

Informational Packet Contents

- 1) Informational Presentation
- 2) Data chart showing percent of required immediate response referrals receiving a timely response, January 2011 to June 2015.
- 3) Data chart showing percent of required 10-Day Response referrals receiving a timely response, January 2011 to June 2015.
- 4) 2 page attendance list from Stakeholder's Meeting for County Self-Assessment regarding child welfare services on June 1, 2015.
- 5) Minutes from August 26, 2015 Stakeholder's Discussion and meeting sign in sheet.
- 6) Letter from Bryan Lowery to community partner agencies dated September 22, 2015.
- 7) Letter from Ukiah Police Department Chief/Mendocino County Youth Project Board of Directors Chair Chris Dewey dated August 6, 2015 regarding Levine House.
- 8) Letter to Jena Conner from the California Department of Social Services dated August 18, 2015 regarding request for exemption of staff regulatory educational and experience requirements.

Mendocino County Family & Children's Services

Informational Packet to the Board of Supervisors

November 17, 2015

Our Purpose Today

To share a brief snapshot of the highly complex, stressful, demanding, difficult but very rewarding work done by the staff at Family & Children's Services.

The Mission of Family & Children's Services

- To promote safety and protection of children
- Support and empower families
- Return a child to a safe home, or when that is not possible, provide the best alternative permanent plan (adoption, tribal customary adoption, legal guardianship or permanent placement with a relative)

What does FCS do? Just to name a FEW things...

- Receive referrals regarding child abuse and neglect 24/7, 365 days a year
- **Respond to referrals immediately or within 10 days**
- Assess child safety and well being
- Determine level of case intervention, if any
- Conduct family finding for foster youth
- Collaborate with tribes on mutual referrals and cases
- Case planning
- **Court document preparation**
- Case management for all family maintenance, family reunification, permanent placement and supportive transition cases
- Connect clients to services/community providers
- Maintain contact with service/community providers to monitor client progress
- Provide Family Dependency Drug Court services to eligible clients
- Provide independent living skills education to older foster youth and non-minor dependents for FCS and Probation youth
- Provide parenting support groups for FCS clients
- Provide parenting education for the public



- Find placements for all foster children, including permanent homes for children unable to return to a parent
- Monitor the health and education of all foster children
- **Make monthly in-person contacts with children/youth/non minor dependents in their placement/residence**
- Provide Wraparound services for eligible FCS and Probation youth
- Step-parent adoption assessments for Family Court
- Non-related legal guardianship assessments for Probate Court
- Collaborate with community partners to provide needed and innovative services for children, youth and families.

The life of a social worker...



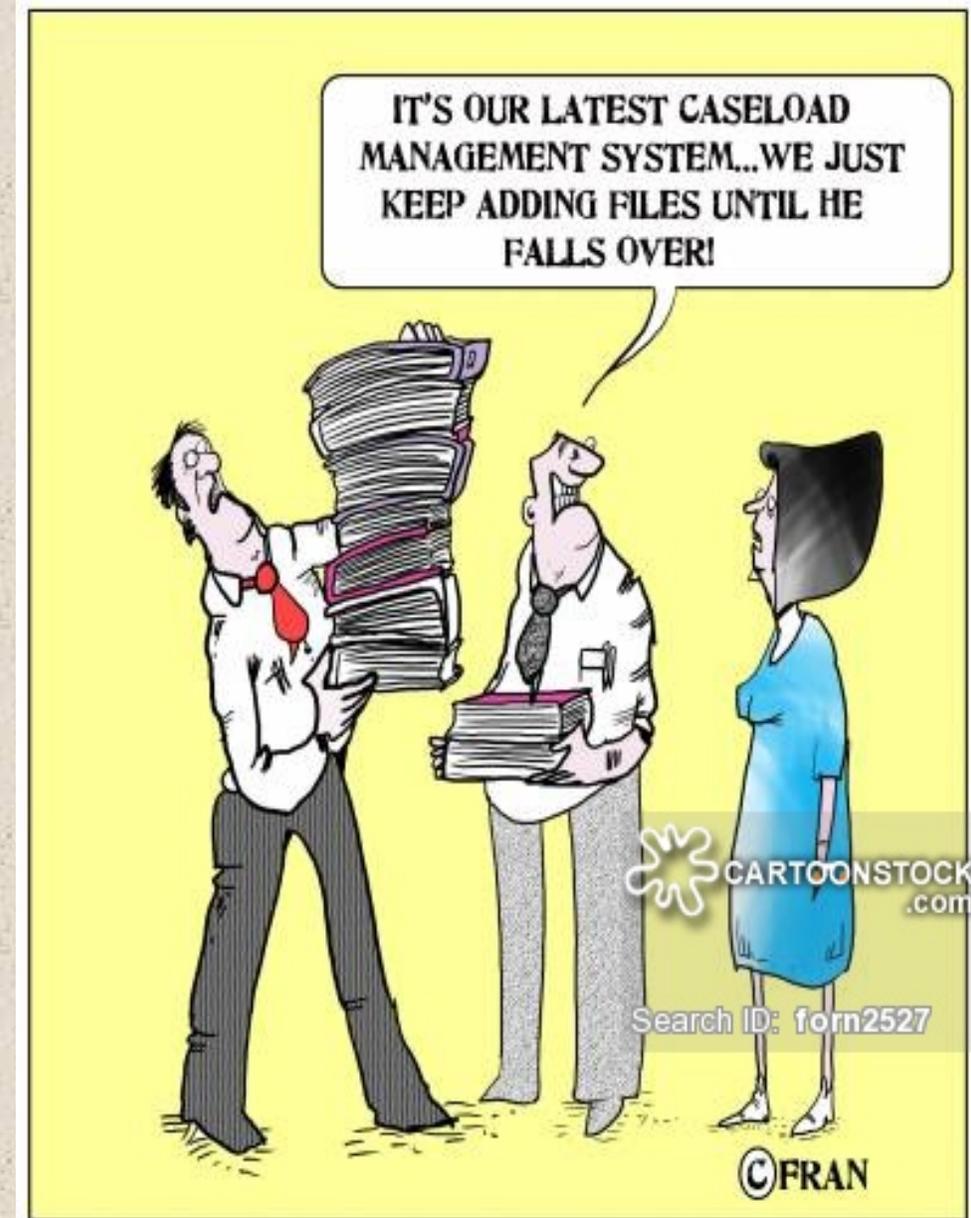
Case Files, Forms, and Reports Galore--

Field Work, Interviews, Phone Calls, and More.

Never Quit Once You Start

And Always Work Direct From the HEART!

Sometimes it feels like...



It All Starts With....

Safety and Protection of Children

California Penal Code Section 11165 and following defines child abuse and neglect for individuals under the age of 18 as:

- Physical abuse
- Sexual abuse
- Willful cruelty or unjustified punishment
- Serious emotional damage
- Unlawful corporal punishment or injury
- General neglect
- Severe neglect

Mendocino County: 60+% of referrals and substantiations are general neglect

6 Month Snapshot of FCS

Referrals Received	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
Immediate	30	27	20	32	18	23
10 Day	88	116	104	92	108	118
Eval Out	45	59	60	51	46	69
Not Determined	78	65	25	13	12	41
Totals	241	267	209	188	184	251
Open Cases	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
Family Maintenance	78	72	85	83	89	92
Family Reunification	112	112	113	111	109	113
Permanency Placement	110	108	111	117	128	129
Supportive Transition	43	48	47	42	37	39
Totals	343	340	356	353	363	373
Detentions	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
Fort Bragg	4	2	0	1	5	1
Ukiah	0	7	8	8	6	8
Willits	6	4	3	11	5	3
Totals	10	13	11	20	16	12
Petitions	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
Fort Bragg	4	1	0	1	4	1
Ukiah	4	7	6	3	4	6
Willits	5	2	2	9	5	3
Totals	13	10	8	13	13	10
Court Documents Filed	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
Petition/Juris/Dispo	27	20	26	42	23	36
Reviews & 26	28	32	52	36	31	33
Misc	49	48	62	82	42	85
Totals	104	100	140	160	96	154

Just a Few Responsibilities of Emergency Response Social Workers...

- See/interview all children and ensure immediate safety
- Interview parents
- Interview other collaterals/witnesses as needed
- Gather and review additional information (prior child welfare history/records, police reports, medical reports, mental health information, drug tests, etc.)
- Collaborate with Tribal/ICWA representative as applicable
- Complete Structured Decision Making (SDM) safety assessment tool within 2 work days of the 1st contact
- Complete SDM risk assessment tool within 30 days
- Consult with supervisor
- Type up all narratives from interviews in CWS/CMS computer database
- Develop safety plan with the children, family and their support network if needed
- If child detained, transport to placement and help ease transition
- Ensure foster parents have all necessary information regarding the child

Just a Few Responsibilities of Emergency Response Court Social Workers...

- Prepare petition, jurisdiction report and disposition court reports
- Ensure parents meet with FCS support staff to gather family information to notice relatives to be assessed for placement of or contact with child and to notice tribes to determine child's tribal membership
- Assess relatives/non-related extended family members for placement and/or contact with the child
- Maintain frequent contact with children, parents and foster parents
- Refer parents for supervised visitation
- Collaborate with FCS support staff to conduct absent parent searches
- Maintain contact with child's relatives for visitation or other supports for child/family
- Hold Safety Organized Practice family mapping meetings to collaboratively develop safety plan, safety goal, case plan and support network with family
- Collaborate with Tribal/ICWA representatives as applicable
- Assess parents for reunification services
- Refer parents to services; provide documentation to service providers
- Refer child for mental health screening and if appropriate, services
- Attend child and family team meetings for eligible children/youth
- Respond to requests for information from attorneys
- Arrange for expert witnesses as necessary
- Collaborate with State Adoptions on concurrent planning for child
- Maintain frequent contact with Placement Unit to determine placement for child

ER & ER Court Unit Structures

Pre Fall 2013

- Ukiah:
 - 1 Emergency Response Investigation Unit (only handled investigations)
 - 1 Emergency Response Court Unit (handled all front-end court work for Ukiah and Willits)
- Willits:
 - 2 Emergency Response Social Workers (only handled investigations)
- Fort Bragg:
 - 1 Emergency Response Social Worker with additional SWs providing backup
 - Supervisor handled front-end court work

Fall 2013-October 2015

- Ukiah:
 - 2 Emergency Response/Court Units (social workers handled investigations and court work on their investigations)
- Willits:
 - 2 Emergency Response/Court Social Workers (handled investigations and court work on their investigations)
- Fort Bragg:
 - 1 Emergency Response Social Worker with additional SWs providing backup
 - 1 Emergency Response Court Social Worker (who also handled other court work)

Challenge with both structures- lack of sufficient staff to do the jobs

Future ER & ER Court Unit Structures

- Ukiah:
 - 2 Emergency Response/Court Units; each unit with social workers who handle either hotline screening, investigations, voluntary/formal supervision cases or court work (not mixed caseloads)
- Willits:
 - 3 social workers who handle investigations and 1 - 2 social workers who handle court work (and other case work)
- Fort Bragg:
 - 2 social workers who handle investigations and 1 - 2 social workers who handle court work (and other case work)

Current Fort Bragg Support

Due to staff shortages in Fort Bragg office-

- FCS Willits/Fort Bragg Manager- on-site in Fort Bragg Mondays and Thursdays
- Inland Emergency Response/Court Supervisor- on-site Tuesdays and Wednesdays (spending the night in Fort Bragg); helping cover and supervise referrals and investigations
- Inland Court Liaison Supervisor- on-site Mondays through Wednesdays (spending two nights in Fort Bragg); helping write court reports
- 2 social workers from Ukiah Emergency Response Court Units 1 & 2 have gone to Fort Bragg several days a month to help investigate referrals (after working a 40 hour week in Ukiah!)
- Since September, inland social workers are spending Thursday nights through Sunday afternoons in Fort Bragg covering on-call for the coast (this relieves the two coast social workers who cover Sunday evening through Thursday morning)
- New Social Worker Supervisor for Fort Bragg began on 9/28/15, currently participating in the Training Unit
- New Social Worker III for Fort Bragg began on 10/13/15, currently in the Training Unit

DATA

http://cssr.berkeley.edu/ucb_childwelfare/default.aspx

New Federal Measures

- S1 Maltreatment in foster care
- S2 Recurrence of maltreatment
- P1 Permanency in 12 months for children entering foster care
- P2 Permanency in 12 months for children in foster care 12-23 months
- P3 Permanency in 12 months for children in foster care 24 months or more
- P4 Re-entry to foster care
- P5 Placement stability



State Measures

- 2B Referrals by Time to Investigation
- 2D Referrals by Time to Investigation – Completed Contacts
- 2F By Year Timely monthly caseworker visits (out of home)
- 2F By Month Timely monthly caseworker visits (out of home)
- 2S By Year Timely monthly caseworker visits (in home)
- 2S By Month Timely monthly caseworker visits (in home)
- 4A Siblings [static]
- 4B Least Restrictive (Entries First Placement)
- 4B Least Restrictive (PIT Placement)
- 4E (1&2) ICWA placement preferences—ICWA eligible/American Indian ethnicity
- 5A (1&2) Use of Psychotropic Medications
- 5B (1&2) Timely Health/Dental Exams
- 5F Children Authorized for Psychotropic Medications
- 6B Individualized Education Plan (IEP)
- 8A Exit Outcomes for Youth Aging Out of Foster Care [static]
- Child Population
- Child Maltreatment Allegations/Child Count
- Recurrence of Allegations
- Recurrence of Allegations after Exit
- Case Openings
- Case Service Components
- Case Closures
- Entries to Foster Care
- Point-In-Time/Children in Foster Care
- Exits from Foster Care
- Placement Stability (Entry Cohort)
- Point-In-Time Placement Grids [static]
- Median Length of Stay [static]
- Home/Placement Distances [static]
- Placement Days
- Disparity Indices
- Maps - Zips/Tracts Data



Emergency Response Findings in Grand Jury Report

- F2-“FCS ranks at the bottom for two of the three State measures of job performance for FCS agencies.”
- F5-“The statistical performance of County FCS, when compared to that of the other counties in the State, is an embarrassment to our community and should be an embarrassment to our County government.”
- Page 5 of Grand Jury report- “The more important of these criteria are the immediate responses and the on-time Ten Day Responses...Mendocino County has one of the worst performance records in the state for the first two criteria.”

