



Georgia Department of Human Services

Housekeeping Rules

- Make sure your computer speakers are on.
- Use Microsoft Teams, your computer audio, or dial into the meeting. Attempting to use multiple audio options will create feedback.
- Mute yourself if you are not speaking. If you have dialed in to the meeting by phone, please use *6 to mute and unmute yourself.
- When there are calls for action item votes, all participants will be unmuted to ensure that board members are heard.
- Please state your name when making a motion or seconding the motion.
- We will check the chat box for any questions or comments throughout the meeting.
- Please let us know if you experience any audio issues or have trouble viewing the PowerPoint presentation.





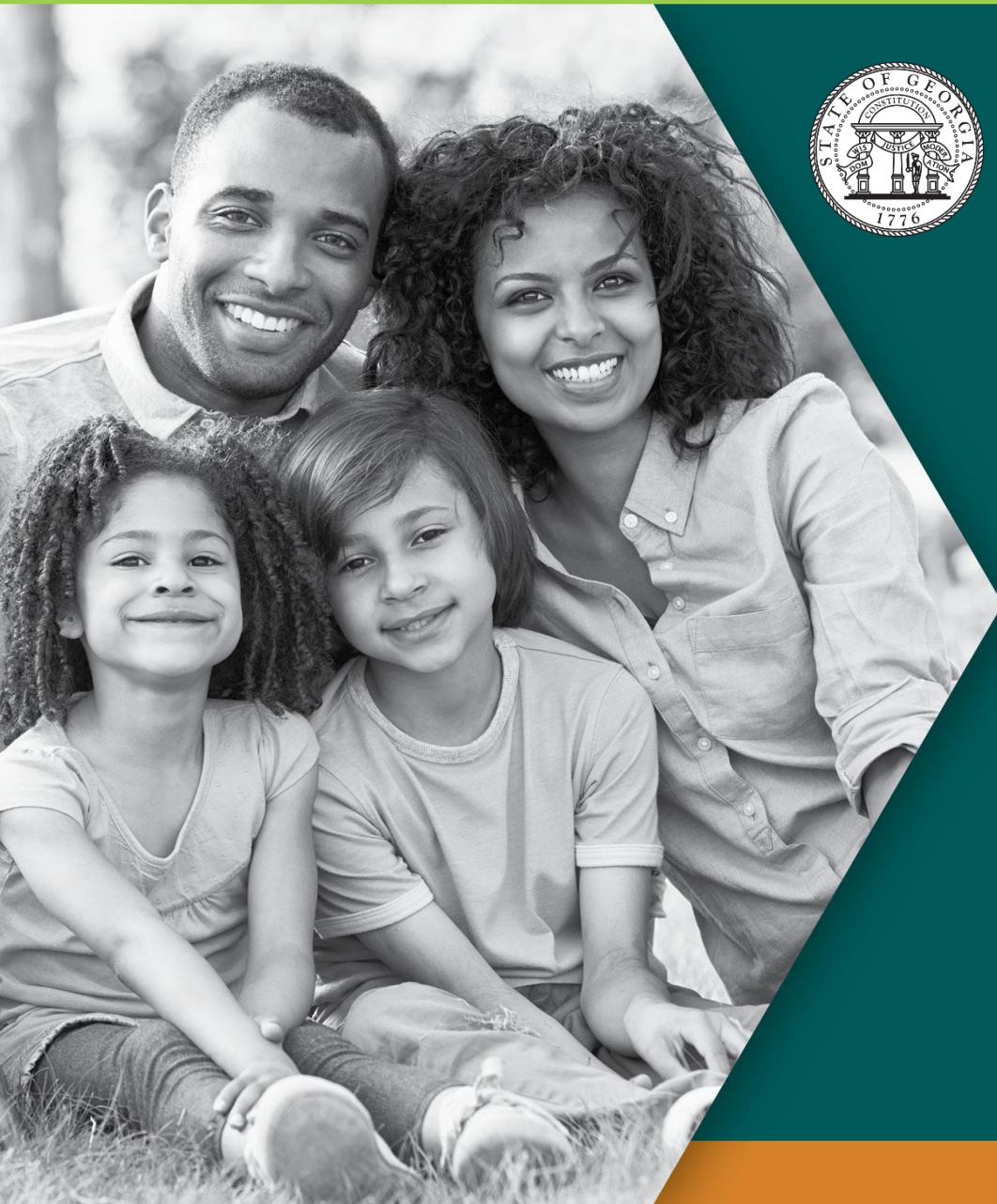
**Georgia Department
of Human Services**

Welcome & Attendance



**Georgia Department
of Human Services**

Agenda Approval



Georgia Department of Human Services

DFCS Advisory Board

Amended Fiscal Year 2024 and Fiscal Year 2025 Budget Update

Melissa Barwick

Assistant Deputy Commissioner, Finance

Deputy Chief Financial Officer, DHS

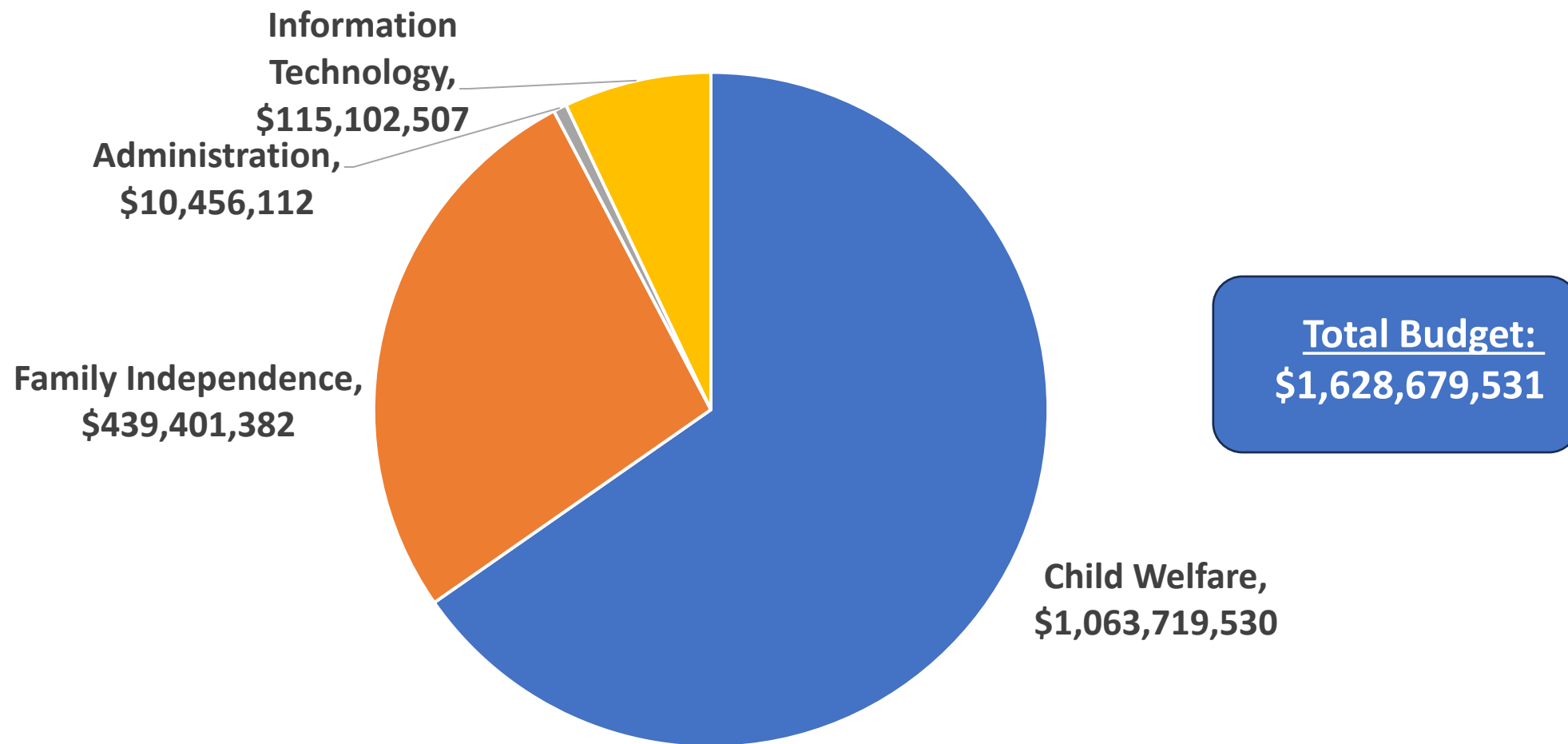
A photograph of a woman with long brown hair and a young child with curly brown hair, both laughing heartily. The woman is wearing a blue and white striped shirt, and the child is wearing a teal shirt. They are sitting on a couch with a red and black striped pillow. The background is a warm, indoor setting.

