

**Nebraska Children's Commission**

*approved  
as  
amended*

Tenth Meeting  
April 16, 2013  
9:00 AM – 12:00 PM  
Country Inn and Suites, Lighthouse Room  
5353 N. 27<sup>th</sup> Street, Lincoln, NE

**Call to Order**

Karen Authier called the meeting to order at 9:03am and noted that the Open Meetings Act information was posted in the room as required by state law.

**Roll Call**

Commission Members present: Pam Allen, Karen Authier, Beth Baxter, Nancy Forney, Candy Kennedy-Goergen, Janteice Holston, Gene Klein, Martin Klein, Norman Langemach, Jennifer Nelson, David Newell, John Northrop, Mary Jo Pankoke, Thomas Pristow, Dale Shotkoski, Becky Sorensen, Susan Staab, and Kerry Winterer.

Commission Members absent: None.

Ex Officio Members present: Hon. Linda Porter and Vicky Weisz.

Ex Officio Members absent: Ellen Brokofsky, Senator Kathy Campbell, Senator Colby Coash, and Senator Jeremy Nordquist.

Also in attendance: Sara Goscha, Tony Green, Vicki Maca, Wes Nesper, and Leesa Sorensen from the Department of Health and Human Services.

**Approval of Agenda**

A motion was made by Beth Baxter to approve the agenda as written, seconded by Norman Langemach. Voting yes: Pam Allen, Karen Authier, Beth Baxter, Nancy Forney, Candy Kennedy-Goergen, Janteice Holston, Gene Klein, Norman Langemach, Jennifer Nelson, David Newell, John Northrop, Mary Jo Pankoke, Thomas Pristow, Dale Shotkoski, Becky Sorensen, Susan Staab, and Kerry Winterer. Voting no: none. Martin Klein was absent. Motion carried.

**Approval of January 16, 2013, Minutes**

A motion was made by Susan Staab to approve the minutes of the January 16, 2013, meeting, seconded by Kerry Winterer. Voting yes: Pam Allen, Karen Authier, Beth Baxter, Nancy

Forney, Candy Kennedy-Goergen, Janteice Holston, Gene Klein, Martin Klein, Norman Langemach, Jennifer Nelson, David Newell, John Northrop, Mary Jo Pankoke, Thomas Pristow, Dale Shotkoski, Becky Sorensen, Susan Staab, and Kerry Winterer. Voting no: none. Absent: None. Motion carried.

### **Chairperson's Report**

Karen Authier provided the committee with information on the Prevention Summit that took place in Kearney on April 10, 2013. Several Commission members were able to meet with community groups as a part of round table discussions that took place prior to the conference. Karen also highlighted some of the legislative bills that would impact the work of the Commission, including new committees and responsibilities.

Karen reminded the group that the Health and Human Services committee would be holding a technology briefing on April 22, 2013.

### **Juvenile Services (OJS) Committee Report**

Martin Klein provided an update on the Juvenile Services Committee, including a written report. The committee has completed the initial review of the LR196 (*Nebraska Juvenile Services Master Plan*) document. The committee will be holding a full day meeting in both May and June to work on the strategic recommendations of the Juvenile Services (OJS) Committee. Marty also reported that the committee has had a membership change and was beginning discussion on replacements for that one open position and the possibility of adding new members at a future date.

### **DHHS Update**

Thomas Pristow provided an update on the Title IV-E process. He also announced to the group that Tony Green has taken the position of Deputy Director of OJS. DHHS is currently looking for someone to fill the open position in the Eastern service area. Thomas also gave an update on the Results Based Accountability process of meeting with providers and updating contracts. Thomas offered to give a more comprehensive update on other initiatives at the Commission meeting in May.

### **Legislative Update**

Karen Authier provided the group a handout on legislative bills that relate to the work of the Commission. The list includes the status of each of the bills. Karen specifically highlighted LB216 which deals with youth aging out of the system, LB 268 which creates a placeholder for additional systems related funding and support, LB269 which moves the Children's Commission to the Foster Care Review Office; LB 530 which provides for implementation of the recommendations of the Foster Care Rate Committee; and LB561 which impacts the role of the

Juvenile Services (OJS) committee. Karen reminded the group that there might be other bills that are of interest to members of the committee or may impact that work of the Commission.

