



**Washington State Supreme Court
Commission on Children
in Foster Care**

**05/04/20
1:00 p.m.**

<https://wacourts.zoom.us/j/99750638472>

Join via phone: (253)
215 8782

Meeting ID: 9975063847

Agenda

1:00 pm <i>5 min</i>	1. Welcome and Introductions	Jody Becker, Co-Chair
1:05 pm <i>5 min</i>	2. Approval of March 2020 Minutes	Justice Barbara Madsen, Co-Chair
Old Business		
1:10 pm <i>15 min</i>	3. Re-visit Approval of December 2020 Minutes	Justice Barbara Madsen, Co-Chair
1:25 pm <i>45 min</i>	4. CASA Changes Discussion	Ryan Murrey, Washington Association of Child Advocates Program (WACAP) Angela Murray, Washington CASA Association
2:10 pm <i>10 min</i>	5. Youth CCFC Member Discussion	Justice Barbara Madsen, Co-Chair
2:20 pm <i>5 min</i>	6. Normalcy Workgroup Updates	Jeannie Kee, Foster Youth Alumni Representative
New Business		
2:25 pm <i>40 min</i>	7. COVID-19 Check-in and Discussion	Jody Becker, Co-Chair
3:05 pm <i>25 min</i>	8. AOC Court Research: Annual Dependency Timeliness Report	Matt Orme, Washington State Center for Court Research
3:30 pm <i>5 min</i>	9. Safe Babies Court Team Initiative Update	Rachel Sottile, Center for Children & Youth Justice

3:35 pm <i>15 min</i>	10. State Team Meeting, Washington DC	Cindy Bricker, Administrative Office of the Courts Steve Grilli, DCYF
3:50 pm <i>10 min</i>	11. Board of Judicial Administration Legislative Committee	Cindy Bricker, Administrative Office of the Courts
4:00 pm	11. Adjournment	Jody Becker, Co-Chair
	<u>Next Meetings:</u> July 30, 2020 - Youth Leadership Summit September 21, 2020 December 7, 2020	

March 16, 2020 CCFC Minutes

Members Present:

Jody Becker, Department of Children, Youth, and Families (DCYF), Commission Co-Chair
Justice Barbara Madsen, Washington State Supreme Court, Commission Co-Chair
Raven Arroway-Healing, Northwest Intertribal Council
Jim Bamberger, Office of Civil Legal Aid (OCLA)
Jolie Bwiza, Tacoma Chapter Leader, Mockingbird Youth Network
Beth Canfield, Foster Parent Allies of Washington State
Mike Canfield, Foster Parent Allies of Washington State
Senator Jeannie Darneille, Washington State Senate
Jeannie Kee, Foster Youth Alumni Representative
Laurie Lippold, Partners for our Children
Jill Malat, Office of Civil Legal Aid
Jill May, Washington Children & Families
Tonia McClanahan, Parent Advocate Representative
Joanne Moore, Washington State Office of Public Defense
Ryan Murrey, Washington Association of Child Advocate Programs
Representative Tana Senn, Washington House of Representatives
Rachel Sottile, Center for Children & Youth Justice (CCYJ)
Carrie Wayno, Attorney General's Office (Designee for Bob Ferguson)

Members Not Present:

Peggy Carlson, Office of Superintendent of Public Instruction (OSPI)
Tory Gildred, Coordinated Care
Judge Kitty Ann van Doorninck, Superior Court Judges' Association
Martin Mueller, Office of Superintendent of Public Instruction (Designee for Chris Reykdal)

Guests Present:

Laura Alfani, DCYF
Kwesi Booker, DCYF
Patrick Dowd, Office of the Family and Children's Ombuds
Sally Erny, National CASA
Erinn Havig, DCYF
Kyra Ingraham, DCYF
Lauren Frederick, Mockingbird Society
Juliette Knight, DCYF
Jess Lewis, DCYF
Angela Murray, Washington CASA Association
Dory Nicpon, Administrative Office of the Courts
Jenni Olmstead, DCYF
Michael Shinn, Attorney General's Office
Morgan Silverman, CCYJ
Phyllis Sutton, Mockingbird Society

Kelly Warner-King, CCYJ

Staff Present:

Cindy Bricker, Administrative Office of the Courts
Moriah Freed, Administrative Office of the Courts
Susan Peterson, Administrative Office of the Courts
Sehej Singh, Center for Children & Youth Justice

Call to Order:

Justice Madsen called the meeting to order at 1:05pm and completed roll call and introductions.

Approval of the December CCFC Meeting Minutes:

Justice Madsen invited a motion to approve the December 2019 meeting minutes. Ryan Murrey sent suggested corrections to Sehej Singh regarding the CASA discussion. Justice Madsen put off the motion to approve the December minutes to the CCFC meeting in May in order to provide an opportunity for members to review the suggested corrections.

CCFC Member Updates:

Justice Madsen referred to the new Supreme Court order adding new positions on the Commission. Cindy Bricker stated that the Commission added the following members:

- Tory Gildred (Coordinated Care)
- Jill May (Washington Children & Families)
- Laurie Lippold (Partners for our Children)
- Rachel Sottile (Center for Children & Youth Justice)

The Commission is still seeking an additional youth member—Cindy Bricker stated that she is working with DCYF to fill this youth position on the Commission.