stronger families

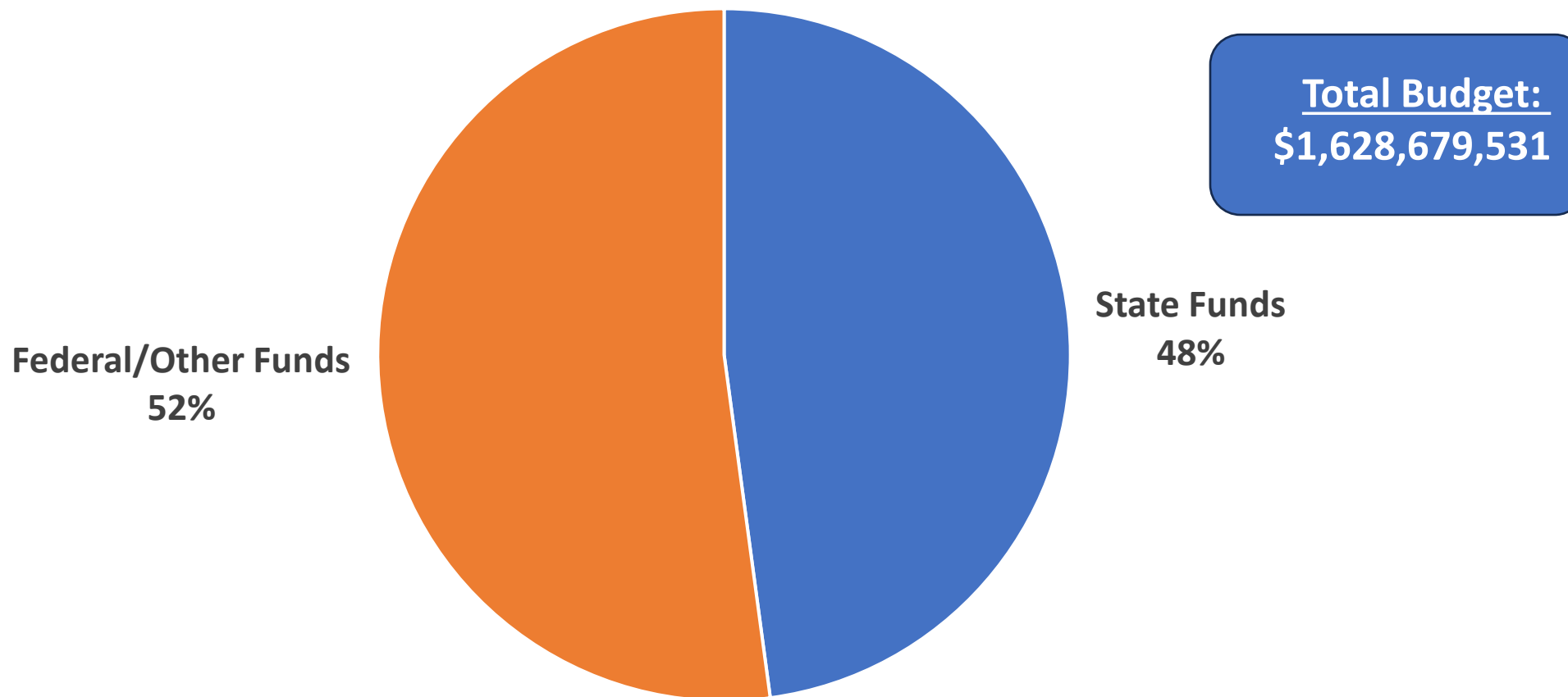
FOR A STRONGER GEORGIA



DFCS Base SFY 2024 Budget Allocations

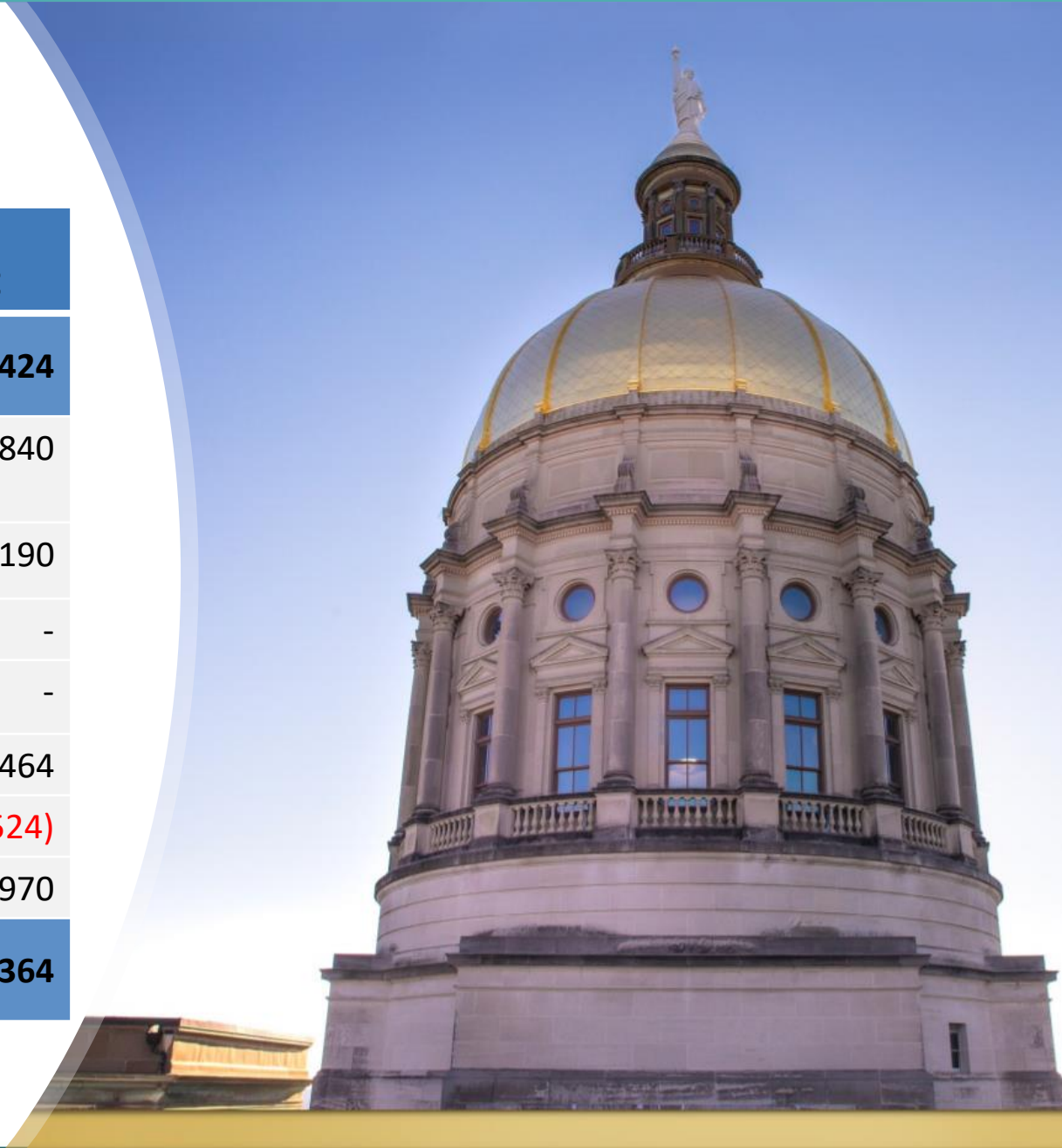


DFCS Base SFY 2024 Fund Source Split

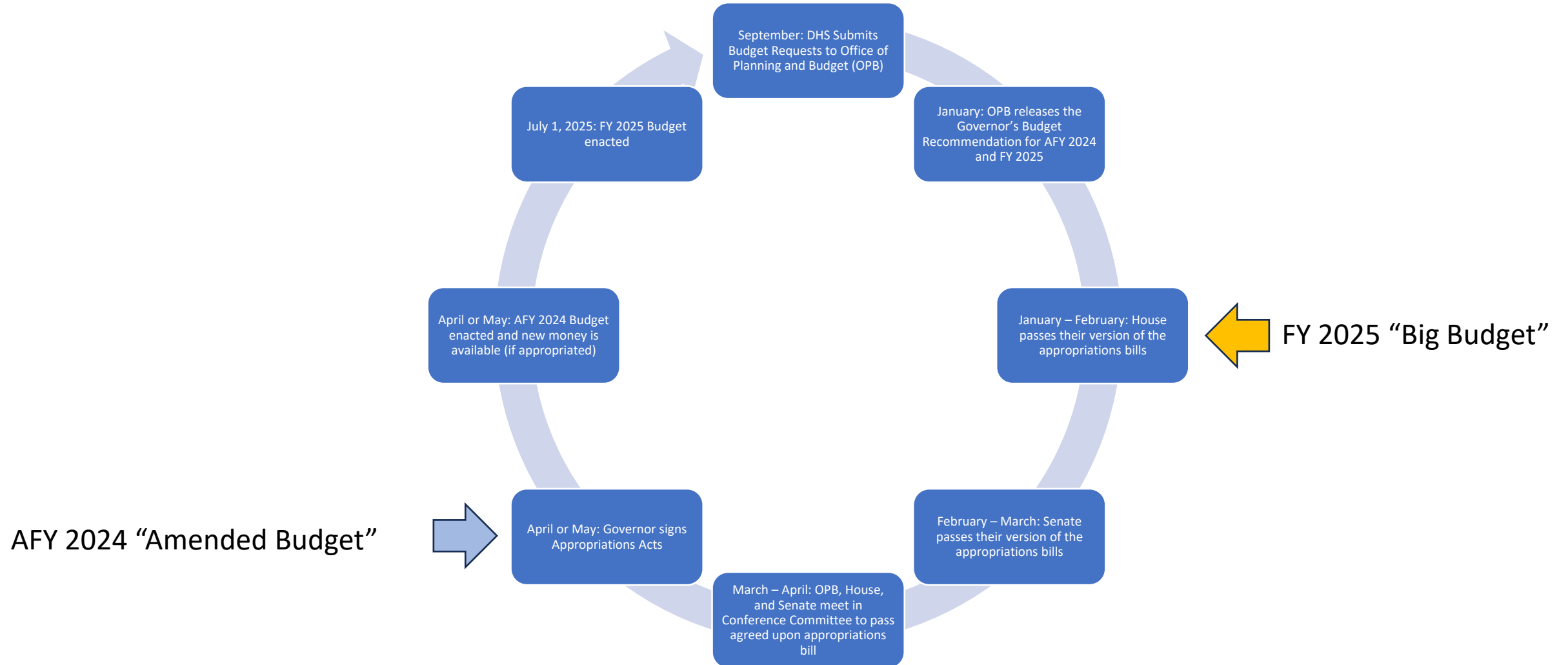


Summary of DFCS Budget Changes

	<u>AFY 2024</u> SIGNED	<u>FY 2025</u> GOV REC
Current Budget (State Funds)	\$780,152,424	\$780,152,424
Statewide Adjustments (Common Changes)	\$7,836,924	\$10,676,840
Workload Adjustments	\$4,991,673	\$7,652,190
Other Adjustments	-	-
Redistributions	-	-
Enhancements	\$5,617,659	\$6,167,464
Reductions	(\$65,524)	(\$1,065,524)
Total Adjustments	\$18,380,732	\$23,430,970
DFCS Amended/Recommended Budget	\$798,533,156	\$827,014,364

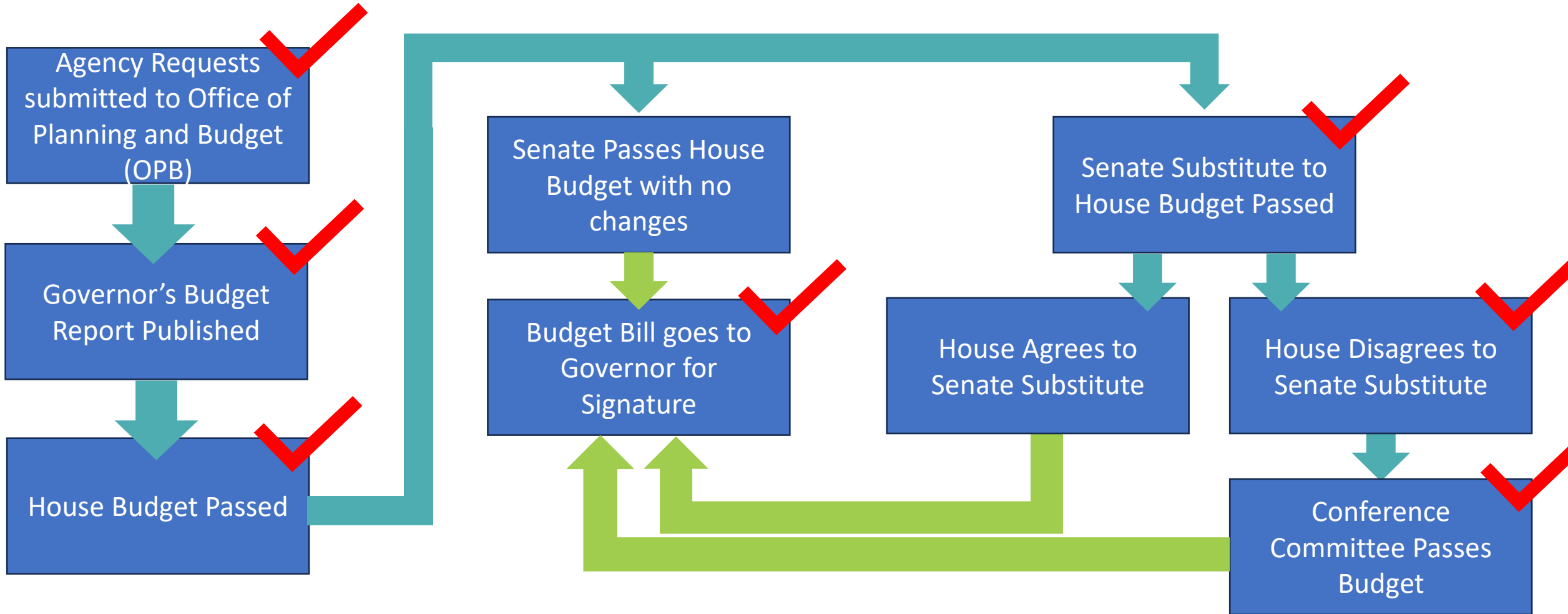


State Budget Cycle



State Budget Cycle

Amended FY 2024 Budget



Amended FY 2024 Budget Recommendations

Statewide Adjustments

Statewide Adjustments	Governor's Rec.	House Passed	Senate Passed	Conference Comm.
Provide for a one-time \$1,000 salary supplement for full-time, benefit-eligible employees. [Adoptions]	\$52,749	\$52,749	\$52,749	\$52,749
Provide for a one-time \$1,000 salary supplement for full-time, benefit-eligible employees. [Child Abuse & Neglect Prevention]	\$11,842	\$11,842	\$11,842	\$11,842
Provide for a one-time \$1,000 salary supplement for full-time, benefit-eligible employees. [Child Welfare Services]	\$3,388,823	\$3,388,823	\$3,388,823	\$3,388,823
Provide for a one-time \$1,000 salary supplement for full-time, benefit-eligible employees. [Federal Eligibility Benefit Services]	\$4,383,510	\$4,383,510	\$4,383,510	\$4,383,510
Total Statewide Adjustments	\$7,836,924	\$7,836,924	\$7,836,924	\$7,836,924



Amended FY 2024 Budget Recommendations

Workload Adjustments & Reductions

Workload Adjustments & Reductions	Governor's Rec.	House Passed	Senate Passed	Conference Comm.
Increase funds for the full cost of two community action team pilot programs funded by HB 911 (2022 Session). [Child Welfare Services]	\$214,146	\$214,146	\$214,146	\$214,146
Increase funds for labor and wage data verification services. [Federal Eligibility Benefit Services]	\$2,061,147	\$2,061,147	\$2,061,147	\$2,061,147
Reduce funds for a duplicative quick response (QR) codes contract. [Federal Eligibility Benefit Services]	(\$65,524)	(\$65,524)	(\$65,524)	(\$65,524)
Increase funds for the full cost of the Gwinnett Commercial Sexual Exploitation Recovery Center funded by HB 19 (2023 Session). [Safe Harbor]	\$2,716,380	\$2,716,380	\$2,716,380	\$2,716,380
Total Workload Adjustments & Reductions	\$4,926,149	\$4,926,149	\$4,926,149	\$4,926,149