**Contracting with Private Non-profit Entities as a Lead Agency (NFC Presentation)**

Dave Newell provided a presentation on NFC for consideration by the Commission as members evaluate the role of private non-profit entities functioning as a lead agency. Dave provided information on the history of NFC; a brief overview of the work of NFC including service results; NFC financial information; and items the Commission members may want to be aware of in the future related to child welfare and juvenile justice.

*Commission*  
The committee recessed at 10:25am for workgroup discussions.

*commission*  
The committee reconvened at 11:30am.

**Phase II Strategic Planning General Discussion**

Commission members met within assigned workgroups to continue discussions on the four main goal areas. At the end of their discussion time each workgroup reported on the work they are currently doing:

Workforce

The Workforce workgroup is currently researching other surrounding state models related to professional workforce development. The Committee is researching information from Minnesota, Wisconsin, Iowa, Vermont, Kansas, and Arizona to collect information on best practices.

Community Ownership

The Community Ownership workgroup reviewed information on the Fremont community initiatives that was presented by Jennifer Skala. The group also discussed plans for upcoming listening sessions that the workgroup will host with various community leaders across the state.

System of Care

The System of Care workgroup discussed the cross-systems analysis document and the need for the group to review that report in more detail as a part of their workgroup efforts. The group also discussed the need to coordinate their efforts with the Community Ownership Workgroup and Juvenile Services (OJS) Committee in order to assess the gaps in services across the state.

Technology

The Technology workgroup reported on the work that is being done to coordinate data systems including a possible project with the Foster Care Review office. The committee will eventually be looking at and evaluating the pros and cons of SACWICs compliance.

**New Business**

**General Discussion no action item**

**Next Meeting Date**

The next meeting is May 18, 2013, 9:00am-12:00pm. The place has not yet been determined.

**Adjourn**

A motion was made by Beth Baxter to adjourn the meeting, seconded by Mary Jo Pankoke. The meeting adjourned at 11:55am.

# Nebraska Children's Commission

Selected bills that relate to the work of the Commission.

## Legislative Bills

Last Revised: May 20, 2013

<u>Document</u>	<u>Primary Introducer</u>	<u>Status</u>	<u>Description</u>
<a href="#">LB44</a>	<a href="#">Ashford</a>	Signed by Gov May 8, 2013	Change penalty provisions with respect to Class IA felonies committed by persons under the age of eighteen
<a href="#">LB216</a>	<a href="#">McGill</a>	Select File	Adopt the Young Adult Voluntary Services and Support Act
<a href="#">LB265</a>	<a href="#">Coash</a>	Final Reading	Change foster care licensure and kinship home and relative home provisions
<a href="#">LB268</a>	<a href="#">Campbell</a>	Referral	State intent to appropriate funds for upgrade of an electronic data collection system related to child welfare and other economic assistance programs
<a href="#">LB269</a>	<a href="#">Campbell</a>	Final Reading	Change provisions relating to children and families
<a href="#">LB342</a>	<a href="#">Coash</a>	General File	Change right to counsel provisions under the Nebraska Juvenile Code
<a href="#">LB425</a>	<a href="#">Campbell</a>	Referral	State intent to appropriate funds for intervention services for at-risk children and youth
<a href="#">LB464</a>	<a href="#">Ashford</a>	Select File	Change court jurisdiction over juveniles and indictment procedures
<a href="#">LB495</a>	<a href="#">Sullivan</a>	E and R Engrossing	Change provisions relating to the Education Innovation Fund and early childhood grant reporting
<a href="#">LB497</a>	<a href="#">Sullivan</a>	E and R Engrossing	Change provisions relating to funding for education from lottery funds
<a href="#">LB503</a>	<a href="#">Coash</a>	Referral	Rename the Child Protection Act and provide for alternative response to a report of child abuse or neglect
<a href="#">LB507</a>	<a href="#">Campbell</a>	Select File	Adopt the Step Up to Quality Child Care Act
<a href="#">LB530</a>	<a href="#">Dubas</a>	Final Reading	Add, change, and eliminate provisions relating to foster care reimbursements
<a href="#">LB556</a>	<a href="#">McGill</a>	Select File	Provide for telehealth services for children, change the medical assistance program, and provide duties for the Department of Health and Human Services
<a href="#">LB561</a>	<a href="#">Ashford</a>	E and R Engrossing	State findings and intent for changes to the juvenile justice system and a funding mechanism (LB463, LB 471, LB86, LB562)
<a href="#">LB625</a>	<a href="#">Conrad</a>	General File	Change income eligibility provisions relating to federal child care assistance
<a href="#">LR31</a>	<a href="#">Campbell</a>	Adopted & Speaker Signed	Provide the Executive Board appoint the Children's Behavioral Health Oversight Committee as a special committee
<a href="#">LR209</a>	<a href="#">Dubas</a>		Interim study to examine the contracts between the Dept. of Health and Human Services and provider agencies for foster care services
<a href="#">LR222</a>	<a href="#">Howard</a>		Interim study to gather information and make recommendations necessary for the Legislature to craft a comprehensive early learning strategy for the State of Nebraska