Justice Madsen proposed to add a representative from the Washington Association of Juvenile Court Administrators (WAJCA) as a member of the Commission. WAJCA represents a critical aspect of the foster care system, as dependency cases are heard in juvenile courts. All present members approved this membership request.

Jim Bamberger stated how the Commission order requires the current Executive Director of Washington (WA) State CASA be a permanent member. As there is now no such organization, Jim inquired whether the successor organization should be filling that position for WA State CASA. Justice Madsen responded that further discussion will occur at the May CCFC meeting.

DCYF and Legislative Session Updates:

COVID-19 DCYF Update:

Prior to providing updates from DCYF, Jody Becker prefaced the discussion by acknowledging how DCYF has been affected by COVID-19 and the Governor's order of a State of Emergency.

DCYF set up its new Emergency Operations Center and website related to COVID-19 DCYF resources. There will be additional information on the DCYF COVID-19 website regarding child care and visitation. Jody urged the Commission to send concerns and suggestions to a specific mailbox that DCYF has set up on its website and emphasized the WA State Department of Health as an additional resource.

FFPSA, Program Improvement Plan (PIP), and Dependency Grant Updates:

DCYF received high level feedback on its Family First Prevention Services Act (FFPSA) Prevention Plan. Rachel Mercer, DCYF, is currently organizing teams to respond to the federal government on areas where they need additional feedback.

DCYF has not yet received feedback on its two-year Program Improvement Plan (PIP). Nor has DCYF received feedback for its Permanency Grant. The PIP and Grant are being reviewed simultaneously, as they are designed to mutually support each other.

DCYF Adolescent Programs Update:

Jess Lewis now has a team of nine individuals working in adolescent programs—these programs include independent living services, extended foster care (EFC), K-12 education, post-secondary education, education training voucher programs, mentoring, youth engagement, and Passion2Action (P2A).

This DCYF division is focusing efforts on providing information regarding COVID-19 to youth in care, specifically EFC youth who are either on college campuses or housed under a DCYF program. Jess' division is developing an adolescent-specific communication line.

The Adolescent division is going through a potential redesign with a human-centered approach. Jess is partnering with the organization *Think of Us*, which provides human-centered and technological solutions.

Questions and Comments from CCFC members:

- Jill Malat asked Jess regarding precautions in place for youth who are in group homes, Juvenile Rehabilitation (JR), etc. Jess responded that many at DCYF are attempting to craft plans and protocols regarding this. JR has certain health related protocols that they are implementing. Jill further asked whether there was any talk from DCYF to release lower-risk youth who are currently incarcerated.
- Laurie Lippold asked Jess regarding two new DCYF adolescent programs positions, as the legislature is funding two middle-management positions for adolescent programs. The positions include:
 - Equity Program Administrator to implement the racial equity plan and LGBTQ projects.
 - Systems of Care Program Administrator to evaluate where programs intersect through collaborations and expand capacity for youth who need substance use disorder treatment.
- Jess also mentioned that the Safe Harbors legislation (HB 1775), passed this session, provides 3.5 FTEs for DCYF to improve services (one is a full time CSEC Program Manager, the other two are liaisons).

DCYF Legislative Update:

Kwesi Booker provided an update regarding field operations, including the completion of DCYF's outstanding investigations that are overdue. They have also begun to look at data to identify gaps in practice on a regional basis. DCYF is also including The Alliance for Child Welfare Excellence with this initiative, to support training.

Questions and Comments from CCFC members:

- Laurie Lippold asked to what extent DCYF is involved in discussions on the evolving role of foster parents. Kwesi answered that the team is considering how case management can better support these relationships, especially between parents and foster parents while keeping the child in focus.

Juliette Knight, DCYF Government Affairs, reviewed a document entitled, "Child Welfare Bills of Interest." The highlighted bills included:

- CSEC Senate bill that includes a work group to issue recommendations for obtaining evidence to prosecute CSEC perpetrators.
- Family Connections Program legislation (HB 2525) establishes the Family Connections Program to strengthen families and prevent future child trauma by facilitating communication, where appropriate, between foster families and birth families when a child is dependent and in out-of-home placement.
- HB 2711 regarding educational outcomes, continues work with OSPI for students in foster care and those experiencing homelessness.
- HB 2873, Families in Conflict Bill, a continuation of the work that came out of the 2019 session in regards to SB 5290.