Amended FY 2024 Budget Recommendations

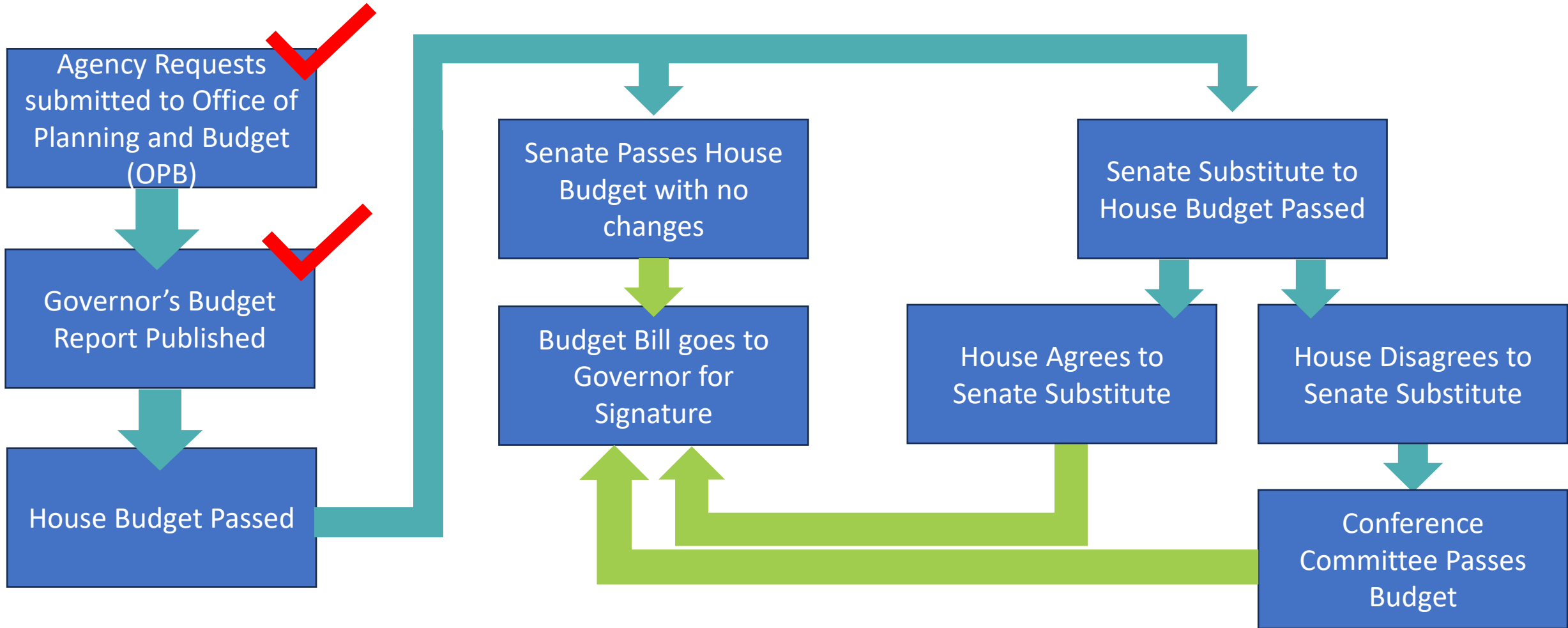
One-Time Enhancements

Enhancements	Governor's Rec.	House Passed	Senate Passed	Conference Comm.
Increase funds for technology upgrades and improvements to the SHINES child welfare case management system. [Child Welfare Services]	\$3,167,659	\$3,167,659	\$3,167,659	\$3,167,659
Provide funds for start-up costs of a heavy equipment operator certification program for high-risk youth. [Child Welfare Services]	-	-	\$200,000	\$200,000
Provide funds to match federal funds for wraparound services. [Child Welfare Services]	-	-	-	\$1,500,000
Provide funds for community youth tutoring and wellness. [Out-of-School Services]	-	-	\$400,000	\$750,000
Total Enhancements	\$3,167,659	\$3,167,659	\$3,767,659	\$5,617,659



State Budget Cycle

Fiscal Year 2025 Budget



SFY 2025 Budget Recommendations

Statewide Adjustments

Statewide Adjustments	Governor's Rec.	House Passed	Senate Passed	Conference Comm.
Provide a 4% cost-of-living adjustment for state employees not to exceed \$3,000. [All DFCS]	\$10,847,248			
Reflect an adjustment to agency premiums for DOAS administered insurance programs. [All DFCS]	\$366,910			
Increase funds for Merit System Assessment billings. [All DFCS]	\$28,272			
Reflect an adjustment in telecommunications and infrastructure rates for the GTA. [All DFCS]	\$814,548			
Reduce funds to reflect an adjustment in the Federal Medical Assistance Percentage (FMAP) from 65.89% to 66.04%. [All DFCS]	(\$1,380,138)			
Total Statewide Adjustments	\$10,676,840			



SFY 2025 Budget Recommendations

Workload Adjustments

Workload Adjustments	Governor's Rec.	House Passed	Senate Passed	Conference Comm.
Increase funds for the full cost of two community action team pilot programs funded by HB 911 (2022 Session). [Child Welfare Services]	\$214,146			
Increase funds for labor and wage data verification services. [Federal Eligibility Benefit Services]	\$2,061,147			
Increase funds for 23 county customer service staff to provide staff in every customer service center.	\$630,057			
Transfer funds from Dept. Administration to Federal Eligibility Benefit Services to match program expenditures to program purpose.	-			
Increase funds for the full cost of the Gwinnett Commercial Sexual Exploitation Recovery Center funded by HB 19 (2023 Session). [Safe Harbor]	\$4,746,840			
Total Workload Adjustments	\$7,652,190			



SFY 2025 Budget Recommendations Reductions

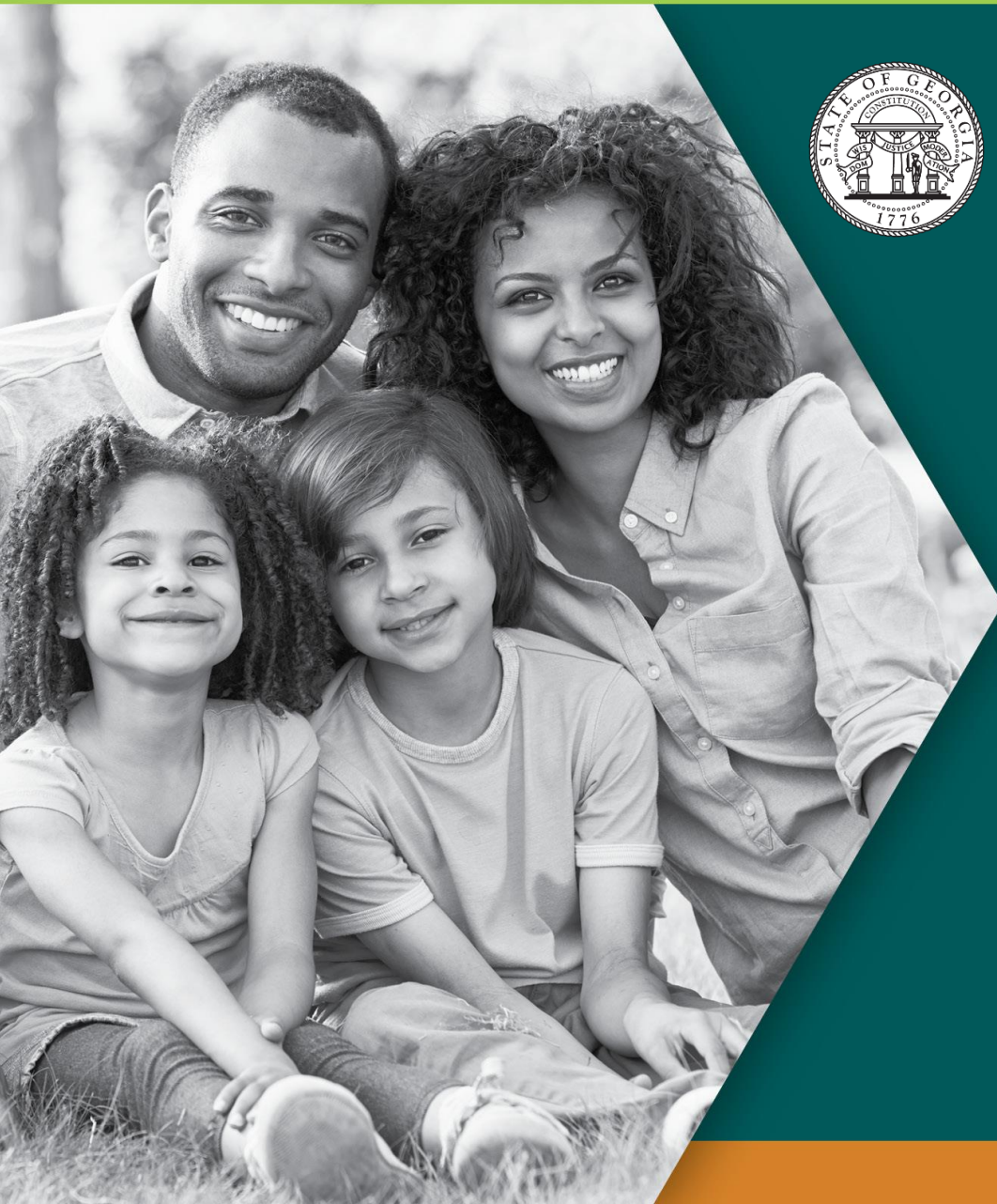
Reductions	Governor's Rec.	House Passed	Senate Passed	Conference Comm.
Eliminate one-time funding to bridge the education gap. [Out-of-School Services]	(\$1,000,000)			
Reduce funds for a duplicative QR codes contract. [Federal Eligibility Benefit Services]	(\$65,524)			
Total Reductions	(\$1,065,524)			



SFY 2025 Budget Recommendations Enhancements

Enhancements	Governor's Rec.	House Passed	Senate Passed	Conference Comm.
Increase funds to reflect FY 2023 collections of marriage and divorce filing fees pursuant to HB 511 (2021 Session). [Child Abuse & Neglect Prevention]	\$30,611			
Increase funds for technology upgrades and improvements to the SHINES case management system. [Child Welfare Services]	\$1,418,935			
Increase funds to provide a \$3,000 salary enhancement for child protection and placement services caseworkers. [Child Welfare Services]	\$4,663,798			
Increase funds to reflect FY 2023 collections to the Safe Harbor for Sexually Exploited Children Fund. [Safe Harbor]	\$54,120			
Total Enhancements	\$6,167,464			





Georgia Department of Human Services

Melissa Barwick

Assistant Deputy Commissioner, Finance

Deputy Chief Financial Officer

Melissa.Barwick@DHS.GA.gov



**Georgia Department
of Human Services**

Legislative Update

Georgia General Assembly 2024

Emma McCullough, Director of Governmental Affairs

House Bill 571

Sponsor: Representative Deborah Silcox

Summary: Requires the Georgia Alzheimer's and Related Dementias State Plan Advisory Council to amend the state plan every four years instead of every three years

Status: Governor's Desk



Senate Bill 342

Sponsor: Senator Randy Robertson

Summary: Adds the National Center for Missing and Exploited Children (NCMEC) among the agencies specifically authorized to receive confidential child welfare information directly from DFCS

Status: House Juvenile Justice Committee



Senate Bill 377

Sponsor: Senator Blake Tillery

Summary: Adds Qualified Residential Treatment Programs (QRTPs) as a type of Child-Caring Institution (CCI)

Status: House Rules Committee



Senate Bill 483

Sponsor: Senator Bo Hatchett

Summary: Enacts the revised Interstate Compact for the Placement of Children (ICPC), also known as the Compact

Status: House Juvenile Justice Committee



Senate Bill 520

Sponsor: Senator Bill Cowsert

Summary: Aligns the Georgia code with federal law by updating terminology and comprehensively replacing “income deduction orders (IDOs)” with federal “income withholding orders (IWOs)”.

Status: House Juvenile Justice Committee



Senate Bill 387

Sponsor: Senator Kay Kirkpatrick

Summary: Provides for free identification cards for children in state custody or receiving extended care youth services; requires DFCS staff to ensure that every child younger than 14 has a photograph of themselves

Status: House Juvenile Justice Committee



Senate Bill 401

Sponsor: Senator Kay Kirkpatrick

Summary: Requires each juvenile court to collect data to be submitted to the Administrative Office of the Courts to be incorporated into the Georgia Juvenile Data Exchange

Status: House Juvenile Justice Committee



Questions?

