



Christine Norbut Beyer, MSW, Co-Chair
Martin A. Finkel, DO, FACOP, FAAP, Co-Chair

Minutes

September 28, 2018

9:30 a.m. – 12:00 p.m.
Capital Center Building
New Brunswick, NJ

In Attendance

Marygrace Billek
Anna Diaz-White
Esther East

Martin A. Finkel
Tracy Kaplan
Christina Lazzaruolo
Niurica Louis
Sonia Moticha
Dawn Marlow
Kaitlin Mulcahy
Asw. Nancy F. Munoz
Jason Sarnoski
Matthew Schwartz
Richard Stagliano
Jennifer Underwood
Wendi White

Mercer County Social Services
180 Turning Lives Around, Inc.
Jewish Family Services & Children's Center
of Clifton/Passaic
CARES Institute
Preferred Behavioral Healthcare
Pelletieri, Rabstein & Altman
Robin's Nest, Inc.
Department of Education
Department of Children and Families
Montclair State University
Legislative District 21
Warren County Freeholder
Youth Representative
Center for Family Services
Department of Community Affairs
Department of Corrections

Staff

Jason Butkowski
Daniel Yale

Department of Children and Families
DCF – Office of the Commissioner

"In compliance with Chapter 231 of the Public Laws of 1975, notice of this meeting was given by way of notice filed with the Secretary of State, the Trenton Times and the Newark Star Ledger and posted at the Department of State, 125 West State St., 1st Floor, Trenton, New Jersey."

NJTFCAN Business

2018 NJTFCAN/DCF Skill Building Conference update & 2019 Biennial Conference suggestions

The Task Force discussed and provided their feedback on the September 14, 2018 Skill Building Conference, "Hidden Danger: Keeping Kids Safe on the Internet". It was noted that the conference captured the attentions of the audience, given the different perspectives. The general thinking was front line workers were looking for a more functional approach to protecting children with protective factors that can expand across different topics to make better decisions. The sexting issue caused some dispute due to different ideologies and the vulnerability of children. In the future, decisions will be made to ensure the afternoon speaker's presentations



align with the keynote speaker's message. Information from the conference has been posted on DCF social media sites. The reviews will be shared with the Task Force once they become available.

The July 27, 2018 meeting minutes were accepted without edits.

The Task Force discussed some ideas for the 2019 Biennial Conference to obtain feedback for the theme. An overview of the planning process was discussed leading up to the conference. Generally, the Task Force and the Department of Children and Families provide the theme for the conference each year. The Task Force agreed and voted on securing Rutgers to provide the logistics for next year's conference. Daniel Yale agreed to create a timeline of tasks in planning the conference. The conference topics should align with the work that is happening within New Jersey as well as having the topics and presentations focus on protection, prevention, communication, or things that are currently being developed.

Updates from Commissioner Beyer

Commissioner Christine Beyer provided updates on DCF's upcoming initiatives:

- DCF Workforce Wellbeing Initiative centers on increasing and expanding the physical safety of staff particularly for the Division of Child Protection and Permanency (DCP&P) workers and improving staff's psychological and emotional safety. DCF will be entering into an agreement with Media Alert which will allow workers in the field to alert the local police using the App downloaded to the state cell phones in times of uncertainty. The company has agreed to pilot, at no cost, a small number of staff beginning in January 2019. The Commissioner will provide the yearly cost of this initiative at a future meeting.
- DCF is in the process of hiring someone with a clinical background and knowledge around adverse childhood experience to oversee staff's health and well-being.
- Casey Family Programs has partner with DCF to provide support through Alia Inc. Amelia Franck Meyer met with DCF leadership last week providing a basic overview of workforce wellbeing and its importance. Alia will be working with identified DCF staff monthly around self-care and provide staff the opportunity to voice their opinions on how to improve the Department. Monthly reports will be given to Commissioner Beyer's identifying themes within the individual group sessions. The Commissioner will also be looking at the staff turnover rate within the Department which is currently less than nine percent.
- DCF is working towards implementing a culture of safety with the Department through the works of Collaborative Safety. Commissioner Beyer's met with staff from Collaborative Safety earlier today to begin to lay the ground work around "human factors safety" for when critical incidents occur. It will focus on creating a culture of safety and supportiveness on the underlining issues during the debriefing process that can be addressed by leadership. Procedures and protocols will put into place to improve the quality of life for those who work for DCF. Once implement internally, DCF will begin to expand this work to its contract providers, agencies, resource parents and the DAGs. The Commissioner will continue to provide the Task Force with updates as the work starts to rollout.



