

Missouri State Foster Care & Adoption Board
Governor's Office Building, Room 315
Jefferson City, MO 65103
June 4, 2019

MINUTES

Introductions – Michelle Martin Bonner

Board Members in attendance: Jennifer Foster, Tom Frawley, Linda Hosman, Dana Lopez, Michelle Martin, Melanie McDole, Kelly Schultz, Nickie Steinhoff, Jennifer Townsend

CD: Alyssa Bish, David Kurt, Amy Martin, Sherry Moller, Sheila Tannehill, Elizabeth Tattershall, Vickie Stoneberger

Guests: Lana Arnall, Bob Larimer, DeAnna Alonso, Abigail Rainwater, Happy Sparks, Lisa Tegart, Brie Wagner, Tobey Wilkerson

Updates from the Directors Desk – David Kurt

Director, David Kurt, Started 12-31-2018

Mr. Kurt shared that he hears the following question: Are we doing everything we can to keep kids safe?

Children's Division is putting together a task force, led by Kelly Schultz. Task force will make a decision by the end of the year to determine if we are doing everything we can do to keep kids safe; legal services, OCA, staff, law enforcement. Looking critically at hotlines and investigations. Comments regarding ideas, challenges and successes are welcome. Staff turnover is an issue, it's a hard job. Working to increase morale; many leave because they do not feel supported, not because of the pay.

OCA personnel advisory committee – pursuing alternative professional backgrounds for employment (other 4 year degrees besides social work).

“Staying Power” – interview process for frontline staff; potential candidates for employment are given scenarios (a day in the life), to assess competencies in child welfare. After the interview, potential staff have the opportunity to shadow staff for one day.

CD LinkedIn – CD will reach out to individuals who meet criteria for open positions – starting with Kansas City and St. Louis. Looking at flexible work schedules, pay differential (schedule is outside normal hours).

Starting July 1*, all state employees will receive a 3% pay increase. Market rate survey to set a new minimum salary. Judge Frawley asked about Juvenile Officers – CD staff have mentioned not feeling respected in court, they don't have a voice as no one is representing CD staff.

Jennifer Foster comment – not impressed how workers have testified, not prepared. Jackson County has 86% turnover rate.

**This rate will go into effect on January 1, 2019.*

Model Foster Home Licensing Standards – Amy Martin

Non - Smoking – asked for clarification regarding relatives; not sure how to determine “case by case”. 2 tracks – clear process for case by case as federal funds cannot be used. IV E audit will be very cumbersome.

Homes that do not meet the standards will not receive federal reimbursement (i.e., court ordered placement).

Convictions – MO has to comply with federal law (can be more restrictive). IV E language – certain felony convictions (ask Elizabeth), SIS is not a conviction (drug offense vs. conviction).

Memorandum Updates – Elizabeth Tattershall

Elizabeth reminded group of public access to memo's and instructions where to locate memo's on the CD website.

Please include BOD email address in all correspondence when doing business for the BOD. Question raised if constituent contacts an individual BOD member, still add the BOD email address:

CDMissouriState.FosterCare&AdoptionBoard@dss.mo.gov.

The following memos were discussed:

CD19-10: Expectations of staff have to visit parents of children in alternative care, each month, in person, in the location the parent identify as their residence; including incarcerated parents. Discussion regarding “shall” and “best efforts” – federal language not included in memo.

CD19-11: MO HealthNet FAQ page introduced.

CD19-15: Introduction to resource guide for relatives; can access on E-Forms. Form is customizable for each region.

CD19-16: Introduced some of the FFPSA regarding resource home capacity limits (discontinuation of large family resource homes). CD 157 introduced for homes over capacity.

CD19-17: Dental Exams for foster youth; difference between dental screenings and dental exams.

CD19-18: Revised TPR referral process. Roles & responsibilities worksheet accompanied memo (access worksheet via memo).

CD19-23: Child Care subsidy increases; maximum income levels (re: eligibility) have increased as of April 1, 2019.

CD19-27: Psychological evaluations for adopted children – not automatically requiring evaluation for child 5 years and older for adoption. If the child has had an evaluation in the last 5 years, will use the summary in the profile.

CD19-28: CD will take on responsibility for paying for fingerprints for successor guardianships.

CD19-29: Older Youth Program Changes

Updates/Modifications Criminal Records & Psychotropic Medications Protocol – Judge Tom Frawley

Legislative Updates – Kelly Schultz

HB 604: Omnibus education bill; expansion of the definition of care, custody & control for CD.

HB 397: Started as Human Trafficking legislation; under age 18 picked up for trafficking, required to call the hotline. Can now expunge prostitution charge if convicted under age 18.

Simon’s Law – end of life decisions

Nathan’s Law – childcare, who has be licensed and registered – now if caregiver is related to child, they count towards capacity – 6 total, related or unrelated.

Child Fatality Review Panel – de-identified info

Sib Placement Language – Sibs are still sibs if TPR and adoption have occurred.

