

NATIONAL RESOURCE CENTER FOR CHILD PROTECTIVE SERVICES

Technical Assistance Site Report



Prepared for Alabama Department of Human Resources
By Clint Holder, NRCCPS
September 28-30, 2005

Technical Assistance Request

- 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 this site visit was to evaluate the ongoing safety intervention training that was conducted over the past year. State management, from all program areas, examined each session to determine statewide implementation feasibility with respect to adopting a seamless model of safety intervention. The three day meeting was held in Montgomery, Alabama, on September 28-30, 2005. The meeting included a representation of all the State DHR management, some of which included CPS management Margaret Bonham, Reba Cantrell, Shirley Scanlan, as well as representation from Quality Assurance, Policy, Office of Child Welfare Training, Program Supervisors of State Consultants, Wayne Holder (NRCCPS), and Clint Holder (NRCCPS).

The meeting agenda included:

- Introductions and brief overview of all the components of a comprehensive safety intervention system.
- Critical analysis of ongoing safety intervention curriculum, which includes 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.
- Decisions about what the next steps are.

Decisions to Be Made

It was decided that all program areas need to give some consideration as to how the conceptual base of a safety intervention system can be supported from their area to create a seamless model of approach to working with Alabama families. A determination needs to be made about how the information either conflicts with or compliments to what is currently being done. Need to have absolute clarity about what is, or should be acceptable quality of practice for what things DHR is required to do versus areas that are

not in the CPS realm of responsibility. Consensus among participants that another management meeting needed to occur to pull all of the issues together after trying to get feedback from the staff who attempted implementing material- a status check.

Next Steps and Potential NRCCPS Involvement for Next Year

- Need to develop a strategic implementation plan that involves all areas of the safety intervention system.
- Include other community partners outside of DHR.
- Establish a leadership group that is focused and devoted to implementation of a safety intervention system, which includes a substantial percentage of membership of County Directors.
- Facilitate the management planning for building the safety intervention system and integrating it into the current system.
- Review the integration of the content in the current core training program (ACT).
- Develop a study using focus groups with supervisors who have had the training and have been using the material with staff. Draw conclusions from their experiences.
- Education for Judges and other legal disciplines.
- Select a Pilot county for full implementation with total support.
- Coordinate and collaborate with NRC Organizational Improvement.
- Capacity building with Supervisors- as experts in safety intervention and how the model affects their supervision (there are approx. 300 supervisors statewide).