Questions and Comments from CCFC members:

- Laurie Lippold asked about implementation of these bills, especially with COVID-19. Juliette answered that DCYF is thinking of distinguishing the simple, straightforward bills that can be implemented now versus those that have more complexity and require more work with stakeholders.
- Senator Darneille noted that there were several significant expansions of resources for emergency response time and for the phenomenon of children spending hundreds of days in hotels—this includes funding for enhanced placement opportunities. Additionally, there was over \$7 million that the legislature put into Behavior Rehabilitation Services (BRS) placements (including children who were sent out of state to bring them back to WA), and full implementation of SB 5290, the Safe Harbors pilot legislation, and Family Connections Program. Senator Darneille also mentioned the increase in the rate of foster parent payments by a 3-4% raise and license portability. She added that although the bill did not pass, the bill for expanding Baby Courts across the state raised awareness of the roles of specialty courts and enhanced case management.
- Representative Tana Senn added comments on a discussion of more emergency beds across the state for youth in care, the increase in foster care payments, and a pilot for a combined foster care and child care license (especially in rural communities) so individuals only go through one approval cycle. There is funding to focus on getting families (especially kinship providers) through the home inspection process faster, and creating an online mandatory reporter system for additional efficiency. Representative Senn added that having a half-time school counselor in

every high-poverty elementary school across WA will be beneficial and that she looks forward to seeing this take place through a potential bill. Child care improvement rates increased to \$80 million, including 12 months of homeless childcare. A bill regarding an increase for CPAs (Child Placement Agencies) to continue to recruit foster parents and serve foster parents with training, etc., did not pass during this session.

DCYF Child Abuse and Neglect Prevention Activities:

Jennifer Olmstead presented on DCYF's activities for Child Abuse Prevention Month in April. Jennifer highlighted the Pinwheels for Prevention campaign in which DCYF will distribute pinwheels statewide. DCYF also created coloring pages for parents and children to work together as a part of the campaign. DCYF hopes to engage children in a different way this year, as most campaigns in the past have focused on parents and communities. This team was intentional in terms of the design and accessibility of the coloring book as they included de-biased characters and also created a Spanish-language version.

Questions and Comments from CCFC members:

- Laurie Lippold suggested collaboration with OSPI for distribution of the coloring books.
- Senator Jeannie Darneille suggested distributing the coloring books through food banks.

AGO Time-in-System Data Presentation:

Carrie Wayno introduced Michael Shinn of the Attorney General's Office (AGO), Division Chief for the Regional Services Division. Michael created a report from the AGO's case management system data for the counties that the office covers. The Time-in-System report depicts how much time children are spending in an open dependency case and how much time it takes to achieve different types of permanency. The AGO measures average time from dependency filing to permanent outcomes by the end of the fiscal year in AGO counties. The outcomes are broken down into two categories: "deficiencies remedied" and "deficiencies *not* remedied" by the end of the fiscal year. The AGO tracks the average time from when a child is made legally free (LFY) until the child is adopted. Additionally, the office tracks the average time for children who turn 18 while they are still in the dependency system (while separately tracking LFY in this group).

Michael showed a map with cases in which a child reached a permanent resolution during FY19 and explained how cases are resolved across WA. According to the data, most of the time, there are more cases that resolve with return homes and dismissals (deficiencies remedied) compared to the "deficiencies not remedied" outcomes. However, King and Clark counties have struggled the most with "deficiencies not remedied" outcomes. The data also shows the average time counties take to reach adoption after the child is legally free, which dovetails with the AOC data. Though the legislature's target for adoption is 180 days, averages across counties are higher than this target.

Questions and Comments from CCFC members:

- Jim Bamberger asked how certain numbers correlate with AOC's timeliness data (with the exception of King and Pierce Counties). Michael responded by stating that AOC's data prolongs the time as it does not "cut off" when a child is deemed legally free, unlike the AGO time-in-system data.

- Joanne Moore asked regarding cases that take longer than a year to get resolved and how these are counted in the AGO data. Michael explained that each of the data points represents a child who has reached a permanent outcome. The numbers constitute the average number of days it took a child to reach that outcome.
- Certain members pointed out that this data can be a beacon of hope, as the data demonstrates that most outcomes are “deficiencies remedied,” reflecting desired results of legislation, i.e., reunification.
- Jim Bamberger questioned if the data can be disaggregated by race and ethnicity and also whether the children had legal representation. Michael responded that it is not possible to disaggregate the data based on race/ethnicity or child legal representation within the AGO case management system.
- Senator Darneille noted disproportionality in Pierce County, and how this merits statewide attention.
- Ryan Murrey asked if it is possible to determine a child’s age through the AGO system data. Michael answered that there is not a way to average the age of the children. Ryan also questioned Michael regarding how the AGO uses and plans to use this data to build their practice. Michael said that biannually, all the managing attorneys for all of the offices doing DCYF work in the state meet and discuss resources, results, challenges, successes, and this data is a piece of information that will be considered in those meetings.

Office of Family and Children’s Ombudsman (OFCO) Annual Report:

Patrick Dowd, Director of OFCO, presented results from the 2019 Annual Report. OFCO investigates complaints, intervenes to rectify problems, and identifies systemic issues. Additionally, OFCO is involved in Critical Incident Reviews (i.e., the child fatality and near fatality review process and implementation of recommendations). Two systemic issues that OFCO highlighted in their annual report:

- There is a continuing problem with children staying in hotels (placement exceptions)
- Problems with CPS intake that OFCO identified

The legislative budget that was passed provided funding for 12 emergent placement beds and 21 behavioral rehabilitation services (BRS) placements. The supplemental budget also provided an increase for BRS providers and funding to assist relative/kin caregivers to become licensed foster parents.