Emma McCullough

Director of Governmental Affairs

emma.mccullough1@dhs.ga.gov





**Georgia Department
of Human Services**

November 29, 2023 Meeting Minutes Approval



Georgia Department
of Human Services

Committee Report

Regional Trends Committee

Meredith Holt



Georgia Department
of Human Services

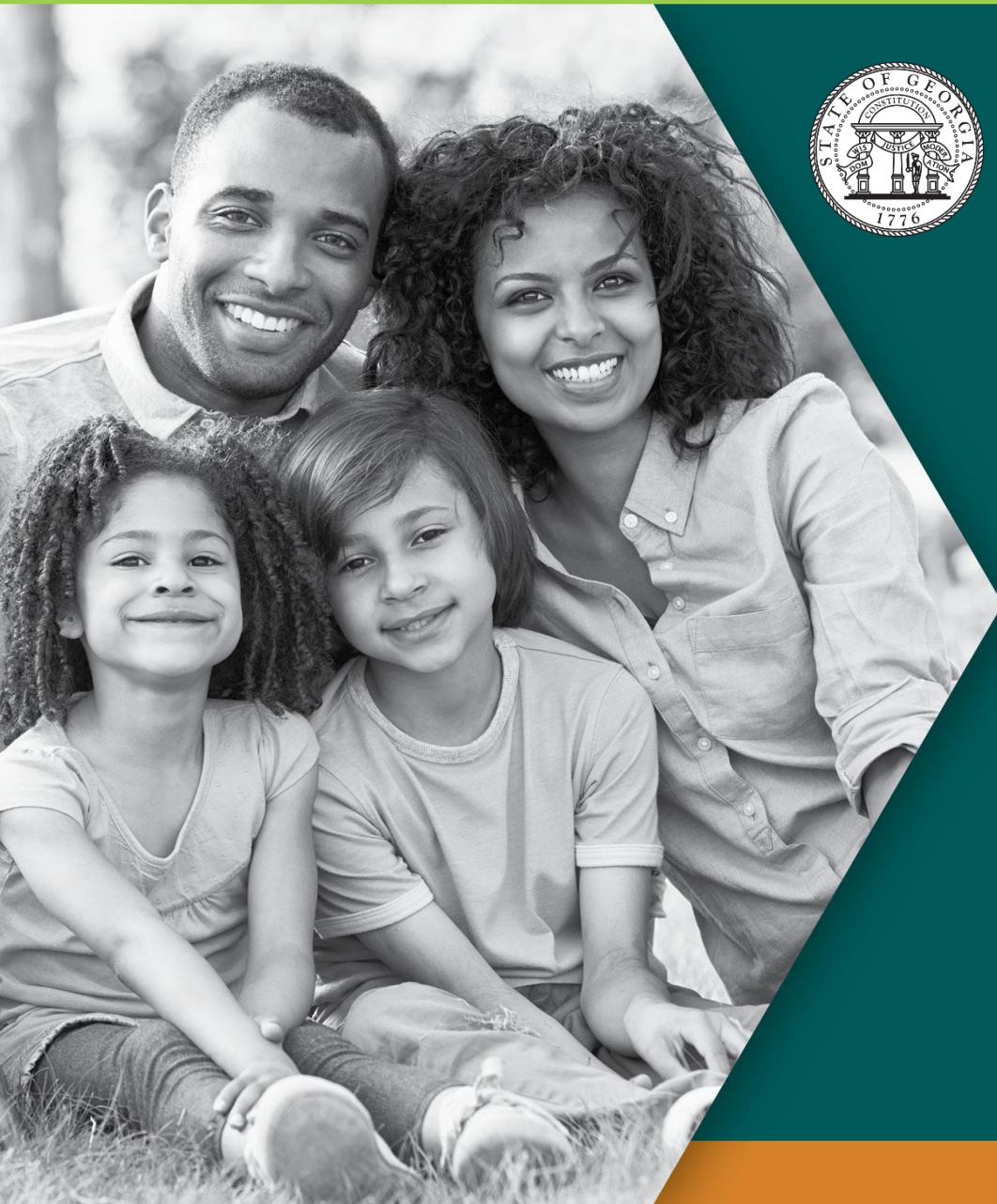
Regional Reports

1-2 areas going well, 1-2 areas of improvement in region



**Georgia Department
of Human Services**

2024 Goals and Vision



Georgia Department of Human Services

OFI Monthly Data Report

John Hallman

Deputy Commissioner for the Office of Family
Independence

2023 Focus: Hire, Hire, Hire!

- 2023 hiring push resulted in 1,223 new employees
- Fall 2023 “Listening Tour” of select offices/call centers
- Top two concerns expressed:
 - Pay
 - Supervision
- Retention efforts focus on those two concerns



2024 Focus: Retention

- OFI Career Path (case workers with 0-5 years experience)
- Nesting Program (new hires)
- Supervisor Summits (veteran workers)
- Retention Survey for Staff



OFI Career Path

- Addresses pay concerns
- Achievable milestones and pay increases over five-year period
- Trains caseworkers in multiple programs



Nesting Program

- Addresses support concerns
- Organized, welcoming, efficient start for new OFI employees
- Expanded mentoring process
- Firm foundation that encourages staff retention



Supervisor Summits

- Help OFI frontline leaders grow skills needed to lead and support their staff
- The combination of hard and soft-skills directly affect retention in OFI
 - Providing well trained, equipped supervisors and administrators to support and encourage well-trained staff
- Specific training topics include: OHR Policy Overview, Gateway Dashboard Management, Customer Service for Leaders, and How to Have Difficult Conversations

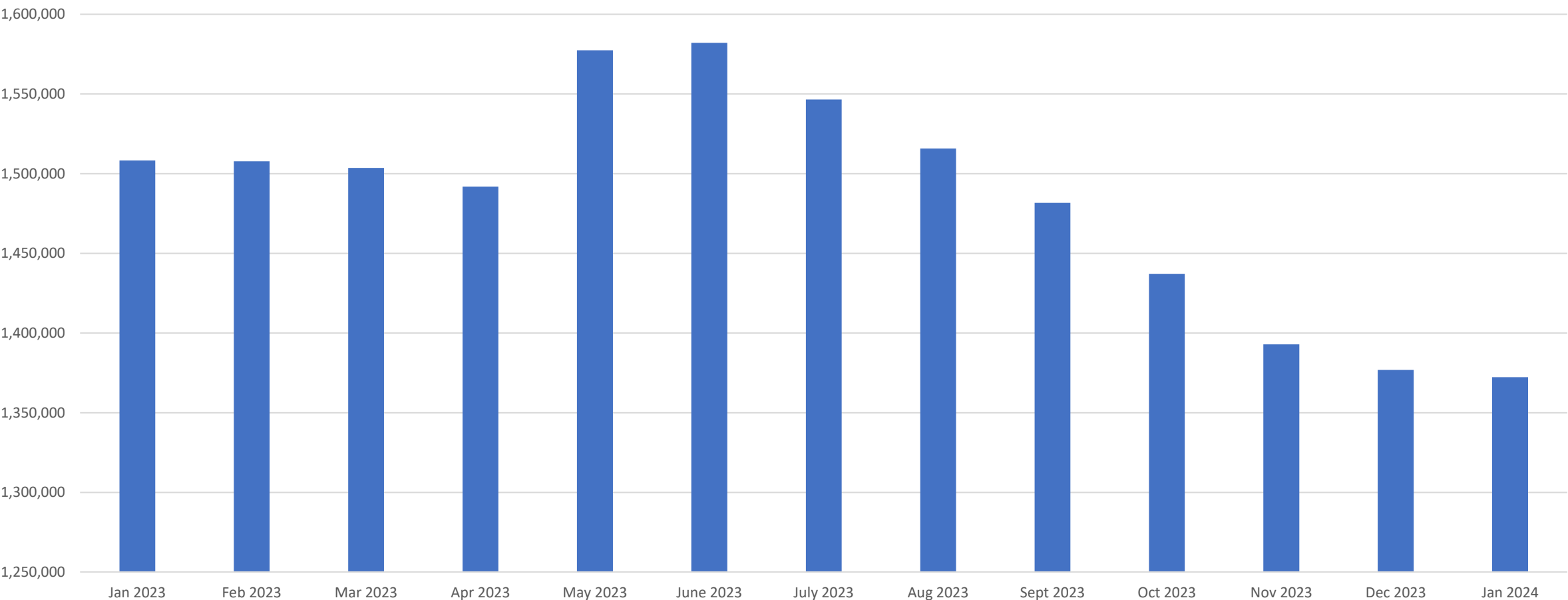


Retention Survey for Staff

- Piloting a seven-question survey of staff a.k.a. “Stay Survey”
- Customer Service Task Force will review initial survey results and feedback from participants
- Additional field staff will receive survey in March/April
- Data will be compiled to reflect identified trends and task force will provide recommendations from the field to leadership
- Task force plans to issue follow up survey to staff within six to eight months of initial survey
- Ongoing surveys will provide OFI leadership with feedback directly from frontline workers



Unduplicated Families Served Across All Programs

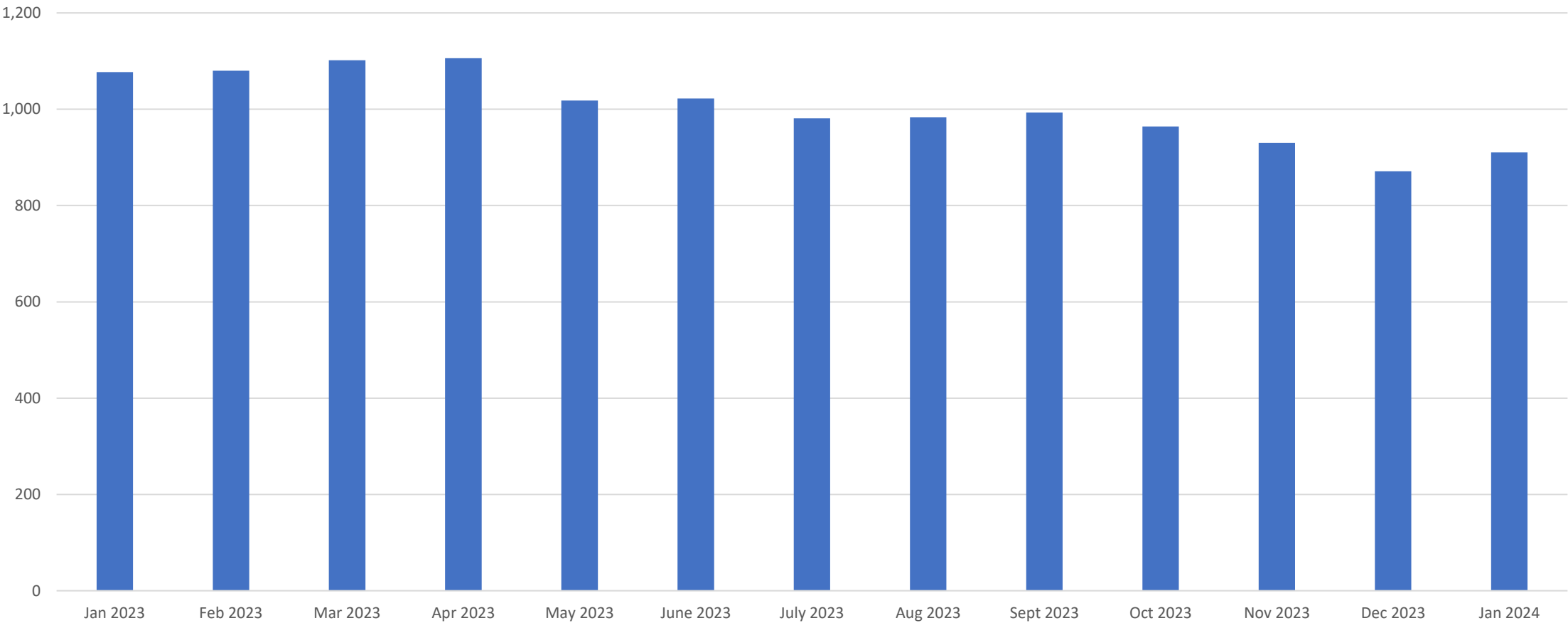


There were 1,372,315 active unduplicated families in January 2024.

