



## State Advisory Board Meeting

September 11, 2018

2 Peachtree Street NW | Atlanta, Georgia

**Board members present:** Chair Tina Bartleson, Judy Manning, Cathy Atkins, Roger Bryant, Tommy Hill, Barbara Sims, Cindy England (via phone), JaNice Van Ness, Belva Dorsey, Dr. Michelle Zeanah, Judge Emily Brantley, Octavia Fugerson, Delaine Hunter

**Board members absent:** Rodney Griffin, Kathy Cooper, Meredith Holt, Emily Cole,

**Other attendees:** Wayne Drummond (GPHSA), DHS Deputy Commissioner of HR Ann Burris

**DFCS staff:** Interim Director Tom Rawlings, Carol Christopher, LaMarva Ivory, Ellen Geeker, Ramirez Evans, Donna Pettigrew-Jackson, Keith D. Bostick, Walter Jones, Dahlia Bell Brown, Jon Anderson, Cliff O'Connor, Lon Roberts, Tammy Reed, Lee Biggar, Travis Moses (Gwinnett DFCS Director)

---

- Welcome by Chair Bartleson. Meeting called to order at 10:04 a.m.
- Moment of silence in honor of September 11<sup>th</sup>.
- Introductions by board members and attendees
  - Decision to postpone voting until there is a quorum.
- Adjusted agenda: moving ahead to Director Rawlings' presentation
  - Updates on mission and goals for the agency
    - Safety, culture, recruitment and retention
    - Community collaboration
      - Brief overview of State of Hope "big idea" from Belva Dorsey (Region 8)
    - Preparing for implementation of the Family First Prevention Services Act (FFPSA)
    - Developing a certified therapeutic foster care program
  - Legislative updates
    - Overview of proposals
  - Closing
    - Question from Dr. Zeanah regarding kinship care
    - Question from Chair Bartleson regarding FFPSA implementation
    - Question from Ms. Van Ness around number of group homes around the state and number of children impacted
- Quorum Met

- Approval of September 11, 2018 agenda
  - Motion by Ms. Van Ness seconded by Ms. Fugerson. Approved.
- Approval of minutes from June 12, 2018 meeting
  - Motion by Dr. Zeanah, seconded by Ms. Atkins. Approved.
- Presentation by Ann Burris, DHS Assistant Deputy Commissioner of Human Resources
  - Overview
    - Demographics
      - Ms. Van Ness question
    - Turnover rate comparison
      - Ms. Van Ness: question about regional comparison
    - Separations
    - Hiring impact
    - Exit interview summary
      - Dir. Rawlings comments on new effort going forward to ensure a “just culture” and instances where staff are terminated because of insubordination being further reviewed.
    - HR PASS
      - Dir. Rawlings comments on how impressed he is with the training for HR PASS.
      - Ms. Van Ness: question about employee selection protocol
    - HR staff reassignments
    - HR service level agreements
      - Chair Bartleson: question about timelines regarding service level agreements
    - Ms. Atkins: Hiring time is too lengthy, money not allocated properly to fill positions. Question regarding backfilling positions.
      - Cliff O’Connor (CFO) explains process of funding positions.
      - Keith D. Bostick explains the process for regional budgets.
      - Chair Bartleson: questions on onboarding in the field.
      - Dir. Rawlings: explaining his focus for helping this process along on the administrative side
    - Ms. Dorsey:
      - Question on hard-to-fill positions.
        - Ms. Burris: social services specialist positions are considered hard to fill.
      - Can HR Pass generate a retention rate annually?
      - Who is on the interview panel at the county level?
        - Mr. Bostick: it varies – usually a hiring manager, supervisor, county director or regional director.



from Dir. Rawlings on looking at respite care. (Judge Brantley) discussing educating the public on what DFCS is in Gwinnett County and what the message is they want to get out to the community. Met with the Gwinnett Coalition who offered to assist. Met with NE Georgia Community Foundation who also offered to assist.

- **Child welfare** (Tommy Hill) group had a conference call earlier this month to discuss agency transition. Discussed workforce, staff training. Committee is working on developing goals.
  - Chair Bartleson: checking in the current committee structure.
    - Call in feature helpful
    - Minutes are helpful
- Community Relations Committee presentation
  - Dr. Zeanah: Goals are to educate the unusual suspects, include DFCS in Chamber of Commerce leadership development courses, create a toolkit for board members to use in presentations about the Division.
  - Ms. Sims: Review board member toolkit
  - Ms. Atkins: Discuss examples of groups to reach out to and how to approach them. Using the It's My Turn Now book as a tool to garner support.
  - Dir. Rawlings: Consider groups you're connected with. What do the families we serve need that can be alleviated with your help?
  - Ms. Dorsey: If someone did want to create a few slides, is there a template to use to plug in some of this information?
    - Dahlia Bell Brown will help provide a presentation template for the board to use
- Chair Bartleson: charter goals finalization
  - Motion to approve, seconded by Ms. Dorsey. Approved.
- Board member updates
  - Chair Bartleson: please submit updates via email. Will be providing the Director a brief report ahead of each meeting.
  - Ms. Manning: attended county board meeting. SAAG issue of being overworked/underpaid. Recommend including them in the state health benefit plan.
    - Dir. Rawlings: new General Counsel starting October 1 and he will be tasked with looking at the SAAG structure. Provide flexibility based on workload but still compensate appropriately.
  - Mr. Hill: grateful to have a new county director in Thomas County. Met with the Boys and Girls Club to get them involved with DFCS in the community. Workshop coming up at the end of this month focused on creating jobs, working with the faith community and interfacing with the community. Will work to find money for support staff who haven't had a

raise in almost a decade. Concerned about staff safety if we aren't moving forward with the panic button.

- Dir. Rawlings: update on the panic button
- Ms. Dorsey: follow up question about testing in rural counties
- Carol Christopher: explaining the panic button testing process
- Dir. Rawlings requested update a future Board meeting
- Mr. Bryant: presented to CIS, rotary club and county collaborative on the State of Hope and Blueprint for Change. His goal is to make a presentation to two county boards in his region a month. Concerns about staff safety.
- Ms. Sims: at the last county board meeting the group discussed rampant drug abuse and mothers leaving their children at the DFCS office. The current temporary DFCS office is not appropriate. Is there a possibility to have a liaison with DJJ coordinate with the local DFCS office?
- Ms. Hunter: the Catoosa County Commission is hosting a fundraiser for the local DFCS to collect diapers, monetary donations, etc. Different ideas to get the public engaged. Excited to bring CarePortal to Northwest Georgia.
- Mr. Bryant: status of Bleckley county office.
- Ms. Dorsey: will there be any upcoming guidance or training coming regarding regional boards?
- LaMarva Ivory: reminder about Secret Santa. Keep an eye out for an email regarding this.
- Chair Bartleson: motion to adjourn by Cathy Atkins at 1:43 PM. Seconded.