



# **State Advisory Board Meeting**

## **January 8, 2019**

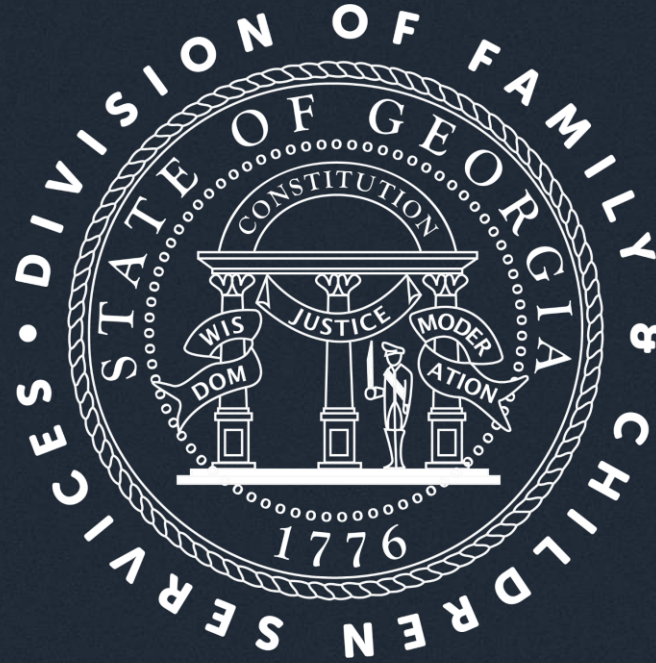
# Welcome and Introductions

# **Approval of January 8, 2019 agenda**

# **Approval of November 13, 2018 meeting minutes**

# Board Elections

**Tom Rawlings**  
Interim Division Director



November 13, 2018

Family First Prevention Services Act

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# Thematic Priorities for 2019

1. Just Culture
2. Workload
3. Careful Intervention
4. Greater Effectiveness



# Just Culture

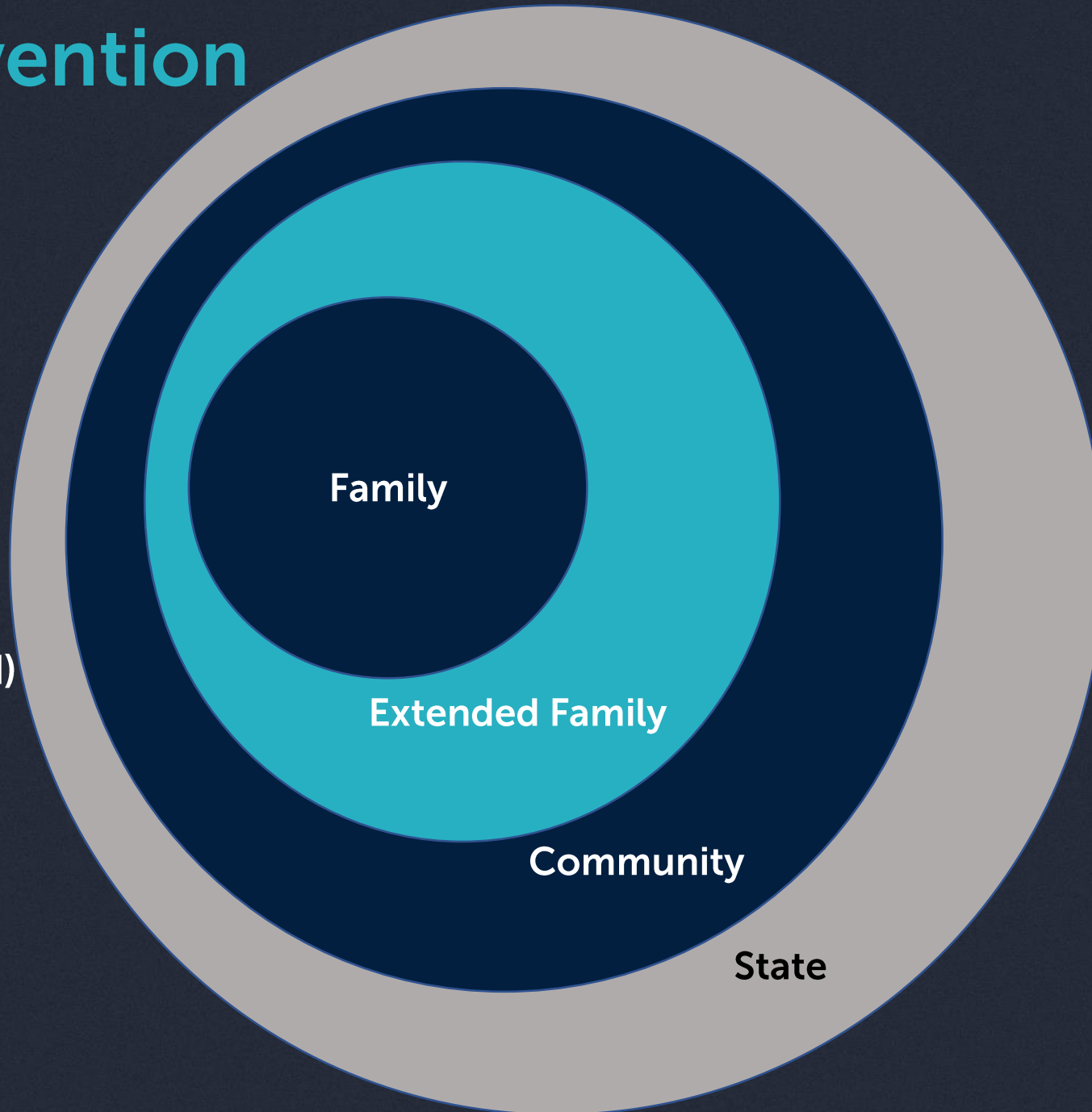
- **Treat frontline staff like professionals**
- **Training, Support, and Backing**
- **Give frontline workers discretion to do their jobs**



