



FLORIDA INSTITUTE FOR CHILD WELFARE

AT FLORIDA STATE UNIVERSITY

FY 2018-2019 ANNUAL REPORT

Submitted to:

Governor Ron DeSantis
Bill Galvano, *Senate President*
Jose Oliva, *Speaker of the House*

October 1, 2019



College of Social Work
Florida State University
Tallahassee, Florida

MISSION

The Florida Institute for Child Welfare seeks to promote safety, permanency, and well-being among the children and families of Florida that are involved with the child welfare system. To accomplish this mission, the Institute sponsors and supports interdisciplinary research projects and program evaluation initiatives that contribute to a dynamic knowledge base relevant for enhancing Florida's child welfare outcomes. The Institute collaborates with community agencies across all sectors and other important organizations in order to translate knowledge generated through ecologically-valid research, policy analysis, and program evaluation.



The Honorable Ron DeSantis
Governor
PL-05 State Capitol
Tallahassee, FL 32399

Dear Governor DeSantis:

On behalf of Florida State University and the Florida Institute for Child Welfare, I submit this annual report which includes Institute activities, budget plan, research, and evaluation efforts for FFY 2018-2019. Research-informed recommendations are included.

The statewide affiliate network continues to grow and with their partnership, our Institute upholds the responsibility of providing the most robust and relevant research to inform child welfare policy. It is our goal to continue to cultivate the ongoing partnerships that we have formed with the community-based care lead agencies, Department of Children and Families, and other state agencies, as well as service providers.

Over this past year, our team has worked to build a research agenda that addresses the many intersections of child welfare in social work, the judiciary, public health, mental health, and education. Additionally, we continued to prioritize the child welfare workforce with the evaluation of pre/in-service training, analysis of predictive analytics, an ongoing 5-year workforce study, supervisory training for our regions, and formal partnership with the National Child Welfare Workforce Institute.

It has been a productive year. Our child welfare system is creating a safer community for our children and their families and it is my privilege to contribute to this work.

Best,

A handwritten signature in blue ink that reads "Jessica Pryce".

Jessica Pryce, Ph.D. MSW
Director
Florida Institute for Child Welfare

Cc:

The Honorable Bill Galvano
The Honorable Jose Oliva

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SECTION I: EXECUTIVE SUMMARY

In accordance with section 1004.615, Florida Statutes, the Florida Institute for Child Welfare (hereafter referred to as the Institute), submits this annual report to the Governor. The Institute was created to provide research and evaluation that contributes to a more sustainable, accountable, and effective child welfare system. This report covers the period of October 1, 2018 through September 30, 2019 and provides current research findings and policy and practice recommendations. In addition, there is a summary of activities and an update on the budget expenditures for the state FY 2018-2019.

The Institute has maintained a partnership with the Department of Children and Families (hereafter referred to as DCF, Department) and the community-based care (CBC) lead agencies and is committed to continuing those partnerships going forward. The inherent challenges of using research to inform the legislative process cannot be overstated. The Institute intends to bridge the gap between the creation of knowledge and its utilization. Working to ensure that the best child welfare research is ready and useful to policymakers to enhance evidence-based decision making is the Institute's foremost goal.

The Institute faculty and research affiliates work under the premise that effective and rigorous research can inform the solutions to the most intractable of social issues. The goal of this report is to present dispassionate analysis of our child welfare system and research-informed recommendations that can assist in the development of long-term social policy goals of our state.

Overall recommendations pertain to the following key areas:

- 1) Child Welfare Workforce
- 2) Human Trafficking
- 3) Residential Group Care Standards

SECTION II: OVERALL RECOMMENDATIONS

Child Welfare Workforce

The inability to maintain a stable child welfare workforce has been a persistent issue and has proven to be problematic for the well-being of children and families. Retention of child welfare frontline workers continues to be a challenge for organizations across the country. The Institute has prioritized this issue through the following efforts: 1) A 5-year longitudinal study of child welfare professionals; 2) an evaluation of a predictive analytic model for frontline protective Investigators; 3) supervisory training for our child welfare supervisors; and 4) an evaluation of the pre- and in-service training for newly hired child welfare workers.

Florida Study of Professionals for Safe Families

Transitional Period of Onboarding

Based on quantitative and qualitative findings from the Florida Study of Professionals for Safe Families (FSPSF), the transitional period from hiring to carrying a full caseload for workers is crucial, yet tenuous, here in our state. The Institute has released numerous [research briefs](#) and three of those were centered on this transitional/onboarding period.