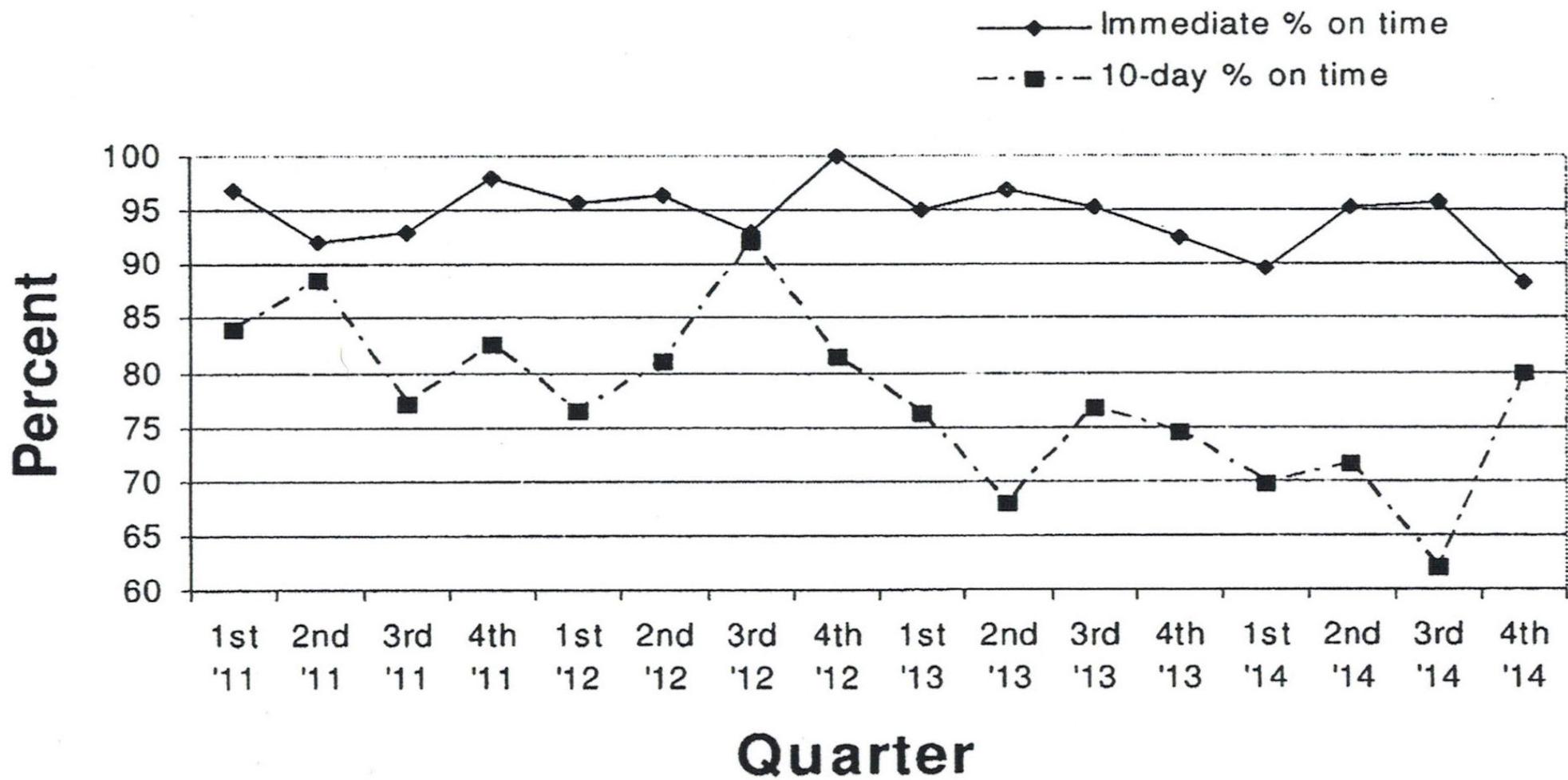


Figure 2 - Mendocino County percentage of on-time 24 hour and 10 day responses

Percent of Required Immediate Response Referrals receiving a Timely Response

Data Source: CWS/CMS 2015 Quarter 2 Extract (January 2011-June 2015)

California Department of Social Services, Child Welfare Data Analysis Bureau, University of California at Berkeley **State Standard 90%**

County	JAN2011-MAR2011		APR2011-JUN2011		JUL2011-SEP2011		OCT2011-DEC2011		JAN2012-MAR2012		APR2012-JUN2012		JUL2012-SEP2012		OCT2012-DEC2012		JAN2013-MAR2013		APR2013-JUN2013		JUL2013-SEP2013		OCT2013-DEC2013		JAN2014-MAR2014		APR2014-JUN2014		JUL2014-SEP2014		OCT2014-DEC2014		JAN2015-MAR2015		APR2015-JUN2015					
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%			
California	98.1	98	98.1	98	98	98	98.4	98	98	98.4	98	98	98.1	98.1	98	98.1	98.3	98.1	98.3	98.1	98.1	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.8			
Alameda	95	97.3	96.5	96.1	97.1	95.9	95	95.5	95.6	94.8	95.9	95.5	95.6	94.8	95.9	95.5	95.6	94.8	95.9	95.5	95.6	94.8	95.9	95.5	95.6	94.8	95.9	95.5	95.6	94.8	95.9	95.5	95.6	94.8	95.9	95.5	95.6	94.8	95.9	
Alpine	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Amador	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Butte	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Calaveras	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Colusa	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Contra Costa	99.6	99	99.4	99.4	99.4	99.4	100	98.1	100	99	99.4	97.9	99.4	100	99	99.4	97.9	99.4	100	99	99.4	97.9	99.4	100	99	99.4	97.9	99.4	100	99	99.4	97.9	99.4	100	99	99.4	97.9	99.4		
Del Norte	91.7	100	93.3	97.7	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
El Dorado	96.7	97.9	97.6	95.3	91.3	91.7	98.6	94.8	92.8	94	93.2	93.8	99	97.6	94.5	100	94	96.2	97.1	95.7	93.3	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7		
Fresno	98.8	98.4	97.8	98	98.4	98.5	97.5	99.1	98.1	99.1	98.3	98.6	99.1	99.4	98.3	98.6	99.1	99.4	98.3	98.6	99.1	99.4	98.3	98.6	99.1	99.4	98.3	98.6	99.1	99.4	98.3	98.6	99.1	99.4	98.3	98.6	99.1	99.4		
Glenn	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Humboldt	100	100	97.9	90	96.5	95.5	97.7	100	98.3	98.1	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Imperial	98.8	100	97.3	100	95.7	94.9	100	95.2	97.2	97	99.2	99.2	100	98.2	99.2	100	98.2	99.2	100	98.2	99.2	100	98.2	99.2	100	98.2	99.2	100	98.2	99.2	100	98.2	99.2	100	98.2	99.2	100	98.2		
Inyo	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Kern	91.9	93.4	95.6	93.7	91.2	94.5	93.9	93.7	94.9	95.4	95.9	96.2	97.1	95.7	93.3	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7		
Kings	100	100	100	98.1	100	98.6	100	99.3	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Lake	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Lassen	100	100	95.5	100	100	95.2	100	94.4	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Los Angeles	99	98.6	99	99.1	99	99.2	98.8	98.6	98.9	98.7	98.8	98.5	98.8	98.4	98.8	98.5	98.8	98.4	98.8	98.5	98.8	98.4	98.8	98.5	98.8	98.4	98.8	98.5	98.8	98.4	98.8	98.5	98.8	98.4	98.8	98.5	98.8	98.4	98.8	
Madera	100	98.8	100	97	99.2	100	99.2	100	99	97.5	98.4	100	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	98.6	
Marin	98.6	98	91.3	92.1	95.8	85.7	98.3	95.1	95.6	95.9	94.1	95.4	100	98.4	97.7	95.8	97.4	95.7	93.3	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7		
Mariposa	93.3	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Mendocino	96.8	92	92.9	98	95.8	96.3	93	100	96.7	96	96.8	96.3	93.2	95.2	97.9	94.1	86.6	89.2	96.8	92	92.9	98	95.8	96.3	93	100	96.7	96	96.8	96.3	93.2	95.2	97.9	94.1	86.6	89.2	96.8	92	92.9	
Merced	97.7	99.1	98.3	98	98.6	98.6	98.3	99	98.2	98.8	98.3	96.6	97.5	99.6	98.1	99.5	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7	98.6	98.7		
Modoc	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Mono	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Monterey	100	100	100	98.1	99.3	99.3	98.4	99.2	100	100	99.3	98.4	99.2	100	100	99.3	98.4	99.2	100	100	99.3	98.4	99.2	100	100	99.3	98.4	99.2	100	100	99.3	98.4	99.2	100	100	99.3	98.4	99.2	100	100
Napa	100	100	100	95.7	100	100	88.9	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Nevada	96	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Orange	99.5	99.3	99.4	99.3	99.7	99.1	98.9	99.5	99.5	99.7	100	99.5	99.4	98.8	99.6	99.1	99.6	99.1	99.6	99.1	99.6	99.1	99.6	99.1	99.6	99.1	99.6	99.1	99.6	99.1	99.6	99.1	99.6	99.1	99.6	99.1	99.6	99.1	99.6	
Placer	99.2	94.9	98.8	96.3	95.8	98.3	99.2	98.2	96.5	95.3	95.8	95.6	94.3	97.7	100	91.2	93.7	98.1	98.2	98.3	98.2	98.3	98.2	98.3	98.2	98.3	98.2	98.3	98.2	98.3	98.2	98.3	98.2	98.3	98.2	98.3	98.2	98.3		
Plumas	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Riverside	99.3	99.8	99.1	99.7	99.2	99.5	99.5	99.6	99.8	99.2	99.4	99.5	99.6	99.4	99.5	99.6	99.4	99.5	99.6	99.4	99.5	99.6	99.4	99.5	99.6	99.4	99.5	99.6	99.4	99.5	99.6	99.4	99.5	99.6	99.4	99.5	99.6	99.4	99.5	
Sacramento	96.7	98	96.2	96.7	96.8	97.6	96.5	97.4	96	95.1	97.8	97.7	96.8	94.9																										

County	Compliant	Not Compliant	Total
Alameda	90.70%	9.30%	484
Amador	96.00%	4.00%	25
Butte	96.70%	3.30%	92
Calaveras	90.90%	9.10%	11
Colusa	100.00%	0.00%	6
Contra Costa	93.00%	7.00%	186
Del Norte	93.90%	6.10%	33
El Dorado	87.80%	12.20%	74
Fresno	95.30%	4.70%	613
Glenn	100.00%	0.00%	16
Humboldt	91.40%	8.60%	35
Imperial	95.00%	5.00%	101
Inyo	70.00%	30.00%	10
Kern	95.60%	4.40%	451
Kings	94.50%	5.50%	163
Lake	92.00%	8.00%	25
Lassen	57.10%	42.90%	7
Los Angeles	96.10%	3.90%	5278
Madera	98.10%	1.90%	103
Marin	96.40%	3.60%	55
Mariposa	100.00%	0.00%	8
Mendocino	87.00%	13.00%	54
Merced	84.40%	15.60%	289
Modoc	79.20%	20.80%	24
Mono	83.30%	16.70%	6
Monterey	96.80%	3.20%	158
Napa	88.90%	11.10%	27
Nevada	100.00%	0.00%	16
Orange	89.90%	10.10%	870
Placer	88.20%	11.80%	51
Plumas	85.70%	14.30%	7
Riverside	99.00%	1.00%	953
Sacramento	91.60%	8.40%	1197
San Benito	86.70%	13.30%	15
San Bernardino	88.70%	11.30%	644
San Diego	94.50%	5.50%	1629
San Francisco	97.10%	2.90%	275
San Joaquin	85.00%	15.00%	361
San Luis Obispo	98.20%	1.80%	113
San Mateo	96.20%	3.80%	209
Santa Barbara	95.60%	4.40%	114
Santa Clara	97.50%	2.50%	436
Santa Cruz	94.90%	5.10%	136
Shasta	94.20%	5.80%	190
Siskiyou	96.40%	3.60%	28
Solano	93.50%	6.50%	124
Sonoma	95.20%	4.80%	124
Stanislaus	92.00%	8.00%	250
Sutter	100.00%	0.00%	22
Tehama	93.30%	6.70%	45
Trinity	75.00%	25.00%	4
Tulare	87.10%	12.90%	371
Tuolumne	81.80%	18.20%	11
Ventura	97.20%	2.80%	253
Yolo	98.60%	1.40%	69
Yuba	77.10%	22.90%	48

SafeMeasures

Q3 (07/01/15 to 09/30/15)

2B: Referrals by Time to Investigation (Immediate)

State Comparison

Extract date: 10/7/15

Mendocino

Mendocino ranks above

Percent of Required 10-Day Response Referrals receiving a Timely Response

Data Source: CWS/CMS 2015 Quarter 2 Extract (January 2011-June 2015)

California Department of Social Services, Child Welfare Data Analysis Bureau, University of California at Berkeley, **State Standard 90%**