# Workload

- Leadership must take action
- OHR hiring event January 30, 2019
- Re-evaluation of County CPS staff
- Recruiting - include diverse academic majors

# Careful Intervention



- Family (Parents and Child)
- Immediate Family
- Intimate Community
- State

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# Greater Effectiveness

- Office of Family Independence (OFI)
  - Accuracy
  - Timeliness
- Child Protective Services
  - Faster, better data



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# *Safe children. Strengthened families. Stronger Georgia*

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Interim Division Director  
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# Legislative Updates

*Walter Jones, Communications and Legislative Affairs Director*

# **Georgia General Assembly 2019**

**Session Overview and Potential Impacts for  
DFCS**

# The Georgia General Assembly in 2019



## Overview

- **The Basics**
  - How a bill becomes a law in Georgia
  - Georgia's legislative season
- **The People**
  - Legislative leadership
  - Key players for DFCS

# Georgia General Assembly: The Basics

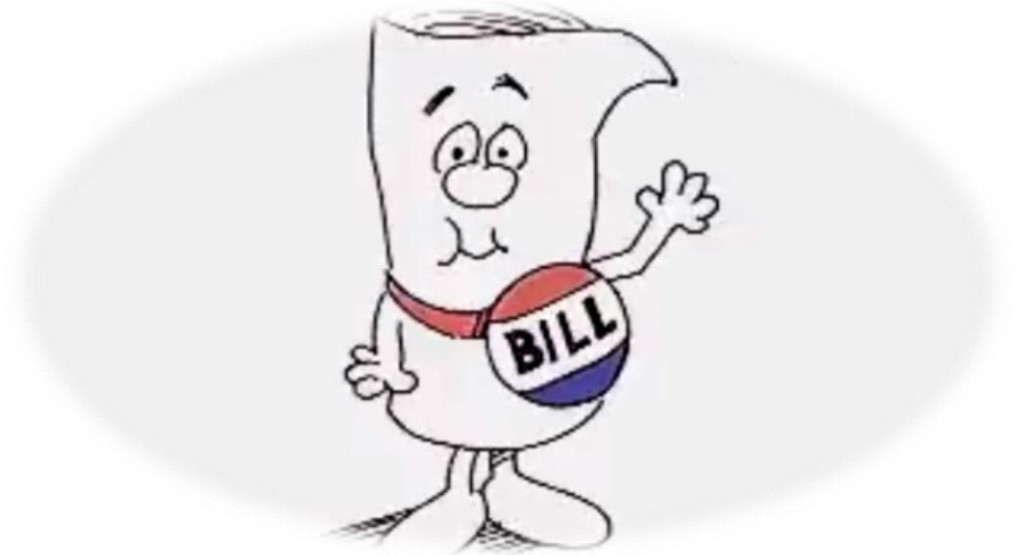


- **Under the Gold Dome: the Legislative Process in Georgia**
  - How a bill becomes a law
  - The 40-day session
    - Key dates

