

## Alternative Response (AR) Advisory Committee

July 22, 2022  
10:00 a.m. – 1:00 p.m.

Lincoln Community Foundation  
5<sup>th</sup> Floor Conference Room  
215 Centennial Mall South  
Lincoln, NE 68508

### I. Call to Order and Welcome

Co-Chair, Monika Gross, called the meeting of the Alternative Response (AR) Advisory Committee to order at 10:07 a.m., and asked Adam Anderson to call roll.

### II. Roll Call and Introductions

#### *Committee Members present (9):*

Pat Carraher	Alex Hildebrand	Ivy Svoboda
Jennifer Carter	Michelle Paxton	Susan Thomas
Monika Gross	Carey Potter	Mikayla Wicks

#### *Committee Members absent (7):*

Alisa Baker	Bri McLarty	Reggie Young
Jarren Breeling	Michelle Oldham	
Sarah Helvey	Jan Reeves	

**A quorum was established.**

#### *Guests In Attendance (3):*

Adam Anderson	Laura Opfer
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#### *a. Notice of Publication*

Recorder for the meeting, Adam Anderson, indicated that the notice of publication for this meeting was posted on the Nebraska Public Meeting and Nebraska Children's Commission website in accordance with the Nebraska Open Meetings Act. The publication would be kept as a permanent attachment with the meeting minutes.

#### *b. Announcement of the placement of Open Meetings Act information*

A copy of the Open Meetings Act was available for public inspection and was located at the sign in table and on the Nebraska Children's Commission website.

### III. Approval of Agenda

**A motion was made by Pat Carraher to approve the agenda the motion was seconded by Alex Hildebrand.** There was no discussion. Roll call vote as follows:

#### **FOR (9):**

Patrick Carraher	Alex Hildebrand	Ivy Svoboda
Jennifer Carter	Michelle Paxton	Susan Thomas
Monika Gross	Carey Potter	Mikayla Wicks

**AGAINST (0):**

**ABSTAINED (0):**

**ABSENT (7):**

Alisa Baker  
Jarren Breeling  
Sarah Helvey

Bri McLarty  
Michelle Oldham  
Jan Reeves

Reggie Young

**MOTION CARRIED**

**IV. Approval of February 25, 2022 Meeting Minutes**

A motion was made by Jennifer Carter to approve the February 25, 2022 meeting minutes. The motion was seconded by Ivy Svoboda. There was no discussion. Roll call vote as follows:

**FOR (9):**

Patrick Carraher  
Jennifer Carter  
Monika Gross

Alex Hildebrand  
Michelle Paxton  
Carey Potter

Ivy Svoboda  
Susan Thomas  
Mikayla Wicks

**AGAINST (0):**

**ABSTAINED (0):**

**ABSENT (7):**

Alisa Baker  
Jarren Breeling  
Sarah Helvey

Bri McLarty  
Michelle Oldham  
Jan Reeves

Reggie Young

**MOTION CARRIED.**

**V. Strategic Priorities and Subgroups**

Laura Opfer reviewed the strategic priorities and discussed the workload or caseload assessments. She discussed the possibility of looking at workload policy that would also look at workforce stability.

Members discussed staff hires and separations.

Members discussed legislative involvement and making recommendations that will make the necessary changes. Laura Opfer noted that DHHS has begun looking into workforce stability. Monika noted that the recommendation should indicate that the Committee

Members discussed the role of the Committee in making recommendations regarding workforce stability.

Laura Opfer made changes to the 2022 Strategic Priorities draft language. Members discussed wording of the priorities.