# **Juvenile Services (OJS) Committee**

## **Report to the Nebraska Children's Commission May 21, 2013**

Chairperson: Martin Klein, Nebraska Children's Commission, Deputy Hall County Attorney

Co-Chairperson: Ellen Brokofsky, Nebraska Children's Commission, State Probation Administrator  
– Administrative Office of the Courts and Probation

### **Committee members:**

- Kim Culp, Director -Douglas County Juvenile Assessment Center
- Rachel Daugherty, Juvenile Court Defense Attorney, Hall County, NE (resigned)
- Sarah Forrest, Policy Coordinator – Child Welfare and Juvenile Justice – Voices for Children
- Judge Larry Gendler, Separate Juvenile Court Judge for Sarpy County, NE
- Kim Hawekotte, Director – Foster Care Review Office (former CEO – KVC Nebraska)
- Dr. Anne Hobbs, Director – Juvenile Justice Institute, University of Nebraska, Omaha
- Jana Peterson, Facility Administrator – YRTC, Kearney
- Ron Johns, Administrator – Scotts Bluff County Detention Center
- Nick Juliano, Senior Director of Business Development – Boys Town
- Corey Steel, Assistant Deputy Administrator for Juvenile Services, Administrative Office of the Courts and Probation
- Monica Miles-Steffens, Executive Director – Nebraska Juvenile Justice association & Nebraska JDAI Statewide Coordinator
- Pastor Tony Sanders, CEO – Family First: A Call to Action
- Dalene Walker, Parent

### **Resources to the Committee:**

- Sen. Kathy Campbell
- Sen. Colby Coash
- Stacey Conroy, Legal Counsel for Senator Brad Ashford
- Doug Koebernick, Legislative Assistant for Senator Steve Lathrop
- Jerall Moreland, Assistant Ombudsman - Nebraska Ombudsman's Office
- Dr. Liz Neeley, Nebraska Bar Association, Supreme Court Minority Justice Committee
- Dr. Hank Robinson, Director of Research, Nebraska Department of Corrections
- Dan Scarborough, Facility Administrator – YRTC, Geneva
- Amy Williams, Legislative Assistant for Senator Amanda McGill

### **Recent Meeting Dates:**

January 9, 2013  
February 12, 2013  
March 12, 2013  
April 9, 2013  
May 14, 2013

## Activities:

### LR196 – Nebraska Juvenile Services Master Plan update:

The committee has completed the initial review of LR196 (*Nebraska Juvenile Services Master Plan*). A sub-committee is currently reviewing this document to finalize the content. Samples of the draft report are available for Nebraska Children's Commission member review at today's meeting.

### Strategic Recommendations Discussion:

On May 14, 2013, the Juvenile Services (OJS) Committee met for a full day planning session at the Lincoln Child Advocacy Center. The committee agreed upon a vision question of: "What changes (or things to remain the same) will effectively improve and support a comprehensive, culturally competent continuum of care and accountability for youth and families involved in the juvenile justice system, while maintaining public safety?" to guide their strategic planning discussions.