# The Basics: Legislative Procedure in Georgia

## How a bill becomes a law:

1. Bill is introduced in the House or Senate, depending on its sponsor, through the House Clerk or Senate Secretary.
    - Issues flagged for legislation are drafted into bill form with the help of the Office of Legislative Counsel.
    - Bills are introduced on the floor of the Senate or House the day after they are filed with the Secretary or Clerk's office.
- In the House, a bill receives a "first reading," and afterward is assigned to a committee. The bill is read a second time the next day.
  - In the Senate, a bill receives a "first reading," and is assigned to a committee. Second readings do not occur in the Senate until the bill passes out of committee.





# The Basics: Legislative Procedure in Georgia

## How a bill becomes a law:

### 2. Committee “takes up” the bill.

- During committee’s consideration, the bill’s author and other legislators or supporters may testify on its behalf. If the bill is controversial, the committee may hold public hearings on its potential impacts.
- If the committee votes in favor of the bill (“reports favorably”), the bill moves back to the chamber floor for action. After the first 10 days of session, bills that pass out of committee are then sent to the Rules Committee, which determines the “calendar” for debate on the floor of each chamber.



*Because of their roles as the final arbiters of which bills make it to the House and Senate floor for debate, members of the Rules Committees are considered to be some of the most powerful in the General Assembly.*

# The Basics: Legislative Procedure in Georgia

## How a bill becomes a law:

3. Bill is “called up” from the Rules Calendar for floor debate.
  - Sponsor speaks on behalf of the bill. Debate ensues.
  - Substitutes and amendments are considered.
  - Presiding officer determines when to end debate.
4. Chamber votes.
  - In the Senate, a majority of the 56 members must vote “yes” for a Senate bill to move to the House.
  - In the House, a majority of the 180 members must vote “yes” for a bill to move to the Senate.
5. Bill considered in the other chamber.
  - Committee process repeats.
  - Substitutes and amendments are offered and considered.
6. Second chamber votes.
  - If second chamber passes the bill, it is returned to its original chamber to approve or reject changes made by the second chamber.
  - If the original chamber rejects the second chamber’s revisions and the second chamber insists on its version, a conference committee comprising certain members of each chamber meets to reconcile the differences. If the committee report is accepted by both chambers, the bill goes to the governor for signature.

# The Basics: Legislative Procedure in Georgia

## How a bill becomes a law:

Governor can veto the bill, sign it or do nothing.

- Votes of 2/3 of the members of each chamber can override a veto.
- If the governor does not veto the bill, but doesn't sign it, it still automatically becomes law.



*Most bills become effective July 1 unless otherwise specified in the legislation. Other common effective dates are Jan. 1 or immediately upon the Governor's signature.*

# The Basics: 40-day session

## Key events and dates

- **First week:**
  - Governor delivers the State of the State Address, underlining accomplishments and goals for the upcoming session.
    - Slated for Thursday, Jan. 17.
  - Governor reveals proposal for both amendments to current year's spending plan and next fiscal year's budget.
- **Day 30**
  - Dubbed "Crossover Day." This is the last day for a bill to pass out of its original chamber and continue toward passage in the current year. Legislators are usually in session late into the evening on this day in attempt to keep their bills alive.
- **Day 40**
  - "Sine Die." This is the last day for any bill to pass in the current year. Bills that do not make it through both chambers in the first year of a session are still up for consideration in the second year. Because this year is the second year of a session, any bill that does not make it through both chambers by Day 40 will "die" at midnight. It can be reintroduced as new legislation next year.