Fix the glitch – in FC outside of MO, but now in MO, eligible for HC until age 26.

Relative First Program Development – Sherri Moller

Families First Prevention Act

Kinship Navigation Services, formal and informal relative placements. Family Resource Centers – have started navigation services. Funding to make sure we are connecting navigation systems together. Sherri is putting together a steering committee of current & former relative providers to ensure services (meeting monthly); Missouri is contracting with Parentlink to educate relative providers. 1-800 number linked to 211. If you have knowledge of additional navigators, please share with Sherry.

Home Visiting Program – Jennifer Foster

An additional \$3 million was included in the budget to expand the home visiting program; there are many facets to this program. It was originally intended for parents of children 3 and younger and pregnant mothers. There are three home visiting contracts; CD contract aimed at child abuse prevention services (not school based preparation like Parents as Teachers). 70% of referrals must have some sort of CD involvement. Plan is to go statewide. CD needs to get RFP out soon. Require Evidence Based Treatment/Intervention models.

Three definitions of prevention (CTF only does primary & secondary prevention):

1. Primary Prevention – no indicators
2. Secondary Prevention – risk identified (i.e., newborn crisis assessment)
3. Something has actually occurred – preventing further maltreatment

CD will invite staff from Home Visiting Program to present at the next meeting.

Parent aides are still CTS funds. Many complaints have been received regarding parent aid services; if there are concerns, need to let CD state office aware.

WORKING LUNCH

CD Staff Retention – Amy Martin/Sheila Tannehill

Covered earlier in Sheila's comments.

Comments: CD staff have access to someone to talk to regarding their frustrations. CD has an EAP program; some circuits have created space in their offices to take breaks, i.e., tranquility rooms, and wellness programs.

Funding remains in place for career ladder; opportunities for career advancement other than becoming a supervisor.

Benefit available to pursue graduate degree. Continue to do training on secondary trauma.

If all allocations were filled, caseload size would meet COA standards.

Discussed "floater" positions that could cover positions when there are vacancies on short and/or long term basis.

There are 25 new positions in the southern region. To get back to where resource families get the support they need – 40 to 1 family to staff ratio.

Status Update Children in Care – Amy Martin

13,700 (today). 49.9% of placements are with relatives; this should increase with the FFSPA.

Open Forum – Members/Guests

Neonatal Exposure – Started at Cardinal Glennon; helping families understand how to take care of these infants and identify supports. "Super Users" (medical community) to fortify caregivers; placed with family prior to discharge, to discuss aftercare plan; working with birth family and placement provider. Primary focus started as drug exposed infants. Care for this population is not consistent across the state (i.e., drug withdrawal); need medical community to become consistent so message to resource parents can be consistent.

Convictions: Federal regulations - felony drug convictions that happened within the last 5 years. MO making it more difficult that fed regulation. Judge Frawley will send email with further explanation on 471. [Missouri law does deal with drug charges: https://www.sos.mo.gov/cmsimages/adrules/csr/current/13csr/13c35-60.pdf](https://www.sos.mo.gov/cmsimages/adrules/csr/current/13csr/13c35-60.pdf)

Chaffee Memo (CD19-20) – "Achieve meaningful connections with a supportive adult". How do they do this? How is this measured? Chaffee workers go through permanency pact training; have to capture in the system who these supportive adults are. Chaffee worker should be reviewing this plan with the case manager.

Monthly MO Heart Gallery Staffing's – open up to pre-adoptive families for children being staffed. Contact Vickie Stoneberger for additional information.

Statewide Big Surf Day – all are welcome to attend; \$10 admission. Contact Deanna for a flyer w/ more info. Osage Beach office will be open next week – Kinship N program operating out of this office, across the street from Andy's frozen custard, by Grand Glaize Bridge.

Southwest Region – seeing clinics shut down foster parent access to portal; medical information stored medical passport. Will request update from MO Healthnet and report back.

Childcare provider rate increase 10% July 1. Will go to IPad for checking in/out of childcare; slowly rolled out beginning in July; STL will be last. Will also complete market rate survey regarding rates. There will also be an app for cell phones.

Car insurance for older youth; Amy will share an email received from Sally Gaines, regarding this issue.

Michelle reaches out to BOD members who are not active – requests them to check in with the governor’s office if they are no longer interested in serving on the BOD; if they do not, Michelle will contact governor’s office. Put something in writing to the member. Amy will share the contact information at the governor’s office.

Jennifer Foster – shared Brain Balance resource information; non-pharmacological intervention, very expensive. Mixed reviews from consumers. LifeWorks Family Treatment Group (KC, MO), Family Forward (STL, MO) provide brain mapping.

Issues of not knowing who their worker is, permanency being delayed due to lack of evidence from no worker.

Chair Recommendations/Selection – Board Members

Meeting adjourned at 1:49 pm by Michelle Martin Bonner

Next Meeting: September 3, 2019
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