**A motion was made by Carey Potter to accept the Strategic Priorities as amended through discussion. The motion was seconded by Mikayla Wicks.** There was no further discussion. Roll call vote as follows:

**FOR (9):**

Patrick Carragher  
Jennifer Carter  
Monika Gross

Alex Hildebrand  
Michelle Paxton  
Carey Potter

Ivy Svoboda  
Susan Thomas  
Mikayla Wicks

**AGAINST (0):**

**ABSTAINED (0):**

**ABSENT (7):**

Alisa Baker  
Jarren Breeling  
Sarah Helvey

Bri McLarty  
Michelle Oldham  
Jan Reeves

Reggie Young

**MOTION CARRIED.**

**VI. Recess for Small Group Priority Discussion**

**A motion was made by Susan Thomas to recess for small group work until the Chair reconvenes. The motion was seconded by Michelle Paxton.** There was no further discussion. Roll call vote as follows:

**FOR (9):**

Patrick Carragher  
Jennifer Carter  
Monika Gross

Alex Hildebrand  
Michelle Paxton  
Carey Potter

Ivy Svoboda  
Susan Thomas  
Mikayla Wicks

**AGAINST (0):**

**ABSTAINED (0):**

**ABSENT (7):**

Alisa Baker  
Jarren Breeling  
Sarah Helvey

Bri McLarty  
Michelle Oldham  
Jan Reeves

Reggie Young

**MOTION CARRIED**

**The Committee recessed at 10:54 a.m.**

**VII. Reconvene**

Co-Chair, Monika Gross called for the Committee to reconvene. The Committee reconvened at 12:20 p.m.

### **VIII. Small Group Report Out and Workgroup Planning**

Group two reported out about the equitable provision of child welfare services within AR and Non-Court. Jennifer Carter noted the need for additional partners from those knowledgeable in FFPSA and Community Collaboratives. The group shared that glitches can occur between Family Navigators and DHHS, when multiple cases occur. Carter added that identifying gaps and data are needed, as well as the need for clarification regarding costs and expense amounts between AR and non-court. A workgroup will be formed to look into these items further.

Group one reported out about stabilizing child welfare workforce. Many discussion group members have long term relationships with child welfare workforce. Co-Chair Gross noted needing CFS, DHHS HR, State Personnel Talent Acquisition, UNO School of Social Work or similar program, CCFL, and NAPE at the table. She noted that the group discussed mentorship, specialization, and a career lattice. She added that training and ongoing practice should include self-care, mindfulness, and meditation. Laura Opfer added that pay issues for on-call, after-hours triage units, college certificates similar to Corrections, career pathing, and more items are sub-priorities of the group. Opfer added that the group should look at the cost of retention. Gross noted that the workgroup will look at the CWLA study as well as the work done by previous Workforce Groups, research other states that do this well, and AR satisfaction survey results. She added that a workgroup will be created.

**A motion was made by Jennifer Carter to create a Workforce and Services Workgroup. The motion was seconded by Mikayla Wicks. A motion was made by Carey Potter to accept the Strategic Priorities as amended through discussion. The motion was seconded by Mikayla Wicks.** There was no further discussion. Roll call vote as follow:

#### **FOR (9):**

Patrick Carraher  
Jennifer Carter  
Monika Gross

Alex Hildebrand  
Michelle Paxton  
Carey Potter

Ivy Svoboda  
Susan Thomas  
Mikayla Wicks

#### **AGAINST (0):**

#### **ABSTAINED (0):**

#### **ABSENT (7):**

Alisa Baker  
Jarren Breeling  
Sarah Helvey

Bri McLarty  
Michelle Oldham  
Jan Reeves

Reggie Young

#### **MOTION CARRIED**

### **IX. DHHS Update**

Mikayla Wicks provided a status update regarding the Red Team process improvement project that is being worked on. Wicks discussed an update of the AR best practice handbook and other process-specific updates regarding closing cases and case counts. She noted as of July 5, DHHS will no longer assign P3 intakes, and will now only assign P1 and P2, due to a recent pilot. Wicks discussed recent FFPSA program

implementations. She updated the Committee regarding recent DHHS hires. Wicks reviewed data handouts about caseloads and turnover rates.

**X. New Business**

There was no new business

**XI. Public Comment**

Co-Chair Monika Gross opened the floor for public comment. There was none.

**XII. Upcoming Meetings:**

September 23, 2022, 10:00 a.m. – 1:00 p.m.

**XIII. Adjourn**

The meeting adjourned at 12:58 p.m.

Respectfully Submitted,  
Adam Anderson