County	JAN2011-MAR2011	APR2011-JUN2011	JUL2011-SEP2011	OCT2011-DEC2011	JAN2012-MAR2012	APR2012-JUN2012	JUL2012-SEP2012	OCT2012-DEC2012	JAN2013-MAR2013	APR2013-JUN2013	JUL2013-SEP2013	OCT2013-DEC2013	JAN2014-MAR2014	APR2014-JUN2014	JUL2014-SEP2014	OCT2014-DEC2014	JAN2015-MAR2015	APR2015-JUN2015
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
California	94.7	94.5	95	93.7	93.9	94.3	94.9	93.7	94.5	94.2	95	93.8	95	95	95.1	93.8	94	92.1
Alameda	94.4	94.9	95.6	94.2	92.7	95.2	96.5	94.7	92.7	87.7	93.1	91	91.1	90.4	87.9	91.1	89.4	89.4
Alpine	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Amador	92.5	92.3	87.3	83.6	90.3	90.6	97.5	81.8	85.9	94.4	88.6	98.4	94.8	85.1	92	83.7	91.4	95.3
Butte	91.4	94.3	93.7	93.5	93.1	94.4	91.7	88.2	96.3	94	92.6	97.1	97.1	91.7	97.7	94.7	93.5	93.8
Calaveras	93.3	98.8	91	88.1	84.9	84	92	83.8	87	85.9	71.4	50.7	47.1	65.5	93.4	80	72.2	81.8
Colusa	95.5	97	87.9	86.4	87.5	100	96.4	100	97.9	100	96.3	100	100	100	87	100	96.7	100
Contra Costa	94	96.9	96.1	95.9	93.4	85.8	92.5	89.3	91.1	91.2	96.8	95	96.6	96.7	95.2	93.5	95	91.9
Del Norte	96	92.2	89.9	84.1	91.9	97.5	96.8	96.7	98.5	98.4	98.6	97.1	94.5	96.6	92	89.9	95	95.9
El Dorado	90.9	87.2	95.6	91.5	89.4	86.3	88	78.1	70	72.2	83.7	83.1	89.9	88.7	76.2	71.3	74.8	68.8
Fresno	91.5	93.5	88.6	82	73.5	70.7	78.1	82.3	81.2	83.7	83.7	84.4	80.7	85.3	86.7	86.7	86.4	87.6
Glenn	96.6	93.8	94.1	88.3	98.9	91.4	92.8	90.7	92.3	93.2	91.4	84	85.7	94.4	88.1	98	94.4	96.7
Humboldt	95.9	95.1	99.5	95.4	85.2	90.1	96.8	98.3	93.9	96.7	92.9	95.4	95.5	91.8	91.7	92.6	94.2	83.4
Imperial	98.1	98.2	97.4	96.7	96.3	94.1	93.4	92.8	95.7	96.6	97.6	97.2	95.6	96.7	97.4	90.9	90.6	96.7
Inyo	96.8	100	97.2	100	100	100	100	96	100	100	94.6	100	100	100	94.6	91.3	80	73.2
Kern	95.3	94.3	94.9	94.1	93.5	95.8	96.2	95.2	94.4	94.6	95.6	95	95.8	96.1	96.5	95.3	97.1	92.8
Kings	99.1	98	97.9	97.4	99.6	98.3	92.8	94.9	98.2	99.5	99	99	100	99.5	100	98.6	99.5	88.2
Lake	96	91.9	90.8	94	92.9	98.7	93.5	93.1	90.6	97.6	100	95.1	93.6	91.6	90	98.8	97.2	94.7
Lassen	98.4	100	96.9	91.7	88.9	98.3	93.6	93.9	97.4	87.2	86.7	88	90.9	89.8	91.1	91.5	76.5	
Los Angeles	97.7	96.8	97.6	97.3	97.9	98	97.9	96.8	97.9	97.3	98.1	96.3	97.8	97.2	96.7	93.8	94.2	92.5
Madera	97.3	94.4	96.6	95.7	89.8	96.9	95.9	92.7	92	96.6	84.8	86.5	92.4	94.6	84.1	85.4	83.4	76.8
Marin	94	94.6	92	90.2	88.6	96.6	95.3	89.7	85.7	91.3	91	89.3	97	95.7	91.6	96.3	94.2	93
Mariposa	100	96	100	80	87.5	100	95.8	81.8	100	91.3	100	100	100	91.7	100	76.5	100	100
Mendocino	83.9	88.5	77.2	82.5	76.6	81.1	92.2	81.5	76.2	68.9	77.7	76.3	74.2	74.9	68.1	71.4	76.3	75.9
Merced	96.5	96.2	97.5	94.3	93.8	95.2	93.5	92.1	95.9	94.4	95.3	89.6	94	95.5	95.2	95.4	93.4	91.2
Modoc	82.1	84.2	96.4	100	95.8	100	96.3	92	89.2	80	77.8	70	82.9	100	95.5	90.6	89.3	80
Mono	90.9	100	80	90.9	93.3	85.7	84.6	95.2	100	98	87.5	94.7	93.5	100	100	83.3	87.5	
Monterey	96.9	99	98.9	98.4	96.5	100	98.6	97.8	99.6	97.3	99.1	96.4	93.9	95.8	96.6	97.4	98.3	96.5
Napa	100	100	100	97.8	100	100	98.6	98.3	100	98.3	100	97.4	100	95.9	100	100	99	97.5
Nevada	96.6	98.5	98.3	96.6	98	100	98.2	98.3	98.4	96.8	97.7	96.6	94.9	98	98	97.2	100	87.7
Orange	96.6	97.4	97.9	95.7	97.2	97	96.9	96.6	96.7	97.2	97.7	94.7	96.1	96.7	98.1	96.5	95.2	90.1
Placer	88.4	96	95.7	90.9	93.5	91.6	96.1	91.6	86.3	87.6	87.7	85.9	89.6	93.1	92.3	92.4	92.2	86.1
Plumas	95.2	95.7	93.8	92.3	90.9	100	89.7	100	94.7	90	100	95.5	97.3	90.9	100	85.7	95	
Riverside	94.7	93	94.2	94.1	94.1	95	95.2	95.5	95.9	94.8	95.7	96.9	97.7	97	97.5	96.8	97.8	97.6
Sacramento	94.8	93.5	91.3	85.4	85.9	91	92.5	91.4	94.8	94.5	95.7	95	93.9	93.9	92.3	91.7	90.4	84.8
San Benito	98.6	98.3	98.9	93.9	98.4	100	100	100	98.6	100	100	100	100	100	97.7	87.9	94.3	93.9
San Bernardino	92.8	92	95.2	93.3	94.6	95.5	94	93.7	94.9	93.9	93.3	92.9	94.2	93.7	93.6	90.6	91.1	87.8
San Diego	94.2	93.6	94.5	94.2	95.1	94.8	96.2	93.6	95.9	96	96.9	97.1	97.8	97.9	97.5	97.1	97.6	97.6
San Francisco	94.5	95.1	94.8	90.8	93.1	96.8	94.8	94.2	90.1	94.1	95.5	92.1	94.2	94.7	98	96.2	96.8	98
San Joaquin	96.3	94	96.7	97.7	96.6	95.8	96.5	94.7	95.3	93.7	94.2	91.4	95.5	95.4	94.9	95.8	93.1	92.9
San Luis Obispo	96.6	96.9	97.5	97.4	98	98.9	96.6	98.2	98	98.4	97.8	97.5	97.3	99.5	98.6	98.6	97.5	94.9
San Mateo	95.1	95.4	96	92.2	90.5	91.6	95.4	95.1	95.6	92.6	95.9	93.3	92	93.8	92	95.3	96.2	94
Santa Barbara	96.5	95.9	97	92.9	95.8	93.9	94.8	96.1	96.4	97.9	98.1	95.4	97.2	96.2	97.4	97	98.3	98.6
Santa Clara	89.5	91.6	91.5	90	92.2	90.1	90.7	85.3	84.3	84.8	88.4	86.7	88.4	87	91.5	92.9	94.6	89.3
Santa Cruz	95.4	96.1	96.9	97.3	96.3	98.6	98.1	97.6	95.4	96.7	97.3	96.8	95.4	94.9	99.1	96.2	96.4	96.1
Shasta	99.1	98.1	98.1	99.1	98.1	98.1	98.4	97.8	98.4	98.2	98.3	97.2	96.9	94.2	99.5	99.2	93.6	91.2
Sierra	100	85.7	100	100	100	66.7	100	100	100	75	100	100	100	100	100	83.3	66.7	100
Siskiyou	90.7	96.7	98.2	96.7	97.8	94.4	96.8	91.7	93.6	93.9	93.9	93.3	85.2	91.1	90.2	89.1	95.9	90.5
Solano	93.6	94.5	94.9	87.2	92.1	95	92.7	86.9	88.8	91.9	94.9	92.9	89.8	87.7	94.9	95.8	97.3	96.7
Sonoma	89.9	93.5	94.1	85.9	92.6	92.4	93.6	93.7	95	92.9	94.7	90.2	94.2	91	96.5	91.3	85.4	86.9
Stanislaus	90.6	90.8	90.6	88.8	90.8	93.9	92.8	91.1	91.2	90.3	88.3	83.6	88.6	84.7	87.6	90.6	93.5	93.5
Sutter	90	96.7	91.8	97.2	85.9	90	85.7	89.1	92.8	81.4	92.5	70.4	80.6	91.3	88.8	84.2	77.1	80
Tehama	64.8	65.5	60	69	70.9	78.5	79.8	85	77	82.8	89.6	80	70.3	76.7	86.4	80	61.7	77.8
Trinity	100	100	90	100	100	100	100	100	100	100	100	100	95	93.3	90.5	100	95.2	96.9
Tulare	93.3	90.1	91.1	94.5	88.8	86.5	91.8	90.8	92.8	91.7	89.3	85	95.7	96.7	97.5	91.6	93.2	96.3
Tuolumne	95.7	91.7	95.1	96.3	95.9	90	95.7	91.3	96.9	90.2	89.1	89.2	98.2	98.4	89.4	90.7	89.7	95.7
Ventura	91.7	92.9	93.1	91.5	94.1	94.7	95	95.4	96.1	95.5	97.1	95.5	95.8	95.8	95.5	93.4	94.6	94.1
Yolo	95.6	94.4	96.4	97	91.5	84.5	81.3	76.9	90.1	89.2	96.2	93.8	96	97.6	93.4	94.6	87.6	95.5
Yuba	94.2	97.7	95.5	92.1	93	94.6	95.4	96.2	97.3	89.4	95.8	98.7	91.6	95.5	94.7	87.8	83.1	73.2



Mendocino ranks above

Data change since GJ report

Mendocino ranks last

County	Compliant	Not Compliant	Total
Alameda	82.30%	17.70%	577
Alpine	50.00%	50.00%	4
Amador	76.90%	23.10%	52
Butte	89.00%	11.00%	200
Calaveras	68.30%	31.70%	41
Colusa	81.00%	19.00%	21
Contra Costa	89.00%	11.00%	652
Del Norte	95.70%	4.30%	69
El Dorado	75.00%	25.00%	176
Fresno	85.10%	14.90%	1342
Glenn	94.10%	5.90%	51
Humboldt	80.30%	19.70%	178
Imperial	84.30%	15.70%	166
Inyo	57.90%	42.10%	57
Kern	90.10%	9.90%	1238
Kings	85.10%	14.90%	195
Lake	76.10%	23.90%	88
Lassen	73.50%	26.50%	49
Los Angeles	90.20%	9.80%	11161
Madera	56.10%	43.90%	301
Marin	82.80%	17.20%	64
Mariposa	68.80%	31.30%	16
Mendocino	72.40%	27.60%	203
Merced	76.90%	23.10%	355
Modoc	62.50%	37.50%	32
Moño	40.00%	60.00%	15
Monterey	91.20%	8.80%	285
Napa	91.50%	8.50%	59
Nevada	90.80%	9.20%	87
Orange	81.20%	18.80%	2494
Placer	76.80%	23.20%	328
Plumas	76.70%	23.30%	30
Riverside	94.00%	6.00%	4094
Sacramento	80.10%	19.90%	1401
San Benito	85.40%	14.60%	48
San Bernardino	74.10%	25.90%	4461
San Diego	89.70%	10.30%	3807
San Francisco	92.90%	7.10%	253
San Joaquin	79.70%	20.30%	857
San-Luis Obispo	95.10%	4.90%	389
San Mateo	89.80%	10.20%	364
Santa Barbara	93.00%	7.00%	668
Santa Clara	87.90%	12.10%	1177
Santa Cruz	96.40%	3.60%	224
Shasta	91.50%	8.50%	272
Siskiyou	81.50%	18.50%	81
Solano	87.90%	12.10%	356
Sonoma	80.50%	19.50%	343
Stanislaus	71.80%	28.20%	596
Sutter	85.10%	14.90%	87
Tehama	72.00%	28.00%	93
Trinity	90.50%	9.50%	21
Tulare	87.00%	13.00%	967
Tuolumne	65.00%	35.00%	60
Ventura	84.30%	15.70%	1075
Yolo	89.20%	10.80%	148
Yuba	68.60%	31.40%	51

SafeMeasures

Q3 (07/01/15 to 09/30/15)

2B: Referrals by Time to Investigation (Ten-day)

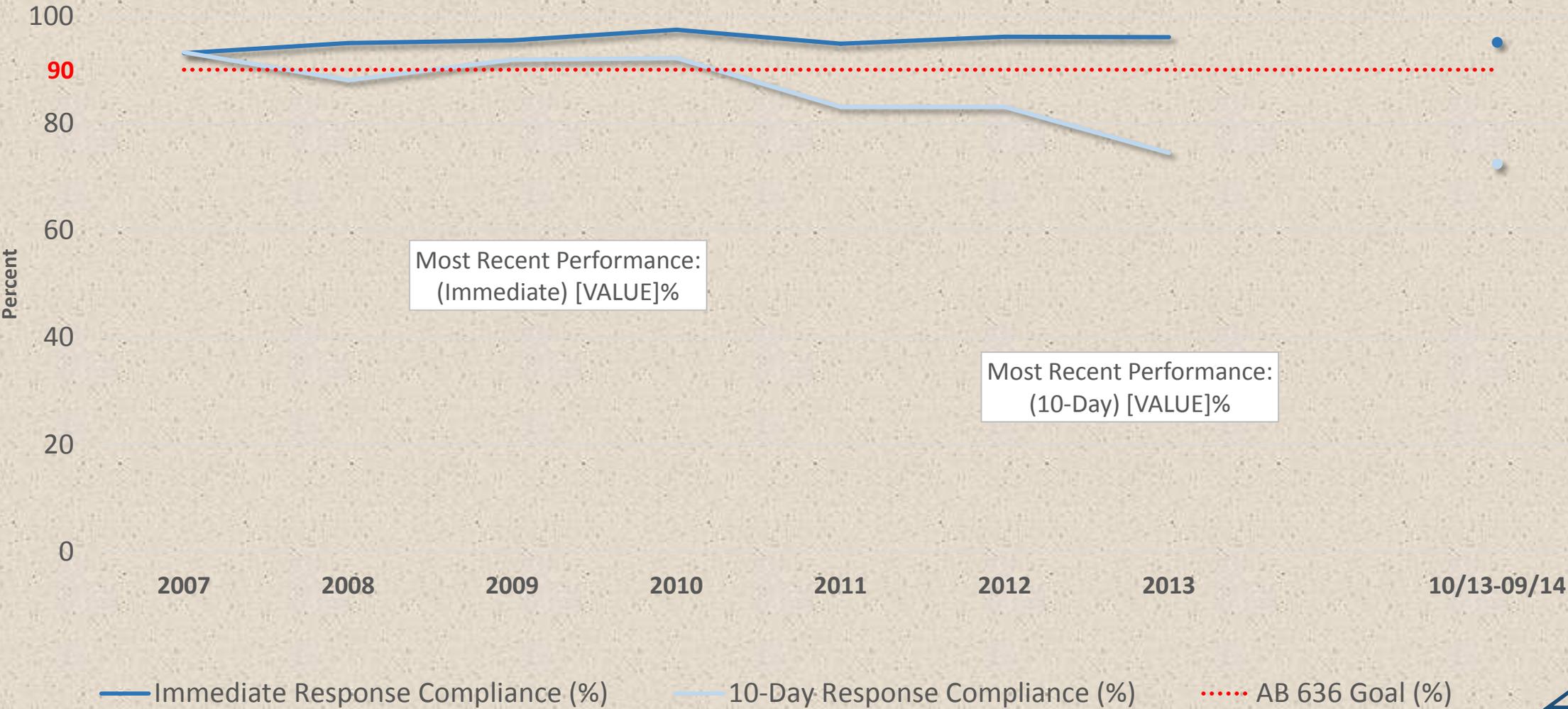
State Comparison

Extract date: 10/7/15

Mendocino

Mendocino ranks above

A look back to 2007 on referral compliance



Most Recent Performance:
(Immediate) [VALUE]%

Most Recent Performance:
(10-Day) [VALUE]%

— Immediate Response Compliance (%) — 10-Day Response Compliance (%) AB 636 Goal (%)



Current Backlog of Referrals

(10/2/15)

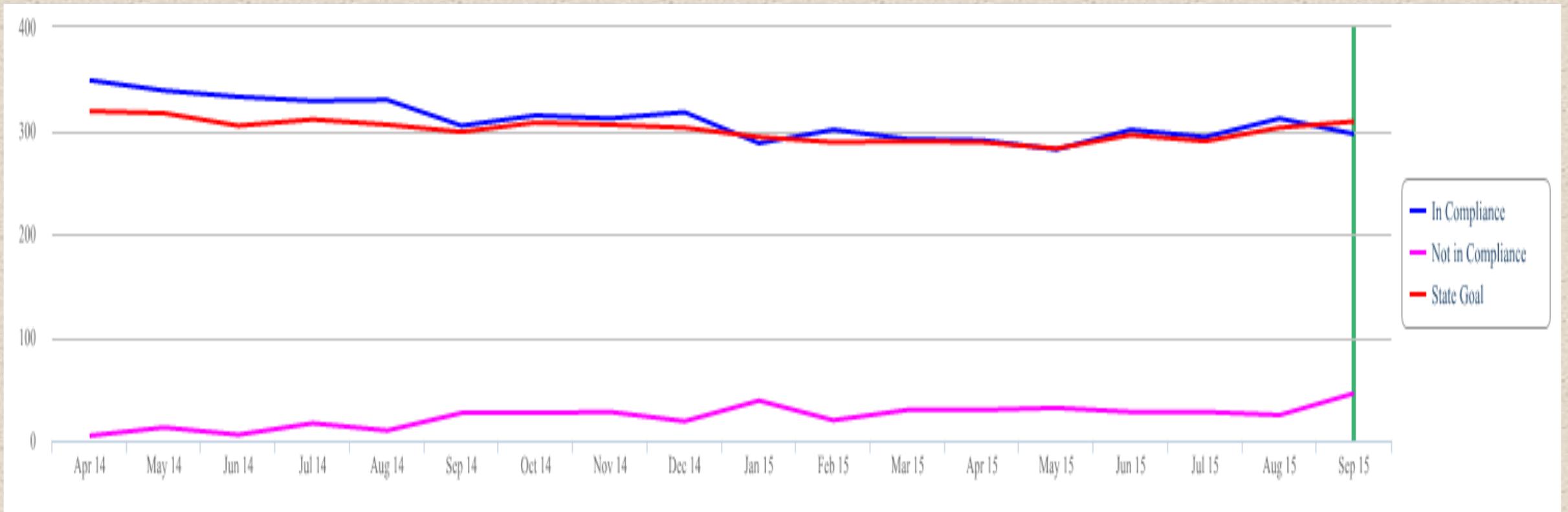
Investigated but not yet fully entered and closed out in CWS/CMS:

- 300 referrals (opened between 31 and 403 days)
 - 28 (300-403 days)
 - 96 (200-299 days)
 - 86 (100-199 days)
 - 90 (31-99 days)
- 106 currently open referrals (open 30 days or less)

Steps Being Taken to Address Timeliness of Investigations & Timely Data Entry:

- Smart phone trial
- Microsoft Surface tablet trial
- Prioritizing entry of 1st contact/attempt into CMS
- Clerical support
- Separating investigation and court duties
- Cross trained ER supervisors
- Implemented a Training Unit
- RED (Review, Evaluate, Direct) Team process

F3. “One of the two measures where FCS meets or exceeds State averages is Case Worker periodic visits for children under their care. Unfortunately this does not address the understaffing concerns of the areas where FCS does not even meet State averages.”