The committee preliminarily agreed upon six vision elements to answer the vision question:

1. Right youth, right services, right time
2. Consistent, stable, skilled workforce
3. Transparent system collaboration with shared partnerships and ownership
4. Family focused/youth centered
5. Data driven decision making
6. Reducing social and system disparity

The committee then met in small workgroups to begin making recommendations related to these six vision elements. The committee plans to meet in another full day session on June 11, 2013, to continue the planning process.

The committee discussed the possibility of delaying the date that recommendations will be made to the Nebraska Children's Commission based on the progress of LB561. The committee also discussed the need to make sure that the committee is utilizing the work that is already being done by the Nebraska Children's Commission workgroups and not duplicating efforts. The Juvenile Services (OJS) Committee will work with the appropriate workgroup leaders once the strategic plan is in a near final form.

### Committee Membership Change:

On March 12, 2013, the committee voted to accept the resignation of Rachel Daugherty, Juvenile Court Defense Attorney, Hall County, NE. The committee is currently taking recommendations for a replacement member.

At the May 14, 2013, meeting the committee voted to request that the voting membership of the Juvenile Services (OJS) Committee be expanded to 16 members. The committee discussed adding four additional members to the committee, and filling one vacancy. The group hopes to add representation by members that could address issues related to diversion, child advocacy, substance abuse/behavioral health, education, law enforcement, and the Crime Commission.

## Division of Children and Family Services (CFS) Key Initiatives Supporting the Nebraska Children's Commission Strategic Plan

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### **Goal: Encourage timely access to effective services through community ownership of child well-being**

#### **Action Step: Identify, promote and achieve broad support for key elements for successful families**

Identify the supports or essential services (both formal services and informal supports) that a family needs to be successful – with no assumption that the State is the sole provider. Develop, disseminate and encourage the incorporation into practice the knowledge base on promoting child well-being. This includes information and skills related to the prevention of child abuse and neglect, building on family and community strengths, promoting protective factors, brain development, trauma informed care and other relevant areas.

#### **Key CFS Initiatives:**

- CFS Sponsored 1<sup>st</sup> Annual Prevention Summit “Moving It Forward – Enhancing Protective Factors and Promoting Child Well-Being” on April 10, 2013 in Kearney, NE.
- CFS created a Prevention Unit to lead prevention efforts through integration of services and blending of funds (both public and private).
- CFS applied for a Title IV-E Demonstration Project in January 2013.
- CFS, Behavioral Health, and Medicaid staff participated in a Federally Supported Trauma Summit in January 2013.

#### **Action Step: Map available data for resources, gaps, needs and services**

Develop a map of Nebraska resources and gaps based on available data on problem areas, agreed upon family support needs (such as those defined in the service array process), an accurate picture of present community resources and services (both public and private).

#### **Key CFS Initiatives:**

- CFS is a sponsor for the Child Well Being Initiative created to increase state and community investment, accountability, and effectiveness in safer, healthier and more resilient children and families, especially those at risk of poor outcomes.
- CFS in partnership with the Division of Behavioral Health are mapping services offered by both divisions across the state.

#### **Action Step: Build state level infrastructure for prevention with integration and blended funds**

Build a broad-based infrastructure at the state level to lead prevention efforts through integration of services and blending of funds (both public and private).

#### **Key CFS Initiatives:**

- CFS created a Prevention Unit to lead prevention efforts through integration of services and blending of funds (both public and private).
- CFS hired a program specialist who will serve as a liaison between CFS and Behavioral Health Division to strengthen initiatives including trauma informed care.

#### **Action Step: Strengthen and expand community collaboratives**

Strengthen and expand community collaboratives. The pathway to improved child well-being is through the communities in which children and families live. There are examples of strong community collaboratives taking ownership for child well-being. These successful efforts should be

## Division of Children and Family Services (CFS) Key Initiatives Supporting the Nebraska Children's Commission Strategic Plan

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showcased and built upon.