Data Source: DFCS Transparency Data



Caseload Size

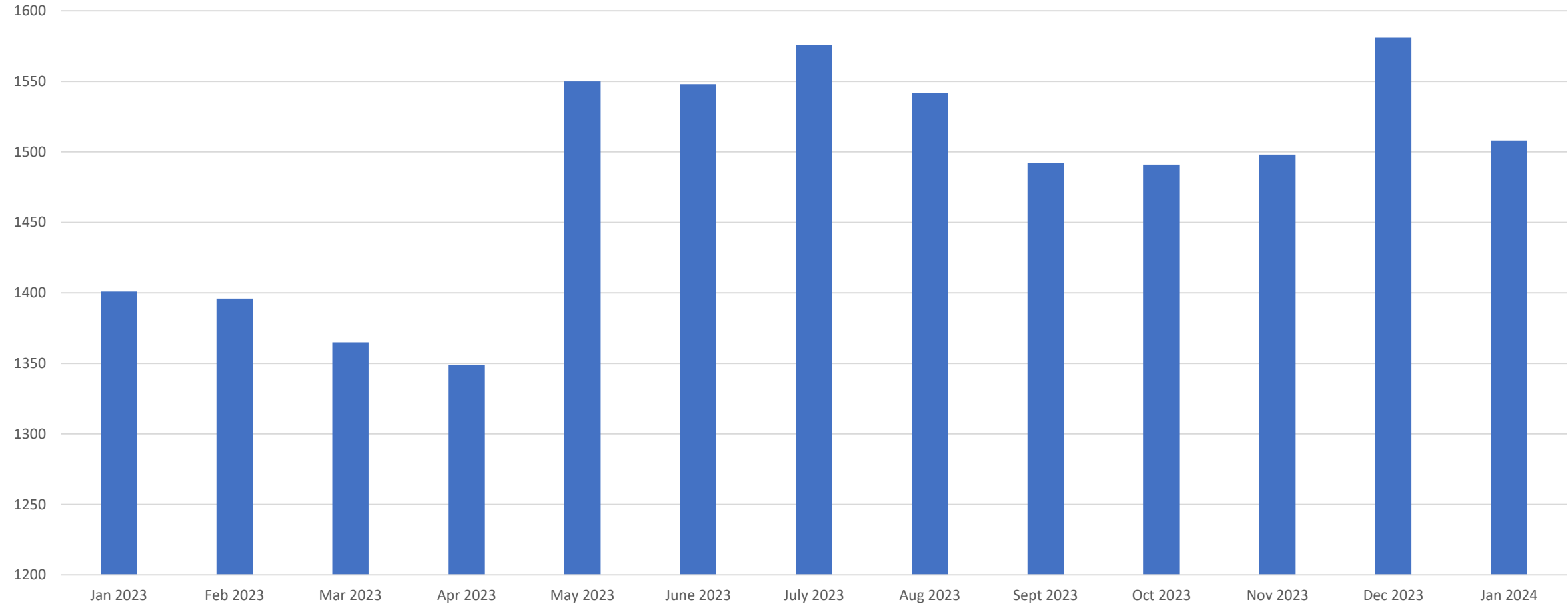


910 was the average caseload size in January 2024.

Data Source: DFCS Transparency Data



Frontline Staffing Levels

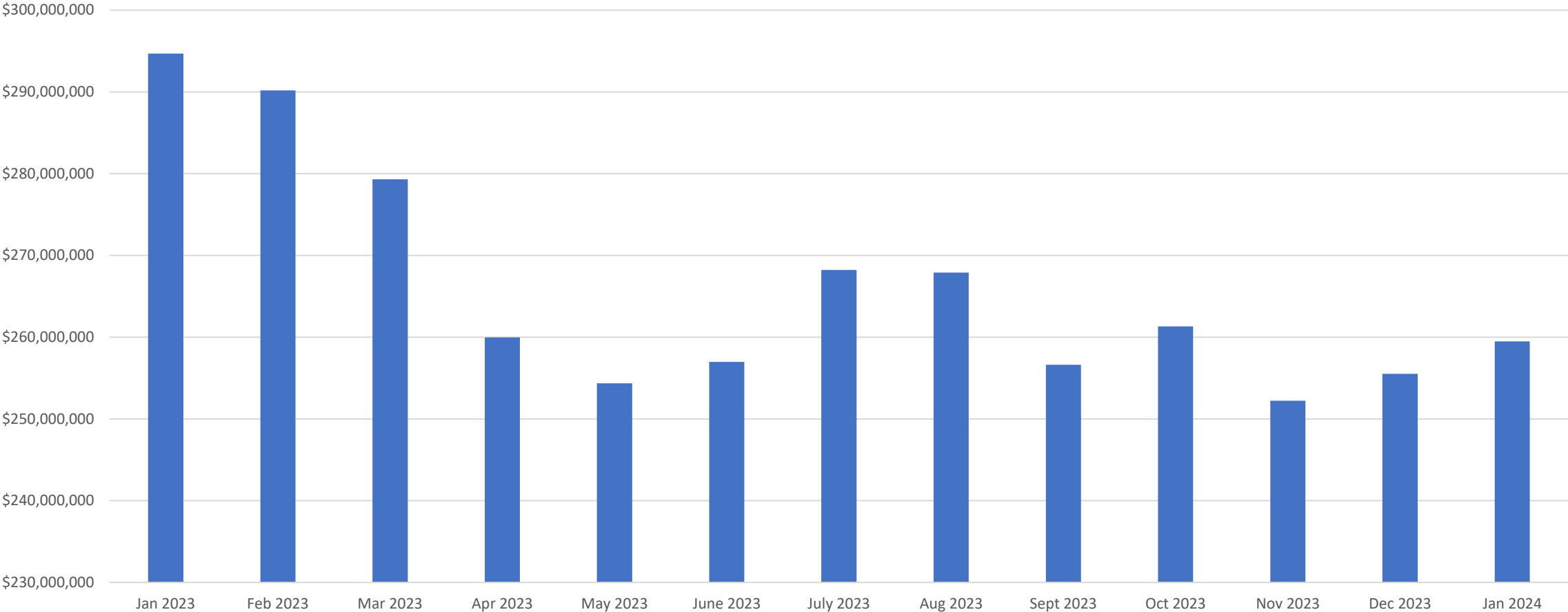


1,508 frontline staff processed cases in January 2024.

Data Source: DFCS Transparency Data



SNAP Issuance



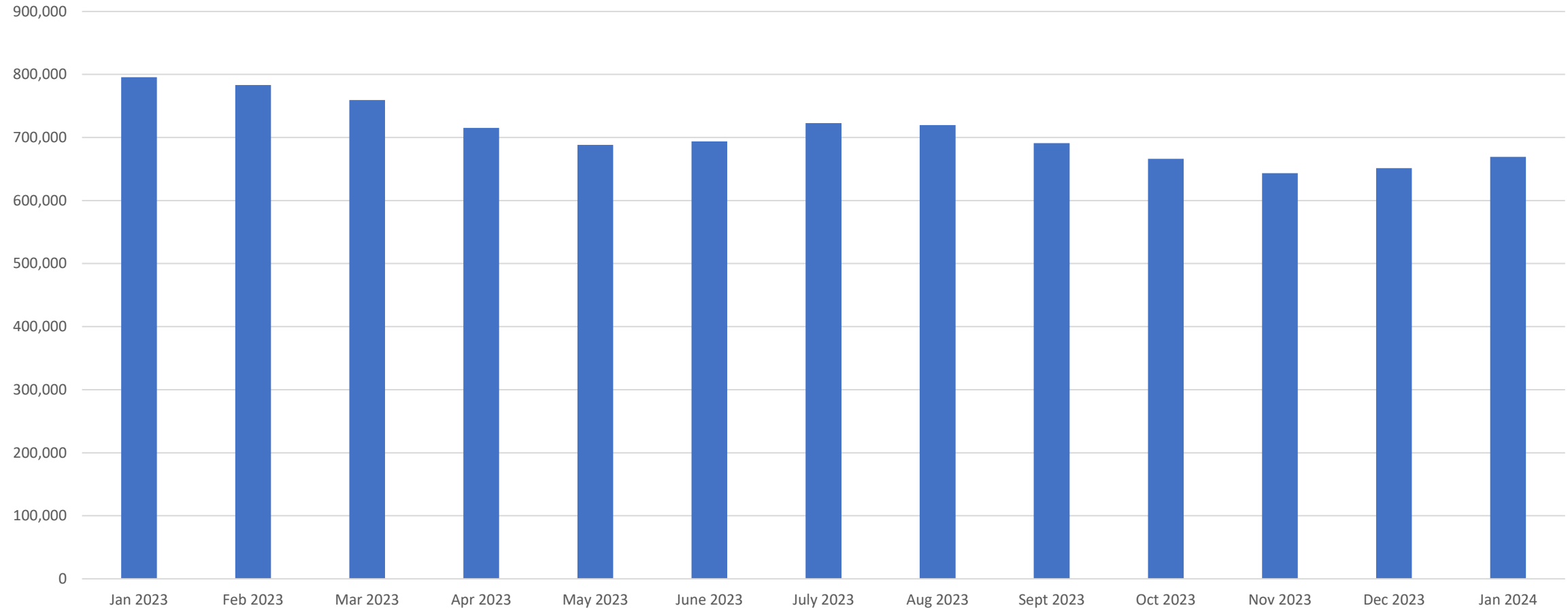
SNAP issuance in January 2024 totaled \$259,492,630.

The average issuance per family was \$388.

Data Source: DFCS Transparency Data



SNAP Families

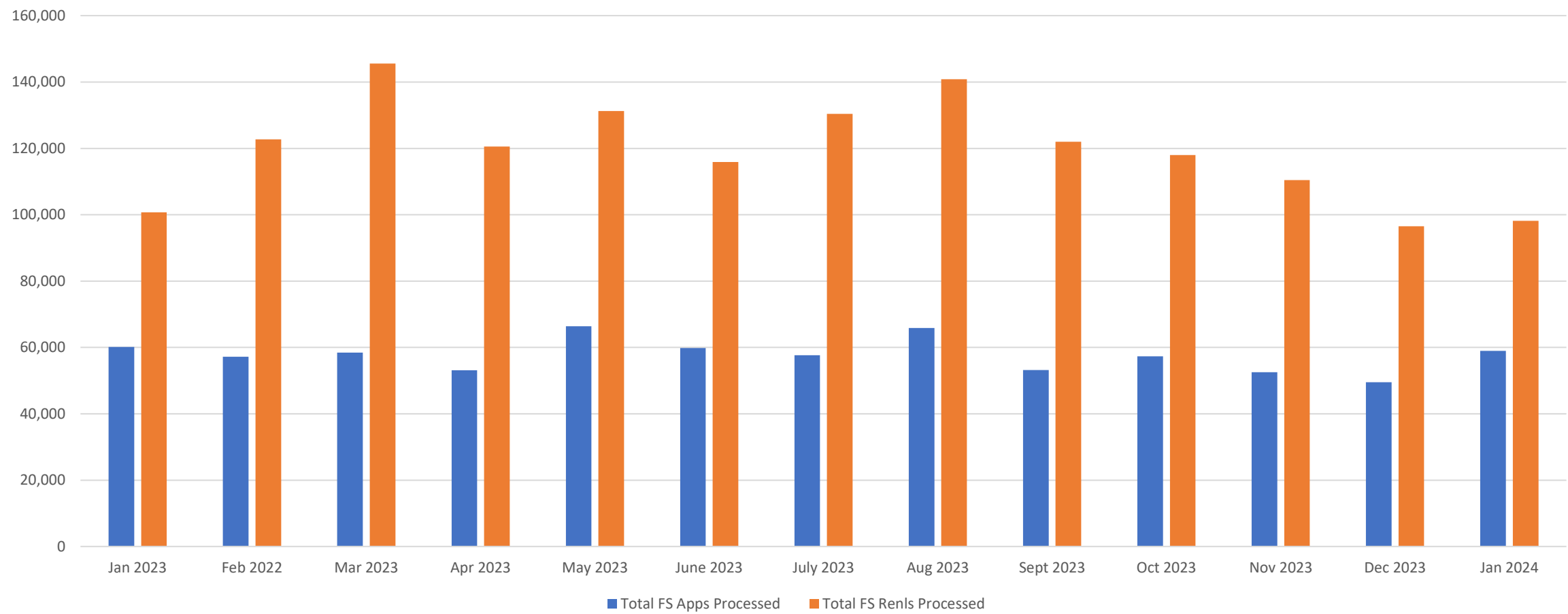


669,370 families received SNAP in January 2024.