Per SafeMeasures extract 10/16/15: Monthly in-person contacts with every child/youth in an open case.

7 New Federal Measures Safety, Permanency & Well-Being

- Maltreatment in foster care
- Recurrence of maltreatment
- Permanency in 12 months for children entering foster care
- Permanency in 12 months for children in foster care 12-23 months
- Permanency in 12 months for children in foster care 24 months or more
- Re-entry to foster care
- Placement stability

Maltreatment in Foster Care



Measure: Instances of Maltreatment per age group and per 100,000 days for the range July 2014 – June 2015. The **national standard** for this measure is performance **less than or equal to 8.50 per 100,000**.

AGE GROUP	INTERVAL					
	JUL2009-JUN2010	JUL2010-JUN2011	JUL2011-JUN2012	JUL2012-JUN2013	JUL2013-JUN2014	JUL2014-JUN2015
	n	n	n	n	n	n
UNDER 1	.	.	1	1	.	2 (20.59 per 100,000 days)
1-2	.	.	1	.	.	.
3-5	1	.	.	.	.	1 (7.94 per 100,000 days)
6-10	.	.	.	.	.	1 (5.14 per 100,000 days)
11-15	1	.	.	.	1	.
16-17	1	.	.	.	1	.
TOTAL	3	.	2	1	2	4 (5.24 per 100,000 days) ²⁷

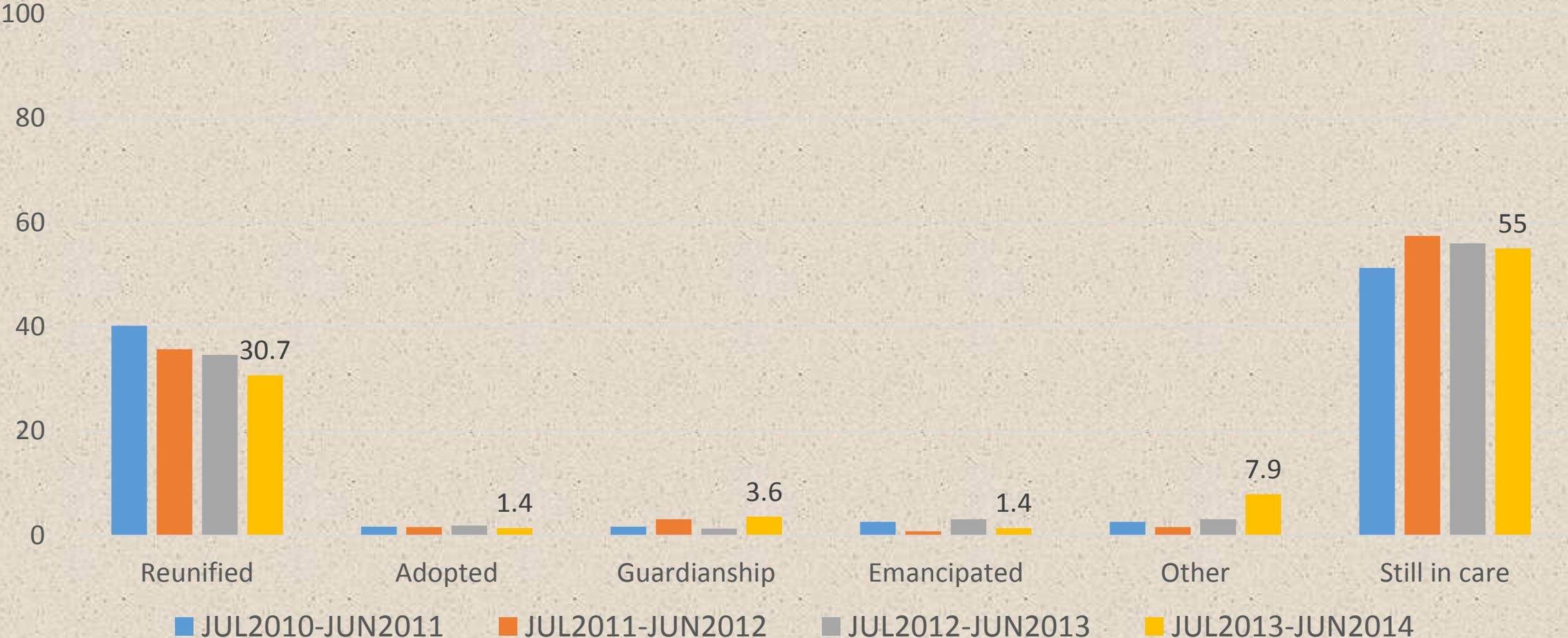
Recurrence of maltreatment

Measure: Children with substantiated allegation during 12-month period: Recurrence within 12 months (July - June).
The **national standard** for this measure is performance **less than or equal to 9.1%**. **Mendocino '13-'14= 18.4%**.



Permanency in 12 months for children entering foster care

Measure: Of all children who enter foster care in a 12-month period, what percent discharged to permanency within 12 months of entering foster care? The **national standard** for this measure is performance **greater than or equal to 40.5%**. **Mendocino '13-'14= 35.7%**.

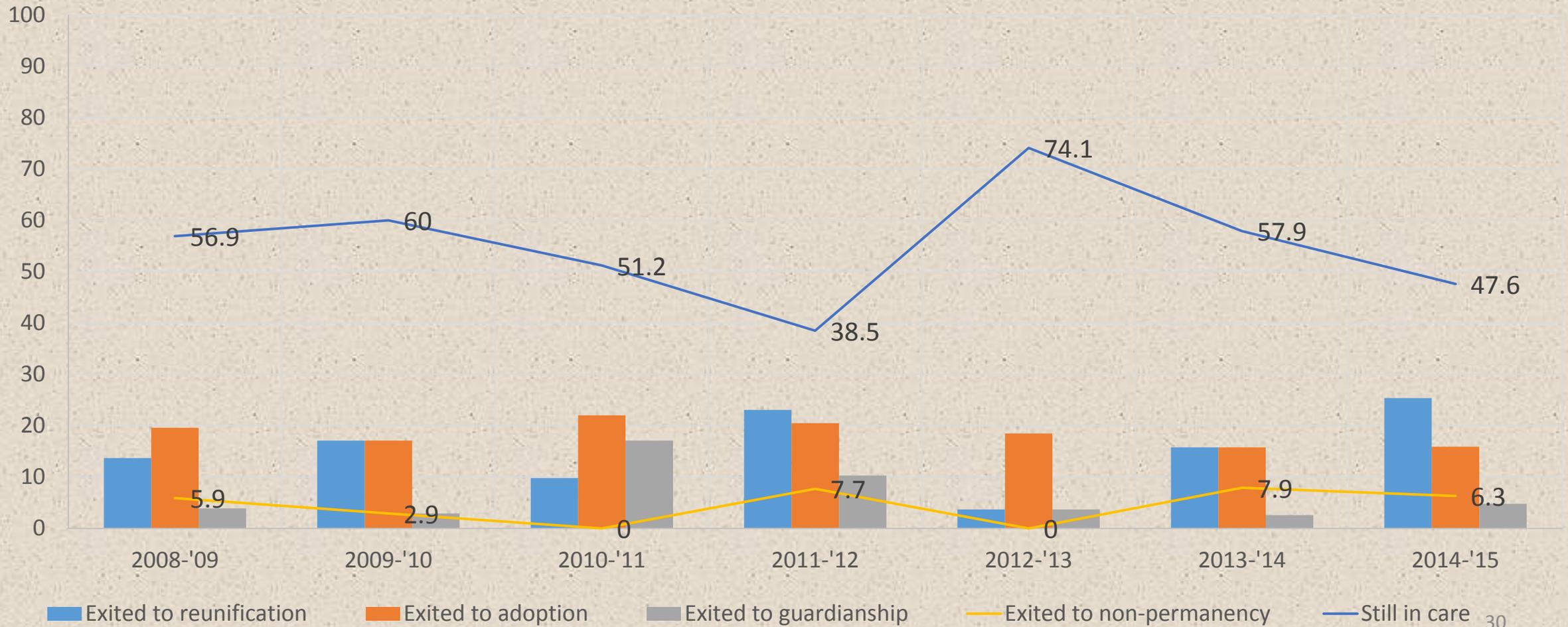


Permanency in 12 months for children in foster care 12-23 months



Measure: Of all children in foster care on the first day of the 12-month period who had been in foster care (in that episode) between 12 and 23 months, what percent discharged from foster care to permanency within 12 months of the first day of the 12-month period? The **national standard** for this measure is performance **greater than or equal to 43.6%**.

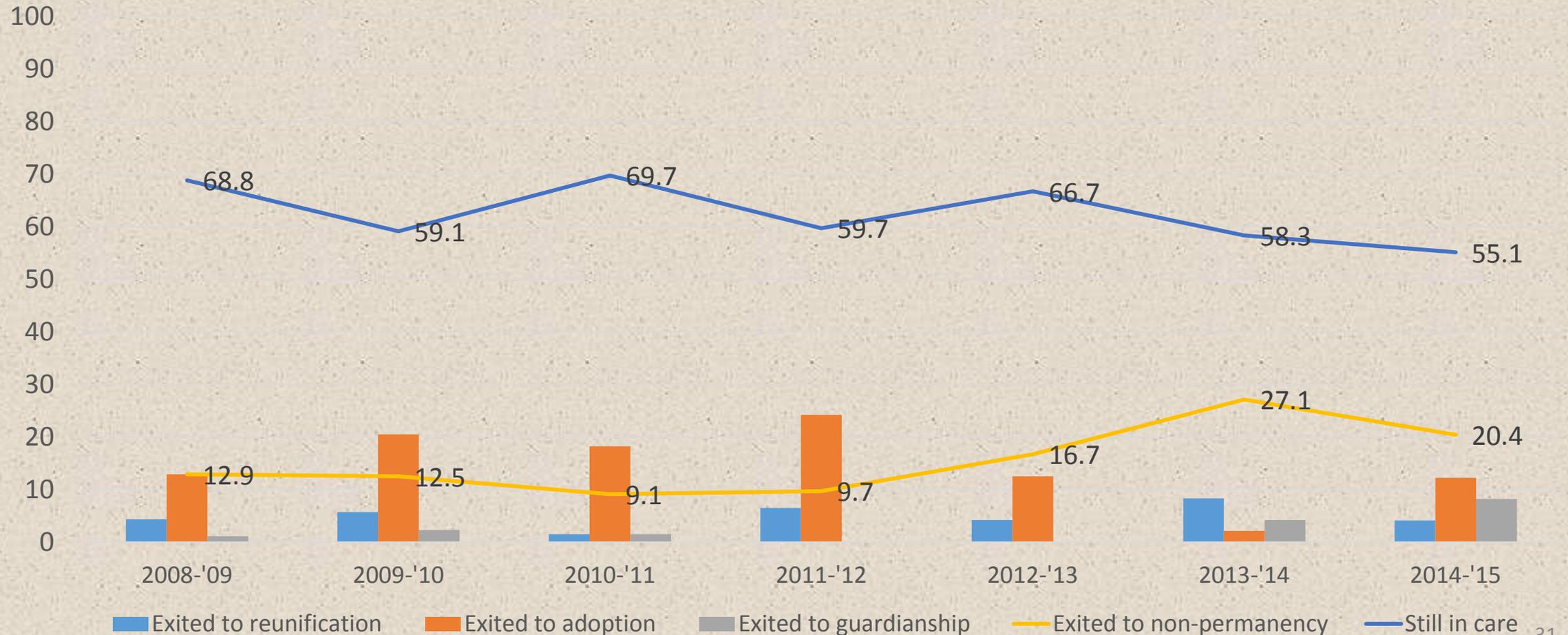
Mendocino '14-'15= 46.1%.