The OFCO report demonstrated how in 2018, CPS Intake received nearly 130,000 reports of suspected child abuse/neglect, a 40% increase from 2010. Mandated reporters are on hold for an average of 40-60 minutes. This leads to dropped calls and endangers children (CPS does not have a process to document when calls are dropped). OFCO recommends that CPS implement an online reporting system for mandated reporters (as is available for Adult Protective Services [APS]), which has been addressed through the supplemental budget.

Questions and Comments from CCFC Members:

- Laurie Lippold asked regarding the psychiatric facilities where children from placement exceptions are sent to and whether the children have access to the Children’s Long-Term Inpatient Program (CLIP). Patrick responded that when a child has a placement exception, the next events become one crisis placement after another. After time in a psychiatric facility, a child may be eligible for discharge. However, the issue of finding a placement will continue, especially

when there are no CLIP beds or group home placements available. Patrick does not have data broken down into how many CLIP or BRS beds are needed to solve this but will work on this as a legislative response.

State Team Meeting

This item was continued to the May CCFC meeting.

Zero To Three's Safe Babies Court Team:

Rachel Sottile, from the Center for Children & Youth Justice (CCYJ), Kelly Warner-King, and Morgan Silverman, presented on the Zero to Three's Safe Babies Court Team (SBCT) initiative. National Zero to Three is an organization that focuses on infant mental health and therapeutic court interventions. The organization approached CCYJ to: analyze statewide and local data on Washington's children under the age of three; engage statewide, regional, and local stakeholders to strategize SBCT implementation in communities across the state; and create a blueprint for state-wide SBCT implementation and sustainability. CCYJ will deliver an implementation plan to national Zero to Three and identify recommendations for high impact opportunities of potential investment of an SBCT expansion.

Rachel explained how 42% of the dependency cases filed in 2018 in WA were for babies aged zero to three. Hence, this presents an enormous opportunity for impact and research into why infants are entering the dependency system and what permanency looks like for infants. CCYJ's role in this initiative is to have conversations with stakeholders such as CCFC members. These conversations are meant to inform possible opportunities for local jurisdictions in WA to be SBCT implementation sites, an approach grounded in therapeutic interventions for Babies Zero to Three. CCYJ's role will be to provide an implementation plan to National Zero to Three recommending jurisdictions to be pilot sites in WA. CCYJ hopes that the Commission will provide an important voice as this work continues to grow.

Rachel highlighted the achievements of Pierce County's Baby Court program and how this is an opportunity for CCYJ and National Zero to Three to provide additional support for Pierce County. CCYJ will cull together funding opportunities, including federal funding, potential public-private partnerships, and planning for funding through the 2021 legislative session. CCYJ will provide educational opportunities through webinars, present data and findings, and open communication lines from stakeholders for feedback. There will be a potential convening with national experts on June 15th for those who are interested in being an implementation site and to see what additional resources jurisdictions need to be an implementation site.

Kelly Warner-King then discussed data to understand the issues and the potential impact in WA. The data reflects an age and racial disproportionality and other inequities in the dependency system, reasons for removal of young children, and specifically the number of intakes of substance exposed newborns.

Questions and Comments from CCFC Members:

- Juliette Knight from DCYF stated that she will connect the Safe Babies Team (SBT) to the Office of Innovation and Alignment (OIA).

- Laurie Lippold asked regarding the organizations SBT has partnered with for this initiative, and how they all connect. Kelly responded that a goal is to bring the many organizations and partners under an umbrella to leverage resources where they exist and put in resources where they do not.
- Justice Madsen suggested communicating with the Superior Court Judges Association (SCJA) for further support in the initiative and design committee.

Board of Judicial Administration (BJA) Legislative Committee:

This item was continued to the May CCFC meeting.

Other Discussion and Updates from CCFC Members:

Name Changes for Organizations:

- Foster Parent Association is now officially Foster Parent Allies of Washington State
- Washington CASA is now officially Washington Association of Child Advocate Programs

Update on Funding From Senator Darneille:

Senator Darneille stated there is funding available this year for extracurricular activities for young people in foster care.

Children Representation Study Update:

Jill Malat announced the publication of the Interim Report for Children Representation Study underway in Grant and Lewis Counties. The preliminary data shows that early appointment speeds permanency by 22%.

Adjourned at 3:55pm by Justice Barbara Madsen.

**AGENDA ITEM #3 - Revisit Approval of December
2020 Minutes**

CASA Discussion

This discussion was about the parting of ways between National CASA and Washington State CASA.

Background:

Ryan Murrey explained National CASA released a new set of standards for all CASA members

which are excessive when compared to current state law and court rules regarding program administration. WACASA, WAJCA and the SCJA were trying to work with National CASA resolve these issues, as a number of local programs had already chosen not to renew their membership, and National CASA was considering revoking the Washington State CASA membership for continuing to allow these programs as members of the state association. However, during these conversations, National CASA abruptly terminated the Washington State CASA association membership. The majority of the local CASA programs chose not to renew their membership with the National organization. The current Board of Directors is in the process of renaming the Washington organization and developing a new curriculum, which has been submitted to the Administrative Office of the Courts.

