

NATIONAL RESOURCE CENTER FOR CHILD PROTECTIVE SERVICES

Technical Assistance Site Report



Prepared for Alabama Department of Human Resources
By Clint Holder, NRCCPS
July 13, 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 where work efforts were and consider adjustment of how the state management can support the work that has been in progress, including barriers and challenges of implementation. In particular an interest included considering feedback from staff related to training material, consistency with policy and procedure, and congruency with State legal counsel. The meeting was held in Montgomery, Alabama, at the State office on July 13. 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 State Legal, 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 participants personal view of current state of CPS safety intervention in Alabama
- Safety intervention concepts as the basis to determine who CPS serves
- Safety plans appropriate use and the need for court involvement and oversight
- Support for Safety Intervention from Policy and other Sources (QA, Legal/Courts, Consultants, County Directors, State Program Staff, and the Community)
- Decisions about what the next steps are

It was decided that there needs to be some consideration about the need to broaden the support for safety intervention to the counties from the state level. This includes all areas from management to state consultants. There is very little Ongoing policy and procedure, and virtually no policy to support the training that has been occurring throughout the State for the last year. Nearly 700 staff has been trained in Ongoing Safety Management and there appears to be inconsistencies in the communication and support surrounding the intention of the material. The most pressing need now is both making an attempt to achieve better communication by making sure that there is one clear and concise message from all State management and staff, and providing a foundation for capacity building for Ongoing Safety Intervention after the trainings conclude. A logic model and work plan have been established. NRC will provide TA to State consultants and management to continue efforts to establish and support a uniformed state safety intervention system.

Next Steps

- NRCCPS will plan a three day meeting for State Consultants and State office of Child Welfare Training related to safety intervention approaches in Ongoing. Special focus will be given to implementation, barriers, and training of their assigned county staff to continue to build capacity and maintain consistent state policy objectives.
- NRCCPS will meet with State Consultants and State Office of Child Welfare Training to cover State and Federal Ongoing Safety Intervention requirements on August 10-12, 2005.
- 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, Quality Assurance.
- 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.