# Georgia General Assembly: The People



## Under the Gold Dome: Legislative leaders

- Legislative leadership
- Key players for DFCS

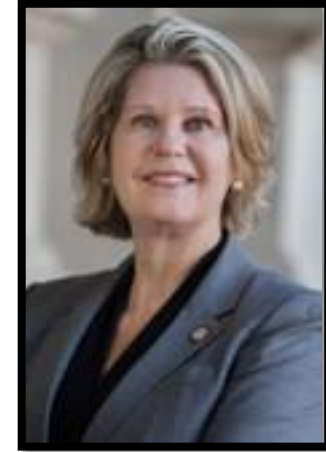


# The People: Leaders in the Legislature

## House of Representatives



**Speaker**  
Rep. David Ralston



**Speaker Pro**  
Tem  
Rep. Jan Jones



**Majority Leader**  
Jon G. Burns



**Majority Whip**  
Trey Kelley



**Majority Caucus  
Chairman**  
Matt Hatchett



**Minority Leader**  
Bob Trammell



**Minority Whip**  
William Boddie



**Minority Caucus  
Chairman**  
James Beverly

# The People: Leaders in the Legislature

## Senate



**President  
Lt. Gov. Geoff  
Duncan**

**President Pro  
Tem  
Butch Miller**



**Majority Leader  
Mike Dugan**



**Majority Whip  
Steve Gooch**



**Majority Caucus  
Chairman  
John F. Kennedy**



**Democratic  
Leader  
Steve Henson**



**Minority Caucus  
Chairman  
Gloria Butler**

# The People: Key players for DFCS

## Appropriations

House Chairman  
Rep. Terry  
England



Senate Chairman  
Sen. Jack Hill



House Human  
Resources  
Subcommittee  
Chairman and  
Vice Chairman



Rep. Katie  
Dempsey, Human  
Resources, C



Rep. Tom Kirby,  
Human Resources,  
VC

Senate Appropriations  
Vice Chairman



Sen. Renee Unterman

# House Juvenile Justice and Senate Health & Human Services

House Chairman  
Rep. Mandi  
Ballinger



Senate Chairman  
Sen. Renee  
Unterman



## Total Members

*House: 22*

*Senate: 15*



Vice Chairman  
Rep. Clay Cox



Secretary  
Rep. Paulette  
Bakerstraw



Vice Chairman  
Sen. Dean Burke



Secretary  
Sen. Fran Millar



# The People: Key players for DFCS

## Other committees of significance to DFCS

- Judiciary
- Human Relations and Aging
- Governmental Affairs
- Education and Youth (Senate)

## Other people of significance to DFCS this session

- Rep. Mary Margaret Oliver
- Rep. Barry Fleming
- Rep. Andy Welch
- Rep. Penny Houston
- Sen. Chuck Hufstetler
- Sen. Jesse Stone
- Rep. Shelly Hutchinson, MSW
- Rep. Mary Frances Williams, MSW
- Sen. Sally Harrell, MSW



# DFCS Budget Request | 2019 Legislative Session

## FY19 Amended Budget

Out of Home Care	Increase funds for growth in out-of-home care utilization	\$15 million
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## FY20 Budget

### Workload Changes

Out of Home Care	Increase funds for growth in out-of-home care utilization	\$15 million
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### Other Changes

Adoption Services	Increase funds to reflect a reduction in the preliminary Federal Medicaid Assistance Percentage (FMAP) from 67.62% to 67.17%, as authorized by the Patient Protection and Affordable Care Act (PPACA).	\$382,676
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Out of Home Care	Increase funds to reflect a reduction in the preliminary Federal Medicaid Assistance Percentage (FMAP) from 67.62% to 67.17%, as authorized by the PPACA.	\$332,617
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Total Workload and Other Changes		\$15,715,293
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# 2% Enhancements – Discretionary Spend Plan

Child Welfare Services	SHINES Upgrades: Family First, Combined Child Welfare Information System, Adoption and Foster Care Reporting System, Modernization [first of 4 years]	\$3 million
Adoption Services	Adoptions Caseload Growth	\$1 million
Child Welfare Services	Family First Project Team	\$441,000
Out of Home Care	Start Up Grants for Family First Act Prevention Providers Fund Mock Surveys	\$250,000
Child Welfare Services	Access of foster kids and families with safety issues to child care at Department of Early Care and Learning - Head Start	\$1,167,058
Child Welfare Services	Purchased Services Support	\$427,550
Child Welfare Services	Closed Case Follow Up Pilot Team (Two Contracts: North District and Metro)	\$940,000
Child Welfare Services	Foster Parent Support Regional Contracts	\$808,210
Federal Eligibility Benefit Services	100 Aged, Blind and Disabled (ABD) Medicaid Frontline Staff	\$1,707,601
Child Welfare Services	Salary Compensation Strategy for 75 Program Administrators	\$356,614
Child Welfare Services	Support Court Appointed Special Advocates (CASA) coverage for growing caseload	\$200,000
Total DFCS 2% Enhancements		\$10,298,033