The Commission should consider whether to amend the order regarding Commission membership to include the organization's new name.

Questions and Comments from CCFC Members:

• Judge Hirsch shared her experience from the local perspective. Communication between the National organization and her local program can be sometimes problematic with long and inconsistent response times.

• Justice Madsen then introduced Dawn Marie Rubio, State Court Administrator.

o Dawn Marie Rubio clarified that CASA programs exist in three ways:

- Through a non-profit organization
- When county courts run their CASA programs
- Hybrid program: GALs are the supervisory head of the CASA

• Senator Darneille asked to clarify whether Washington is the only state having this problem. Ryan Murrey responded that there are a number of other states who have had issues with National, but that Washington State is where the rift is most pronounced.

• Jill Malat asked if there was a connection between Snohomish County (case document provided in meeting packet) and National CASA's termination of the state association's membership. Ryan Murrey responded that this is not the case; however one of the reasons cited in National CASA's termination letter was the failure of Ryan Murrey to notify National CASA of the appellate decision in a timely manner (4 days).

Deleted: intense and extensive

Deleted: ¶

Deleted: to resolve issues

Deleted: revoked

Deleted: ¶

Deleted: ¶

Deleted: Ryan Murrey

Deleted: ¶

Deleted: ¶

Deleted: The organization that Ryan Murrey leads is no longer WACASA, and

Deleted: t

Deleted: ¶

Deleted: ¶

Deleted: new

Deleted: stated that there is a severe lack of communication between different CASA

Deleted: organizations and National CASA, even when (in this example) an office follows the ¶ standards, does the paperwork, and yet does not hear from National CASA. The programs ¶ were genuinely trying to meet the requirements, and this may be happening in other states ¶ as well. ¶

Deleted: having

Deleted: CASA.

Deleted: then brought up the incident and case of

Deleted: how this issue is a possibility of National CASA ¶ investigating Washington State CASA's role in this incident

Deleted: immediately ¶

Deleted: .

● National CASA convened a meeting in Seattle regarding their creation of a new state "CASA" organization for local programs that had renewed their membership.

o Cindy Bricker was able to attend the meeting. Local programs in attendance, communicated d that National CASA's standards as currently drafted are too onerous.

● Justice Madsen then circled back to the Snohomish County case discussion: She questioned whether this case makes Washington CASA an outlier or not in terms of how program administration is handled by local courts. In the case, the appellate court ruled that parents had been denied their due process right to an impartial judge and this was linked to the relationship between the superior court judges and the GAL program in that county. Ryan Murrey responded that the state association is a support organization and does not have oversight over the county programs. Local courts provide program supervision.

● Dawn Marie Rubio explained that government-run state CASA programs are being targeted by the National CASA office because they are preferring the 501(c)(3) model. Dawn Marie Rubio then stated that the Snohomish County case was an "easy trigger" for National CASA to utilize against terminating the state association's membership.

● Jim Bamberger then asked for further clarification on how the Snohomish County case and Washington State CASA's loss of accreditation are related. Ryan Murrey responded by stating that the two events were co-occurring. Jill Malat also reiterated the concern that there was no statement regarding responsibility nor concern on behalf of Washington State CASA about the process and outcome of the Snohomish County case.

● Carrie Wayno mentioned how the Commission has discussed Snohomish County before, made changes to their VGAL program, and how perhaps this is a time to re-invite the county and discuss the changes they made and the lessons they learned.

● Justice Madsen then questioned that if every county is responsible for their own programs, then who is overseeing these programs? Are there aspects of the system that need to be changed so that another case like Snohomish County does not occur again?

o In response, the Family and Juvenile Law Committee of the Superior Court Judges Association was brought up and how it has representatives from all across the state while being actively involved with judges and commissioners who do dependency work. This group meets every month and invited Justice Madsen to attend these meetings so that she can share these concerns.

Deleted: CASA

Deleted: may wish ¶
to continue being members of Washington State CASA with the idea of putting together a ¶
new board for Washington State CASA.

Deleted: one of these

Deleted: s

Deleted: and discovered several ¶
tribal and county CASA programs in Washington. These programs were renewed ¶
at the beginning of 2019

Deleted: and did

Deleted: ¶

Deleted: high

Deleted: he

Deleted: ¶

Deleted: and instead, it is up to county

Deleted: for

Deleted: Washington State CASA

Deleted: y

Deleted: "

Deleted: "

Deleted: ¶

Deleted: ¶

Deleted:

Deleted: ¶

o Judge Leanderson stated how she feels confident in Pierce County's system regarding the GALs, VGALs, and CASAs she has worked with.

o Justice Madsen stated how it would be advisable for her to attend the committee meeting. The Commission would also benefit from hearing directly from Snohomish County. Justice Madsen will ask Judge Weiss from Snohomish County to attend a Commission meeting in the future.

o To also address Justice Madsen's concern, Jim Bamberger related his belief that there is a

structural issue in terms of the court system and its responsibility over CASA

programs. He suggests that a dialogue needs to occur with the Family Juvenile

Committee to establish best practices on how courts can better operate with the CASA programs.