Permanency in 12 months for children in foster care 24 months or more

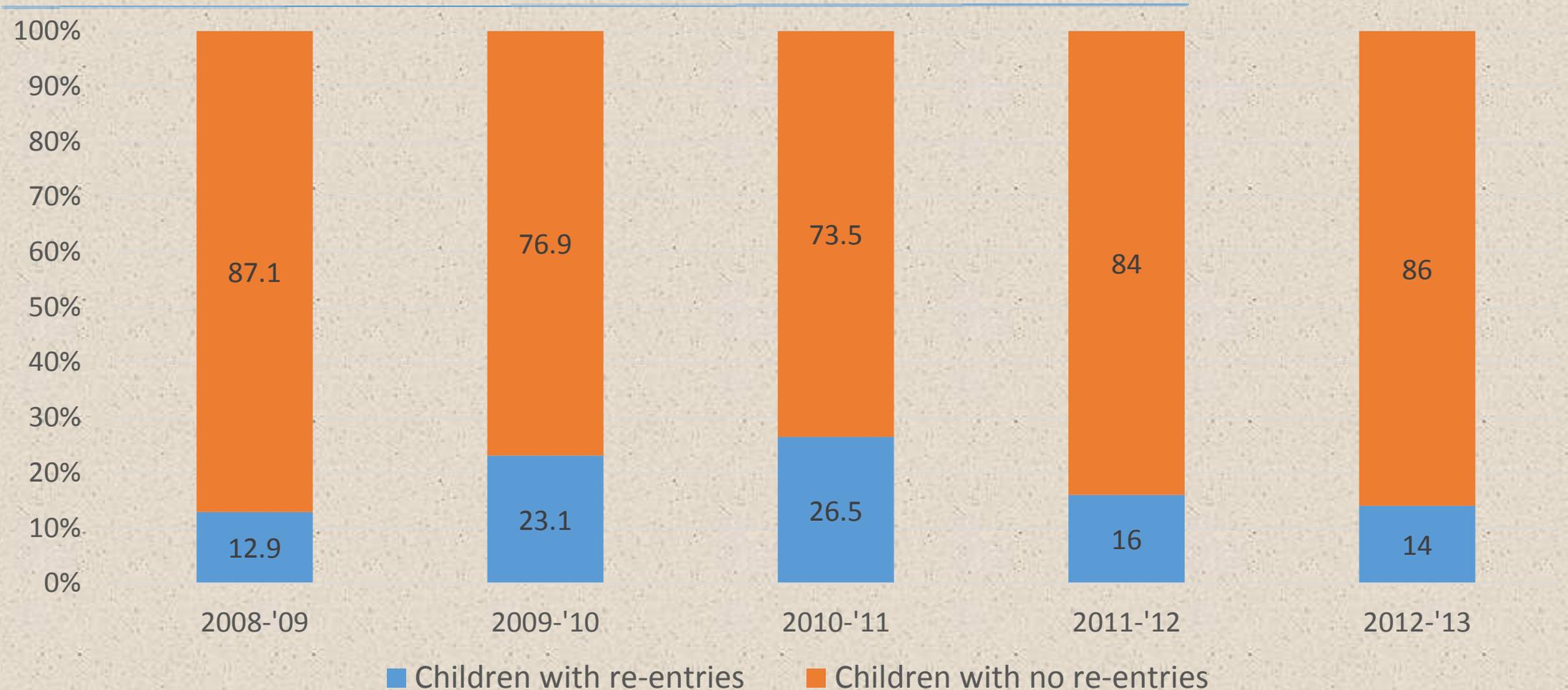
Measure: Of all children in foster care on the first day of the 12-month period who had been in foster care (in that episode) for 24 months or more, what percent discharged from foster care to permanency within 12 months of the first day of the 12-month period? The **national standard** for this measure is performance **greater than or equal to 43.6%**.

Mendocino '14-'15= 24.5%.



Re-entry to foster care

Measure: Of all children who enter foster care in a 12-month period who discharged within 12 months to reunification, living with a relative(s), or guardianship, what percent re-enter foster care within 12 months of their discharge? The **national standard** for this measure is performance **less than or equal to 8.3%**. **Mendocino '12-'13= 14%**.



Placement stability

Measure: Of all children who enter foster care in a 12-month period, what is the rate of placement moves per day of foster care? The **national standard** for this measure is performance **less than or equal to 4.12** per 1,000. **Mendocino 2014= 6.36.**



Age:

■ Under 1
 ■ 1-2
 ■ 3-5
 ■ 6-10
 ■ 11-15
 ■ 16-17
 ■ Nat'l Standard
 ■ CA Average
 ⋯ Linear (Nat'l Standard)
 ⋯ Linear (CA Average)

Innovations/New Programs

Client/Community Need

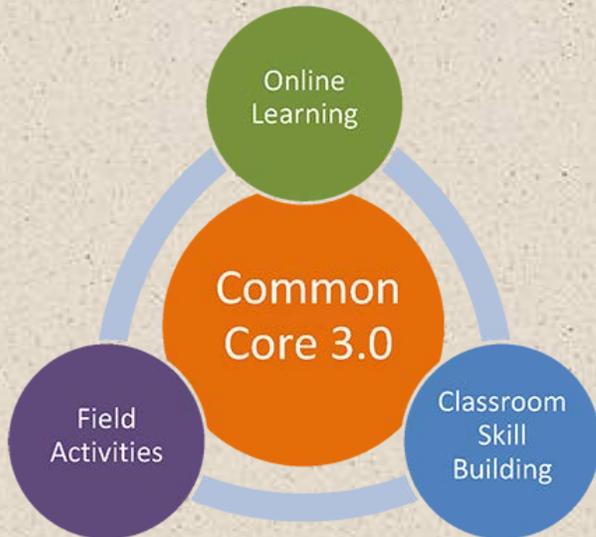
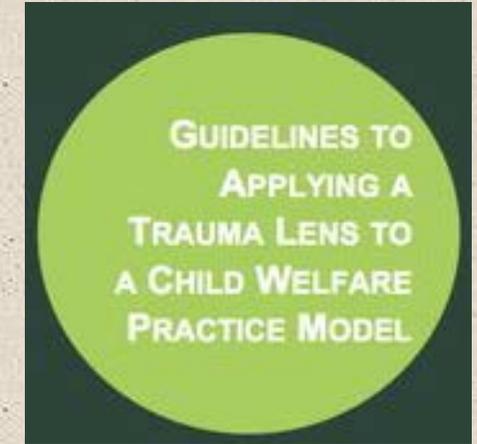
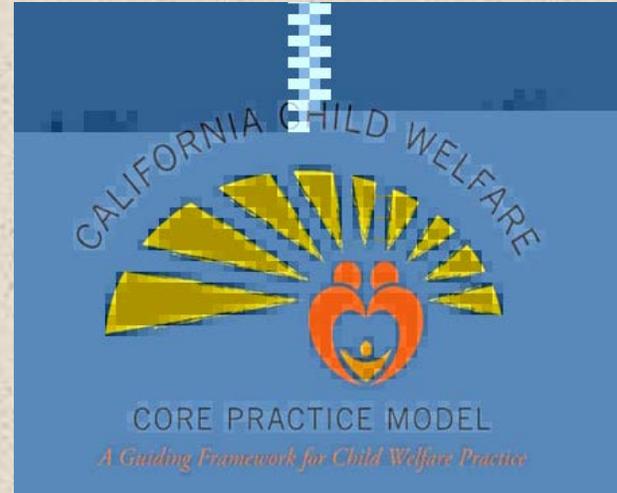
- RED (Review, Evaluate, Direct) Team
- RBS (Residentially Based Services) with Redwood Community Services (RCS)
- Levine House with Mendocino County Youth Project (MCYP) & RCS
- Music for Motivation with MCYP
- Title IV-E training increase- MCYP, RCS & First Five Mendocino (FF)
- Countywide Triple P education for ages 0-18 with FF
- Continued Family Dependency Drug Court (FDDC) post federal grant
- Continued New Beginnings with Juvenile Probation
- Supported the ARC Family Resource Center start up
- Signs of Safety/ Safety Organized Practice
- Emergency support team (RCS)
- Reinstating Linkages
- Enhanced foster care recruitment activities with RCS, TLC Child & Family Services & Hopland Tribe
- Pregnant & Parenting Teen/Youth Conferences with FF

Result of Recent/Forthcoming Statewide Lawsuit and State/Federal Legislative Changes

- Katie A- mental health services for child welfare children/youth
- Psychotropic medication monitoring- secondary review by Dr. Chris Barnett
- Continuous Quality Improvement
- Case reviews



More Federal & State Changes



STAFFING & TRAINING

Not New Issues...

1999-2000 Grand Jury found the following:

- CPS administrators and staff indicate it is difficult to hire and retain experienced social workers due to stressful job demands and the resulting burnout.
 - Response- In the past 16 months, out of 16 social workers who left Children's Services, 12 left to enter private practice or other less demanding positions.
- Some Social Workers responding to a referral lack CWS training and skills in ER.

2001-2002 Grand Jury found the following:

- Former and present inland FCS workers interviewed stated there is low morale among social workers and assistant social workers due to job stresses, low pay, and high turnover. Coast FCS workers report less turnover and higher morale.
- Department-wide social worker turnover has been over 30% annually for the past 3 years, with higher relative percentage in case-carrying social workers.
- Low pay and poor benefits package relative to other counties make it difficult to recruit experienced social workers. Experienced workers are attracted to other counties and agencies, which pay more, often have signing bonuses, and have better working conditions.

F7. “A significant number of FCS professional and supervisory staff do not meet State educational standards for their positions and are considered under-qualified by State standards.”

F19. “FCS is not in compliance with State-required educational standards for social workers handling child abuse/neglect cases.”

FCS Staffing:

- September 2013: 30 social workers; 8 with masters / 8 supervisors; 2 with masters.
- September 2015: 36 social workers; 8 with masters / 10 supervisors; 4 with masters.

CDSS Division 31 Regulations Regarding SW & Supervisor Staffing:

- Division 31-070.11- 50% of staff providing ER and FM services shall possess MSW **OR** equivalent in education and/or experience
- Division 31-070.12- 100% of supervisors of ER and FM shall possess MSW **OR** equivalent in education and/or experience

Waiver request submitted 1/6/15. Waiver granted by CDSS on 8/18/15. Good through 1/6/18.

ALMS Flexibility Options

- Merit Systems only considers education; no consideration of equivalent in experience.
- ALMS will allow the County Civil Service Commission to have flexibility to consider equivalent in experience.

Example from Sonoma County, Social Worker IV:

- Education and Experience: Any combination of training and experience which would provide the opportunity to acquire the knowledge and abilities listed. Normally, this includes a Master's Degree in social work, or a Master's Degree from a two-year counseling program;
OR
- Graduation from college, with a degree in social work, sociology, psychology or other behavioral science; and five years of progressively responsible experience in a public welfare agency, two of which were at the level of Social Service Worker III would provide such opportunity
OR
- Academic coursework at a college or university in social work, psychology, sociology, and other behavior sciences; and six years of progressively responsible experience in a social work agency, at least three of which were at a level of Social Service Worker III would provide such opportunity.

R6- “Management continue and strengthen efforts to provide training opportunities for staff. ”

- FCS has regularly held 4th Monday of the month standing trainings for social workers (and other staff as relevant) for several years. Topics include case work, court issues, presentations by community service providers, etc.
- FCS has continued to collaborate with UC Davis to bring social worker training to Ukiah.
 - Core Phase I (5 month long training, 3 days each month) has been held in Ukiah for the past few years
 - Other trainings are also brought to Ukiah such as Introduction to Mental Health (10/21-10/22/15), Structured Decision Making, Safety Organized Practice, etc.
- Collaborate with Mendocino College to provide internship opportunities for students working on Human Services Certificates.
- Offer BSW/MSW internship opportunities for current employees as well as non-employee students.
- Support and encourage staff to work towards their BSW/MSW.

Best Work Possible

What Will Help...

- Recognition of the significant stress, complexity and demands the job of a FCS social worker entails; they are a valuable resource for the county, regardless of whether they are a Social Worker I or a Social Worker V!
- Additional social workers to meet the continued federal and state legislative changes increasing the work social workers must do on cases **AND** to help lower caseloads for social workers to do more intensive work with families.
- Continued efforts by the County to increase pay for social workers and continued investments in recruitment and retention.

- Recognition that social workers and the Agency are bound by confidentiality as specified in California Welfare and Institutions Code Section 827 with limited exceptions, and unable to publically defend themselves or their work when criticized in the media about particular cases.
- **Supportive** collaborations with community partners to enhance prevention efforts and reduce childhood trauma such as Differential Response.
- Adequate, permanent training space for the new Training Unit that is for newly hired social workers and social worker assistants as well as on-going training needs for experienced staff.

- Balance of computer/paperwork vs. time working in the field with families. Where should our focus really be?
- Recognition that FCS Social Workers have a dangerous job.
- Recognition there will always be tension in the community regarding child welfare work (intervening too much or too little).

An article from the Las Vegas Sun dated 8/10/15 entitled, “Vermont killing highlights dangers of social work” noted the following,

“Police say a social worker in Vermont was killed by a mother upset that she had lost custody of her 9-year-old daughter. The killing of Lara Sobel is the latest in a roster of violent acts directed at social workers. Here's a look at some key facts about violence aimed at social workers:

A DANGEROUS JOB

There have been several high profile attacks against social workers. They include:

- In 2012 in Dade City, Florida, 25-year-old health care case worker Stephanie Ross was stabbed to death by a 53-year-old client.
- A veteran child protective services worker was shot to death in 2005 in Washington state.
- In 2004, Kansas social worker Teri Zenner was fatally attacked with a knife and a chain saw when visiting a client to make sure he was taking his medication.
- In Ohio in 2003, a man was charged with raping a children's service worker.
- In 2001, another Ohio social worker was stabbed to death by a father who had just been told he was going to lose custody of his children.”

In the wake of the recent killing of Vermont child welfare social worker, Lara Sobel, an article appeared in USA Today on 8/13/15 entitled, “Child protection workers face danger, criticism.” Vermont Senator Dick Sears indicated the following,

“Child welfare cases result in hundreds of success stories...But failures are the only cases that receive public attention. Social workers are criticized for removing children from homes, or in the case of the two toddler deaths last year, leaving them with the family. They're damned if they do and damned if they don't.”

FCS' Crystal Ball



- Recognition that FCS cannot prevent bad things from ever happening. Nothing is ever certain!
 - We need support to focus on doing the best work possible for the children, youth and families of Mendocino County.
 - We strive to have as much information as possible to make a rigorous, child focused assessment and then make the best decision possible in the moment and stand behind it.
 - The plan with the family may not go as hoped. No matter how good it appeared at the time- things happen. When it does, we need to review and learn and make adjustments as necessary.

- **Family & Children's Services is just a passerby in the lives of children and families...What kind of lasting imprint will we leave?**

Conclusion



BEING A SOCIAL WORKER MEANS...

You will never be bored.
You will always be frustrated.
You will always be surrounded by challenges.
So much to do and so little time.
You will carry immense responsibility
and very little authority.
You will step into people's lives.
And you will make a difference.
Some will bless you.
Some will curse you.
You will see people at their worst~
and their best.
You will never cease to be amazed
at people's capacity for
love, courage, and endurance.
You will see life begin~ and end.
You will experience resounding triumphs
and devastating failures.
You will cry a lot.
You will laugh a lot.
You will know what it is to be human
and to be humane.

--author unknown

Mendocino County Family & Children's Services



Thank you for letting us
share our story!



