

Evaluation Board Minutes April 4, 2007



Purpose: *To facilitate outcome identification, development and achievement, provide guidance and support for the implementation of service and outcome evaluation activities associated with the Division, and to promote and develop standardization of procedures.*

Agenda	Time	Decision/Action Items
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Announcements		<p>Present: Kathy Tidwell, Patty Gregory, Brian Baldwin, Sherrie Brown, Frank Seseck, Ed Byrnes, Oscar Morgan, Alberta Dooley, Mardell Nelson, Wes Engel, and Rick Phillips via conference call. Guests included Mechelle Schoen and added to Board membership from DBH, Chuck Halligan</p> <p>IRB has been established by the Department lead by the Division of Health. Questions: Shouldn't there be a representative from every Division on the IRB committee. Will there be training for those who are assigned? Mardell will consult with Michelle Britton to see if there is a mechanism for appointing representatives to this Board.</p> <p>CMH planning on moving forward with therapeutic foster care.</p>
Minutes Approval and Review Agenda		Minutes approved.
Work load study	Frank Seseck/Brian Baldwin	<p>Final AHA report has not been received but statistical notes were distributed to the Board for "walk through" by Frank and Brian. Notes identified regional variations and the plan is, with the statistical analysis of the study, there will be data to support how many staff are needed to complete a particular job or duty assignment. This information can be presented to legislature for added staff to meet the needs of the work load expectations of DHW.</p> <p>Dee Wilson training in Boise on May 20th to 24th state supervisors on critical thinking and decision making. He will include work load study information in his training.</p> <p>Michelle Britton is planning staff reallocation across the state to occur in July.</p>
Academy Evaluation	Rick Phillips/Kathy Tidwell	<p>Academy evaluation plan and rationale has been reviewed with the Chiefs.</p> <p>Questions:</p> <ol style="list-style-type: none"> 1. How do we integrate this process in with CQI? 2. How does this information get disseminated to PM's and supervisors? Where does the data go? 3. How does this data impact the system in some way? How does the system make decisions/changes based on data? 4. How do we use sound data to inform decision about staff evaluation <p>Documents were distributed to the Board that illustrated the evaluation process and "data points"</p>

		<p>#1 Overview of the evaluation process over time. #2 Flow chart of the 6 month probationary period. #3 Feedback to instruction on presentation and logistics. #4 Feedback to instructor on competencies and objectives #5 Alignment of instruction with statewide performance competencies. #6 Impact of sessions on statewide performance competencies. #7 pilot feedback on the extent to which supervisors are supporting the transfer of learning. How do we get this information back to the field? Session in March indicates that this is vital. There is discussion regarding moving to a 5th module to shorten the week and decrease time away from the regions. Children's Services is recommending a 9 month probationary period for newly hired staff. New curriculum must be completed by September. Academy is showing improvements in competencies. Thoughts are that the data needs to be sliced thinner to be able to understand clearly what the data is saying specific to a worker. Brainstorm with the Chiefs about how academy can be extended to assisting with developing a better learning environment. How do we use data to promote good learning?</p> <p><u>Turnover:</u> 6 months – probationary staff aren't continuing because of personal characteristics that make them not a good fit for child welfare. Would this indicate that there should be a better interviewing process? 1year+ - leave because of high caseloads and lack of support.</p> <p>Decision and recommendations: Evaluation to the Program Committee. 9 month probationary period with 5 week academy (noon on Monday to noon on Thurs) Should be jointly proposed by the Evaluation and Academy Board. Kathy will poll the Academy Board.</p>
FGDM Evaluation	Ed Byrnes	<p>Using a comparison group – following 6 months, 12 months, and 18 months. Did the family accomplish permanency, subsequent CPS referrals, (substantiated), subsequent out of home placements, petitions for TPR. Use the Focus data to look at families – initial queries = what do these families look like? What are the demographics? What was the relationship between perp, victim, prior hx in CPS, how many out of home placements? This will serve as base line for iding the comparison group. Ed can apply the queries to the focus system using inclusion criteria. Ed will get training from Sherry on Focus and will allow him access remotely. This will also assist in building the infrastructure for future evaluations for the agency as a whole. Ed will contact Sherry for training time on Focus Contractors for fgdm are using hard copy. Ed will use their paper work process to identify families referred. Timing of use of the NCFAS-R creates complications with line staff usage for the evaluation. Mechelle Schoen will send the comprehensive and on-going assessments currently being used by Department staff to see the applicability to pre post testing.</p>
Data Matrix	Brian Baldwin/Patty Gregory	<p>Data matrix distributed. Some suggestions for changes included adding Work Force and Supervisor under academy as a project. Including disproportionality under the Casey column for tribes and adding a column for CMH.</p>

Adolescent CRW Evaluation Project Proposal	Chuck Halligan/Kurt Lyles http://www3.state.id.us/oasis/S1147.html	Program approved through the legislature based on the CRF program. The program to address clinical issues of substance abuse and mental health for early identification in teens. This program has not been funded for this year, but anticipate funding for next year with evaluation required. Three pilot sites and the school dist. has to apply. This program will be presented at the Special Ed Directors conference. Some data may come from day tx contracts. Suicide data is also critical to the evaluation of this program. Data resources identified: public health and EMS, Focus, day tx programs. CBCL, looking to school districts to compile some of the data.
Exit Interview *Homes closed statistics (Pride Trained)	Rick Phillips and Jessica Brazil	Student support for collecting data is weak. There is an immediate problem with data collection. There are 2 to 3 more students potentially to continue to collect the data. Collected data is showing a distinction between those foster parents with fewer than 3 years and those with more than 3 years. The longer families were in the system, the more gratified they were with foster parenting. N = 24. About 100 contacts need to be made. Included are those that left the system from November. This type of evaluation will allow for early identification of areas needed for training.
Student Projects Distribution – Student Institute	Mardell Nelson	Student project distribution from Scholars Conference. Would be helpful to be able to bind and distribute student work. Request FFC's to compile information from students for compiling and distribution. Also maintaining copy in the library.
Review of Charter document and discussion of Chair election	Patty	Elections will be held next meeting. Request for nominations.