Deleted: stated

Deleted: we build

AGENDA ITEM #4 – CASA Changes Discussion



Washington CASA Association

Commission on Children in
Foster Care

May 4, 2020



CASA

Court Appointed Special Advocates
FOR CHILDREN

WASHINGTON CASA ASSOCIATION



Overview

WHO WE ARE

ROLE OF A STATE ORGANIZATION &
BECOMING HIGHLY EFFECTIVE

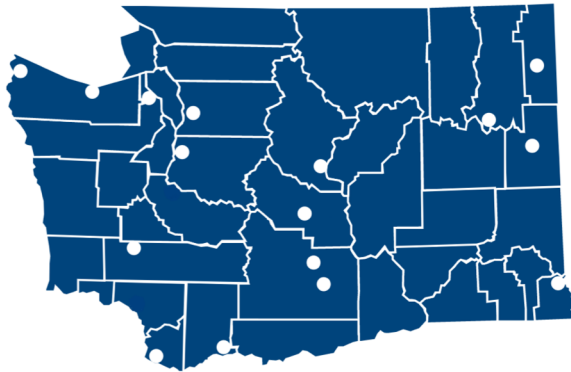
THE PLAN: 30-60-90 DAYS

FOCUS ON SERVICE

MOVING FORWARD



WASHINGTON CASA ASSOCIATION



WHO WE ARE

Mission

We support and promote court appointed volunteer advocacy so every child who has experienced abuse and neglect can be safe, have a permanent home and the opportunity to thrive.

Vision- A world where every child who has experienced abuse or neglect is given the opportunity to thrive in a safe and loving home.

- 16 programs in 15 counties across the state, publicly administered & nonprofit.
- We belong to a network of 950 programs in 49 states, with 93,000 volunteers serving 271,000 children.
- We raise awareness of the CASA/GAL movement in WA.
- We support local programs with resources, technical assistance.

3

Role of Washington CASA Association

Promote Awareness of WA CASA Association and the Children Who Have Experienced Abuse and Neglect

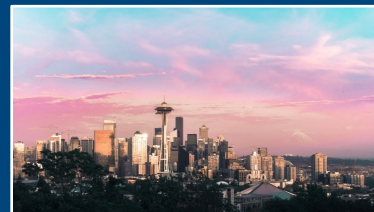
- Work with child welfare organizations to give voice to local programs
- Work with stakeholders in advancing our mission
- Collect, manage, and compile data to inform planning and reporting

Support Local Programs

- Meet with local programs and determine support needed to meet state requirements and National CASA/GAL standards
- Provide technical assistance, help build capacity to *serve more children*.
- Provide networking opportunities
- Deliver training and resources, and promote diversity, equity, & inclusion
- Develop funding resources

Work in Partnership with the National CASA/GAL Network

- Work actively and collaboratively with the National CASA/GAL network to achieve our collective mission
- Promote expansion of CASA/GAL programs & engage judges & communities in development of programs





Becoming a Highly Effective State CASA Organization

Mission & Values

- Ensures integrity of Core Model
- Models integrity, *transparency, inclusion, trust, respect, learning & improvement*

Leadership

- Leads in partnership with governing body
- Develops governing body
- Reflects *diversity & is equitable & inclusive*

Funding, Legislation, & Presence

Partners with National CASA/GAL:

- Impact federal legislation and appropriations
- Secures diverse financial resources

Governance

- Oversight, leadership, resource development, & support
- Effective, engaged & understand their role
- Committed to the mission
- Reflects the goals of DEI Plan

Staff

- Highly qualified, skilled & experienced
- Operates with trust, accountability, commitment
- Effective in *building relationships*

Service

- Meet local & state needs
- Develop strategic plan
- Continuously improve services & leadership
- Educates public, collects & reports data, ensures delivery of training