Percent of Required Immediate Response Referrals receiving a Timely Response

County	JAN2011-MAR2011	APR2011-JUN2011	JUL2011-SEP2011	OCT2011-DEC2011	JAN2012-MAR2012	APR2012-JUN2012	JUL2012-SEP2012	OCT2012-DEC2012	JAN2013-MAR2013	APR2013-JUN2013	JUL2013-SEP2013	OCT2013-DEC2013	JAN2014-MAR2014	APR2014-JUN2014	JUL2014-SEP2014	OCT2014-DEC2014	JAN2015-MAR2015	APR2015-JUN2015
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
California	98.1	98	98.1	98	98	98.4	98	98.1	98.1	98	98.1	98.1	98.3	98.1	97.8	97.9	97.7	96.6
Alameda	95	97.3	96.9	96.5	96.1	97.1	95.9	95	95.5	95.6	94.8	95.9	95.5	95.4	93.4	93	95	90
Alpine		100	100				100				100	100		100		100		100
Amador	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	95	100
Butte	100	100	99.1	99	100	100	100	98	98.7	98.7	97	97.6	100	100	98.1	99	95.3	97.5
Calaveras	100	100	100	100	92.9	95	100	100	95.7	100	100	100	100	100	100	100	94.7	100
Colusa	100	100	100	66.7	100	100	100	100	80	92.3	100	75	100	90	80	100	100	100
Contra Costa	99.6	99	99.4	99.4	99.4	100	98.1	100	99	99.4	97.9	99.4	99	97.4	95.9	98.3	97.6	94.8
Del Norte	91.7	100	100	93.3	97.7	100	100	100	100	97.7	100	100	97.1	97.5	95	96.8	97.4	100
El Dorado	96.7	97.9	97.6	95.3	91.3	91.7	98.6	94.8	92.8	94	93.2	93.8	99	97.6	94.5	100	94	96.2
Fresno	98.8	98.4	97.8	98	98.4	98.5	97.5	99.1	98.1	99.1	98.3	98.6	99.1	99.4	98.3	97.9	97.1	97.6
Glenn	100	100	100	100	100	100	100	91.7	100	91.7	100	100	92.9	100	100	100	100	100
Humboldt	100	100	97.9	90	96.5	95.5	97.7	100	98.3	98.1	100	100	100	100	97.9	100	100	97.4
Imperial	98.8	100	100	97.3	100	95.7	94.9	100	95.2	97.2	97	99.2	99.2	100	98.2	93	91.9	99.2
Inyo	100	100	100	100	100	100	100	100	100	100	100	100	85.7	100	100	100	87.5	100
Kern	91.9	93.4	95.6	93.7	91.2	94.5	93.9	93.7	94.9	95.4	95.9	96.2	97.1	95.7	93.9	98.7	98.6	95
Kings	100	100	100	98.1	100	98.6	100	99.3	100	100	100	99.2	99.3	100	99.5	99.4	100	97.9
Lake	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Lassen	100	100	95.5	100	100	95.2	100	94.4	100	100	100	94.4	100	100	100	100	100	85.7
Los Angeles	99	98.6	99	99.1	99	99.2	98.8	98.6	98.9	98.7	98.8	98.5	98.8	98.8	98.8	98.4	97.8	96.8
Madera	100	98.8	100	97	99.2	100	99.2	100	99	100	97.5	98.4	100	98.6	96.6	98.8	98.9	96.8
Marin	98.6	98	91.3	92.1	95.8	85.7	98.3	95.1	95.6	95.9	94.1	95.4	100	98.4	97.7	95.5	97.4	98.2
Mariposa	93.3	100	100	100	100	100	100	100	100	100	90.9	100	90	100	100	100	100	100
Mendocino	96.8	92	92.9	98	95.8	96.3	93	100	96.7	96	96.8	96.3	93.2	95.2	97.9	94.1	86.6	89.2
Merced	97.7	99.1	98.3	98	98.6	98.6	98.3	99	98.2	98.8	98.3	96.6	97.5	99.6	98.1	99.5	98.6	96.8
Modoc	100	100	100	100	100	100	100	100	100	100	80	100	100	100	100	100	83.3	89.5
Mono	100	100	100	100	100	100	100	100	88.9	100	100	100	100	100	100	100	100	62.5
Monterey	100	100	100	98.1	99.3	99.3	98.4	99.2	100	100	99.3	100	100	99.4	99.2	100	98.7	100
Napa	100	100	100	95.7	100	100	88.9	100	100	100	100	95.5	100	100	100	100	100	96.3
Nevada	96	100	100	100	100	100	94.4	100	100	100	100	100	100	90	100	100	100	100
Orange	99.5	99.3	99.4	99.3	99.7	99.1	98.9	99.5	99.5	99.7	100	99.5	99.4	98.8	99.6	99.1	99	94.5
Placer	99.2	94.9	98.8	96.3	95.8	98.3	99.2	98.2	96.5	95.3	95.8	95.6	94.3	97.7	100	100	91.2	93.7
Plumas	100	100	100	100	100	100	100	100	100	100	83.3	100	100	100	100	100	100	87.5
Riverside	99.3	99.8	99.1	99.7	99.2	99.5	99.5	99.6	99.8	99.2	99.4	99.5	99.6	99.4	99.4	99.2	99.3	99.3
Sacramento	96.7	98	96.2	96.7	96.8	97.6	96.5	97.4	96	95.1	97.8	97.7	96.8	94.9	94.5	94.9	95.6	95.5
San Benito	100	97.2	95.5	97.1	100	100	100	100	100	100	100	100	100	100	100	100	94.4	100
San Bernardino	97.8	98.1	97.9	98.1	97.8	98.8	96.8	98.9	98.4	97.7	98.2	98.1	98.1	97.4	98.2	98	98	94.9
San Diego	97.9	96.8	96.8	96.8	96.5	97.7	96.9	97	97.7	97.9	97.7	97.8	97.6	97.2	98.6	97.8	98.5	98.3
San Francisco	98.5	96.8	99.6	97.9	97	97.2	97	98.2	98	95.7	95.8	97.5	97.2	97.4	98.6	97.6	98.1	96.1
San Joaquin	99	98.3	97.9	98.7	97.6	97.3	99.2	97.9	97.8	99.1	97.7	97.1	98.9	99	98.3	99	98.8	96.4
San Luis Obispo	100	98.6	99	100	100	98.8	96.9	98.9	100	98.4	97.4	100	98.5	100	100	98.9	100	98.1
San Mateo	95.9	98.7	98.7	98.3	97.4	99.6	98.7	98.6	98.9	97.4	97.8	98.7	98	97.8	98.5	97.8	99.5	99.6
Santa Barbara	100	95.6	99.3	97.4	98.6	99.1	99.1	98.3	98	97.8	99.1	99.1	97.9	99.3	98.2	96.9	98.7	98.4
Santa Clara	95.8	97.6	97.6	97.1	97.7	98.6	95.9	97.5	97.2	98	97.5	97.6	97.7	97.4	97.8	98	98.9	98.1
Santa Cruz	94.6	97.1	96.1	94.6	95	94.1	97.7	99.3	93.3	93.3	91.4	97.2	94.8	94.8	93.3	99.2	93.3	98.3
Shasta	98.6	98.6	98.2	100	96.6	98.7	97.4	98.7	100	94.6	97.1	100	97.9	97	100	97.2	95.9	88.5
Sierra	100		75		100	50	100	100	100	100	50	100	100	100	100		100	100
Siskiyou	100	86.4	93.3	96.8	100	100	87.5	94.7	100	92.3	100	89.5	100	100	94.1	100	95.7	100
Solano	98.9	99.1	100	94.3	96.9	98.8	98.9	96.2	97.2	100	98.8	98.4	99.2	98.2	97	98.9	100	98.7
Sonoma	93.2	94.8	97.6	94.8	96.2	95.3	96.4	95.6	97.7	94.7	95.6	99	99	97.6	95.7	98.5	91.4	87.9
Stanislaus	97.8	97.6	98.7	94.6	95.8	95.8	96.5	97.5	97.6	96	95.7	97.6	97	100	99.5	97.9	99.6	100
Sutter	100	100	100	94.1	100	100	100	100	100	100	94.1	100	93.3	100	100	100	100	93.8
Tehama	93.8	84.3	90.2	89.5	97.9	100	98.2	100	98	97.5	98.1	98.1	90.7	93	94.6	97.7	100	94.9
Trinity	100	100	100	100	92.3	100	100	100	100	87.5	100	85.7	100	100	100	100	100	100
Tulare	99.4	99.4	99.4	99.4	99.1	97.1	99.7	99.1	98.7	100	97.8	98.3	99.7	98.2	100	99.1	99.1	99
Tuolumne	100	100	92.6	93.8	100	100	90	87	94.7	93.3	100	100	100	100	77.3	93.8	100	94.4
Ventura	97	96	97.7	98.5	98.1	97.1	98.8	97.8	97.5	97.6	97	96.4	98.2	100	99.2	98.2	97.5	100
Yolo	98	100	97.6	100	96.2	97.6	97.2	94	97.8	100	98	98.1	98.2	100	100	100	100	100
Yuba	97.3	98.8	100	96.4	100	100	98.5	97.5	97.1	95.8	98.2	100	97	98	100	98.5	94.6	88.1
Missing																		

Below Mendocino County

Data change since Grand Jury report

State Standard 90%

Percent of Required 10-Day Response Referrals receiving a Timely Response

County	JAN2011- MAR2011	APR2011- JUN2011	JUL2011- SEP2011	OCT2011- DEC2011	JAN2012- MAR2012	APR2012- JUN2012	JUL2012- SEP2012	OCT2012- DEC2012	JAN2013- MAR2013	APR2013- JUN2013	JUL2013- SEP2013	OCT2013- DEC2013	JAN2014- MAR2014	APR2014- JUN2014	JUL2014- SEP2014	OCT2014- DEC2014	JAN2015- MAR2015	APR2015- JUN2015	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
California	94.7	94.5	95	93.7	93.9	94.3	94.9	93.7	94.5	94.2	95	93.8	95	95	95.1	93.8	94	92.1	
Alameda	94.4	94.9	95.6	94.2	92.7	95.2	96.5	94.7	92.7	87.7	93.1	91	91.1	90.4	87.9	91.1	89.4	89.4	
Alpine	100	100	100	100		100	100				100	100	100	100	100	66.7	100	100	
Amador	92.5	92.3	87.3	83.6	90.3	90.6	97.5	81.8	85.9	94.4	88.6	98.4	94.8	85.1	92	83.7	91.4	95.3	
Butte	91.4	94.3	93.7	93.5	93.1	94.4	91.7	88.2	96.3	94	92.6	97.1	89.4	91.7	97.7	94.7	93.5	93.8	
Calaveras	93.3	98.8	91	88.1	84.9	84	92	83.8	87	85.9	71.4	50.7	47.1	65.5	93.4	80	72.2	81.6	
Colusa	95.5	97	87.9	86.4	87.5	100	96.4	100	97.9	100	96.3	100	100	100	87	100	96.7	100	
Contra Costa	94	96.9	96.1	95.9	93.4	85.8	92.5	89.3	91.1	91.2	96.8	95	96.6	96.7	95.2	93.5	95	91.9	
Del Norte	96	92.2	89.9	84.1	91.9	97.5	96.8	96.7	98.5	98.4	98.6	97.1	94.5	96.6	92	89.9	95	95.9	
El Dorado	90.9	87.2	95.6	91.5	89.4	86.3	88	78.1	70	72.2	83.7	83.1	89.9	88.7	76.2	71.3	74.8	68.8	
Fresno	91.5	93.5	88.6	82	73.5	70.7	78.1	82.3	81.2	83.7	83.7	84.4	80.7	85.3	86.7	86.7	86.4	87.6	
Glenn	96.6	93.8	94.1	88.3	98.9	92.8	91.4	90.7	92.3	93.2	91.4	84	85.7	94.4	88.1	98	94.4	96.7	
Humboldt	95.9	95.1	99.5	95.4	85.2	90.1	96.8	98.3	93.9	96.7	92.9	95.4	95.5	91.8	91.7	92.6	94.2	83.4	
Imperial	98.1	98.2	97.4	96.7	96.3	94.1	93.4	92.8	95.7	96.6	97.6	97.2	95.6	96.7	97.4	90.9	90.6	96.7	
Inyo	96.8	100	97.2	100	100	100	96	100	100	94.6	100	100	100	94.6	91.3	80	73.2	85.4	
Kern	95.3	94.3	94.9	94.1	93.5	95.8	96.2	95.2	94.4	94.6	95.6	95	95.8	96.1	96.5	95.3	97.1	92.8	
Kings	99.1	98	97.9	97.4	99.6	98.3	92.8	94.9	98.2	99.5	98.9	99	100	99.5	100	98.6	99.5	88.2	
Lake	96	91.9	90.8	94	92.9	98.7	93.5	93.1	90.6	97.6	100	95.1	93.6	91.6	90	98.8	97.2	94.7	
Lassen	98.4	100	96.9	91.7	88.9	98.3	98.3	93.6	93.9	97.4	87.2	86.7	88	90.9	89.8	91.1	91.5	76.5	
Los Angeles	97.7	96.8	97.6	97.3	97.9	98	97.9	96.8	97.9	97.3	98.1	96.3	97.8	97.2	96.7	93.8	94.2	92.5	
Madera	97.3	94.4	96.6	95.7	89.8	96.9	95.9	92.7	92	96.6	84.8	86.5	92.4	94.6	84.1	85.4	83.4	76.8	
Marin	94	94.6	92	90.2	88.6	96.6	95.3	89.7	85.7	91.3	91	89.3	97	95.7	91.6	96.3	94.2	93	
Mariposa	100	96	100	80	87.5	100	95.8	81.8	100	91.3	100	100	100	91.7	100	76.5	100	100	
Mendocino	83.9	88.5	77.2	82.5	76.6	81.1	92.2	81.5	76.2	68.9	77.7	76.3	74.2	74.9	68.1	81.4	76.3	75.9	
Merced	96.5	96.2	97.5	94.3	93.8	95.2	93.5	92.1	95.9	94.4	95.3	89.6	94	95.5	95.2	95.4	93.4	91.2	
Modoc	82.1	84.2	96.4	100	95.8	100	96.3	92	89.2	80	77.8	70	82.9	100	95.5	90.6	89.3	80	
Mono	90.9	100	80	90.9	93.3	85.7	84.6	95.2	100	96	87.5	94.7	93.5	100	100	83.3	87.5		
Monterey	96.9	99	98.9	98.4	96.5	100	98.6	97.8	99.6	97.3	99.1	96.4	93.9	95.8	96.6	97.4	98.3	96.5	
Napa	100	100	100	97.8	100	100	98.6	98.3	98.3	100	97.4	100	95.9	100	100	99	97.5		
Nevada	96.6	98.5	98.3	96.6	98	100	98.2	98.3	98.4	96.8	97.7	96.6	94.9	98	98	97.2	100	87.7	
Orange	96.6	97.4	97.9	95.7	97.2	97	96.9	96.6	96.7	97.2	97.7	94.7	96.1	96.7	98.1	96.5	95.2	90.1	
Placer	88.4	96	95.7	90.9	93.5	91.6	96.1	91.6	86.3	87.6	87.7	85.9	89.6	93.1	92.3	92.4	92.2	86.1	
Plumas	95.2	95.7	93.8	92.3	90.9	100	89.7	100	94.7	90	100	95.5	97.3	90.9	100	100	85.7	95	
Riverside	94.7	93	94.2	94.1	94.1	95	95.2	95.5	95.9	94.8	95.7	96.9	97.7	97	97.5	96.8	97.8	97.6	
Sacramento	94.8	93.5	91.3	85.4	85.9	91	92.5	91.4	94.8	94.5	95.7	95	93.9	93.9	92.3	91.7	90.4	84.8	
San Benito	98.6	98.3	98.9	93.9	98.4	100	100	100	98.6	100	100	100	100	97.7	87.9	94.3	93.9	86.7	
San Bernardino	92.8	92	95.2	93.3	94.6	95.5	94	93.7	94.9	93.9	93.3	92.9	94.2	93.7	93.6	90.6	91.1	87.8	
San Diego	94.2	93.6	94.5	94.2	95.1	94.8	96.2	93.6	95.9	96	96.9	97.1	97.8	97.9	97.5	97.1	97.6	97.6	
San Francisco	94.5	95.1	94.8	90.8	93.1	96.8	94.8	94.2	90.1	94.1	95.5	92.1	94.2	94.7	98	96.2	96.8	98	
San Joaquin	96.3	94	96.7	97.7	96.6	95.8	96.5	94.7	95.3	93.7	94.2	91.4	95.5	95.4	94.9	95.8	93.1	92.9	
San Luis Obispo	96.6	96.9	97.5	97.4	98	98.9	96.6	98.2	98	98.4	97.8	97.5	97.3	99.5	98.6	98.6	97.5	94.9	
San Mateo	95.1	95.4	96	92.2	90.5	91.6	95.4	95.1	95.6	92.6	95.9	93.3	92	93.8	92	95.3	96.2	94	
Santa Barbara	96.5	95.9	97	92.9	95.8	93.9	94.8	96.1	96.4	97.9	98.1	95.4	97.2	96.2	97.4	97	98.3	98.6	
Santa Clara	89.5	91.6	91.5	90	92.2	90.1	90.7	85.3	84.3	84.8	88.4	86.7	88.4	87	91.5	92.9	94.6	89.3	
Santa Cruz	95.4	96.1	96.9	97.3	96.3	98.6	97.6	97.6	95.4	96.7	97.3	96.8	95.4	94.9	96.2	96.2	96.1	96.1	
Shasta	99.1	98.1	98.1	99.1	98.1	98.1	98.4	97.8	98.4	98.2	98.3	97.2	96.9	94.2	99.5	99.2	93.6	91.2	
Sierra	100	85.7	100	100	100	66.7	100	100	100	75	100	100	100	100	100	83.3	66.7	100	
Siskiyou	90.7	96.7	98.2	96.7	97.8	94.4	96.8	91.7	93.6	93.9	93.9	93.3	85.2	91.1	90.2	89.1	95.9	90.5	
Solano	93.6	94.5	94.9	87.2	92.1	95	92.7	86.9	88.8	91.9	94.9	92.9	89.8	87.7	94.9	95.8	97.3	96.7	
Sonoma	89.9	93.5	94.1	85.9	92.6	92.4	93.6	93.7	95	92.9	94.7	90.2	94.2	91	96.5	91.3	85.4	86.9	
Stanislaus	90.6	90.8	90.6	88.8	90.8	93.9	92.8	91.1	91.2	90.3	88.3	83.6	88.6	84.7	87.6	90.6	93.5	93.5	
Sutter	90	96.7	91.8	97.2	85.9	90	85.7	89.1	92.8	81.4	92.5	70.4	80.6	91.3	88.8	84.2	77.1	80	
Tehama	64.8	65.5	60	69	70.9	78.5	79.8	85	77	82.8	89.6	80	70.3	76.7	86.4	80	61.7	77.8	
Trinity	100	100	90	100	100	100	100	100	100	100	100	95	90.5	100	95.2	100	96.9		
Tulare	93.3	90.1	91.1	94.5	88.8	86.5	91.8	90.8	92.8	91.7	89.3	85	95.7	96.7	97.5	91.6	93.2	96.3	
Tuolumne	95.7	91.7	95.1	96.3	95.9	90	95.7	91.3	96.9	90.2	89.1	89.2	98.2	98.4	89.4	90.7	89.7	95.7	
Ventura	91.7	92.9	93.1	91.5	94.1	94.7	95	95.4	96.1	95.5	97.1	95.5	95.8	95.8	95.5	93.4	94.6	94.1	
Yolo	95.6	94.4	96.4	97	91.5	84.5	81.3	76.9	90.1	89.2	96.2	93.8	96	97.6	93.4	94.6	87.6	95.5	
Yuba	94.2	97.7	95.5	92.1	93	94.6	95.4	96.2	97.3	89.4	95.8	98.7	91.6	95.5	94.7	87.8	83.1	73.2	
Missing																			