Data Source: DFCS Transparency Data



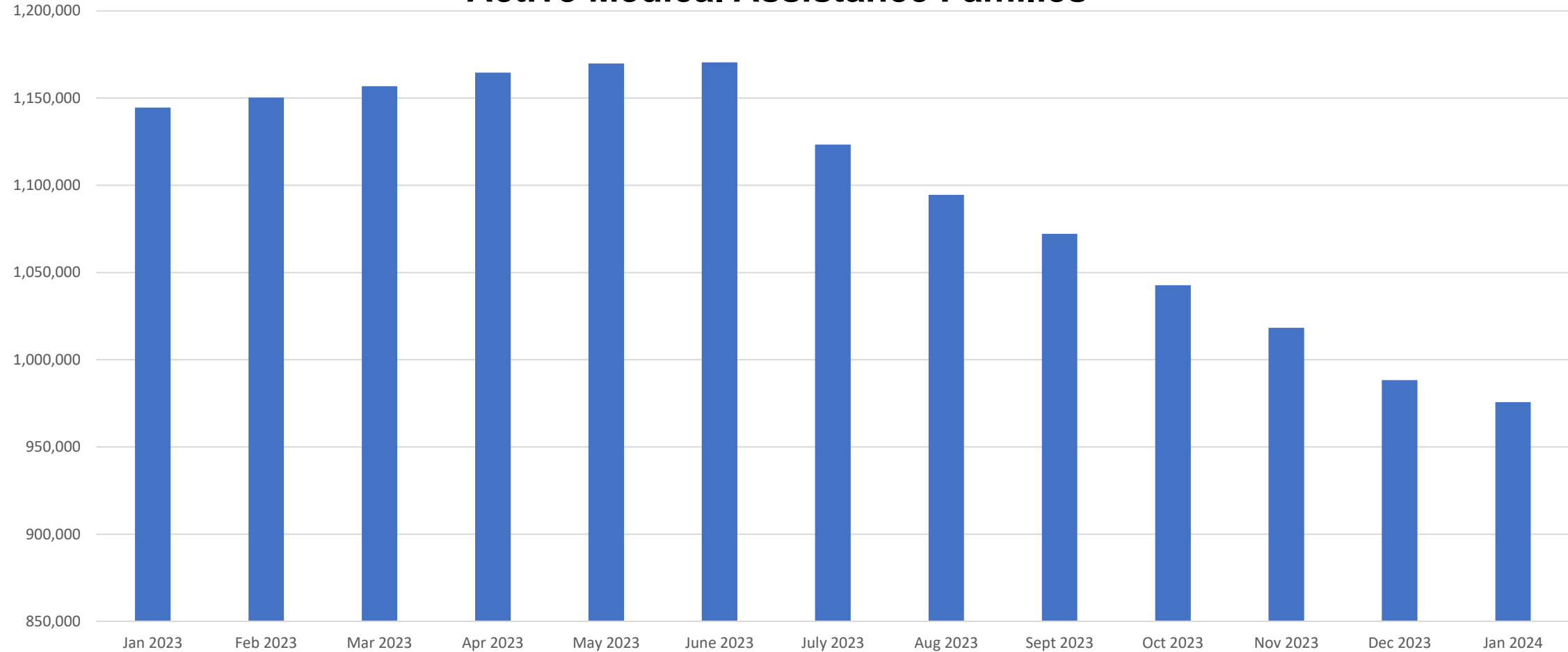
SNAP Applications and Renewals Processed



59,000 SNAP applications and 98,159 renewals were processed in January 2024.
Data Source: DFCS Transparency Data



Active Medical Assistance Families

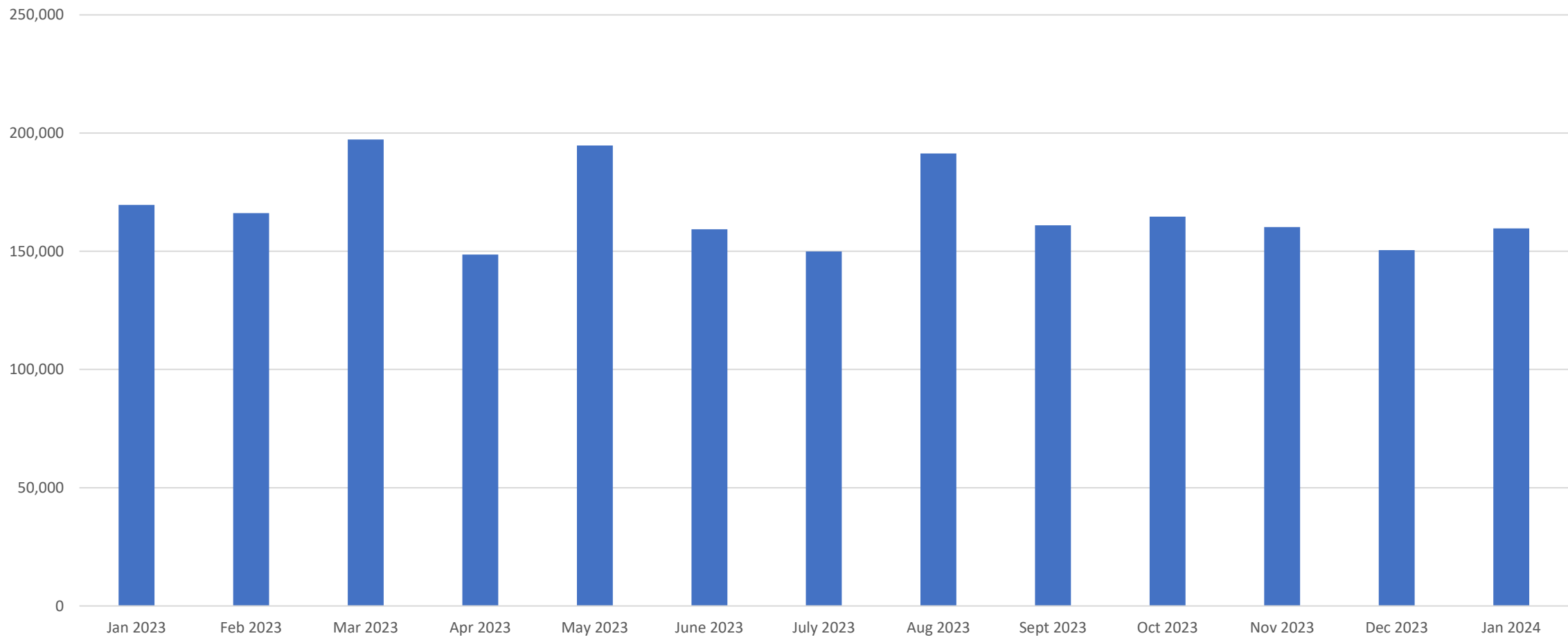


975,603 Medical Assistance families were active in January 2024.

Data Source: DFCS Transparency Data



Total Medical Assistance Applications Processed

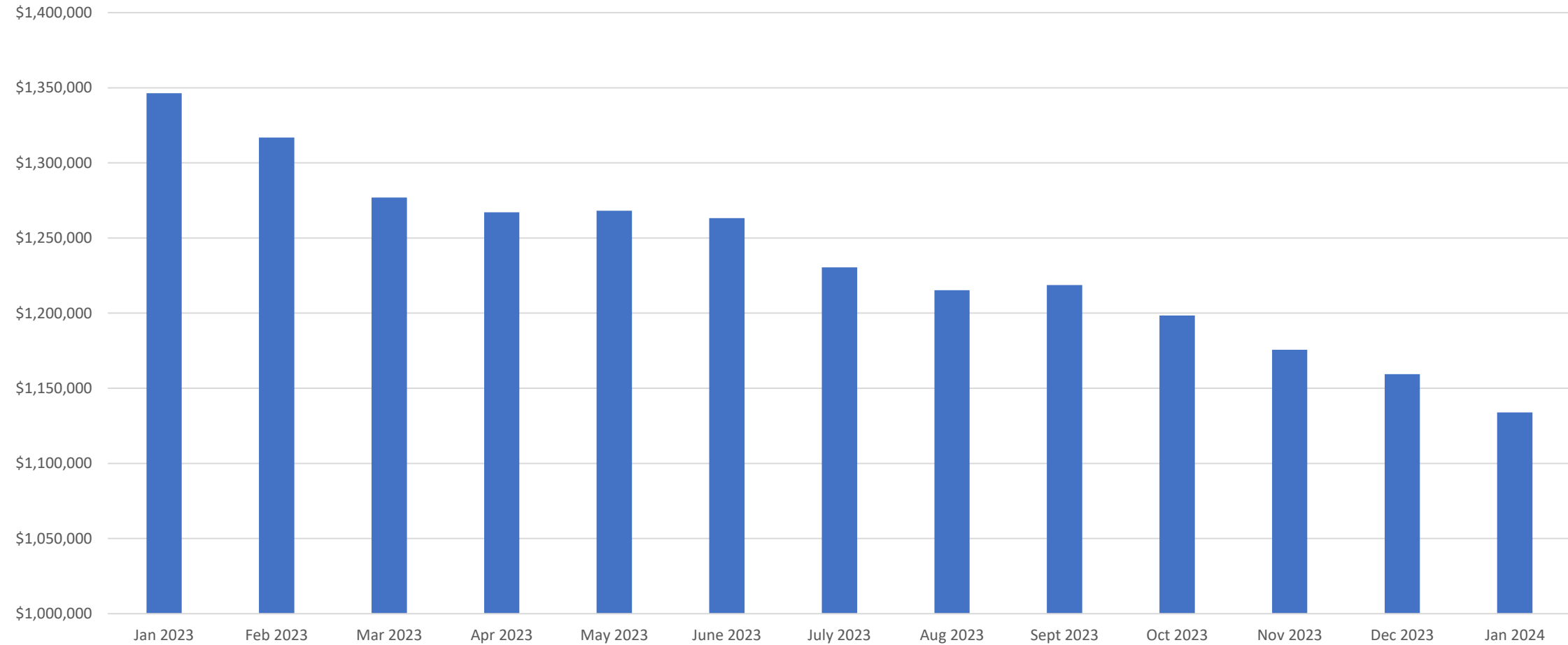


159,667 Medical Assistance Applications were processed in January 2024.

Data Source: DFCS Transparency Data



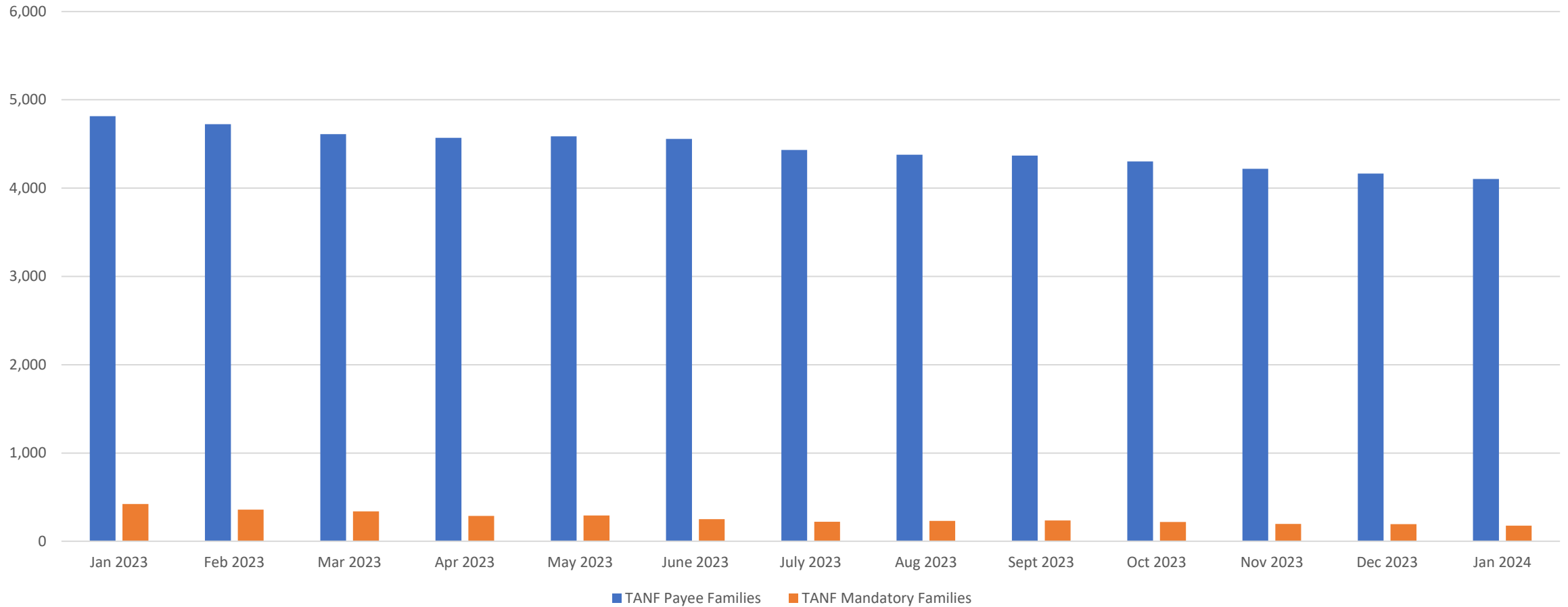
TANF Issuance



TANF Issuance in January 2024 totaled \$1,133,902.
The average issuance per family was \$265.
Data Source: DFCS Transparency Data



