

**MEETING OF THE
WINNEBAGO COUNTY
DEPARTMENT OF HUMAN SERVICES BOARD**

Minutes

DATE: Monday, January 6, 2020

TIME: 3:00 p.m.

PLACE: Neenah Human Services Building Room 008

MEMBERS PRESENT: Jim Koziczkowski, Mike Norton, Harold Singstock, Judy Wright, Chris Kniep, Karen Powers

MEMBERS EXCUSED: Donna Lohry, Larry Lautenschlager, Jerry Finch

STAFF PRESENT: Bill Topel, Mary Fredrickson, Beth Roberts, Ann Kriegel, Annette Beattie, Renee Soroko, Joaquin Lira, Chou Xiong, Lisa Pendleton, Kari Kraft, Tina McCalligan, Mary Salzer and Pam Bartelt

Jim Koziczkowski called the meeting to order at 3:00 p.m. Introductions of all present were shared.

AGENDA ITEM #1: PUBLIC COMMENTS ON AGENDA ITEMS

There were no public comments.

The program was moved to the next agenda item.

PROGRAM: CHILD WELFARE (CW) – REDEFINING SAFETY AND EMBRACING FAMILY-BASED PRACTICE. PRESENTERS: ANNETTE BEATTIE, DIVISION MANAGER; JOAQUIN LIRA, CHOU XIONG, LISA PENDLETON, KARI KRAFT, TINA MCCALLIGAN, MARY SALZER - CW SUPERVISORS

Bill Topel introduced Annette Beattie, CW Division Manager as she introduced her supervisors for the various teams. Annette gave an overview of thought processes that were used in working with families and how they could better serve them moving forward. Some of the topics:

- Questioning our Out of Home Care numbers and challenging our thinking
- Reduce placements
- Change how we approach families
- Consciously hire supervisors and staff who understand and agree with philosophy change

Joaquin Lira is the supervisor of *Juvenile Intake (JI)* and *On-Call*. His team makes placement decisions for children that are placed out of home as well as making sure the standards for the referral from the court

system are met. The on-call team responds to all calls that happen after regular office hours. Some of their tasks involve:

- Education of and communication with partners (law enforcement, schools, etc.) about what our services are and how we approach families, truancy referrals and DHS services.
- Counsel, close and refer families to community resources.
- Consultation with current and previous DHS workers assigned to cases (Child Protective Services, Youth Justice, Behavioral Health, and Long Term Support) prior to making referral decisions.
- Family Mobile Team intervention is required before JI will get involved (after hours).
- Looking at our role as advocates when we received a new referral or when we are taking kids into custody.
- Youth Justice Temporary Physical Custody placements are done around safety only.

Communication is a key component for these teams in working with the entire community to best serve the families.

Chou Xiong is a supervisor of *Access & Initial Assessment*. Her team takes the phone calls regarding child mal-treatment and does the initial assessment. They have recently added a full-time professional position and have re-vamped the positions resulting in addressing some of the following:

- Improved Child Protective Services reports
- Alternative Response (AR)
 - *Least intrusive response to reports of maltreatment*
 - *Partnering, utilizing tools, no maltreater determination*
- Created and implemented an AR format that focuses on strength-based documentation
- Safety/Family Find focused case transfers
- Ongoing education of safety for workers
- Monthly safety staffing with supervisors and workers

Kari Kraft is the *Ongoing Child Protection* supervisor. These teams look at the well-being, permanence and safety with safety being of high priority. Their philosophy of family preservation focus includes:

- Safety Staffings including 8 & 14 Month Staffings
- More focus on realistic outcomes
- Partnering
- Supportive & Empathetic Approach
- Focus on helping families meet their basic needs
- Safety Controls, Home Repair, & Transportation
- Bonding activities and Positive Reinforcement

Mary Salzer supervises the *Youth Justice* team. Mary mentioned the philosophical shift in recent years with a stronger emphasis with partnering with families and trauma-informed care practices being less intrusive.