Below Mendocino County

Data change since Grand Jury report

Mendocino ranks last

State Standard 90%

Appendix

APPENDIX A: MENDOCINO STAKEHOLDERS MEETING, JUNE 1, 2015

PARTICIPANT NAME	DEPARTMENT
REBECCA CHENOWETH	Deputy County Counsel
JACK WANN	Mendocino Probation
WARREN GALLETTI	MENDOCINO COUNTY OFFICE OF EDUCATION, SUPERINTENDENT OF SCHOOLS
DEBRA RAMIREZ	Redwood Valley Rancheria Tribal Chair
SUSAN ROGERS	Social Worker Supervisor, ER Court
LORRAINE MONTANO	Redwood Community Services
ANITA TOSTE	Hopland Tribe ICWA worker
ANNE MOLGAARD	First 5 Mendocino
RONALD QUILT	Round Valley Tribe
TOM GORTON	Social Worker- HHSA/Family & Children's Services
KAREN JASON	Mendocino College FKCE Program
KORT PETTERSEN	Social Worker- HHSA/Family & Children's Services
BEKKIE EMERY	HHSA-EFAS & Adults Deputy Director
THELMA GIWOFF	HHSA CPS
MIMINE AMBROIS	Tapestry Family Services
JENNIFER SOOKNE	Social Worker- HHSA/Family & Children's Services
TIM SCHRAEDER	Redwood Quality Management Company
KATE BUXBAUM	Redwood Community Services
TOM ALLMAN	Sheriff
HENRY FRANKLIN	CDSS
ANTHONY BENNETT	CDSS
SUSAN FETTE	TLC Child & Family Services
MICHAELA BARLOW	Probation
BOBBY BRUMBACK	Program Administrator- HHSA/Family & Children's Services
SUE NORCROSS	Sr. Program Manager- HHSA/Family & Children's Services
BUCK GANTER	Chief Probation Officer
PAULA MARTIN	MENDOCINO COUNTY OFFICE OF EDUCATION, SELPA Director
BRANDY NORIEGA	Probation Officer
GARY LEVENSON-PALMER	Juvenile Justice Commission
TERESA BAUMEISTER	Social Worker- HHSA/Family & Children's Services
CAROL KELSEY	HHSA/Public Health- Foster Care Nursing Program
DEBORAH LOVETT	HHSA Children's Services
JASON IVERSEN	UUSD
JOAN ROSS	HHRA
NADIA PADILLA	NCO HSCDP
SHERYN HILDEBRAND	CASA

JENA CONNER	Deputy Director- HHSA/Family & Children's Services
JOANNE OLSON	Mendocino County Youth Project
FABIAN LIZARRAGA	Fort Bragg Police Department Chief
BRYAN LOWERY	HHSA Assistant Director, Human Services
HOLLY RAULINS	Point Arena Schools
MATT PURCELL	Social Worker Supervisor- HHSA/Family & Children's Services
JAYMA SPENCE	Family Resource Center Network of Mendocino
JEFF KILLEBREW	TLC Child and Family Services
RICK TRAVIS	North Coast Opportunities, Head Start
BLYTHE POST	MENDOCINO COUNTY OFFICE OF EDUCATION, FOSTER YOUTH LIAISON
DOLLY RILEY	Social Worker Supervisor- HHSA/Family & Children's Services
GEORGE VALENZUELA	Deputy County Counsel



Mendocino County Stakeholders Discussion

8/26/15 Meeting Summary

Facilitator: Dan McCormick

Minutes by: Rosanna Jordan

Meeting commenced at 1:11 p.m.

1. Welcome and Introductions

- Bryan welcomed guests and began introductions for meeting
- Bryan introduced the facilitator Dan McCormick to attendees
- Introductions were done by guests and attendees at the meeting
- Bryan thanked everyone for their presence at this meeting and turned over facilitating to Dan
- Dan introduced himself and provided the discussion topics of the meeting
- Handout of the Mendocino County Stakeholder Meeting Draft Summary from June 2015 was distributed. Also a copy of the Health & Human Services Agency (HHSA) Advisory Board schedule for 2015 was distributed
- It was specifically pointed out that we are not here to discuss the recent findings and recommendations from the Grand Jury Report for Family and Children's Services
- We are here for a collaboration effort
- Questions for discussion:
 - What we can do together as a community?
 - Where does Child Protective Services (CPS) have gaps?
 - What process are the most vulnerable?
 - What we can we do as community partners?

2. Best Hopes

- Achievable ideas
- Shared responsibility
- Working together
- Understanding each other roles
- Solution oriented
- Timelines
- Eliminating barriers to make implementations
- Strong sense of collaboration and honor
 - Roles/worked hard
 - Agree to respect
- Team that appreciates its difference
- We are we. Recognized we're all in this together for children and families
- Strength through diversity

- Foster an environment where we can begin to discuss ideas about child placements
- Understand that Children Services cannot do it all
 - Identify the places to turn to fill in the gaps
 - It takes teamwork and collaboration to do it all

3. Current Activities

- Five day work week – Bryan
 - HHSA has acknowledged this request for the last half of this year. Stacey Cryer, Director, HHSA will be reevaluating once our staffing levels are up and at more appropriate levels. Service Employees International Union (SEIU) Local 1021 has approved for a 5% wage increase over a two year period with 3% this year and 2% next year. Along with \$3,200 paid over the next two years in allotments throughout each year
 - Social Worker and Nurse positions are the hardest to recruit and retain for
 - We have not been able to hire any Nurses in the last year and half. The salary is doubled with what we offer compared to outside employers. Social Workers are hard to hire to; we have looked into transfers from other Counties
 - The County is in the process of transferring from Merit System to ALMS for the hiring process. There is a Staff Analyst in the process of being hired to help speed up the hiring process
 - November 1 is the effective date of when the County will be starting in ALMS
- Staff hiring and retention
 - Salaries
 - Retention investments
 - Recruiting strategies
- Appreciative Inquiry activity
 - Everyone teamed off into pairs to practice interview questions
 - Reflection from activity
 - Build on strengths
 - Emotional and behavioral change
 - People want to be confident, but often are turned down at times
 - This opened up new doors. We learned something new
 - Makes you think about what it is working
 - It's whatever you make it. We have the power to make the change
 - Dan's expectation is that majority of the problems have been resolved in some small way somewhere by somebody
 - How do we take what we learned and share it?
 - Idea is to go back and slow down and to reflect on what we did

4. Description of Safety Organized Practice/Signs of Safety

- What is Signs of Safety?
 - Resources are available for explanation of Signs of Safety from Dan after meeting for any questions
 - It is not a solution focused brief therapy

Break commenced at 2:22 p.m.

Meeting reconvened at 2:34 p.m.

- What role with risk is?
- Eliminate risk?
 - Mask
 - Move
 - Manage
- How can we manage the best we can with best confidence possible for the family?

5. Overview of Red Team approach

- Review Evaluate Direct (RED)
 - The RED team is an internal decision making meeting that matches an accepted report of child maltreatment with a selected child protective service response
 - The RED team membership strives to provide a proportional intervention with the known information regarding an accepted report of child maltreatment
 - The RED team meets each work day at start of day
 - A video presentation of Larimer County RED Team was presented to group
- RED Team in Mendocino
 - Who is on the team?
 - How it used?
 - Biggest learnings
 - Where non-cps referrals go?
 - We do this every day and we connect with all three offices locations from Ukiah, Willits and Fort Bragg at the same time. We have a Drug and Alcohol Counselor on the team to meet with us. We had a Nurse on the team, but we no longer do. We usually meet for about 2 ½ hours which typically takes is about 6 minutes for each referral. We use Structured Decision Making (SDM) for evaluate outs. If we have an evaluate out referral we immediately notify and send to the RED team. A Differential Response Team has been requested for this
 - Evaluate outs are not always brought to the RED team, but they are reviewed by the Supervisors
 - Does the opportunity exist to refer to the Family Resource Centers?
 - How do we move to establishing a Differential Response Team?
 - We need to request for volunteers from the community to step in to help with this
 - Differential Response

- Address screen-outs
- Direct families to resources
- Support family
- RED Team
 - Need ICWA connection with this team
- RED Team is a group decision-making process, but we have to remember people do have rights
- Between RED Team and services there should be privacy
 - There are privacy concerns with who is on the team
- We do not decide if we are or not going to investigate a family. It is to determine the next steps of the assignment
 - It helps the worker think about the questions and for direction with the next meeting with the family
 - It lays out the whole referral so you are making better decisions.
 - Safety factors
 - Social Worker first has to eliminate any safety threats
 - Identify the timeline. There is a 10 day timeline
 - Workers safety and authority
 - Community involvement process
 - Who to notify?
 - When
 - How or what level of involvement?
 - SOP Meeting, the Family Team meeting is for any outstanding questions for before decisions are made of where the family goes next
 - Training was provided to staff on the topic "How to elevate to court." It is good communication, review, and look at the history of what has been reported. It is a collaboration with the RED team and Supervisors
 - We have a process when we have to elevate to the court:
 - Slow down
 - Have good information
 - A pattern, even with evaluate outs
 - Closer look
 - Collaboration

Break commenced at 3:42 p.m.

Meeting reconvened at 3:58 p.m.

6. Discussion Topics

- Community involvement process
- RED Team
- Referral levels (like DR)
- Use of family team meetings
- Field experience of staff

- Staff issues
- Wages
- Elevating cases to court
- Foster home, MC3, receiving home, emergency shelter, regionally placed and availability
- Entering information into CMS in a timely manner to reflect the work that's been done
- Metrics/measurements to gauge "success." How do we know? Who tells us?
- Community partners keep families resilient and up-skilled to avoid referrals to CPS
- Encouraging schools, healthcare providers, clinics, hospitals others to participate in discussions around child safety and welfare with all community partners and CPS/HHSA

7. Staffing

- Recruitments
 - Are being done at Colleges, High Schools, intern programs within the County, and at County Fairs
 - Since February 2015 we had 26 open positions in CPS. As of right now we have 15 open positions.
 - We currently have 11 in process, 9 offers and 2 open positions
 - Office Assistant, Social Worker Assistant and Legal Clerks
 - A total of \$35,000 has been spent for recruitments and advertising
 - Business cards have been provided with where to apply on them at many venues and locations
 - With the current wages, housing costs, no local University Colleges nearby and the black market in the community it has made it difficult to find Master Social Worker (MSW) to hire
 - We need to work with community partners and organization providers to get clinical hours
 - We need to support and build up Social Workers and with the work they do
 - Work with FFAs to carry some of the case and start involving them in the court system
 - Regional sharing of Social Workers
 - Lake County and Mendocino County
 - 54% of clients are sent out of Lake county right now
 - Merit to ALMS the impact and the processes are the same, but a lot simpler
 - We will be able to use training and experience when hiring
 - An improved economy is needed in this community.
 - Community support and collaboration with all partners for development of foster homes

8. Process

- Jena to take all the notes that have been gathered from this meeting to form a process
- HHSA will be presenting at the Board of Supervisor (BOS) Meeting on September 22 the current statistics that reflect Family and Children's Services
- Bryan thanked everyone for their presence at this meeting and has encouraged everyone to attend the BOS Meeting that is being held on September 22

Meeting adjourned at 5:01 p.m.