### **Key CFS Initiatives:**

- CFS Sponsored 1<sup>st</sup> Annual Prevention Summit "Moving It Forward – Enhancing Protective Factors and Promoting Child Well-Being" on April 10, 2013 in Kearney, NE.
- CFS is collaborating with Behavioral Health to expand the Professional Partner Program to ensure the availability of an accountable individual to serve as an advocate, service broker, and liaison on behalf of the youth/young adult and his or her family when accessing services needed, to coordinate service components at all phases of treatment and support, also to ensure all elements of treatment and supportive services are planned for and provided.
- The Nebraska Juvenile Service Delivery Project (NJS DP) is a collaborative effort between DHHS Office of Juvenile Services (OJS), the court system, and the Office of Probation Administration (OPA) to prevent the unnecessary commitments of youth to OJS thereby reducing the number of state wards.
- CFS is an active member on the Nebraska Child Abuse Prevention Fund Board that provides financial support to five community collaborations in the areas of early childhood social/emotional development or permanency/relationships for older youth.
- CFS continues to play a key coordination role with the Department of Public Health's Affordable Care Act (ACA) Home Visiting Program.
- CFS participates on the Early Childhood Interagency Coordinating Council (ECICC) whose role is to develop information and recommendations in the areas of policy, funding and resources, data enhancements, gaps and barriers in services, and coordination and collaboration among programs and agencies.
- CFS continues to be involved with the Early Childhood System Team whose goal is to achieve optimum outcomes for Nebraska's young children and their families through statewide, cross-agency early childhood systems planning, development, and implementation of activities that address the five critical components of early childhood development: 1) access to health care and medical homes, 2) mental health/social-emotional development, 3) early care and education, 4) parent education, and (5) family support.
- CFS participates in the Nebraska ICWA Coalitions monthly meetings.
- CFS is participating in the Diligent Recruitment of Foster Homes grant collaboration with the four tribes within Nebraska and Iowa DHS.

### **Action Step: Raise visibility and encourage dialogue**

Raise the visibility of child abuse and neglect, trauma informed care and other issues affecting child well-being and encourage dialogue on these important issues

### **Key CFS Initiatives:**

- CFS Sponsored 1<sup>st</sup> Annual Prevention Summit "Moving It Forward – Enhancing Protective Factors and Promoting Child Well-Being" on April 10, 2013 in Kearney, NE.

Division of Children and Family Services (CFS) Key Initiatives  
Supporting the Nebraska Children's Commission Strategic Plan

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**Goal: Support a family driven, child focused and flexible system of care through transparent system collaboration with shared partnerships and ownership**

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**Action Step: Develop shared commitment, including trauma informed response**

Develop a shared commitment to the system of care values that includes trauma informed response for children and families across the entire system of care

**Key CFS Initiatives:**

- CFS is engaged in a cross divisional effort focused on trauma and understanding its effects in regards to the children and families served.
- CFS and the Division of Behavioral Health (BH) have been working in collaboration on a framework to develop a plan to address trauma at multiple system levels to include children, families, front line workers, service providers, foster parents, law enforcement, and other stakeholders.
- CFS and DBH Central Office are developing and prioritizing Trauma Informed training and activities including:
  - Trauma 101 training
  - Vicarious Trauma training
- CFS collaborated with the Division of Behavioral Health in the development of the System of Care Planning grant submitted to SAMHSA.

**Action Step: Invest in prevention**

Invest in prevention through trauma informed care, mental health promotion, wellness (both physically and mentally) and early intervention

**Key CFS Initiatives:**

- CFS applied for a Title IV-E Demonstration Waiver in January 2013 that seeks to develop and implement an Alternative Response model.
- CFS has assembled and leads the following committees/workgroup to create an alternative response model for Nebraska:
  - Statewide Alternative Response Committee
  - Director's Alternative Response Committee
  - Alternative Response Internal Workgroup

**Action Step: Identify model for collaboration and cooperation**

Identify model and a system to support that model for collaboration of all entities involved (juvenile probation officer, an OJS worker, DHHS worker; any contracting entity) in case management that develops and encourages full cooperation and working relationships and fully utilizes the resources and organizations already in place across the state.

