsibilities:** The BSU Center is designated the Convener of this board. The Convener is responsible for arranging meetings and conference calls, taking minutes, distributing minutes and reports and working with the Chair to develop the agenda. The Convener is not necessarily the Chair of the Board.

The Group's selected Chair is responsible for developing the agenda, running the meeting, making assignments and serving as a liaison to the Partnership Operations and Outcomes Group.

CFS Managers assigned to the Board are responsible for serving as liaisons to the CFS Program Committee. This entails providing updates on board discussion and recommendations, seeking input from Program Committee on recommendations, coordination implementation issues and problem solving.

**Meeting Norms:** The group will negotiate its own norms based on the "Principles for Partnership for Family Centered Practice." These principles are as follows: everyone desires respect; everyone needs to be heard; everyone has strengths; judgments can wait; partners share power; and partnership is a process.

**Meeting Frequency:** This Board will meet at least annually with additional conference calls on a monthly basis. When possible, the annual meeting will be held in conjunction with the Partnership meeting.

**Reporting Requirements:** Monthly Board meeting minutes will be posted to the Partnership Web page and will serve as the reporting documents to the Administrative Board. Minutes will include progress on tasks, concerns, recommendations, and need for problem resolution. Reports on improvement projects and outcome measures will also be submitted as needed to the Evaluation Board. Liaisons to the Program Committee will make progress reports as part of a standing committee agenda item. Format and timelines for other reports will be negotiated at a future date.

**Fiscal Responsibility:** Travel, per diem and lodging expenses will be the responsibility of the work group member's respective Region, Bureau or University Partner. The Division will assume costs associated with meetings, such as meeting room, equipment rental and refreshments.