5



The Plan: 30-60-90 Days





30 Days	60 Days	90 Days
Mission & Values ✓ Written mission state formally adopted Leadership ✓ Board meeting schedule established & minutes reflect decisions made ✓ Bylaws, registered with State, applied for 501(c)3. ✓ Board meeting packet ✓ ED attends board meetings and meets regularly w/Board President. ✓ Job Description for State Director ✓ Non-discrimination policy Funding, Legislation and Presence ✓ Written budget reviewed & approved by Board Governance ✓ Whistleblower Policy ✓ Conflict of Interest Policy ✓ Bylaws ✓ Articles of Incorporation ✓ Board meeting minutes ✓ Social Media Policy ✓ Confidentiality Policy ✓ Nondiscrimination Hiring Policy- board and staff need to sign	Mission & Values ✓ Draft values Leadership ✓ Create a reporting assessment tool tied to outcomes- ED Report ✓ Draft Board Development (Recruiting Plan) ✓ Draft and adopt DEI Statement ✓ Engaging with local CASA/CAL network to maximize DEI on board. -Staff & Board read and sign Anti-Discrimination Policy Funding, Legislation & Presence -Draft plan for cultivating relationships: state agencies, legislators, judiciary. ✓ Draft Budget Variance Policy-FM -Develop Chart of Accounts ✓ Separation of duties and internal control policies established. -Launch Branding Grant & deliverables Governance ✓ BM Job description ✓ BM Recruitment Plan ✓ BM Agreement Plan ✓ Draft DEI Statement -Draft Procurement Policy -Draft Background & Screening Policy -Draft Crisis Management & Communications Plan -Draft Gift Acceptance Policy ✓ Draft Written Records Retention-FM ✓ Draft Debarment of Funding Policy-FM -Draft Travel Policy	Mission & Values Leadership -Establish Governance Committee & drafts Performance Evaluation, Onboarding Process & Orientation -Draft & adopt Diversity Plan -Provide virtual learning opportunities for board development/governance. -Work with reps from legal and social services communities to understand, and later help address, the need for systemic changes that address DEI and disparate outcomes. Funding, Legislation & Presence -Draft Resource Development Protocol and Plan, Fundraising Plan, Financial Sustainability Plan -Purchase Liability and D&O insurance once 501(c)3 status confirmed. -Resume search for shared office space Governance -Draft State Director Performance Evaluation & defined performance evaluation process -Resource Development Plan -Financial Stability Plan -Logic Model detailing current state of org -Establish Finance Committee -Draft State Director Succession Plan -Fundraising Plan & Written Controls for processing contributions -Draft Diversity & Inclusion Plan

30 Days	60 Days	90 Days
Staff ✓ Written job description ✓ Implement criminal background check ✓ Create and adopt Employee Handbook Service ✓ Orientation about local programs	Governance Draft Working Remotely Policy -Draft Board List-contact of current members with affiliations -Background Check documentation and process in place Staff -Develop Diversity & Inclusion Plan -Hiring Plan & Process - Recruitment and Selection Policy for Employees -Set up Administration of Health Reimbursement Allowance for future employee(s) Service ✓ Introduction of current programs, their history and membership status; resume membership renewal. ✓ Offer tech assistance/resources ✓ Initiate communication with local program directors	Staff -Develop Diversity & Inclusion Plan -Hiring Plan & Process - Recruitment and Selection Policy for Employees -Set up Administration of Health Reimbursement Allowance for future employee(s) Service -Draft Growth Plan -Written documentation of feedback at updates from local programs collected and analyzed. -Begin to work with court and judiciary to educate and ensure compliance with Core Model. Document meetings. -Complete Pre-Service Training

Policies Plans & Processes

Service-has the capacity to effectively & efficiently meet local network needs & state service needs.





The Website










9



Technical Assistance & Resources

COVID-19 Resources

- Bi-weekly Check Ins in addition to monthly Programs Meeting
- Resource Guide
- Guidance for Volunteers Safely Staying in Touch with Children
- Telecommuting Agreement
- Sample Messaging for COVID-19 to Volunteers, staff
- Notice of Illness
- Getting CASA/GAL Network input on Emergency Order on Dependency & Termination Cases

Grants & Opportunities

National CASA/GAL

Mentoring Grant

- \$50,000-\$150,000 to expand CASA volunteers to more children.

Professional Development

Emergency Funding

- As a result of COVID-19

Technology Grants

- For virtual training

Akerman Scholarship

- Youth in foster care attending college, \$2,500 scholarship with potential to renew for 4 years, \$10,000

Technical Assistance

- VOCA Grant-assistance with project design and grant reviewing.

Webinars

- Advocating for Indian Children-ICWA
- Substance Abuse-Family-Centered Approach to Understanding Impact (3 part series)
- Training of Facilitators Modified Virtual Flex
- Guided Learning Pre-Service- Virtual Modality
- Pre-Service Modified Virtual Flex
- Impacts & Benefits of COVID-19 Legislation (including support in applying for Paycheck Protection Program)
- Tips for Working Remotely & Safely
- **How to be Resilient in a Pandemic & Beyond**
- **Managing Secondary Trauma, Burnout & Fatigue**
- Financial Support Opportunities During COVID-19.

10



April-Child Abuse Prevention Month & #EyesOnKids COVID-19 Campaign

April is Child Abuse Prevention Month.

JOIN US IN SUPPORTING CHILDREN WHO HAVE EXPERIENCED ABUSE OR NEGLECT.



In 2018, there were **687,000 children in foster care** due to abuse or neglect.



Most children removed from their families for maltreatment have suffered from neglect.



Parental drug abuse was involved in **more than one-third of cases** of children being removed from families for maltreatment.



Out of all children, **babies are at the highest risk** of being maltreated.



Nearly **20 percent** of children in foster care are **age 15 or older**.



For children to thrive despite abuse or neglect, **resilience is key**. The most common factor in developing resilience is having a **stable relationship with a supportive adult**.



#EyesOnKids – COVID-19 Campaign

Home • Funding a CASACAL Program • Fundraising Resources • Child Abuse Prevention Month • Eyes On Kids - COVID-19



Press Release

WORD DOC >



Media Guidance

PDF >



Social Media Sample Posts

#EyesOnKids
PDF >



Resources

WORD DOC >

Moving Forward





Next Steps

Building Relationships

- State agencies, state legislators, judiciary, external and internal stakeholders.
- We are committed to our mission and invite and welcome collaboration on how to serve more children through the best interest advocacy Core Model.