# Recommended Legislative Proposals

- **Family First Prevention Services Act**
- **Indian Child Welfare Act**
- **Fair Hearings**
- **Maltreatment Definition**
- **Removal Alternatives**

# **Prevention and Community Support**

***Natalie Towns, Section Director***

# INTRODUCTION

- **Georgia Division of Family and Children Services (DFCS)**
  - **Mission:** to prioritize the safety of Georgia's children in the decisions we make and the actions we take. We strengthen families toward independence and build stronger communities with caring, effective and responsive service.
- **Prevention and Community Support Section (PCS)**
  - **Primary Goal:** to work in partnership with community-based organizations committed to reducing the incidence of child abuse and neglect and improving the overall health and well-being of Georgia's children and families.
  - **Introduction of Staff:** Natalie Towns, Section Director & Deborah Chosewood, Deputy Section Director
  - **Georgia Family Support Network and Georgia Birth Parent Advisory Council**

# Overview of the Prevention and Community Support Section

- Fairly new to the agency
- Prevention of Child Abuse and Neglect
  - Primary (Universal) Prevention - activities that are targeted toward the community at large including public education activities and parent education classes that are open to anyone in the community
  - Secondary Prevention - activities targeted to families that have one or more risk factors associated with child maltreatment including families with substance abuse, teen parents, parents of special need children, single parents, and low income families
- Promoting Safe and Stable Families
- Pregnancy Prevention
  - Sexual Risk Avoidance Education
  - Personal Responsibility Education Program
- Contracts with local, community-based and statewide organizations



# NATIONAL FAMILY SUPPORT NETWORK

- Founded in 2011
- Comprised of statewide networks
- Represents more than 3,000 programs