- Focus on growth & competency-building; “Sparks”
- Manage safety through services
- Youth remain in the home/with family

- Redefined: Role: Rule Enforcer *to* Service Provider. Goals: Deficit *to* Sparks/Growth Focus. Approach: We will ‘make’ you behave *to* We’ll remove barriers & develop skills so you can succeed. Success: Compliance *to* Achieving insight & skills *to* self-regulate & envision a positive future
- Family Mobile Team, Tri-County Juvenile Sex Offender Program, Respite Services

Lisa Pendleton is the Foster Care Team supervisor. Their focus:

- Family Find -Implemented Family Find tools. Someone on the team who devotes time to intensive Family Find activities
- Discussion with foster parents regarding our change in philosophy
- Shared parenting approach - Encourage foster parents on importance of maintaining family connections. Encourage co-parenting with foster parents, child’s parent and extended family members. Our agency received a grant to support those activities.
- Recruitment committee - Focus on targeted recruitment

Tina McCalligan is the Resource Support supervisor and collects CW data and creates reports.

- Out of Home Care (OHC) placements shows a decrease of 30%.
- Number of removals has been decreasing over the past 4 years.
- Length of Time in OHC was captured for over 6 months, over 12 months, over 24 months. There is a significant decrease as the length of time increases.
- Average Daily Population (ADP) in Secure Detention for 2011 thru 2016 was between 6-8. Since 2016 the ADP has continued to decline with 2019 being at 3.6 ADP

AGENDA ITEM #2: APPROVE MINUTES OF THE DECEMBER 2, 2019 HUMAN SERVICES BOARD MEETING

Karen Powers moved for approval of these minutes; seconded by Mike Norton and carried unanimously. (6-0)

AGENDA ITEM #3: ACCEPT MINUTES OF THE DECEMBER 9, 2019 ADRC COMMITTEE MEETINGS

Judy Wright moved for acceptance of these minutes; seconded by Mike Norton and carried unanimously. (6-0)

AGENDA ITEM #4: INPATIENT & INSTITUTIONAL PLACEMENT STATISTICS

Bill Topel stated that placement statistics showed that Child Welfare (CW) Division – Juvenile Corrections remains at 0.0 Actual Daily Populations (ADP). Residential Care Centers are at 2.0 ADP. Behavioral Health (BH) - Specialty Hospitals for adults is at 1.6 ADP indicating 48 days of care with the youth being at 0.1 ADP reflecting 3 days of care. Secure Detention is at 3.1 ADP. Foster Care is at 87.6 ADP.

AGENDA ITEM # 5: FINANCIAL REPORT

Mary Fredrickson noted that the financial report represents through November 2019 with a projection for December. Labor variance is due to turnover of staff and the time needed to get those positions filled. Funds had been transferred to cover travel costs from earlier in the year. Capital, which was used for the van and computer related items, is underspent by about \$2000 for the year. Operating expenses, over all the divisions, are close to target. Revenues include payments received from 2018 WIMCR payment from the state which we were not able to budget for. Revenue was received for work done by Economic Support (ES) division in 2016 and 2017. There was an enhanced MA reimbursement for work done in 2018 by ES. Budget used was 98% of what was projected.

AGENDA ITEM #6: DIRECTOR'S REPORT

WCHSA Regional Board Member Group will be meeting 1/17/2020 at Fox Valley Technical College in Appleton. Program will be updates on initiatives for the Department of Children and Families.

AGENDA ITEM #7: BOARD MEMBER REPORTS

Mike Norton commented on the new vacation policy and got clarification that new workers do have access to their vacation at the beginning of employment.

Harold Singstock noted that when new employees are hired using state funds, consideration needs to be given to sustained funding in future years.

Mike Norton inquired about some changes with *Katie Beckett Program*. Beth Roberts shared that they are still looking at having counties determine eligibility rather than contracted agencies.

Judy Wright addressed the importance of the need to secure staff to cover workload in order to avoid burnout of newly hired employees.

Jim Koziczkowski announced that we will move the program to item #2 for future meetings.

With no further business Chris Kniep moved for adjournment; seconded by Judy Wright and carried at 4:05 p.m. The next meeting of the Human Services Board will be held on **Monday, February 3, 2020 at 3:00 p.m. in the Oshkosh Human Services Building in Room 33.**

Respectfully submitted by Pam Bartelt, Human Services Department/pb