

# **NATIONAL RESOURCE CENTER FOR CHILD PROTECTIVE SERVICES**

## **Technical Assistance Site Report**



Prepared for Alabama Department of Human Resources  
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August 10-12, 2005

## Technical Assistance Request

Alabama Division of Family Services requested technical assistance for the following:

- Consultation and planning with the Alabama DHR management concerned with the implementation of ongoing CPS safety management and integration of safety concerns into treatment plans.
- Capacity building with Alabama DHR internal regional consultants to prepare them to more effectively support the implementation of ongoing CPS safety management and integration of safety into treatment plans.
- Program improvement concerned with safety management and increasing the competency associated with ongoing CPS safety management.

## Site Visit

The purpose of the three day meeting was intended to gain uniformity and consistency with the State Consultants, State Quality Assurance, and State office of Child Welfare Training related to safety intervention approaches in Ongoing. This capacity building meeting addressed implementation barriers, and training strategies they would encounter with their assigned county staff to continue to build capacity statewide and maintain consistent state policy objectives. Special focus was given to encouraging feedback that participants had related to what ideas, suggestions, or barriers that they believed that the State Management would need to consider. The meeting was held in Birmingham, Alabama, and was attended by over 40 of the staff in these program areas.

The meeting agenda included:

- Introductions and participants personal view of current state of CPS safety intervention in Alabama.
- Critical analysis of the Ongoing Safety Intervention curriculum, which includes these highlighted areas:
  - Concepts as the basis to determine who CPS serves.
  - Safety management at case transfer- Continuing to assess safety threats and immediate evaluation of the sufficiency of safety plans.
  - Conditions for return.
  - ASFA requirements of integration of safety issues into the ISP and the measurement of client progress concerned with the reasons why children are in care (safety).
  - Reunification.
- In each highlighted area, the content of the material was presented and then discussed in the large group with respect to any implications related to practice in the field.

Approximately 700 line staff, supervisors, and consultants have been trained on the Ongoing CPS Safety management training. Consultants have had positive feedback both from the training and the content of the material. Consultants felt that this approach was the most useful and helpful for line staff to assimilate into daily practice with families. It gives workers better clarity and direction for developing a path of the most appropriate methods and levels of intervention. Consultants felt the most pressing need now is a supportive plan from State management that includes:

- Formal policy
- Assurance the CAN staff are trained with the material
- A plan to continue to follow up with exposure of the material after the 25 sessions have ended to staff that were not trained and new staff
- Work with all community stakeholders (Courts, Schools, County Directors, etc.)

## Next Steps

- NRCCPS will plan a two to three day meeting (time allocated as the need requires) with State management, to facilitate a review of the ongoing safety intervention standards and training that has been occurring over the last year. Special focus will involve decision making around what the implications are for Management, Policy, Training, and Quality Assurance. Including input from the consultants meeting.
- NRCCPS will meet with all functions of the State Management team, on September 28-30, 2005. Objective is to meet with all program areas to integrate Ongoing Safety Intervention and commit to a unified approach that is consistent statewide.