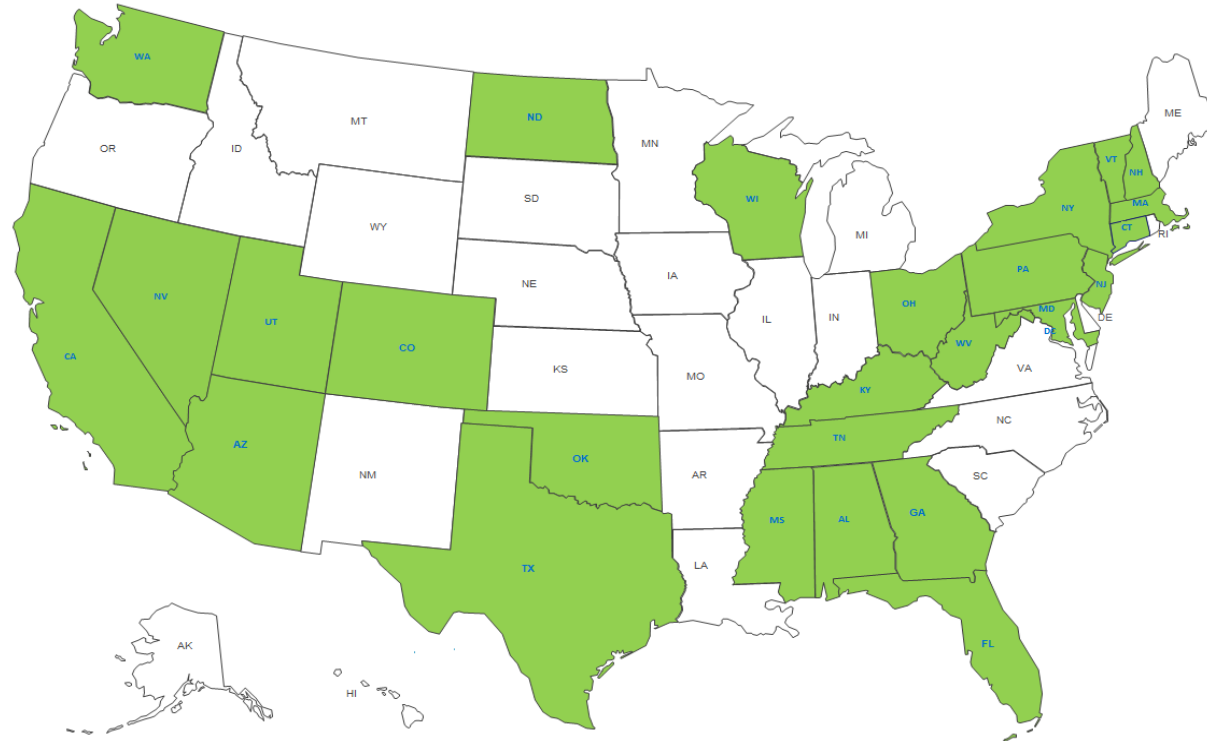
NATIONAL  
**Family Support**  
NETWORK

[www.nationalfamilysupportnetwork.org](http://www.nationalfamilysupportnetwork.org)

- Mission: To promote positive outcomes for all children, families, and communities by leveraging the collective impact of state networks and championing quality family support and family strengthening practices and policies.

# NATIONAL NETWORK MEMBERSHIP

- The NFSN currently has 27 member networks, comprised of more than 3,000 Family Support and Strengthening organizations, which represent the great geographical and demographic diversity of the nation.
- Current membership includes:
  - Alabama
  - Arizona
  - California
  - Colorado
  - Connecticut
  - Florida
  - Georgia
  - Kentucky
  - Maryland
  - Massachusetts
  - Mississippi
  - North Dakota
  - Nevada
  - New Hampshire
  - New Jersey
  - New York
  - Ohio
  - Oklahoma
  - Pennsylvania
  - Tennessee
  - Texas
  - Utah
  - Vermont
  - Washington
  - Washington, DC
  - West Virginia
  - Wisconsin



## STANDARDS: A STRATEGIC STEP

- The first and only standards to integrate and operationalize the Principles of Family Support Practice with the Strengthening Families Approach and its research-based evidence-informed 5 Protective Factors
- Help ensure that families are supported and strengthened through quality practice
- Provide a structure for further professionalization of the Family Strengthening and Support field



# WHOM ARE THE STANDARDS FOR?

- Designed to be used by all stakeholders – public departments, foundations, community based organizations, and families – as a tool for planning, providing, and assessing quality practice.
- Create common language and expectations across different kinds of Family Strengthening and Family Support programs, such as Family Resource Centers, home visiting programs, and child development programs.



## **FRAMEWORK #1: FAMILY SUPPORT**

- **Family Support is based on the premise that primary responsibility for the development and well-being of children lies within the family.**
- **The Family Support perspective is that all segments of society must support families as they raise their children.**



# PRINCIPLES OF FAMILY SUPPORT



## Principle 1

**Staff and families work together in relationships based on equality and respect.**



## Principle 2

**Staff enhances families' capacity to support the growth and development of all family members— adults, youth, and children.**



## Principle 3

**Families are resources to their own members, to other families, to programs, and to communities.**



# PRINCIPLES OF FAMILY SUPPORT

## Principle 4



**Programs affirm and strengthen families' cultural, racial, and linguistic identities and enhance their ability to function in a multicultural society.**

## Principle 5



**Programs are embedded in their communities and contribute to the community-building process.**

## Principle 6



**Programs advocate with families for services and systems that are fair, responsive, and accountable to the families served.**

# PRINCIPLES OF FAMILY SUPPORT



## Principle 7

**Practitioners work with families to mobilize formal and informal resources to support family development.**



## Principle 8

**Programs are flexible and continually responsive to emerging family and community issues.**



## Principle 9

**Principles of family support are modeled in all program activities, including planning, administration and governance.**

## FRAMEWORK #2

# STRENGTHENING FAMILIES APPROACH

- Developed by the Center for the Study of Social Policy in 2005
- Research-based, evidence-informed
- Focuses on building Five Protective Factors with families
- Increases family stability, enhance child development, and reduce child abuse and neglect

### Guiding Principles

- All families have strengths.
- All families need support.