Mendocino County Child Welfare Facilitated Meeting

Wednesday, August 26, 2015

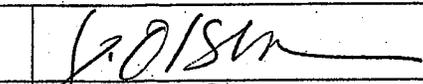
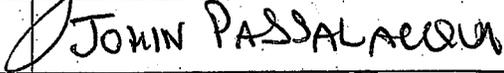
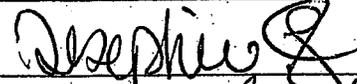
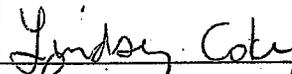
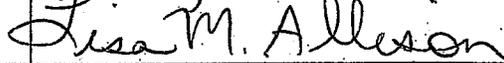
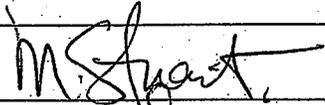
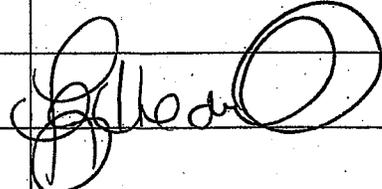
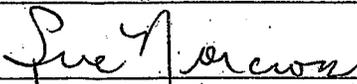
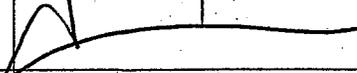
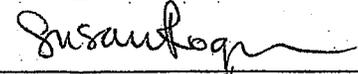
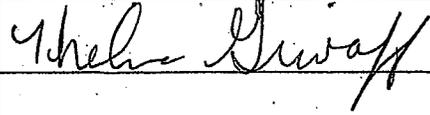
SIGN IN SHEET

NAME	PLEASE SIGN IN
Anita Toste, ICWA, Hopland Tribe	
Anne Molgaard, Executive Director, First 5	<i>Anne Molgaard</i>
Anne Nava, Social Worker Supervisor, HHS	<i>Anne Nava</i>
Bryan Lowery, Assistant Director, HHS	<i>Bryan Lowery</i>
Camille Schraeder, Executive Director, RCS	
Chandra Gonsales, RQMC	
Dan McCormick, Director of Strategic Initiatives, Safe Generations	
Deborah Lovett, Senior Program Manager, HHS	<i>Deborah Lovett</i>
Dolly Riley, Social Worker Supervisor, HHS	<i>X Dolly Riley</i>
Douglas Parker, County Counsel, Mendocino County	
George Valenzuela, County Counsel, Mendocino County	<i>George Valenzuela</i>
Jacob Kessner, TLC Child & Family Services	<i>Jacob Kessner</i>
Jamie Bloom, ICWA Advocate, Round Valley	
Janie Nevarez, ICWA, Redwood Valley	<i>Janie Nevarez</i>
Jayma Shields, Laytonville Family Resource Center Coordinator	<i>Jayma Shields</i>
Jeff Killebrew, TLC Child & Family Services	<i>Jeff Killebrew</i>
Jena Conner, Deputy Director Family & Children's Services, HHS	<i>Jena Conner</i>
Jennifer Wilson, Attorney at Law	
Jeremy Meltzer, Attorney at Law	
Jim Galsterer, Executive Director, TLC Child & Family Services	
Jim Mockel, Senior Program Manager, HHS	<i>Jim Mockel</i>

Mendocino County Child Welfare Facilitated Meeting

Wednesday, August 26, 2015

SIGN IN SHEET

Joanna Olson, Executive Director, MCYP	
John Passalacqua, Attorney at Law	
Josie Loomis, ICWA, Hopland	
Judge Cindee Mayfield, Mendocino County Courts	
Julie Spoljaric, Attorney at Law	
Karen Sadzdoff, Engagement Services Coordinator, Safe Generations	
Lindsey Coke, Social Worker Supervisor, HHS	
Lisa Allison, Social Worker Supervisor, HHS	
Lorraine Laiwa, ICFPP	
Matt Purcell, Social Worker Supervisor, HHS	
Maya Stuart, Program Director, MCYP	
Melissa Phillips, Social Worker Supervisor, HHS	
Rebecca Chenoweth, County Counsel, Mendocino County	
Rosanna Jordan, Admin Secretary, HHS	
Sarah Valdez, ICWA, Hopland Tribe	
Sheryn Hildebrand, Executive Director, CASA of Mendocino & Lake Counties	
Steven Luna, Director, ICWA Round Valley	
Sue Norcross, Senior Program Manager, HHS	
Susan Fette, Foster Care & Adoption Services, TLC Child & Family Services	
Susan Rogers, Social Worker Supervisor, HHS	
Thelma Giwoff, Senior Program Manager, HHS	
Tim Schraeder, Executive Director, RQMC	



Mendocino County Health & Human Services Agency

Healthy People, Healthy Communities

Stacey Cryer, Director

Bryan Lowery, Assistant Director

Jena Conner, Deputy Director



September 22, 2015

Attn: Community partner agencies in Mendocino County

We want to thank you for attending the facilitated meeting on August 26, 2015. It is our hope that information provided and the discussions that occurred allowed everyone to gain more insight into the front end referral process in child welfare.

The conversations and written feedback have been beneficial and we continue to evaluate and adapt to implement ideas presented. The information in the letters received from community partners are being entered into a spreadsheet and will be shared with the group in the near future.

Some of the changes that have already begun are:

- Creation of a Training Unit and hiring of a Social Worker Supervisor for this unit for training of new Social Workers and other training needs. This supervisor has been hired and the Training Unit begins on 9/28/15.
- Separating front end social workers' duties to either do emergency response investigations or court work, but not both. This has begun in the Ukiah office and will be able to occur in Willits and Fort Bragg with additional staff.
- Specific review process by supervisors and managers to ensure timely investigation of 10 day referrals.
- Smart phone/tablet pilot project for Emergency Response Social Workers.
- Ensuring contacts on current referrals are entered into the state database timely while working on data entry and close out of older referrals.
- Training for social workers on child safety, oversight of voluntary and formal supervision cases and when to elevate cases to court. This training occurred on June 16, 2015.
- Training for social workers on Structured Decision Making tools. UC Davis provided training for staff on the tools in April and May 2015.
- HHSA will be hiring a consultant to review Family and Children's Services.
- The Board of Supervisors (BOS) Family and Children's Services presentation will be on November 17, 2015.

Some changes we are considering are and please note this is not an exhaustive list:

- Adding a Social Worker Field Supervisor position.
- Adding county vehicles to the Family & Children's Services fleet to assist staff in serving our clients and community.
- Retention bonus for Social Workers, to be determined by the Board of

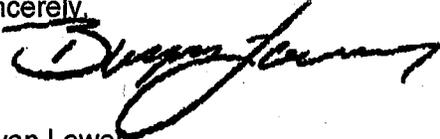
Administrative Services 747 S. State St. Ukiah, CA 95482 Ph. 707-472-2333 Fax 707-472-2335	Adult & Aging Services 747 S. State St. Ukiah, CA 95482 Ph. 707-463-7900 Fax 707-463-7979	Children & Family Services 727 S. State St. Ukiah, CA 95482 Ph. 707-463-7990 Fax 707-463-7960	Behavioral Health & Recovery Services 1120 S. Dora St. Ukiah, CA 95482 Ph. 707-472-2300 Fax 707-472-2306 - MH Fax - 707-472-2657 - AOD	Public Health Services 1120 S. Dora St. Ukiah, CA 95482 Ph. 707-472-2700 Fax 707-472-2773	Employment & Family Assistance Services 737 S. State St. Ukiah, CA 95482 Ph. 707-463-7700 Fax 707-463-7859
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Supervisors.

- Examining our current prevention efforts and funding and determining what changes are needed to help achieve better outcomes for our children and youth.

We look forward to our continued work with each of you as improving child safety and welfare in Mendocino County takes a community effort.

Sincerely,

A handwritten signature in black ink, appearing to read "Bryan Lowery", written in a cursive style.

Bryan Lowery
HHSA Assistant Director of Human Services



SERVING CHILDREN, YOUTH & FAMILIES SINCE 1974

Mendocino County Health and Human Services Agency
Stacey Cryer, Agency Director
747 South State Street
Ukiah, CA 95482

August 6, 2015

Dear Ms. Cryer:

I would like to extend my sincere appreciation and support of the vision that staff at HHSA Family and Children's Services (Bryan Lowery and Jena Connor) have in serving homeless youth, and for the direction HHSA has taken in stepping forward to fully fund the Mendocino County Youth Project (MCYP) Levine House for the 2015-2016 year. Over the years HHSA and MCYP have developed a strength-based collaborative relationship resulting in the successful development of many programs that deliver necessary services, resulting in positive outcomes which strengthen our community.

Levine House was developed as a pilot project in 2014 to serve homeless AB12 and crisis youth. Collaborative partners from HHSA Family and Children's Services (FCS), Mendocino County Youth Project (MCYP), and Redwood Community Services (RCS) determined that to best support these high risk and vulnerable youth, a structured environment with individualized support services and life skills training was needed. In addition to providing a six bed housing unit, the program would provide a short-term safety net with the goal of youth stabilizing, successfully attending school, becoming employed, and transitioning into permanent housing.

At the end of the pilot year Levine House had served eleven FCS AB12 youth (2males / 9 females) for a total of 367 bed nights, with an average length of stay at 33 nights. Levine House also served twelve RCS crisis youth (2 males / 10 females), and 3 children for a total of 434 bed nights, with an average length of stay at 36 nights. Youth residents were able to meet consistently with staff and care managers who were site-based. Youth were assessed for mental health and substance abuse issues. They were linked to rehabilitation specialists and therapists, supported to attend sessions, and were linked to healthcare and program services provided in the community. All residents were required to participate in life skills groups and one-on-one case management that provided learning opportunities toward successful independence. Many youth were able to return to or complete school, receive training, and become employed. Most of the youth served had successful outcomes. Some chose to return to the streets, yet return again to Levine House to improve upon their homeless situation.

At the end of the year the collaborative team assessed that the program structure was successful in serving clients, however the plan to fund the program through bed rates and medical funding was not. The program ended with a deficit and was scheduled to close. With HHSA stepping in



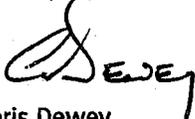
and fully funding Levine House for FY2105-16 the collaborative can be assured that both AB12 and crisis youth will receive necessary services towards stabilization.

From a law enforcement perspective I view Levine House as essential in providing a safe space for youth, which shelters and safeguards them from entering into a lifetime of chronic homelessness. Homeless youth are the most at-risk segment of our population. When on the streets they are vulnerable to sexual exploitation, pregnancy, sexually transmitted infections, mental health issues, substance abuse, and the possibility of engaging in criminal activities for survival. Homeless youth can have a tremendous impact upon our community and county, drawing upon the resources of law enforcement, hospitals, businesses, county services and community based organizations. The program structure at Levine House provides opportunities for youth so that they are more able to make healthy choices and become independent community members.

The HHSA Levine House funding is greatly appreciated in our community, and serves as the starting point from which to shelter homeless youth. The homeless youth in our community are the AB12 youth, youth in crisis, and youth who are unserved and known as the general homeless population. We all agree that there is a significant need to serve the homeless in our community, and in particular all homeless youth. I encourage each of us to look further and find resources so that we can expand the services and capacity at Levine House, providing the necessary safety net and support services for all homeless youth.

In closing, I again thank you for continuing to develop and support important partnerships to serve our community. The support of HHSA has allowed FCS and Mendocino County Youth Project to continue to build upon their strength based partnership in meeting the vital and essential needs of homeless youth, and has made our community a safer place.

Thank you,

A handwritten signature in black ink, appearing to read "Dewey".

Chris Dewey
City of Ukiah, Chief of Police
Chair, MCYP Board of Directors

cc: J. Olson, Executive Director, MCYP



CDSS

WILL LIGHTBOURNE
DIRECTOR

STATE OF CALIFORNIA—HEALTH AND HUMAN SERVICES AGENCY
DEPARTMENT OF SOCIAL SERVICES
744 P Street • Sacramento, CA 95814 • www.cdss.ca.gov



EDMUND G. BROWN JR.
GOVERNOR

August 18, 2015

Ms. Jena Conner, MSW
Deputy Director
Child Welfare Services
Mendocino Health & Human Services Agency
727 S. State Street
Ukiah, CA 95482

**SUBJECT: REQUEST FOR EXEMPTION OF STAFF REGULATORY EDUCATIONAL
AND EXPERIENCE REQUIREMENTS**

Dear Ms. Conner:

The California Department of Social Services (CDSS) has reviewed your letters dated January 6, 2015 and May 20, 2015, requesting deferral of compliance to the Child Welfare Services Manual of Policies and Procedures (MPP) Division 31 Sections 31-070.11 and 31-070.12 staffing regulations identified below:

- Division 31-070.11, specifies that at least 50 percent of the professional staff providing emergency response services and family maintenance services shall possess a master's degree in social worker education or its equivalent in education and/or experience as certified by the State Personnel Board or county civil service board.
- Division 31-070.12, specifies that 100 percent of the supervisors of staff providing emergency response and family maintenance services shall possess a Master's in Social Work (MSW) degree, or its equivalent in education and/or experience as certified by the State Personnel Board or county civil service board.

After review of the information provided regarding the qualifications of your staff, we agree that Mendocino County does not meet the educational and/or experience requirements as defined in regulations.

The CDSS supports the objectives you have identified in your May 20, 2015 compliance plan outlined below:

- Continue to encourage current social worker employees to apply for MSW programs.
- Continue to support current social worker employees who are in MSW programs by providing opportunities for them to complete their required field work internships in-house.
- Continue to provide field work internship opportunities to students pursuing their MSWs but not currently employed by Mendocino County Child Welfare Services.
- Continue to actively recruit MSWs by exploring all possible avenues of recruitment including advertising, job fairs, and recruitment visits to colleges with MSW programs.
- Explore possibilities to provide incentives for MSWs to work for Mendocino County.
- Continue the transition to an Agency Local Merit System (ALMS). This transition would allow more flexibility at the local level to meet the minimum requirements by including a specific number of years of work experience and/or training in the field as a social worker and/or social worker supervisor that would be equivalent to obtaining a Master's degree.

To aid you in obtaining your objectives, we encourage you to utilize the Northern Regional Training Academy for educational and technical assistance opportunities. The following services are currently offered:

- Emergency Response Academy for Supervisors and Managers
- Manager's Convening
- Permanency Academy for Supervisors and Managers
- Core for Supervisors
- Advanced Analytics
- Tools for Managers' Excellence
- Coaching Institute for Child Welfare Supervisors

Additionally, Mendocino County's identified need for this exemption to meet the regulatory requirements of staff education and/or experience should be considered as you prepare your upcoming County Self-Assessment (CSA). Stakeholder discussions or focus groups might offer valuable insight or suggestions to resolve these issues. In order to assist in the determination of potential impacts to your CSA, please contact your CDSS Outcomes and Accountability consultant, Henry Franklin at Henry.Franklin@dss.ca.gov or by telephone at (916) 651-9932.

The CDSS recognizes the challenge to recruit staff in rural areas and will continue to provide technical assistance to ensure the goals outlined in your plan above are met. CDSS is granting your exemption request in accordance with the Child Welfare

Ms. Jena Conner:
Page Three

Services MPP Division 31 Sections 31-070.11 and 31-070.12, based upon the challenges cited, for a three-year period ending January 6, 2018.

Should you have any questions, please do not hesitate to contact me at (916) 651-6100.

Sincerely,

A handwritten signature in black ink, appearing to read 'K. Winston', with a long horizontal flourish extending to the right.

KELLY WINSTON, Chief
Child Welfare Policy and Program
Development Bureau

c: Henry Franklin, Children's Services Operations and Evaluation Branch
Stacey Cryer, Mendocino Health & Human Services Agency
Bryan Lowery, Mendocino Health & Human Services Agency