



State Advisory Board Meeting

November 12, 2019

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

Board members present: Chair Tina Bartleson, Vice Chair Michelle Zeanah, Barbara Sims, Board Secretary Belva Dorsey, Meredith Holt, DeLaine Hunter, Rodney Griffin, Roger Bryant, Judy Manning, Emily Cole, Nancy White, JaNice Van Ness (phone), Shondeana Morris, Tommy Hill (phone), Susie Weller

Board members absent: Emily Brantley, Cathy Atkins, Octavia Fugerson

Other attendees: Karen Starks (NASW Georgia), Sam Martinez (Nelson Mullins), Cady Kimberlee, Chelsea Sabo (Foster Care Alliance), Riley Russell (Foster Care Alliance), Charieke Williams, Lauren Pollow, Olga Figueroa (CASA), Faith Chastain

DFCS staff: Director Tom Rawlings, LaMarva Ivory, Ellen Brown, Ramirez Evans, Chris Hempfling, Carol Christopher, Dahlia Bell-Brown, Salena Perry, Mary Beth Lukich, Holly Campolong, Lee Biggar, Jon Anderson, Mary Havick, Johnanna Weathers, Darrell Braswell, Beverly Boone, Glenene Lanier

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- Welcome and housekeeping by Chair Bartleson. Meeting called to order at 10:03 a.m. Quorum met.
 - Housekeeping and introductions by Chair Bartleson.
 - Motion to approve today's agenda. Moved by Ms. Manning and seconded by Ms. Morris. Approved.
 - Introductions by board members and attendees. Three new members introduced: Nancy White (Region 6), Shondeana Morris (Region 14), and Susie Weller (At Large).
 - Approval of September 2019 minutes. Moved by Mr. Bryant and seconded by Vice Chair Zeanah. Approved.
 - HR/DFCS Operations updates by Darrell Braswell, Senior Director of Operations for DFCS
 - HR pass – Automated hiring system
 - Mitigation strategies – SRM process- DFCS staff trained as liaisons to assist with hiring process; All regions have an interview schedule and a

standard interview panel; Continuous recruitment for Social Services Specialist I position; 48 hours timeframe for DFCS approvals.

- Question from Chair Bartleson about RSM staff
- Accountability/Engagement
 - Question from Ms. Dorsey about tracking in HR pass
 - Question from Ms. Starks about entering degree into HR pass
 - Degree type is put into PeopleSoft once they've been onboarded
 - Question from Ms. White about changes to standard interview schedule
 - Question from Ms. Weller about who handles paperwork for the field
 - Question from Chair Bartleson about SRM structure and onboarding
 - Comment from Chair Bartleson about the structure of HR process outside of DFCS. Length of time to hire is not acceptable.
- Closing by Darrell Braswell on retention
- Division updates by Director Rawlings
 - Thanks to Chair Bartleson for her tenure as Board Chair
 - National Adoption Month campaign
 - Secret Santa event information
 - Blueprint for FFPSA campaign and rollout details
 - RSM transition 250 employees from DCH to DFCS
 - Following up on HR discussion
 - Update from Deputy Director for Child Welfare Mary Havick on streamlining work and rapid process improvement
 - Question from Ms. Weller as to whether there have been any identified consequences from simplification.
 - Comment from Ms. Holt about the results in Region 13. Employee morale increased significantly
 - Comment from Vice Chair Zeanah on abbreviated case closures - wise use of resources.

- Georgia Gateway update
- Child welfare policy update and theory of change
- Workforce Excellence update by Lee Biggar
- State of Hope spotlight by Chelsea Sabo, Foster Care Alliance
 - The Mother's Advocacy Project
 - Case Manager support
 - Trauma education
 - STEP model
 - SOH site
 - Question from Glenene Lanier about referrals
 - Question from Ms. White about expansion
 - Comment from Ms. Cole about volunteer transportation program
- Working lunch and board committee chairs meetings
- Community Relations Committee report and overview of board toolkit
- Board member regional reports
 - Region 13 will be part of the PRE-Team pilot project
 - Hiring concerns across the state
 - Region 7 finalized 14 adoptions this month
 - Region 1 Wednesday's Child feature on local radio station
 - Region 9 New CDs in place; RAB working on Bylaws and structure
- GCAPP award presentation – Division received 2019 Catalyst Award
- Board officers vote – one nomination for each position. Moved by Ms. Manning. Seconded by Ms. Sims. All members voted in favor of slate.
 - Chair: Dr. Michelle Zeanah
 - Vice Chair: Belva Dorsey
 - Secretary: DeLaine Hunter
- Closing remarks by Chair Zeanah.
- Motion to adjourn at 1:44 p.m. by Ms. Bartleson. Seconded by Vice Chair Dorsey. All voted in favor. Meeting adjourned.