



New Jersey Task Force on Child Abuse and Neglect

STAFFING AND OVERSIGHT REVIEW SUBCOMMITTEE

Marygrace Billek, Chairperson
Lisa Chapland, Vice Chairperson

June 13, 2023
3:30 P.M. – 5:30 P.M.

In Attendance:

Marygrace Billek
Lisa Chapland
Mary Coogan
Amy Fisher
Mary Hallahan
Scout Hartley
Gina Hernandez
Laura Jamet
Joshua Levy
Amanda Melillo
Linda Porcaro
Garnet Roberts-Batson
Katie Stoehr
Traci Telemaque
Robyn Veasey
Angie Waters

Mercer County DHS
Kinship Resource Parent
Advocates for Children of New Jersey
Superior Court of New Jersey – Monmouth Vicinage
Foster and Adoptive Kinship Parent
ICF Incorporated
Prevent Child Abuse New Jersey
NJ Department of Children and Families
Fatherhood Engagement Committee
Senator Vitale's Office, 19th Legislative District
Somerset County Office of Youth Services
Fatherhood Engagement Committee
NJ Department of Children and Families
Office of the Law Guardian
Office of the Public Defender
CASA of New Jersey

Guests:

Ali Jawetz
Judith Meltzer
Martha Raimon
Kate Bradley
Matthew Curcio
Kathleen Noonan
Aaron Truchil
Stephen Singer
Colleen McCauley

Center for the Study of Social Policy
Center for the Study of Social Policy
Center for the Study of Social Policy
NJ Department of Children and Families
Kinship/Foster Parent
Camden Coalition
Camden Coalition
Camden Coalition
Camden Coalition

Staff

Angela Phillips
Daniel Yale

NJ Department of Children and Families
NJ Department of Children and Families



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"In compliance with Chapter 231 of the Public Laws of 1975, notice of this meeting was given by way of notice filed with the Secretary of State, the Trenton Times and the Newark Star Ledger and posted at the Department of State, 125 West State St., 1st Floor, Trenton, New Jersey."

**Please note the meeting is being recorded for the transcription of minutes. Please be sure to state your name prior to making comments, motions and seconding votes.*

Welcome and Introductions

A brief welcome was provided by Marygrace Billek and the meeting was called to order. Each member and guest provided a brief introduction.

Review June 13, 2023 Minutes

A motion to approve the June 13, 2023 minutes was made by Mary Hallahan. Lisa Chapland seconded the motion. The minutes were approved without edit.

Welcome from SORS Consultants, Camden Coalition

The consultants from Camden Coalition provided a brief introduction of the work that they do and the expertise that they have relating to the mission of the SORS. Kathleen Noonan informed members that they will do a large part of this work between meetings and use the meetings to discuss particular topics, address issues, etc. Members of this team will reach out to each member of SORS individually to discuss the work of the SORS and the work that Camden Coalition has been asked to perform.

Review SORS agenda that Camden Coalition will support (pursuant to P.L. 2022, C. 130)

Aaron Truchil explained that they would start with setting priorities and focus areas as a group. There are 11 performance areas and 48 measures in the sustainability and exit plan and it will be beneficial to spend some concentrated effort on a subset of areas and measures to monitor and meaningfully engage with the data. Colleen will begin to facilitate those conversations to get them up to speed on the conversations that have already taken place. They would like to build from the ideas and goals that members have already discussed.

As the priorities are established, they will work to ensure that they have access to the necessary and appropriate data. As the contextual data is located across a variety of settings, they will take the next few months to catalog, understand, and annotate it so that it is digestible and understandable to a broad range of audiences. They will then move towards determining if the data is sufficient or whether there are supplemental measures and data that will be necessary to adequately address the questions and priorities. They will also look into measure logistics - how are we going to establish reference periods



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and look at non-NJ-based reference points. This will not only take the group through this year's report, but also into 2024 to determine additional priorities the group may want to explore.