# THE PROTECTIVE FACTORS FRAMEWORK

Parental Resilience

Social Connections

Concrete Support  
in Times of Need

Knowledge of Parenting and Child  
Development

Social and Emotional Competence  
of Children



<http://strengtheningfamiliesga.net/>

*For more information, please see*  
[www.cssp.org/reform/strengthening-families](http://www.cssp.org/reform/strengthening-families)



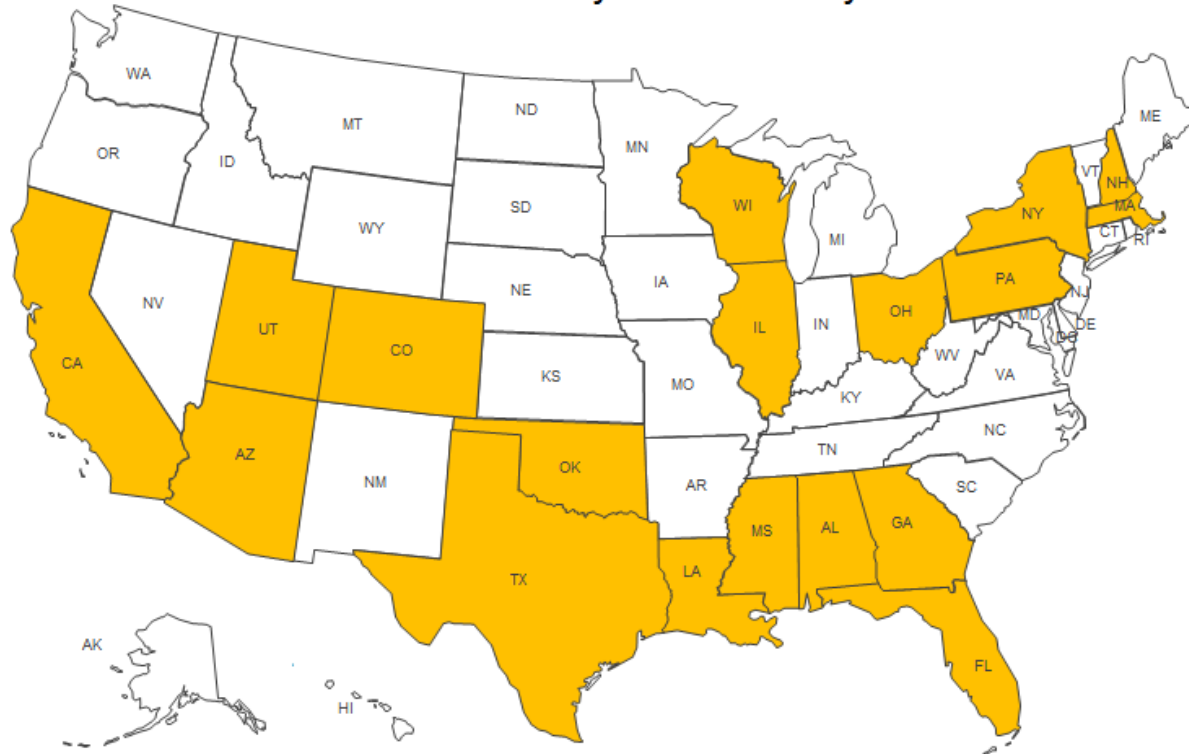
# WHAT'S HAPPENING IN GEORGIA

- In the Spring 2018, the Prevention and Community Support of the Georgia Division of Family and Children Services established the Georgia Family Support Network (GFSN) becoming a new member of the National Family Support Network (NFSN)!
- We are now moving forward with developing our state's network.
- The first step was holding Standards Certification Trainings in Georgia.



# STANDARDS CERTIFICATION TRAININGS NATIONWIDE

May 2012 - July 2018



## Average Evaluation Scores

Overall Satisfaction: 4.36 out of 5

Readiness to Implement the Standards: 4.03 out of 5

State	No. of Trainings	No. of Certified Individuals	No. of Trainers
AL	1	23	0
AZ	16	466	5
CA	84	2214	26
CO	26	733	9
DC	3	76	0
FL	3	69	2
GA	2	26	2
IL	1	36	0
LA	2	67	0
MA	4	103	2
MS	2	43	0
NH	10	273	2
NY	11	201	12
OH	2	66	2
OK	1	19	2
PA	9	252	4
TX	1	29	11
UT	2	63	0
WI	1	32	2
<b>Total</b>	<b>181</b>	<b>4,944</b>	<b>80</b>

# GEORGIA FAMILY SUPPORT NETWORK

## Network Development

- Additional Standards Trainings
- Full day planning session and Inaugural Convening to develop the mission and vision statements, as well as goals and objectives.
- Half-day planning session to discuss network priorities, structure, values, Standards tools implementation requirements, etc.



