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Governor



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Director

## **Illinois Department of Children & Family Services**

### **PROGRAM IMPROVEMENT PLAN TRAINING & SUPERVISION WORK GROUP December 17, 2003 Committee Meeting Notes**

#### **Attendance:**

Cynthia Moreno (Chair), Mary Debose (CHASI Co-Chair), Ellyce Roitman (DCFS Chair Back up), Kim Cobb (Hull House), Donna Kazragis (Facilitator), Carianne Sites (CHASI Director of Training), Kevin Houser (DCFS Central Region), Debra Kinsey (DCFS), Will Barnes (REACH Inc), William Gomez (GAL), Sharon Latiker (DCFS), Sarah Marshall (CHASI), Angela Paniagua (Scribe)

#### **Not in Attendance:**

Veronica Coleman (Educational Partnership), Stacey Champagne (CFRC), Bernadette McCarthy (DCFS Consultant), Elizabeth Richmond (Foster Parent Representative)

#### **1. Introduction and clarification of roles. Review of key due dates for reports.**

-Review of roles and responsibilities of committee members in the development of the training and supervision program improvement plan. Key due dates are January 9<sup>th</sup> co-chairs meeting, February 13 document submittal.

-It was determined that Angela Paniagua is the main communication /contact person for changes in meetings and other items/issues for the duration of the committee process.

-Request for written materials that were or need to be distributed to committee members are to be made to Donna Kazragis.

#### **2. Committee Members identified other possible persons who should be considered for joining the Supervisory and Training PIP workgroup. Members suggested:**

-POS & DCFS case manager (Older and newer, from follow-up, intact, DCP, adoption).

-More POS & DCFS downstate representation.

-DCFS legal

-Smaller POS

-Post Adoption

-Adoptive parent from Cook

-ACR

-It was determined that names of recommended committee representatives to be given to Angela Paniagua.

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-Cynthia Moreno encouraged adding key members, but wanted members to also consider a group size that is manageable.

-May need to consider developing a process to have representatives look at document and provide feedback, or have a large meeting to identify DCFS& POS common and uncommon trainings, including training gaps, and to establish a baseline. This may possibly happen through the training summit in January 2004.

**3. Review of Mission Statement facilitated by Mary Debose**

- Recommended amendments identified by group included:
  - Expansion of “practitioners” to include caregivers, and stakeholders.
  - Adding “throughout the various stages of their lives” at the end of the mission statement to emphasize the need for practitioners to understand the child’s developmental needs and personal growth.

Mary Debose and Cynthia Moreno to revise mission statement for review at next committee meeting.

**4. Cynthia Moreno led a discussion on 20,000 children that are currently in substitute care.**

-Children who are now entering the system have an average stay of 72 months (6 years). While emergency interventions with families are important, we need to be investing in their lives, as they are involved with the department for an extended period of time. Training of DCFS and POS staff is equally important. Staff training needs must be taken into account. Need to identify training resources, gaps, and barriers to training,

-Currently the federal government reimburses DCFS for training their own staff and not for training POS staff. Fundamental Foundations Training is the same for DCFS and POS staff. There is a large training disparity for ongoing enhanced training of DCFS and POS staff.

-Cynthia Moreno strongly encouraged committee members to participate in the Professional Development & Training Summit: DCFS & Private Child Welfare Agencies on January 13 &14, 2004. This summit will provide a collaborative forum for DCFS and POS agencies to identify, develop, and specify strategies for long and short-term training and professional development of the child welfare workforce.

Caseload Breakdown of children in substitute care statewide:

	DCFS	POS
Cook County	20% (30%)*	80% (70%)*
Downstate (Northern, Central and Southern Regions)	65%	35%

\*William Gomez indicated that in the November 2003 BH Consent Decree Court report these were the numbers provided for Cook County and that there was no comment on downstate.