TANF Work Mandatory vs Payee Only Cases

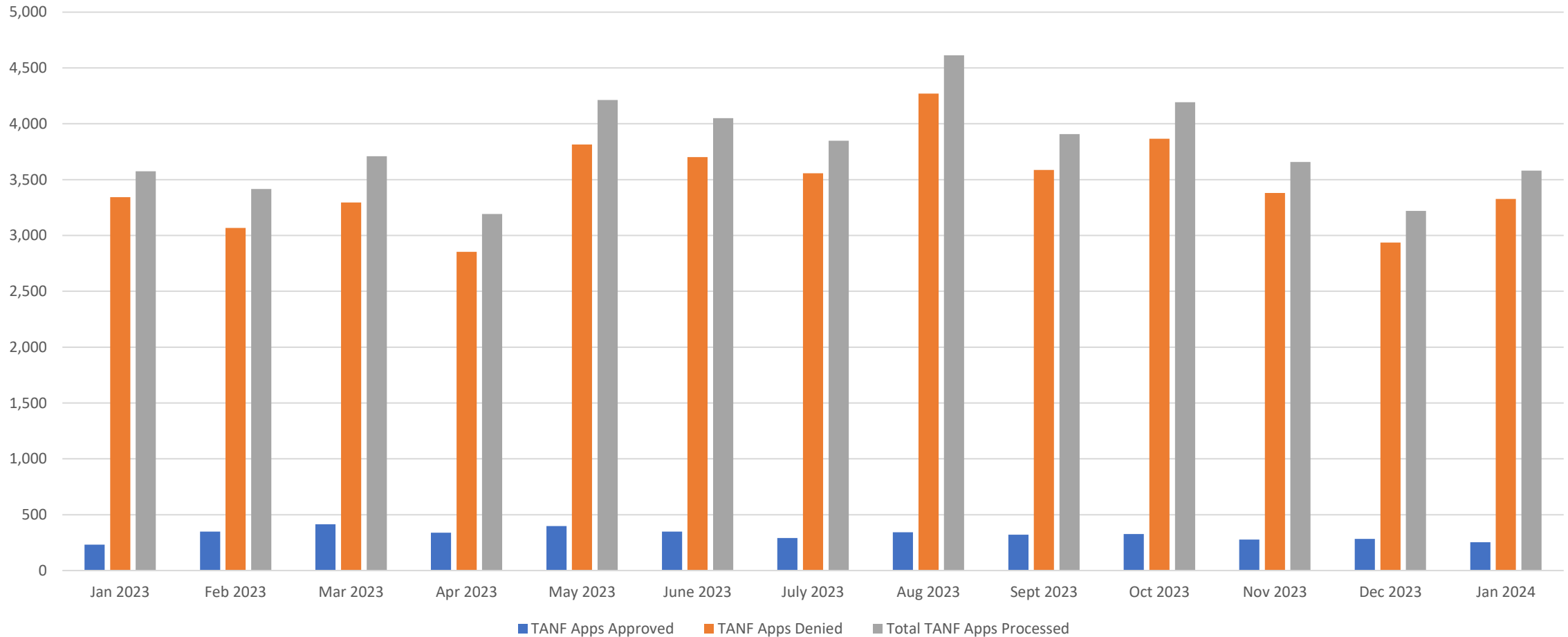


4,280 families received TANF in January 2024.

Data Source: DFCS Transparency Data



TANF Applications Approved and Denied



3,581 TANF applications were processed in January 2024.

Data Source: DFCS Transparency Data



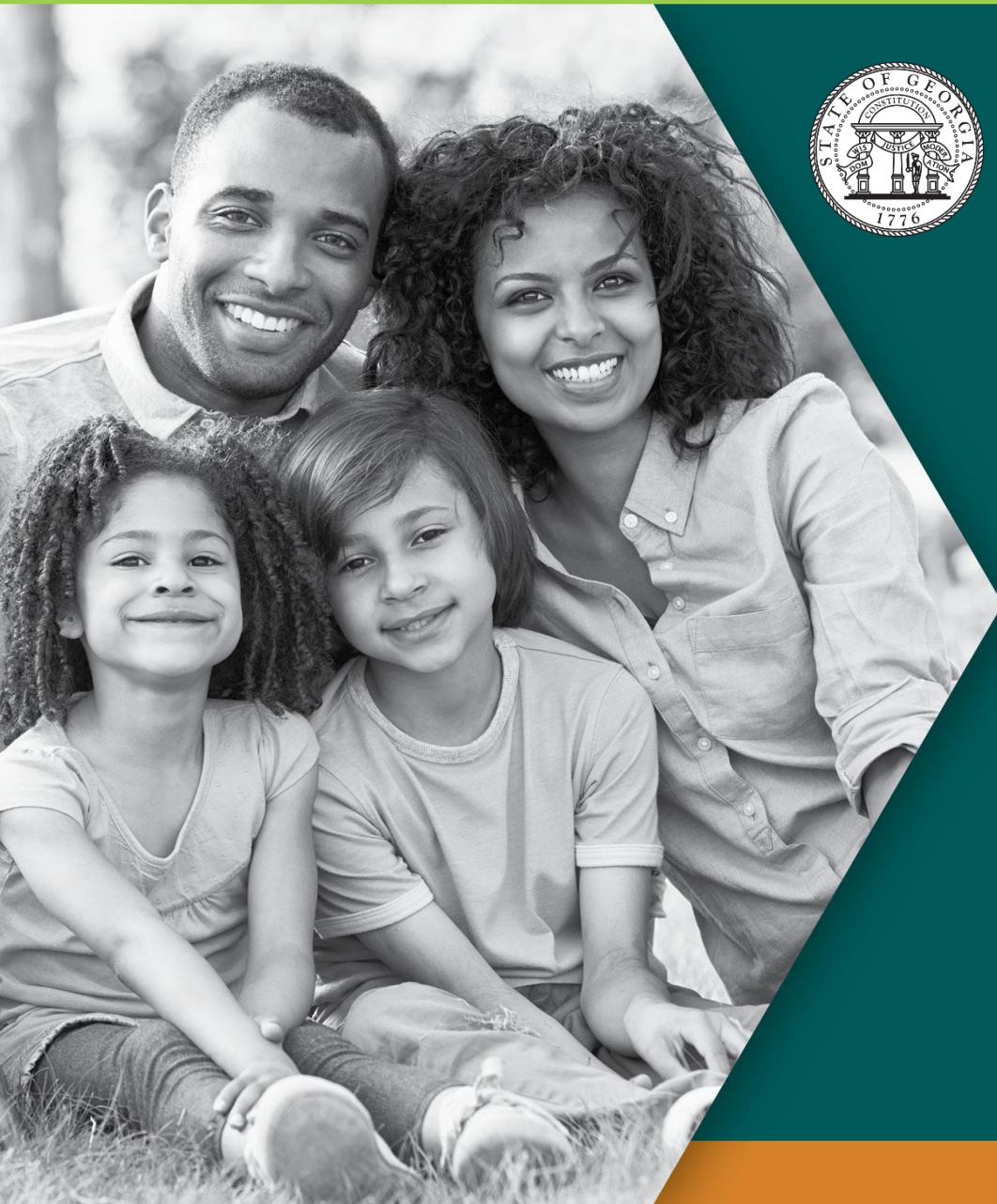
Questions?

John Hallman

Deputy Commissioner | Office of Family Independence

john.hallman1@dhs.ga.gov





Georgia Department of Human Services

Child Welfare Updates and Monthly Data Report

Mary Havick

Deputy Commissioner for the Office of Child Welfare

Technology Modernization

- DFCS prioritizes technology modernization efforts.
- In the past six months:
 - Phase one of **Georgia Communicare** launched in Regions 2 and 5 (September 2023)
 - **Argo Placements** launched statewide and was updated to allow placement search across all placement types (October 2023)
 - The statewide rollout of **Georgia Communicare** began (January 2024)



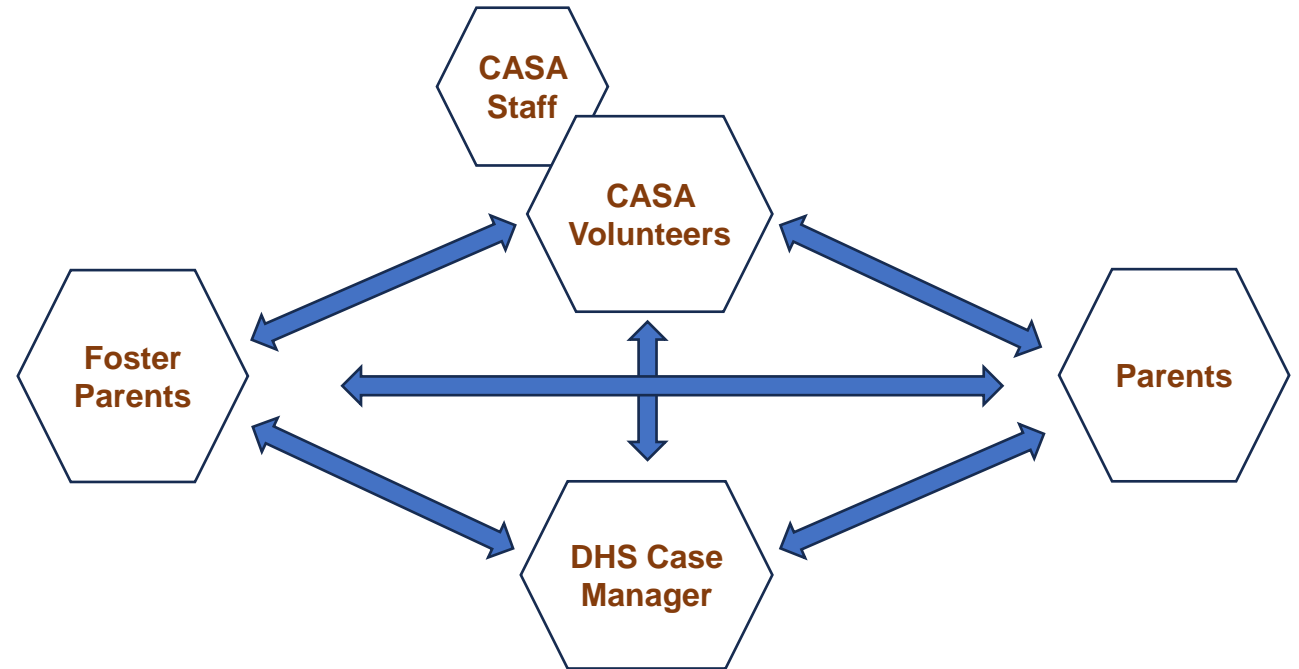
Georgia Communicare

- Georgia Communicare is a set of interconnected web portals designed to support and enhance child welfare programs.
- It serves three primary user groups – Court Appointed Special Advocates (CASAs), foster parents, and parents.
- Georgia Communicare seamlessly integrates with SHINES, our existing DHS System of Record, to ensure efficient and secure data management and communication.
- In September 2023, DFCS launched phase one of Georgia Communicare in Regions 2 and 5.
- In January 2024, we began the statewide rollout. We have completed onboarding for the North and Metro Districts and are currently onboarding our South District user groups.
- We are also preparing to launch the Georgia Communicare mobile app.



Georgia Communicare

- Until the creation of Georgia Communicare our foster parents, parents, and CASA partners have not had direct access to data and documents. This has required them to request documents from case managers manually, usually causing an information request backlog.
- Georgia Communicare aims to enhance and streamline communication and data access between DFCS case managers and external parties to a foster care case.



Georgia Communicare Features

- Chat capabilities
- Multi-channel notifications
- Child data and case documentation access
- Document upload and sharing
- Calendar sharing
- Appointment scheduling with opt-in reminder notifications
- Names and contact information for the case manager, supervisor, and county director for each child's case



Argo Placements

- In October 2023, DFCS launched Argo Placements statewide.
- Argo Placements is connected to SHINES, our existing DHS System of Record, and supports the placement process by allowing DFCS staff to:
 - Search for a foster home or group home for a child by matching the child's needs to the home's attributes.
 - Create the necessary application paperwork electronically, for any placement type, by leveraging all data available within SHINES.
- Within Argo Placements, case managers receive:
 - Detailed search results which show the placement locations that best fit the child's needs.
 - Contact information for the selected placement locations.
 - A shareable application to initiate the placement of the child in a home.