## QUESTIONS, COMMENTS?





# Parent Voices: Parent Partnership and Parent Leadership

## Parent Partnership

The staff role in this beginning stage is to maintain a safe container for growth and learning together. At a program level, parent leadership activities shift to partnering with parents when parents are acknowledged as the experts in what is needed for their family and that both staff and parents are learning from the relationship. Rather than asking, "What can I provide to create positive outcomes for your family?" the shift in thinking is "What can we do together that creates positive outcomes for you and your family?"

# Parent Leadership

- Parents are central to family support models and should be encouraged to develop to their potential. Parent support, education and leadership work together to help them develop the skills to do just that.
- By fostering parents in the role of expert and leader, families benefit from improved self-worth and as better advocates for their needs, while programs benefit from being more responsive and accountable to the families they serve.
- Parent leadership is fostered on a meaningful level when parents are given the opportunity for personal growth, to gain the knowledge and skills to function in leadership roles and represent a “parent voice” to help shape the direction of their families, programs and communities.
- Parent leadership is successfully achieved when parents and practitioners build effective partnerships based upon mutual respect and shared responsibility, expertise and leadership in the decisions being made that affect their own families, other families and their communities.

# National Partners in Developing Prevention-Focused Parent Advisory Councils

- **FRIENDS National Center for Community-Based Child Abuse Prevention (CBCAP)**
  - FRIENDS National Parent Advisory Council
  - Sharing the Voices of Parent Leaders
  - Training and Technical Assistance
- **National Alliance of Children's Trust and Prevention Funds**
  - The Alliance National Parent Partnership Council (ANPPC)
  - The Birth Parent National Network (BPNN)
  - The Birth and Foster Parent Partnership
  - Training and Technical Assistance

# Proposed Role of the Birth Parent Advisory Council

- The role of the Georgia Birth Parent Advisory Council (GABPAC) is to advise the Division of Family and Children Services, and specifically the Prevention and Community Support Section about making changes to child welfare services and systems, particularly prevention programming.
- The GABPAC is a sounding board for decisions, ideas and questions that shape the future of the Prevention and Community Support Section, as well as the Division.
- Parental involvement in decision-making is the key to having policies and programs that support families' strengths and needs. The goal is to:
  - Improve outcomes for children and families including those at-risk of child welfare involvement, or who are currently involved with the child welfare system
  - Decrease the rate of child maltreatment reports
  - Reduce the need for out-of-home placement of children

## Proposed Role (cont.)

- The GABPAC will include a select group of parents from across the state who have a range of expertise and personal experiences within the child welfare system. Council members will serve as strategic partners with the Division and the Prevention and Community Support Section to inform services and practices and to gain a greater understanding of family needs and service gaps.
- In addition, they:
  - Foster leadership development
  - Advocate on behalf of birth parents and other caregivers to promote improvements to the child welfare system, particularly with regard to prevention services
  - Model the value of parent engagement
- The GABPAC is designed to ensure there are strong parent voices in shaping programs, services and strategies that result in better outcomes for children and families.



# Process

- **Develop Planning Work Group**
- **Recruit Council Members**
  - Hold informational webinars
  - Solicit applicants
- **Interviews**
  - Screen applications
  - Phone interviews
  - Select members
- **Orientation Meeting**
- **Training**
- **Initial Planning Session**

## QUESTIONS, COMMENTS?



## CONTACT INFORMATION

**Natalie Towns**

**Prevention and Community Support Director**

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**Prevention and Community Support Deputy Director**

**[Deborah.Chosewood@dhs.ga.gov](mailto:Deborah.Chosewood@dhs.ga.gov)**

**Georgie Division of Family and Children Services**

**<https://dfcs.georgia.gov/prevention-and-community-support-section>**

## **Lunch**

- **Committee Chairs meet**
- **Board Members' Discussion : End of Term Process**

# Board Member Updates



# Closing Remarks and Adjournment

*Next board meeting: March 12, 2019*