## 5. Committee Members identified the following POS & DCFS Trainings:

- LANS (POS & DCFS)
  - Education Training (POS & DCFS)
  - Annual Court Training (POS & DCFS) Unknown if this is provided down state
  - Legal Screening (DCFS) unknown if provided down state
  - Annual Court Orientation (POS & DCFS)
  - Foster Parents Pride Training (POS & DCFS) in addition to elective and mandatory core modules
  - Inspector General (POS & DCFS)
  - Health Works Statewide (POS & DCFS)
  - University Partners (DCFS)
  - African American Commission (POS & DCFS)
  - Latino Consortium (POS & DCFS)
  - Hispanic Advisory Committee (POS & DCFS)
  - IL Foster Parent Advisory Committee (POS & DCFS)
  - Loyola Law School 3 day court training in Child Welfare Issues
- Need to get clarification on training provided by/for APT.
- Ellyce Roitman explained that the guiding principals that form the foundation of all effective trainings are information/knowledge, application, and integration.
- Need to explore and identify other sources of training exchange opportunities that may be provided to DCFS & POS by:
- Child Care Association
  - Child Welfare League
  - NASW
  - Universities
- There are an alarming number of adopted children needing additional services or that are coming back into substitute care due to failed adoption. Need to explore what is available to adoptive parents as there is no training offered to them once adoption is finalized.
- The group discussed the need for adoption training for staff and supervisors before, during, and after placement of the child. This training should also address the components of an individualized assessment for families. The group training method offered through PRIDE does not cover the issues that are best addressed with families confidentially (individualized assessment outside of the group).
- Ellyce Roitman distributed the Foundation Training Table of Contents and the DCFS FY04 training plan (with the FY03 report)
- Currently there is a 4E training waiver pilot in Cook. This is a program in which the federal reimbursement ban is being waived, in which DCFS is training POS staff from participating agencies. This is a five-year pilot and it is currently in year three. The hope is to show the federal government the benefits of reimbursement for training of ALL child welfare workers.

## **6. Dates for future PIP committee meetings:**

**Monday, Jan 12<sup>th</sup>, 1-4 PM at IIT**

**Tuesday and Wednesday, January 13 & 14<sup>th</sup> Professional and Developmental Summit (2 Days) at Marriott Hickory Ridge Conference Hotel in Lisle, IL**

**Friday, Jan 23<sup>rd</sup>, 9-3 at IIT**

**Wednesday, Jan 28<sup>th</sup>, 1-4 PM at IIT**

**Wednesday, Feb 4<sup>th</sup>, 9-12 at IIT**

**Wednesday, Feb 11<sup>th</sup>, 9-12 at IIT**

## **7. Assignments for next meeting:**

- Mary Debose and Cynthia Moreno to revise mission statement for review at next committee meeting.
- Ellyce Roitman to provide committee members with supervisory competencies and developmental materials and Foster Parent Pride Training Outline and a listing of known trainings provided by DCFS Training and Development.
- Committee members to provide Angela Paniagua with names of other possible committee members representative of the above identified child welfare community. See item #2.
- E-mail Angela Paniagua ASAP, if you are planning to attend 2 day Professional Development Training Summit: DCFS and Private Child Welfare Agencies on January 13 & 14, 2004 to facilitate registration.
- PIP committee members Cynthia Moreno, Mary Debose, Donna Kazragis, Kim Cobb, Carianne Sites, and Debra Kinsey; will work on Summit Survey instrument. The committee recommended that the survey be distributed at the Summit sponsored by DCFS and the POS child welfare agencies.
- Cynthia Moreno to contact Velma Williams; and Mary Debose to contact Marge Berglind to inquire on possibility of having participants at the Training Summit complete survey of trainings offered to their staff to begin to lay out the matrix of what trainings are available.
- PIP Training and Supervision Committee members to read for the next committee meeting all of the information passed out at today's meeting, specifically the Pennsylvania and Alabama Program Improvement Plans; Executive Summary: Preliminary Findings of the IL Child and Family Service Review; the Governor's Task Force Report and the Statewide self assessment report that was submitted by Illinois.
- Angela Paniagua to provide updated committee member listing to all members.