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- The Commissioner agreed to discuss the ongoing training for casework supervisors on reflective supervision with Kaitlin Mulcahy and Gerry Costa.
- The Commissioner announced two foundations will be partnering and commissioning an Adverse Childhood Experience Study for New Jersey. DCF will be contracting to provide ACEs awareness training beginning in 2019.
- Deputy Commissioner Katherine Stoehr attended the meeting to present more information on the Predictive Analytics work with a PowerPoint presentation generated by Dr. Dyann Daley. This work uses predicative analytics to identify troubling environmental conditions and social influences that are setting families up to fail and begin to look at things in the environment that might offer protection in addition to the available data. The work focuses on breaking down geographical areas into half block increments predicting where children are most vulnerable, the driving factors causing maltreatment and where to invest resources. Katie thanked the Task Force for supporting DCF in this effort of prevention work.
- The 21st Century Child Welfare System Symposium held on September 18, 2018 discussed moving towards providing services to families in their communities. There will be three follow up regional forums in the central, southern and northern part of the State to have a deeper conversation on what needs to be done to begin implementing this new work. Funding will be shifted from current resources to really begin focusing on prevention. The overall feedback from the conference was positive and comments ranged from thought provoking, inspirational, to one of the best conference I have attended. The power point presentation from the conference will be sent to the Task Force members.

8th Annual NJTCAN Report – Recommendations for DCF

The Task Force Annual report is in its final phase of completion. As discussed at the last meeting, members were reminded to email Daniel Yale recommendations to include in the report. Once finalized, the report will be made available to the Task Force for approval.

Consideration of Committee Applications

The Task Force voted and approved Dr. Tiffany Tucker and Dr. Terry Clancy applications to serve on the Prevention Committee and Lesley Dixon's application to serve on the Communication Committee.

Subcommittee/Committee Updates

Communication

Seetha Holmes reported that the Communication Committee is excited about its work on increasing the awareness of the Children's Trust Fund (CTF). A draft email has been prepared to go out to all the certified public accountants in New Jersey for the upcoming tax season to increase awareness of the CTF to prevent child abuse and neglect before it happens. The postage expense will be determined on the number of responses requesting hard copies of the information to display. The Committee will report back to the Task Force on how well this initiative is received.



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The Communication Committee is working on increasing its membership and asked members of the Task Force if they have colleagues interested in joining the Committee to provide Seetha with their contact information.

Daniel Yale provide an update on the amount of the CTF raised last year. The estimated amount was approximately \$165,000. The error was due to an issue with the deposits.

Prevention Committee

The Prevention Committee Prevention Plan kickoff was held during the afternoon of September 18th. Four workgroups have been organized to begin working on their individual action items of the Prevention Plan. Conference calls are being scheduled with the workgroup chairpersons to begin to organize the work to present to the Task Force for approval before moving forward.

Protection Committee

The Digital Realm of Child Abuse workgroup is in communication with Rutgers University to begin looking at the data received from the survey from the school districts to see what information can be filter out to determine how the workgroup will move forward.

Staffing and Oversight Review Subcommittee

SORS has been working on their annual report due to the legislators in November. The report is a summation of the subcommittee's work for the year. SORS is reviewing the Division of Child Protection and Permanency DCP&P staffing levels to provide recommendations. The work next year will focus on requesting a presentation from DCF leadership on the DCF's priorities and the implementation of the federal Family First Prevention Services act; presentation from the Office of Strategic Development related to available resources to families; Children's System of Care presentation on the transfer of substance abuse services; an update from DCP&P Office of Resource Families regarding the recruitment and retention plan and progress to date; update from the Office of Training and Professional Development on the Electronic Learning Management System as well as the new training initiatives specifically focusing on cultural competence; and a presentation from DCP&P on the implementation on solution focus case planning and staff training on disproportionality. SORS will revise their report to include recommendations from DCF's Commissioner Beyer's regarding training on cultural competence/humility training.

Next Meeting – November 16, 2018 in New Brunswick.