Discussion of initial thoughts on performance areas from legislation and follow up planned by Camden Coalition

Colleen McCauley began by asking members what they think is most important to continue to measure regarding the performance areas and measures that are outlined in the legislation. The following ideas were raised by members:

- Measure the frequency and types of engagement with people of various lived experience and these types of various activities. Specifically when it comes to culturally responsive or competent services.
 - Katie spoke about DCF utilizing the Fathers with Lived Experience Committee or Youth Council meetings and talk about the policy recommendations that have been made in those larger meetings. Additionally, DCF has overhauled the continuous quality improvement system to include interviews with family members directly on a larger scale. While this will result in new data, it is not known what that data will include as it is a new process. Similarly, within the Children's System of Care (CSOC), there are quality measures and Medicaid requirements for surveying recipients of those services. Those questions are meant to determine the family's experiences when interacting with the Department. The DCF Office of Monitoring was designed to use standardized approaches to monitor the quality of purchased services in DCF. In that area, DCF is using the service recipients in the process of developing the tool that will be used. Service recipients of those particular services will also be interviewed regarding their experience.
 - Marygrace informed the members of the Camden Coalition that several members of the SORS have volunteered to go through the DCF CoQI training and be a part of that process going forward. Aaron asked if he, Stephen, and Colleen could be a part of that process as well.
- Timeline for qualitative data through the CoQI process
 - Kathleen felt that the CoQI process can be an ongoing area in which SORS will be involved. Kathleen also discussed the possibility of SORS evaluating more closely the qualitative data in 2024.
- A question that has been raised repeatedly is data regarding child re-entry into placement. How many times has the child re-entered the system and what are the timeframes from first entry until final disposition?



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- The need to examine data regarding children that have experienced multiple placements after being placed with kin. Mary spoke about the need to examine data regarding permanency after placement.
 - Members discussed that there are several places where re-entry and placement data can be located. This includes the monitor's report and the Rutgers/DCF data portal.
- Katie discussed that there will be a need, when the Committee is looking at data, whether it is quantitative or qualitative, to think about how to have a conversation to elicit further questions. There will be a need to develop a process so that it is possible for DCF to respond. Part of the role of Camden Coalition will be to get everyone on the same page regarding what data is easily accessible and what data will take longer to produce.
 - Kathleen spoke about the need to choose which data to prioritize and how it can be actionable. Prioritizing issues that are important to the group to be able to discuss and design is important. Katie spoke about lead indicators (has not yet happened) and lag indicators (happened in the past). Lead indicators will assist in determining if things are moving in the right (or wrong) direction toward the desired outcome.
- Development of models for specific data points to assist in analyzing specific experiences of people in the system and the related outcomes.
- Data regarding quality of investigations and assessment.
- Interviewing families about the services they received to determine the quality, appropriateness, did the service work, availability, etc.
- Identifying kin in a timely manner for placement purposes
- Data regarding parents – e.g. services offered, timelines of services, communication with parents (fathers specifically), number of cases with mothers only vs. cases with both parents
- What could have been in place to prevent contact with the DCF, what could have been offered, if families are aware of services that could have been provided to prevent contact with DCF, what were some of the missing essentials that families need, anything we learned on the front end to support all families in NJ.
- Parent involvement - Court data vs. DCF data, are interactions with parents typically tracked separately?
- Data regarding training staff and supervisors
- Concerns about why the number of referrals and cases is trending downward.
- Using social determinant and medical information to provide services upstream
- Employee satisfaction surveys to measure morale and productivity of staff.
 - Katie spoke about the Safety Culture Survey that DCF recently sent to staff that addresses physical safety, psychological safety, intent to leave, etc.



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Follow up to expect from meeting

Kathleen identified the following next steps:

- Members will receive individual telephone calls to discuss the work of the SORS
- Camden Coalition will begin to review and inventory data sources to determine if they are sufficient to measure the items that were identified in the legislation and ideas presented during this meeting
- Camden Coalition to meet with DCF analytics over 2 sessions to be oriented to the array of reports and data sources as well as what data is included in those resources
- Marygrace discussed the possibility of having an extended, in-person meeting in October.

Meeting Adjourned – Next meeting August 8, 2023.