



State Advisory Board Meeting

September 10, 2019

2 Peachtree Street NW 19th floor, Atlanta, GA 30303

Board members present: Chair Tina Bartleson, Vice Chair Michelle Zeanah, Barbara Sims (phone), Belva Dorsey, Meredith Holt, DeLaine Hunter, Rodney Griffin, Roger Bryant, Cathy Atkins (phone), Emily Cole, Judy Manning, Octavia Fugerson, Emily Brantley, Janice Van Ness,

Board members absent: K. Cooper, Tommy Hill

Other attendees: Wayne Drummond (GPHSA), Karen Starks (NASW Georgia), Lisa Ibekwe (PACE Center), Sam Artiz, T. Nunnally

DFCS staff: Director Tom Rawlings, LaMarva Ivory, Jerrica Williams, Ramirez Evans, Chris Hempfling, LaResa Price, Tammy Reed, Carol Christopher, Dahlia Bell-Brown, Mary Beth Lukich, Jonathan Sloan, Lee Biggar, Cliff O'Connor, LaCham Dennard, Jon Anderson, Donna Pettigrew Jackson, Salena Perry, Shari Benjamin

- Welcome and housekeeping by Chair Bartleson. Meeting called to order at 10:01 a.m. Quorum met.
- Motion to approve today's agenda. Moved and seconded.
- Introductions by board members and attendees.
- Approval of July 9, 2019 minutes. Moved and seconded.
- Board Officer Nominations
 - Chair (Michelle Zeanah)
 - Vice Chair (Belva Dorsey)
 - Secretary (DeLaine Hunter)
 - Candidates are required to submit written documentation of their qualifications 15 days prior to next Board meeting.
- Director Rawlings One Year Anniversary Video
- Presentation by Director Rawlings

- Limit hiring at State Office level
- Simplify work
- Family First Preservation Act (FFPSA)
 - Survey results
 - Pilot
 - Project team
- Secret Santa Save the Dates
 - Over 10,000 gifts given last year
 - Governor Kemp and First Lady plan to be involved this year
- Destination Hope
 - Region 2- Hall County Lending Library funded by Scholastic
 - Civic luncheon success stories
 - Birth parent meeting (new meeting on roadshow agenda)
- Kinship Care Month
 - First Kinship Summit September 21, 2019
- Questions
 - Chair Bartleson: Can you tell us more on FFPSA implementation? **The ultimate goal is reviewing what changes we need to make in order for it to run smoothly. (Laresa Price)**
 - Janice Van Ness: Can you talk about the homeless population? **We are in active communication with the Department of Community Affairs. ILP is also taking suggestions on how to get ahead of it for the younger population in care.**
 - Belva Dorsey: Is there another Kinship Care Summit in other regions for those who won't make it to the one on September 21st? **The goal is to have similar events, possibly smaller in different regions.**
- Presentation by Cliff O'Connor
 - Budget production plans
 - 4% budget amendment SFY2020
 - 6% budget amendment SFY2021

- Octavia Fugerson: When do the 2020 changes occur? **Gov. adjusts our cash draw in October. Changes will be made in January.**
- Belva Dorsey: If positions are eliminated will reducing caseloads still be accomplished? **Yes. We have freedom to move our program funds around so that field/front line staff are not affected.**
- Belva Dorsey: With the cut in Foster Parent funds, will FP's still receive the support that they need? **Yes, they will still get the support needed.**
- Octavia Fugerson: Where does the funding for emergencies come from? Is that funding and SNAP funding connected? **A lot of the funding comes from FEMA. Disaster assistance (SNAP/TANF) will not be affected by the budget cuts.**
- Chair Bartleson – Kudos to Lee Biggar for spending time at Region 3's Supervisor Academy
- Presentation by Lee Biggar
 - Workforce development
 - Blueprint for Change
 - Guiding principle
 - Develop a competent, professional, and efficient workforce that never stops growing.
 - Workforce Initiatives
 - Employee Selection Protocol
 - GA Child Welfare Training Academy
 - Supervisor Academy
 - Supervisor Mentor Program
 - Solution Based Casework
 - Practice Model Coaching
 - Field Practice Mentoring
 - Salary Increases
 - GOV360 Leadership Assessment
 - Agency Branding
 - Employee Satisfaction Surveys
 - Technical Assistance
 - Knowledge Management Section
 - Practice and Program Guidance Section
 - Program Management Office
 - Office of Innovation
 - Regional Support Network
 - Senior Director Retention, Recruitment
 - NCWWI Workforce Excellence Site

- Realistic Job Preview video
- Emily Cole: Where will the video be used? **It will be housed on the DHS jobs website. The site will require applicants to watch it as one of the application steps.**
- Presentation by Jonathan Sloan, President of GPHSA
 - GPHSA Presentation
 - Advocacy academy (new)
 - 50th anniversary ceremony
 - The first ever GPHSA president was in attendance and gave a speech.
 - President's Award presented to LaMarva Ivory
- Working lunch
- SOH presentation by Belva Dorsey
 - Big Idea: A Poverty Reduction Lab
 - SOH funding supports
 - PRL Activities
 - Training and Facilitation by CQI
 - Plan-Do-Check Act Cycles
 - Upcoming Activities
 - Meeting with leadership team, meeting with planning team (August)
 - Family Focus Groups (August)
 - Leadership/Planning team meetings (October)
 - Community Practice Meeting (October)
- Understanding Autism presentation by Dr. Michelle Zeanah
 - 1 of 68 third graders are on the spectrum for autism.
 - Understanding autistic features
 - Common misconceptions
 - Pitfalls for caregivers
 - Drawbacks for DFCS
 - Will schedule meeting with Tammy Reed to discuss in more detail

- Regional Advisory Board Plan Discussion
 - Survey/assessment will be created/given on criteria on a well-functioning regional board (compiled questions for the assessment from regions due to LaMarva September 24)
 - Correction: March 2020 SAB meeting will be held on March 10 (second Tuesday of the month), not March 9
- Board member regional reports
 - Region 13-successful graduation ceremony for foster youth (14 HS graduates, donations from the community)
 - Budget cuts will not affect 4E
 - Region 12-onboarding challenges (length of time for this process to take places causes the division to lose candidates)
 - Foster Care recruitment-not evident
 - Region 11-reunification celebration
 - OFI timeliness met
 - Poor SAAGS performance
 - Region 9-staff morale
 - 15 pending adoptions
 - OFI staffing levels are the lowest since 2005
 - ❖ 14 approved positions
 - Per diem/travel expenses
 - Region 8-poverty reduction coalition
 - Director position vacant (needs stability)
 - Staffing concerns
 - Regional board has not met recently
 - Region 7-no update
 - Region 5-OFI reached 100% timeliness
 - Minutes from regional board meeting
 - Needs more structure (chair/vice chair)
 - 26 child welfare vacancies
 - Region 4- call-in # now in place for board meetings
 - Region 1-last board meeting cancelled
 - Onboarding process timeliness issues (DHS/OHR)
 - Data/retrieving data assistance
 - November 18-next board meeting scheduled
 - Meetings are quarterly (not enough)
 - Add onboarding/hiring process to next SAB meeting discussion
 - Michelle Zeanah
 - Developing parenting program
 - Understanding autism
- Closing remarks by Chair Bartleson

- Motion to adjourn. Seconded.
- Meeting adjourned at 1:53 p.m.