**Key CFS Initiatives:**

- CFS hired a Deputy Director for the Office of Juvenile Services.
- CFS utilizes a CQI framework to review data, develop strategies, and monitor performance; CFS includes stakeholders in this process.

## Division of Children and Family Services (CFS) Key Initiatives Supporting the Nebraska Children's Commission Strategic Plan

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### **Action Step: Develop team-based approach for decision making**

Develop a strong team approach to decision making on a case by case basis - family would understand that a team is working on their case

#### **Key CFS Initiatives:**

- CFS uses Family Centered Practice and a Family Team Meeting process for case planning, evaluation of case plan progress, and updating the case plan and/or the safety plan.
- CFS has contracts for Family Group Conferencing which is a facilitated meeting involving the family and extended family in developing and supporting the family's case plan.
- CFS has contracts for Expedited Family Group Conference which is a facilitated meeting involving the family and extended family that occurs immediately upon removal or placement disruption to facilitate the development and support of the family's case plan.

### **Action Step: Realign operations to support trauma informed system of care**

Realign current system operations so that they support and are congruent with a trauma informed system of care.

#### **Key CFS Initiatives:**

- See previous trauma information above

### **Action Step: Develop educated system partners and include oversight**

#### **Key CFS Initiatives:**

- CFS has representation on the four subcommittees under the Nebraska Children's Commission.
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Division of Children and Family Services (CFS) Key Initiatives  
Supporting the Nebraska Children's Commission Strategic Plan

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**Goal: Utilize technological solutions to information exchange and ensure measured results across systems of care**

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**Action Step: Create an appropriations schedule utilizing system design**

Utilize system design and consultant input to create an appropriations schedule for the Legislature and talk to foundations for funding partnerships.

**Key CFS Initiatives:**

**Action Step: Explore University expertise for data analysis**

Explore utilization of university expertise to review, analyze and ensure data integrity to establish trend lines.

**Key CFS Initiatives:**

**Action Step: Reach agreement on population outcomes and indicators**

Agreement on whole-population outcomes - then specific indicators and strategies can be developed by the system of care across the state.

**Key CFS Initiatives:**

- CFS contracted with Results Leadership Group to assist in developing a Results Based Accountability framework for the Division. RBA turns data into action and allows for planning with confidence and improved delivery of services. RBA is not a program, but rather a disciplined way of thinking and taking action used by communities to improve the lives of children, families and the community as a whole.
- CFS - Protection and Safety services contracts will contain Results Based Accountability (RBA) measures beginning 11-1-2013. DHHS and providers will work together to develop these measures.

**Action Step: Develop common data systems and standards with external data mining**

Develop common data systems/standards across all state and private services and utilize an outside entity to mine data.

**Key CFS Initiatives:**

- CFS has a representative on the Data and Technology sub-committee of the Commission.

**Action Step: Design data system for integration, coordination and accessibility**

Data system should be designed to support integration, coordination and accessibility of all services provided by the state.

**Key CFS Initiatives:**

- CFS has a representative on the Data and Technology sub-committee of the Commission.

## Division of Children and Family Services (CFS) Key Initiatives Supporting the Nebraska Children's Commission Strategic Plan

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### **Action Step: Develop action steps in cross-divisional programming (Data)**

DHHS develops action steps in cross-divisional programming.

#### **Key CFS Initiatives:**

- CFS has a representative on the Data and Technology sub-committee of the Commission.
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Division of Children and Family Services (CFS) Key Initiatives  
Supporting the Nebraska Children's Commission Strategic Plan

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**Goal: Foster a consistent, stable, skilled workforce serving children and families**

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**Action Step: Benchmark the state with lowest caseworker turnover**

Benchmark the state with the lowest caseworker turnover (or states' children with the fewest worker changes).

**Key CFS Initiatives:**

- CFS files an annual Case Load report with the Nebraska Legislature that includes the turnover rate. This report is used to set a baseline and for comparative purposes.

**Action Step: Develop plan for retention of frontline staff**

Ask CFS to develop a plan to increase retention of front line workers and lend Commission support to that effort.

