

State of Alaska FY2008 Governor's Operating Budget

Department of Health and Social Services Children's Services Training Component Budget Summary

Component: Children's Services Training

Contribution to Department's Mission

The Office of Children's Services Training component provides education and training to OCS social workers, social services associates, licensing workers, supervisors, and managers. Training is designed to enhance workers' ability to recognize abuse and neglect, prevent abuse and neglect from occurring, increase their skills in working with children and their families, and strengthen workers' ability to assess when it is necessary to retain custody of a child.

Core Services

The Office of Children's Services and the University of Alaska partner to provide the three primary programs of this component: the Children's Services Training Academy, the "return to school" program, and the student recruitment program. The Children's Services Training Academy provides a two-week intensive Training and Orientation of New Employees (TONE) within the first month of hire. The office also provides at least four days of advanced training for journey-level workers, and advanced specialized training for experienced staff.

The Children's Services Training Academy staff track the training of OCS social workers and develop curriculum, materials, and technology to deliver current information for OCS social work staff. They also coordinate and facilitate presentation of training by other experts in the field of child welfare. The University practicum instructors are funded under a Reimbursable Services Agreement with OCS. They are available on site for the students during their practicum work experience.

The "return to school" program gives OCS staff the opportunity to complete either a Bachelor of Social Work (BSW) or Master of Social Work (MSW) at the University of Alaska, Anchorage (UAA) or Fairbanks (UAF) while on educational leave. The staff member is obligated to return to OCS as an employee for no less than 12 months upon completion of the degree.

The student recruitment program supports individuals who are completing their BSW degree program at UAA or UAF. These individuals are placed in the Anchorage or Fairbanks OCS offices in special units with a practicum instructor. In an effort to attract new workers to rural areas of the state, the program continues to include an enhanced stipend for any student who will agree to fulfill their work commitment with OCS anywhere in the state.

FY2008 Resources Allocated to Achieve Results

FY2008 Component Budget: \$1,397,800	Personnel:	
	Full time	0
	Part time	0
	Total	0

Key Component Challenges

Training for Front Line Workers – FY 2006, all front line workers, supervisors and managers within the child protective services program participated in safety assessment training and began implementation of this change in business practice. Training focused on the ability to complete more thorough initial assessments of families in an effort to identify the risk and safety of children and prevent removal of children from their homes whenever safely possible. Emphasis was placed on working with families in a more cooperative way and better partnerships with our community stakeholders. This training was made available through one-time funding targeted at enhanced training for front line workers. OCS must maintain the momentum made possible by this funding and continue to work with the University to direct curriculum that will teach and promote this practice.

OCS will increase on-going training and staff development for existing front-line and management staff and to provide TONE (Training and Orientation for New Employees) classes through the Office of Children's Services Training Academy for new social workers. A workgroup comprised of OCS, UAA and tribal partners are working to substantially revise the TONE so that the emphasis is on skill development and knowledge enhancement, with special emphasis on disproportionality and the safety assessment practice change.

A new course will be added to the delivery that focuses exclusively on safety assessment and furthering worker understanding and skill development with the safety assessment practice.

The training academy will have completed an extensive review of child welfare training systems in order to assure that Alaska is providing state-of-the-art training for its child protection system. This review is the first that has been conducted in the eight-year history of this partnership, and results will be utilized to change the current system of training.

A major recruitment strategy will be completed that addresses the gap in outreach to new workers and provides activities that can be implemented locally.

OCS will complete the rollout of the Resource Family Assessment (RFA) to improve the assessment of potential foster and adoptive parents.

The process for licensing foster and adoptive homes will be enhanced to provide better matches of foster parents to the children needing placement and adoptive parents to the children needing permanency.

Significant Changes in Results to be Delivered in FY2008

The OCS has requested a fund source change of (\$223.6) in federal funds to \$223.6 in general funds as a result of the Federal Deficit Reduction Act of 2005 reversal of *Rosales v. Thompson*. This decision negates Ninth Circuit states' ability to claim Title IV-E federal dollars for services provided to eligible children placed in unlicensed relative homes and for children whose eligibility was determined using the home of a relative with whom the child resided within six months of the determination.

