



NCACDSS Committee Meeting Virtual Children's Services
 Committee 2:15 pm to 4:15 pm
 October 7, 2020

Agenda Item/Presenter	Notes
Welcome/April Snead, Director/CSC Tri-Chair, Scotland County	
Approval of August 2020 CSC Minutes	 CSC Meeting Minutes - Sept 20.p
PowerPoint/Handouts	 NCDSS Presentation - Child
Leadership Rebooted: Cultivating Trust with the Brain & Mind – Dr. Angela Pittman-Vanderweide, CEO, NeuroAgile Leadership & Workforce Consulting and Dr. Kevin Marino, CEO, The REAL Academy	<p><i>They will email this presentation to the ListServ</i></p> <ul style="list-style-type: none"> • 3 Challenges for Human Service Organizations • This study focuses on behaviors that increase trust (trust is relational) • 15% or more turnover among staff = 215% more likely reoccurrence rate w/ families and 74.5% more likely to not achieve timely permanency • There is research by Youth Voice re: relationships b/w themselves and their CW worker – this is a significant relationship loss for the youth and furthers their existing trauma • Parent Voice about turnover says when workers leave they have to relive their story over and over • Turnover is costly • We need to look at our own leadership style and how it is impacting the workforce • Need to look at how you expect staff to engage with families and ask yourself as a leader, are you engaging with staff in the same way you want them to engage with families • Neuroleadership: applying science to your leadership in the areas of motivation, influence, change ability and engaging the workforce • Cultural and Climate Say Factors: <ul style="list-style-type: none"> ○ True depth and engagement with leaders ○ Health, resilient culture and climate ○ Autonomy in practice ○ Client-focused philosophy ○ Trauma- informed system for workforce ○ Quality supervision (one of the highest stay factors) ○ Transparency in communication ○ Education – BSW or MSW stay longer • Cultural Humility: life-long process of self-reflection and self-critique <p>8 Behaviors that push out oxytocin and create trust:</p>

	<ol style="list-style-type: none"> 1. Ovation: Celebrating Successes (genuinely, timely and in front of others) 2. Expectation: Achievable Challenges 3. Yield: Input and Autonomy (trying new things, being creating) 4. Transfer: Use of Strengths (allow people to use their strengths in the organizations) 5. Openness: Communication (honest, transparent, frequent) 6. Caring: Relationships (intentional engaging with people and knowing something personal about them if you can) 7. Invest: While-Person Growth 8. Natural: Integrity, Authenticity, and Vulnerability <ul style="list-style-type: none"> • Implementing these 8 behaviors resulted in leaders enhancing their own decision making/problem solving, collaboration and influence, emotional regulation, and ability to facilitate change • Book: Trust Factor (Paul J. Zak) – a good read re: some of these concepts <p><u>Safety Organized Practice Correlation</u></p> <ul style="list-style-type: none"> • There are common threads with SOP and neuroleadership <ul style="list-style-type: none"> ○ Engagement ○ Voices of Children and Youth ○ Critical Thinking ○ Reflective Supervision ○ Use of Motivational Interviewing in leadership roles
FFPSA Progress Update – Lisa Cauley, Deputy Director, NCDSS Child Welfare Section	<ul style="list-style-type: none"> • Moves IV-E funds to prevent FC, but has limitations on congregate care • 2-week rule = if they don't meet the exceptions below they can only get IV-E reimbursement for 14 days <ul style="list-style-type: none"> ○ Qualified Residential Treatment Program (see PowerPoint for definitions of a QRTP) <ul style="list-style-type: none"> ▪ Currently NC does not have any right now ○ Maternity home ○ Children age 18+ who are living independently ○ Approved settings for risk of sex trafficking • Everyone has to go in by 10/1/2021 for all states, so not the population you have now that you need to worry about because they will be grandfathered in. Placements on or after 10/1/2021 are subject to the 2-week rule • Year 1 Potential Loss: 3 million • Will need to do an analysis on the children who need congregate care in the future (this likely will come via survey) to build a new model of care. • All counties will be able to use Caring for Their Own (NC contract) • Will use the Family First Transition Act funds for the first year (through June 2022), but looking at fund management past that point
LINKS Funding – Erin Connor, LINKS Coordinator, NCDSS Permanency Planning Section	<p><u>LINKS COVID-19 funds available to youth not enrolled in FC 18 to 21</u></p> <ul style="list-style-type: none"> • Funds to be used for housing and/or transitional costs due to COVID-19 (transportation, food, supplemental losses in income) • Access to the funds is similar to other LINKS funds (reimbursement form attached to DCDL) • Retroactive back to March 2020 and no CAP on how much funds can be spent for each person • Transitional Balance: 244K

	<ul style="list-style-type: none"> • Housing Balance: 31K • Funds must be expensed by December 2020 • Don't need to wait for young adults to contact you, instead contact them <p><u>Special Funs for children 13 to 21 who are or were in FC after the age of 13</u></p> <ul style="list-style-type: none"> • Transitional and housing funds (FC 18 to 21 are eligible also) • Cannot have more than 10K in their own reserved • Undocumented immigrants not eligible • Transitional Balance: 596K • Housing Balance: 87K • There is a CAP on these funds however per youth
<p>2021 Federal Review of NC IV-E Permanency Planning Cases – Evan Friedel, Title IV-E Coordinator, NCDSS, Licensing and Regulatory Section</p>	<ul style="list-style-type: none"> • Feds have not set a new date yet • The parameters will remain the same (Board Payments; 100 pull w/ 20 of those being an oversample; only allowed 4 errors to “pass” (and individual counties responsible for any paybacks); if do not pass will have another sample of 160 cases; and not “passing” the 2nd review would result in a statewide penalty. • Review is for children under age 18 only, not FC 18 to 21 (unless a statutory change occurs in the future) • The old sample will not be used; they will pull a new sample instead but don't have the PUR yet • Need to do a 100% review of all IV-E cases to prepare – this will not change – should be doing this annually anyway (with recertifications) • Make sure all closed cases are closed (make sure the 5094 is closed) <p>Question specific to NCF counties: If a sibling remains in care, a case cannot be closed in NCF, will this be taken into consideration? Answer: NCF should be able to do this if the SW has done the closure tasks for that specific child</p>
<p>Questions</p>	
<p>Adjourn</p>	

Next Meeting Changed to 11/4/2020 due to Veteran's Day Holiday

Please send suggestions for future CSC agenda items to kharrington@catawbacountync.gov