**Key CFS Initiatives:**

- CFS has hired a Unit Administrator for the newly created Training and Professional Development Unit. This position is a "Special Assignment" established from a partnering relationship with the UNL-Center on Children, Families and the Law. Responsibilities include oversight of new worker training, the development of a strategic plan for ongoing training, retention and satisfaction of CFS employees and the assessment of needs and training.

**Action Step: Develop retention plan for caseworkers**

Develop (with current caseworkers) a retention plan for current and future workers that may include pay and career trajectory, administrative support, clarity of expectations, supervisor effectiveness.

**Key CFS Initiatives:**

- CFS's Training and Professional Development Unit will be working with current staff to develop a plan to increase retention with caseworker input and involvement.
- CFS created the Mentor-Lead Worker Pilot Program which was instituted from July 2012 to December 2013. The pilot is located in the Western Service Area. The program was to support new CFS Specialist during training by assisting with oversight, guidance and consultation. Statewide implementation is being considered. There is a 5% pay increase for a trained Mentor-Lead Worker.
- CFS offers ongoing in-service trainings to continually improve work performance.
- CFS offers specialized ongoing supervisor training.
- CFS is developing training opportunities specific to the roles of supervisors and administrators.

## Division of Children and Family Services (CFS) Key Initiatives Supporting the Nebraska Children's Commission Strategic Plan

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### **Action Step: Assess and address morale and culture**

Assess and address the morale, lack of trust/organizational culture and climate so that the front line staff is working in an empowered and supported capacity

#### **Key CFS Initiatives:**

- CFS participated in the DHHS training "Serving People with Excellence" the training highlighted DHHS values and core competencies.
- CFS supervisor training to enhance supervisor-staff relationships and enhance work productivity.
- CFS's Mentoring-Lead Worker Pilot has shown initial results which include improved team building, increased supportive relationships and enhanced work performance of both the new workers and the mentors.

### **Action Step: Address education and training for staff**

Ask DHHS to address education and training requirements (including trauma-informed care) for caseworkers and supervisors, including funding issues.

#### **Key CFS Initiatives:**

- CFS new case managers complete a year-long New Worker Training program.
- CFS in-service trainings are offered across the state as required and at the request of the Service Area.
- CFS staff is required to attend 24 hours of in-service training annually.
- CFS staff statewide are attending Trauma Informed Care training provided by the Division of Behavioral Health, Regional offices. Planning is underway for a Trauma Informed Care conference.
- CFS in partnership with UNL-Center on Children, Families and the Law use IV-E training dollars to provide for training activities. State dollars are expended for any remaining costs.

### **Action Step: Clearly define point person and roles of all working with children and families**

Clearly define the point person and role of any person or entity working with children and families (juvenile probation officer, Office of Juvenile Services worker, Children and Family Services worker; any contracting entity).

#### **Key CFS Initiatives:**

- CFS Specialists work with families who come into contact with DHHS for Child Abuse, Neglect and Dependency.
- Juvenile Service Officers are CFS Specialists who work with families who have a youth who is a Status Offender or Juvenile Offender on community supervision. These are not youth who are on probation.
- Family Permanency Specialists are employees of Nebraska Families Collaborative, who work with families referred by CFS/DHHS.

## Division of Children and Family Services (CFS) Key Initiatives Supporting the Nebraska Children's Commission Strategic Plan

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### **Action Step: Conduct comprehensive review of caseworker training and curriculum**

Conduct a comprehensive review of caseworker training and curriculum and change/update as needed to best equip those interacting directly with families. In addition, consider caseworker specialization to improve preparedness and efficacy.

#### **Key CFS Initiatives:**

- CFS caseworker curriculum is revised based on the following:
  - New Worker Training is evaluated by the Trainees during each training unit and at intervals during the first year of employment.
  - Trainings are offered as a Specialization for: Intake, Adoption, Status Offense and Juvenile Services.
  - Training coordinators meet monthly with each of the Service Area CFS Administrators or Supervisors to discuss and plan for any changes needed in training.
  - Training curriculum has been reviewed by the Region VII Federal Partners and received approval for the 5-year plan. During the last CFSR the training system was reviewed and approved.
  - As statutes and policy change, training evolves to meet those requirements as soon as these are enacted. Upon decision for a new program model, training is incorporated into the planning process and becomes a part of the implementation.
  - CFS and NFC work collaboratively to address common areas needing additional training.