Children's Services has undergone a major new initiative in 2006, and in order to continue to implement practice changes on the front line, on-going training will be needed to maximize gains. In addition, training has been directly linked to worker retention. Without this funding, OCS will not be able to adequately train its frontline workers and will not meet targeted outcomes related to children's safety.

Major Component Accomplishments in 2006

Trained New Safety Assessment: With one-time funding, all child protective services workers, supervisors and managers were trained on the safety assessment and planning practice by June 30, 2006. This training has now been worked into the University training contract to continue on-going skill building and education of community partners. This system practice change has provided a framework to more effectively work with families to assess the safety of children. Initial implementation planning began in 2006 focusing on program leadership and management, staff development and supervision, quality assurance, and policy and procedure development.

The Children's Services Training Center delivered 78 courses providing training for 436 participants. Division staff attended training on a variety of topics that included "Advanced Intensive Sexual Abuse Interviewing Skills", "Core Separation, Placement and Reunification", "Structured Decision Making", "Indian Child Welfare Act (ICWA)", "Advanced Specialized Foster Care & Adoption", "Legal Issues in Child Welfare", "Understanding Adolescents", "Specialized Case Planning", "Adult Psychopathology", "Key Issues in Employee Relations Law", "Substance Abuse Treatment", "Ethical Child Welfare Practice", "Issues in Permanency Planning & ICWA", and "Coaching Skills for Supervisors". Training also included community partners such as tribal/Indian Child Welfare Act workers, law enforcement personnel, and university students.

Offered Social Work Degree Programs at UAA or UAF: OCS and the University of Alaska partnered to give OCS staff the opportunity to complete either a Bachelor of Social Work or Master of Social Work at UAA or UAF while on educational leave.

Potential OCS child protective services workers were provided practicum experiences through UAA and UAF field offices. This resulted in the hiring of eight new workers who participated in the University program. The workers are employed in the Fairbanks and Anchorage offices.

The Foster Parent Training Center: The Foster Parent Training Center and foster parents met with new workers to explain their roles in assisting children in OCS custody.

Statutory and Regulatory Authority

Social Security Act, Title IV-E, Title IV-B
AS 47.05.010 Duties of Department
AS 47.14.100 Powers and duties of Department over care of children
AS 18.05.010-070 Administration of Public Health and Related Laws

Contact Information
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Children's Services Training Component Financial Summary

All dollars shown in thousands

	FY2006 Actuals	FY2007 Management Plan	FY2008 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	13.0	18.0	18.0
72000 Travel	248.1	135.8	135.8
73000 Services	1,115.1	1,244.0	1,244.0
74000 Commodities	0.0	0.0	0.0
75000 Capital Outlay	0.0	0.0	0.0
77000 Grants, Benefits	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	1,376.2	1,397.8	1,397.8
Funding Sources:			
1002 Federal Receipts	555.1	978.7	755.1
1003 General Fund Match	616.3	419.1	419.1
1004 General Fund Receipts	204.8	0.0	223.6
Funding Totals	1,376.2	1,397.8	1,397.8

Estimated Revenue Collections

Description	Master Revenue Account	FY2006 Actuals	FY2007 Management Plan	FY2008 Governor
Unrestricted Revenues				
General Fund Match	68510	0.0	419.1	0.0
Unrestricted Total		0.0	419.1	0.0
Restricted Revenues				
Federal Receipts	51010	555.1	978.7	755.1
Restricted Total		555.1	978.7	755.1
Total Estimated Revenues		555.1	1,397.8	755.1

**Summary of Component Budget Changes
From FY2007 Management Plan to FY2008 Governor**

All dollars shown in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2007 Management Plan	419.1	978.7	0.0	1,397.8
Adjustments which will continue current level of service:				
-Implement Federal Deficit Reduction Act	223.6	-223.6	0.0	0.0
FY2008 Governor	642.7	755.1	0.0	1,397.8