Funding, Legislation & Presence

- Public Policy Agenda for 2021 State Legislature
- Resource Development Protocol & Plan
- Fundraising Plan
- Financial Stability Plan

Leadership


- Diversity Plan

And Always . . .

Continuous Learning & Improvement to better serve children and families of Washington State.



Questions?



CASA
Court Appointed Special Advocates
FOR CHILDREN
WASHINGTON CASA ASSOCIATION



Thank You



**AGENDA ITEM #5 – Youth CCFC Member
Discussion**



Washington State Supreme Court Commission on Children in Foster Care

Position: Commission on Children in Foster Care Youth Reunification Representative
Washington State Supreme Court Commission on Children in Foster Care (CCFC)
http://www.courts.wa.gov/committee/?fa=committee.home&committee_ID=50

The Washington Supreme Court established the Commission on Children in Foster Care with the goal of improving how courts and child welfare agencies work together for the safety and well-being of children in foster care and improving the quality of children's lives once they enter the child welfare system. The mission of CCFC is to provide all children in foster care with safe, permanent families in which their physical, emotional, intellectual, and social needs are met. CCFC was founded on the belief that all children need safe, permanent families that love, nurture, protect, and guide them.

Commission members monitor the effectiveness of current policies and programs in the foster care system and the courts; recommend change in policies, laws and court rules; and report their findings to lawmakers and the public, with the goal of increasing awareness of child welfare trends and issues to inform future improvements by other agencies.

Potential for Learning and Collaboration:

As a Commission member working along-side other decision-makers and stakeholders, the Youth Reunification Representative is a youth or young adult who has reunified with their family of origin after time in foster care. They will learn about and contribute to Washington's child welfare policy and practice. The Commission employs its meetings and the diverse perspectives of its members to share issues unique to each of their representative roles in the child welfare system. It acts as a sounding board and a place to share the administrative and legislative agendas of represented stakeholders. Specifically for Youth Representatives, the Commission provides the opportunity to develop leadership and public speaking skills, while improving Washington's child welfare system.

Duties and Responsibilities:

- **Meeting Attendance:** Commission members are expected to attend all Commission meetings.
 - The upcoming meeting dates are as follows:
 - May 4th – 1:00pm – 4:00pm
 - July 30th – Youth and Alumni Leadership Summit
 - September 21st – 1:00pm – 4:00pm
 - December 7th – 1:00pm – 4:00pm
 - Future dates will be determined at the end of the year. Meetings are typically one Monday every three months at the Temple of Justice in Olympia and last from 1:00pm-4:00pm. At this time, the Commission is scheduled for four quarterly

meetings, plus the Youth and Alumni Leadership Summit. The Summit time and place vary every year.

- Due to COVID-19, some meetings may be conducted remotely rather than in person.
- **Active Participation:** Each Commission member should be an active participant in meetings. It is hoped that the individual will use their own expertise and personal knowledge of the child welfare system to inform the group's discussion and review of policies and any decision-making processes.
- **Willingness to Serve on Workgroups:** The Commission may create workgroups as the need arises, which the youth representative is encouraged and welcome to serve on.
- **Support for Participation:** The following support is available for the youth representative.
 - Stipend for participation and time spent preparing for meetings
 - Assistance with transportation to and from meetings
 - Lunch on the day of the meeting if needed
 - Support reviewing materials and preparing for the meetings in advance
 - Support debriefing the meeting and following up on items after the meeting

Qualifications:

The applicant must be a youth or young adult age 16 – 26 who has experienced foster care, and been reunified with their family. Their experience of foster care could include foster care, extended foster care, kinship care, group care, residential treatment, or any combination of these types of care outside of their home.

- It is preferred that the applicant live in or around the Seattle, Tacoma, or Olympia areas to facilitate meeting attendance, but this is not required if they can commit to attending all of the meetings. Transportation support will be provided. Applicants should keep in mind that they will need to plan for travel time in addition to the actual meeting time of 1:00pm – 4:00pm.
- The most successful applicants will be able to demonstrate their leadership skills, and express a genuine passion for improving Washington's child welfare system.

Application Materials:

Please submit a resume and statement of interest that describes why you are interested in the position, what you hope to get out of serving on the Commission, and why you believe you are a good fit for this position. If you have a resume, please include that as well. If you do not have a resume, we can schedule a brief phone call to talk about your qualifications.

Please submit materials to The Mockingbird Society at lauren@mockingbirdsociety.org. **The application deadline is May 15th.** The Commission hopes to make a selection by May 31st. The position will remain open until filled.

Decisions about who will fill this role will be made by the co-chairs of the Commission: Justice Barbara Madsen and Jody Becker from the Department of Children, Youth and Families. The Mockingbird Society is assisting in collecting application materials for the Commission. If you have any questions please email Lauren Frederick at the email address above, or call (206) 356-7866.