Technology Modernization

- DFCS is currently developing additional technology projects that will positively impact child welfare.
- These projects include:
 - The Georgia Communicare mobile app
 - A foster parent onboarding and re-evaluation portal
 - Invoice management technology



The Georgia Foster and Adoptive Family Assessment

- DFCS has contracted with an independent organization, the Butler Institute for Families at the University of Denver Graduate School of Social Work, to conduct the Georgia Foster and Adoptive Family Assessment.
- The Georgia Foster and Adoptive Family Assessment will give Georgia's foster and adoptive families, both public and private, the opportunity to share their experiences and suggest improvements to the child welfare system.
- The assessment will include: a survey for foster parents, focus groups and interviews of foster parents, and an adoptive family survey.



The Georgia Foster and Adoptive Family Assessment

- We have formed a steering committee of key partners to help co-design and guide assessment materials.
- These steering committee members have been actively meeting with the Butler Institute for Families since January.
- Steering committee members include:
 - Public and private foster parents
 - Relative and non-relative foster parents
 - Public and private agency staff
 - Public and private association representatives
 - Adoptive parents



Well-Being Section

Donjai Calhoun is leading our Georgia Resilient, Youth-Centered, Stable and Empowered (GARYSE) program and Educational Programming, Assessment, and Consultation (EPAC) staff. He received his master's in social work, with a focus on child welfare leadership, from Georgia State University. He has over 19 years of youth development and programming experience.



Educational Programming, Assessment, and Consultation (EPAC) Unit

The EPAC unit provides comprehensive academic support services focused on the educational well-being of children and youth in foster care. Services include:



Advocacy for educational stability for our youth



Review and monitoring of Individualized Education Plans (IEPs)



Support to Division staff and stakeholders



Ensuring compliance of Division and Federal policies



Connecting youth to appropriate education supports



Provide educational evaluations



Collaboration with local school systems



Building partnership with community organizations



Georgia Resilient, Youth-Centered, Stable, and Empowered Program

The Georgia Resilient, Youth-Centered, Stable, and Empowered (GARYSE) Program, also known as the State of Georgia Independent Living Program, provides eligible youth ages 14-21 with opportunities to prepare for adulthood through appropriate service delivery, referral, planning, and support. In collaboration with public/private partnerships and community-based partners, GARYSE create pathways for youth to be connected, educated, healthy, employed, housed, and safe upon their transition from foster care.



GEORGIA RESILIENT. YOUTH-CENTERED. STABLE. EMPOWERED.

JOHN H. CHAFEE PROGRAM FOR SUCCESSFUL TRANSITION TO ADULTHOOD



Georgia Resilient, Youth-Centered, Stable, and Empowered Program

In FFY 2022, 406 (78%) youth 18 or older elected to remain in or return to foster care in Georgia.

Extended foster care is associated with better youth outcomes, such as:

- Higher high school graduation or GED rates
- Higher employment rates
- Increased supports and connections
- Decreased rates of post-foster care homelessness
- Lower post-foster care childbirth or subsequent birth rates



Georgia Resilient, Youth-Centered, Stable, and Empowered Program

To support the post-secondary education training needs of youth who have experienced foster care, DFCS utilizes Education and Training Voucher (ETV) funding.

- In 2022, 283 students in care utilized ETV (Education and Training Voucher Program) services. To be eligible for the ETV, youth must have been in foster care for at least 6 months (non-consecutive) and in care at 14 years of age or older. This program supplements, rather than replaces, other types of financial assistance available to older youth in care.
- The Division disbursed a total of \$1,738,724.80 for post-secondary educational expenses (tuition, books, on campus housing, computers/printers, etc.).
- At the end of the 2022 school year, nine young adults graduated with a bachelor's degree from the following colleges: Augusta University, Dalton State College, Truett McConnell University, Georgia Southern University, Savannah State University, Kennesaw State University, Georgia College and State University, Elaine Sterling Institute, and Georgia State University.



Georgia Resilient, Youth-Centered, Stable, and Empowered Program

- The Division identifies prospective high school and post-secondary graduates, and general educational development diploma (GED) recipients by October of each academic year.
- Last year, 190 students in care graduated with a high school diploma or a GED (172 confirmed high school graduates and 18 confirmed GED recipients).
- From the group of students who graduated high school or received a GED, 42% had a desire to attend college or join the armed forces.
- The Division hosts an annual Celebration of Excellence (COE) to highlight and celebrate the academic success of our youth in care.
- This year's COE will be held on June 25-27, 2024. The COE luncheon will be held on June 27, 2024. We will be sharing more information about this event soon.



Statewide Child Welfare Data Indicators



Georgia

Child and Family Services Review (CFSR 4) Data Profile
AFCARS submissions as of 10-28-23 and NCANDS submissions as of 6-16-23

August 2023

(Released January 2024)

Georgia performs better than most states in:

- Maltreatment in care
- Recurrence of maltreatment
- Placement stability

Georgia performs the same as most states in:

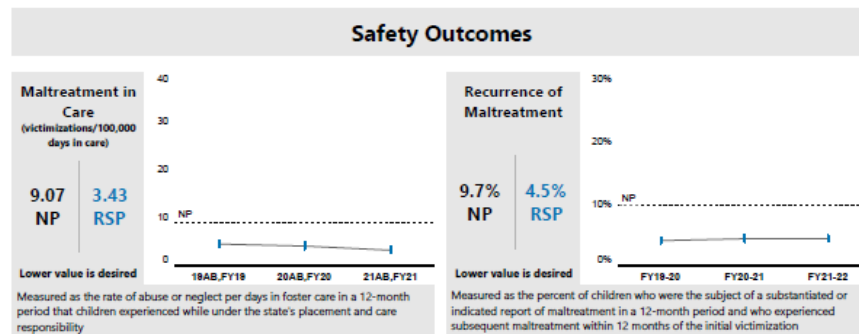
- Reentry into foster care

Georgia performs worse than most states in:

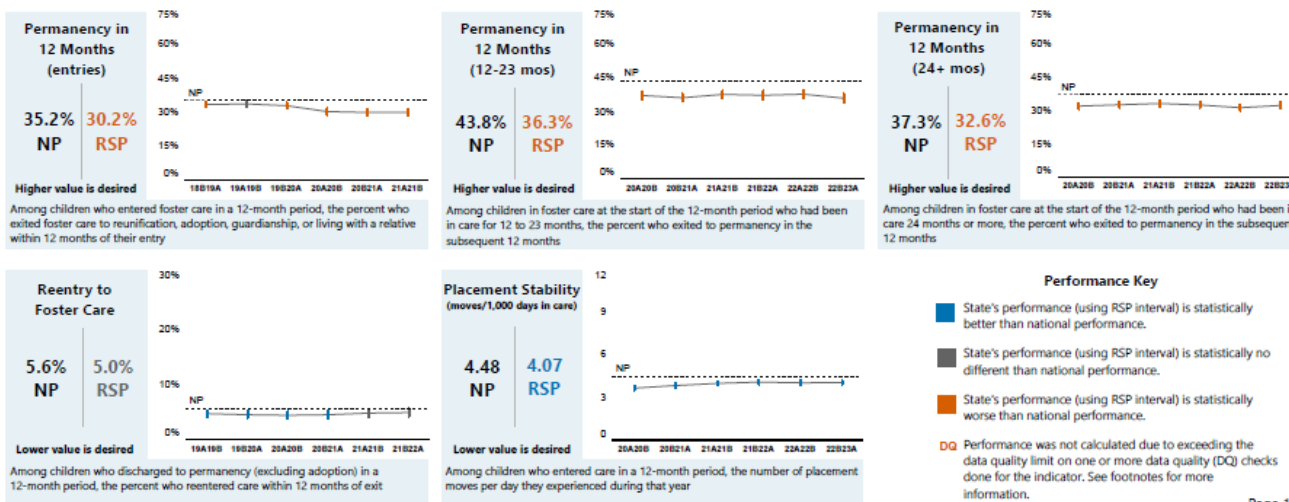
- Permanency with 12-months at entry into care, within 12-23 month stays, and 24+ month stays

Risk-Standardized Performance Visualization

Risk-Standardized Performance (RSP) is the percent or rate of children experiencing the outcome of interest, with risk adjustment. The vertical bars in the line graph represent the lower RSP and upper RSP of the 95% RSP (confidence) interval, and national performance (NP) is the dotted black line.



Permanency Outcomes

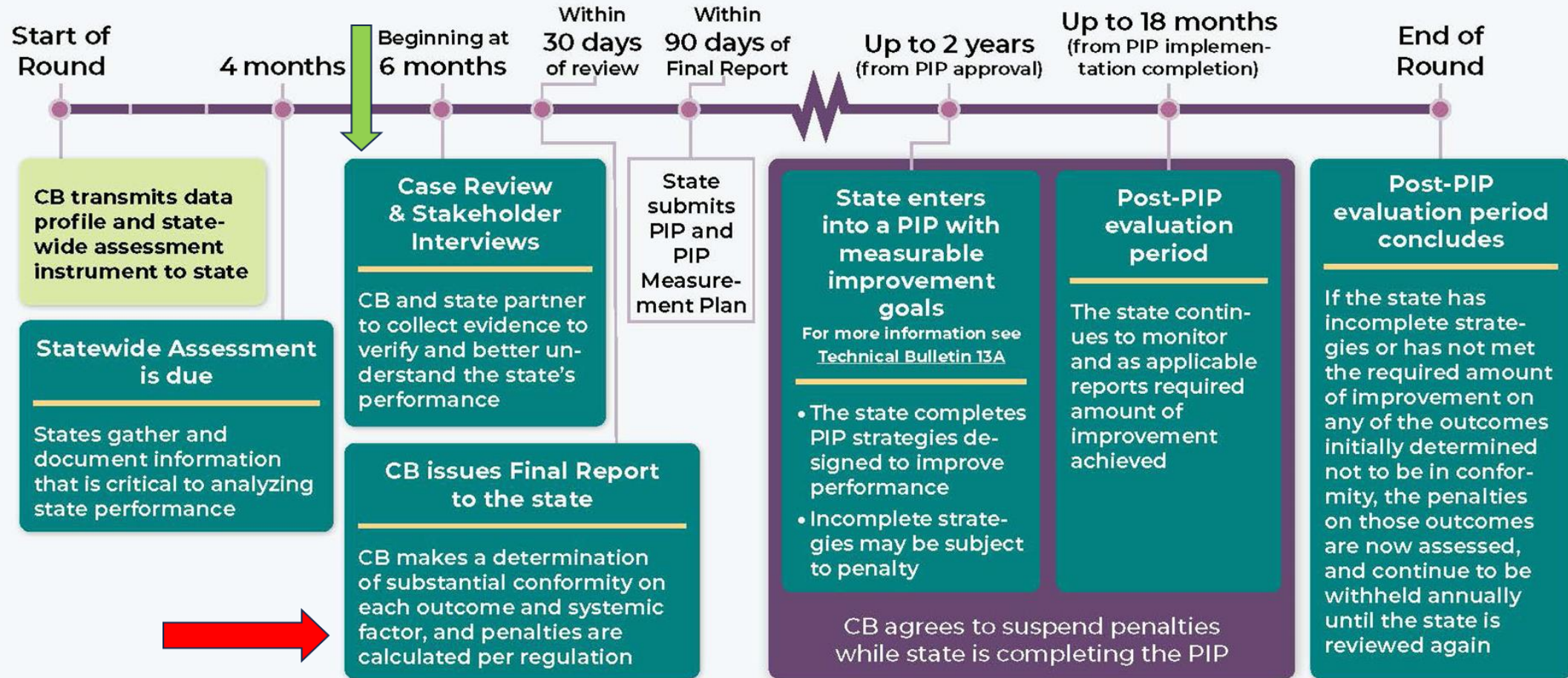


Page 1/5



Children and Family Services Review Data

CFSR Process As Defined By Regulation (45 CFR 1355.31-37)



Children and Family Services Review Data

The Children's Bureau team sat for 20 stakeholder interviews with staff across various sections and system stakeholders. Through conducting these interviews, the Children's Bureau noted:

- The knowledge and experience of the regional directors and C3 coordinators
- The knowledge and enthusiasm of case managers and supervisors
- The energy and dedication of the foster parents, many who have been fostering for over 10 years
- System needs, such as: autism services, additional placement types, treatment programs for men/fathers of adolescents, transportation in rural areas, affordable housing, and more behavior aides
- System strengths, such as: frequent and timely court hearings, quality on-demand foster parent training, positive outcomes for youth based on caregiver trainings, field practice coaches and legal training for case managers.



Questions?

Mary Havick

Deputy Commissioner | Child Welfare

mary.havick@dhs.ga.gov





**Georgia Department
of Human Services**

Commissioner's Report

Commissioner Candice Broce



**Georgia Department
of Human Services**

Closing Comments



**Georgia Department
of Human Services**

Thank you!



Georgia Department of Human Services