

**New Jersey Task Force on Child Abuse and Neglect
Staffing and Oversight Review Subcommittee (SORS)**

Marygrace Billek= Chair

Mary Coogan = Vice-Chair

Tuesday July 18, 2017: 10:00 A.M. – 12:00 P.M.

DCF Professional Center Room 104

30 Van Dyke Ave.

New Brunswick, NJ

In Attendance- In Person

Mary Coogan	ACNJ
Corinne LeBaron	Foster and Adoptive Family Services
Lori Morris	Lifeties
Linda Porcaro	Office of Youth Services, Somerset County
Aubrey Powers	DCF Assistant Commissioner, OPMA- substitute Blake Connor
Lisa vonPier	DCF Assistant Commissioner, CP&P

In Attendance- Conference Line

Stephanie Albanese	Legislative Director Senator Vitale
Marygrace Billek	Mercer County DHS
Jeyanthi Rajaramam	Legal Services of NJ

Staff

Dawn Marlow	DCF-NJTFCAN SORS
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Review of Minutes:

Introductions were made to include the Open Public Meeting Announcement and the May 2017 minutes were reviewed by the members and approved.

New Business:

Focus of the meeting was to complete the Draft Annual Report. Dawn provided a live working document for the group to work off of. The introduction and charge section will remain the same and Dawn updated the subcommittee proceedings (meeting dates) area. Dawn also added the two presentations that were done under the Summary of Activities section and Linda Porcaro reported that she would complete a summary for this section highlighting all the work that the Training Partnership has done.

The next section discussed was the Priorities of the SORS. Marygrace Billek had provided some context for the group to review and Linda Porcaro also added additional

information regarding the SORS staff survey regarding the areas of flexibility and accessibility of services and how this impacts staff. This developed into a discussion around changes happening with contract awards. Lisa vonPier discussed the development of the Office of Strategic Development to work within the department to identify the greatest needs as it relates to supporting kids and families from a service prospective. This includes key areas in terms of housing, substance abuse services and visitation services. Legacy and duplicative contracts are being reviewed to either terminate if need be or re-structure and support or expand new contracts. Lisa referenced the group to review the numerous Requests for Proposal's that have gone out to see the types of services that are being targeted. Jey Rajaramam highlighted an example of the shift of focus that DCF is embarking on with the DV Liaisons and how that is seen through Legal Services as a support to the families they work with.

Discussion around the impact of primary substance abuse services being shifted from DHS to DOH. Marygrace suggested to add that as an area the SORS would want to follow in the upcoming year as it is still with the legislature. Marygrace also suggested adding to follow up with the Office of Strategic Development for a presentation to the SORS. Marygrace further suggested adding some language about the current efforts underway by DCF about the shift in services. The group agreed and Marygrace will add additional language.

Discussion around the SORS staff survey results on the question regarding whether staff knew what was going on in the organization. Because of the limitations of the question it was felt that it would be an item in the report to reflect on and edits were made to the language for the report.

Dawn suggested a balance of findings from the SORS survey should be included in the report as currently there are only areas that were identified as needing improvement or follow up but there were also some positive results as well that should be highlighted. Some areas will include the training, caseworker/supervisor relationships, etc...The group agreed and Linda Porcaro will add them as well as highlighting that the SORS survey is a comparison to the previous SORS survey and results are also similar to the Rutgers Workforce Report that was recently published.

The next areas discussed were Training and Professional Development topics to include cultural competence. Lori Morris discussed the results of the Workforce Report regarding the race and ethnicity of staff is statewide statistics and not necessarily local or county based. The group agreed as long as the data is referenced as statewide it should be okay. There was further discussion that matching staff that are culturally competent to meet the needs of the family is the priority while also attempting to match staff to family's needs. Blake Connor made suggestion to edit the language so that the reader has a better understanding that cultural competence is looked at from multiple perspectives. Dawn suggested adding examples of the list of cultural competence trainings offered so that the reader has a sense of what is available to staff.

Another area that was suggested for follow up in the upcoming year is the Training Partnership progress on the Electronic Learning System. The discussion transitioned into safety initiatives being done to ensure staff safety. Lisa vonPier discussed some of the initiatives to include lobby guards, armed security guards, electronic wands, etc... Lisa reported that these initiatives do not always deter a person from and that she receives reports about incidents such as confiscation of unsafe items. It was determined to add safety initiatives to the Annual Report as a high level overview to show the advancements that have been made by DCF. Dawn will work with Lisa vonPier to compose the safety initiatives section.

The group determined to request an update in the coming year for follow up from the Office of Resource Families on recruitment and retention plan. Another area for future presentation/follow up the group would like is an update on the Data Fellows work.

Dawn reported that once all information is received, draft copy of the report will be sent to the SORS group by end of next week. Once approved by the group it will go to the Task Force for review and approval. From there the DCF Communications Office will provide artistic structure and a final copy will then be submitted for publication.

There was a brief discussion on the status of some members who have been absent. Mary Coogan will follow up with those members to confirm their resignation and will inform Marygrace and myself. At which time they will be noted as resigned in the Annual Report. This transitioned into a discussion of attendance and a reiteration of the By-Laws regarding attendance. Discussion around a replacement for Rita at CASA to have CASA representation on the SORS. Dawn reviewed the By-Laws regarding membership and suggested that if any member has an interested party to email Marygrace and Dawn.

Next Meeting:

Tuesday September 12, 2017
10am-12pm
Location: DCF Commissioners Conference Room
50 East State St.
Trenton, NJ

Announcements & Closure

Reminder that Commissioner Blake will be presenting at the findings and recommendations to the National Commission to Eliminate Child Fatality from the Advisory Committee within DCF who completed a meta-analysis of the last five years of fatalities caused by child abuse and neglect at the September meeting.