### **Action Step: Develop pilot project (urban and rural) for guardians ad litem**

Develop a pilot project for guardians ad litem (GAL) -1 rural, 1 urban-that carefully follows the GAL guidelines with appropriate supports.

#### **Key CFS Initiatives:**

### **Action Step: Hire and adequately compensate well-trained professionals**

Develop a plan to hire competent, trained and adequately compensated professionals that are investigating allegations of neglect and abuse, formulating and monitoring reasonable and relevant case plans and recommending permanency plans for children and families.

- NOT an entry level position into Child Welfare
- Require and/or incentivize BSW and MSW for all caseworkers

Utilize apprenticeship/mentor program

#### **Key CFS Initiatives:**

- As of June 2012, all Children and Family Specialists, Trainees, and Supervisors have at minimum a Bachelor's degree with an exception of one Children and Families Specialist whom has a degree in progress. \*BSW/MSW are given first consideration.



# CHILDREN'S MENTAL HEALTH AWARENESS

## 2013

The observation of Children's Mental Health week is a national event. Our plan of events include an across the state motorcycle ride, using the idea of the "pony express" The pony express will collect letters from each behavioral health region to be delivered to the steps of the state capital into the hands of our Governor by our youth. The track will begin in Scottsbluff with a regional celebration involving community members and public officials. Each day will be another stop of the pony express and a celebration in the specific region. The last day of the event will be a celebration after the delivery of the letters. The celebration will be a dinner and awards, a youth panel and live music. The goal of these events is to elevate awareness of children's mental health issues with the hope of encouraging early diagnosis and treatment. Another goal is to eliminate the stigma associated with children's mental health. Stigma is a barrier and discourages families from getting the help they need due to the fear of being discriminated against or judged.

There are numerous levels of event sponsorship opportunities to best meet your organization's budget, marketing needs and desire to reach the community with your message.

Your company will receive:



### **Gold Event Sponsor - \$5,000**

- Listing in all printed materials and media
- A bold, single text link on our website x 12 months
- Verbal mention of company name at event.
- Seating for four at the event.
- Name and logo on nefamilies4kids.org website page promoting event.



### **Silver Event Sponsor - \$2,500**

- Listing in all printed materials and media
  - A bold, single text link on our website x 6 months
  - Verbal mention of company name at event.
  - Seating for two at the event.
  - Name and logo on nefamilies4kids.org website
- Two tickets for the event.



### **Bronze Event Sponsor - \$1,500**

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Nebraska Federation of Families for Children's Mental Health

Toll free phone: (877) 239-8880

Email: [swonder@nefamilies4kids.org](mailto:swonder@nefamilies4kids.org) Web: [nefamilies4kids.org](http://nefamilies4kids.org)

# CHILDREN'S MENTAL HEALTH AWARENESS WEEK

## RIDE ACROSS NEBRASKA MAY 30<sup>TH</sup> - JUNE 1<sup>ST</sup>



*Hundreds of Nebraskans will be mounting their motorcycles to help bring awareness to children's mental health issues.*

*This statewide awareness and advocacy event that places a spotlight on the challenges faced by families with young people whom have behavioral health challenges. The 2013 specific focus is: **Pay it forward, Invest in Children's Mental Wellness!***

*The journey begins with a kickoff celebration in Scottsbluff, Nebraska on May 29th, 2013. Motorcyclists will travel across Nebraska collecting letters that address Nebraska's need to invest in children's mental wellness. The parade will end at the steps of the State Capital in Lincoln on Saturday, June 1<sup>st</sup>, where the Pony Express Riders will deliver the letters to the hands of the young people to share with Governor Heineman and other Nebraska law makers.*

*The parade will end at the steps of the capital with the Pony Express handing the letters to the Youth. Wanna be a "pony express" rider? Please do, your involvement would be so appreciated.! Contact Sarah @ 308-991-8683*