Recommendation:

1. The Department should hire a designee who is responsible for monitoring the adherence to the Training and Certification Protocol, as well as monitoring the transitional period for new workers. This position could be given to an employee who is already working with the agency, or a newly hired employee. The research has pinpointed this onboarding process as key to enhancing the workforce; therefore, the hiring of a *training liaison* is recommended.

Client Perpetrated Violence

Child Protective Services (CPS) workers face many risk factors for workplace violence, including home visits, work in high-crime areas, independent work, irregular hours, and hostile clients. Moreover, non-voluntary clients with poor judgment, low impulse control, and mental health issues, common characteristics among those suspected of abuse or neglect, are prone to act violently, particularly when feeling threatened with temporary or permanent child removal. This preliminary research indicates high rates of verbal assaults (nearly 100%), threats of physical violence (11-33%), and physical attacks (2-34%). Affected workers commonly describe psychological and emotional consequences (e.g., fear, anxiety), which are associated with job turnover. Overall, 76 percent of workers experienced some form of client-perpetrated violence within the first few months of employment.

Recommendations:

1. Ensure adequate training content (de-escalation strategies and crisis management) that prepares workers for potentially hostile interactions.
2. Facilitate more targeted collaboration and crossing training with law enforcement around these issues.

Mental Health/Physical Health of Workforce

The participants report that their physical and behavioral health worsened over the first 12 months of employment with the largest changes seen in the first 6 months. For example, compared to baseline, the

percentage of people indicating their physical health was excellent or very good was significantly lower for the first 12 months of employment. Psychological distress was significantly higher at six months compared to baseline. Perception of mental health stands out, as the percentage of respondents indicating excellent or very good mental health worsened steadily at every wave starting at 72.5 percent at baseline and decreasing to 46.5 percent, a notable 36 percent decline.

Recommendations:

1. DCF has reported that they are incorporating *wellness practices* into some of their agencies, and the Institute recommends that the wellness priorities are formalized and instituted statewide.
2. An Institute affiliate has tested a practical tool, [Trauma-informed Self Care \(TISC\)](#), which measures burnout, secondary traumatic stress, compassion fatigue, and psychological well-being. DCF should explore and consider implementing this tool with their child welfare professionals who continue to face precarious and highly stressful environments.

Predictive Analytics

The use of predictive analytics has become increasingly popular among child welfare agencies and researchers. The primary objective for the Chronicity project is to determine the added value that predictive analytics has on the pre-commencement activities of child protective investigators. The pilot site for the Chronicity project is Circuit 2 in the Northwest Region. The Florida Institute for Child Welfare conducted a formative evaluation of the Chronicity project, which entailed conducting interviews with child protective investigators who were trained on the Predictive Analytic model. The Department was interested in determining whether a predictive model adds value to the workload activities of child protective investigators in Florida. This Project sought to answer, “*Does the use of a predictive model during pre-commencement add value to child protective services?*”

There were varying perceptions of the predictive model across participants in this study, with some viewing the model as beneficial to their pre-commencement activities and others seeing the model as additional tedious work. However, with only qualitative data, at this time the evaluation team cannot make an assessment about the effectiveness of the model.

Recommendation:

1. Future evaluation research on these models is needed and should include qualitative and quantitative methods. Quantitative methods will assist the evaluation team in determining more conclusive findings around effectiveness. In addition, more qualitative work is also needed in order to ensure that these models are not unknowingly creating more burden for workers.

Strengths-Based Supervision Training

Based on findings from the 5-year longitudinal workforce study, Florida’s supervisory capacity needed improvement and development. The Institute sponsored an 8-day train-the-trainer session with Dr. Cynthia Lietz, a national leader in Strengths-Based Supervision (SBS). Strengths-Based Supervision (Lietz, 2013) is a model of child welfare supervision and it has been implemented in Texas, Idaho, Michigan, and most recently in the Florida Department of Children and Families’ SunCoast region.

Strengths-Based Supervision involves implementing the following four elements of supervision: 1) model family-centered practice in supervision; 2) integrate the use of individual and group supervision

modalities; 3) incorporate both crisis-oriented and in-depth supervisory processes; and 4) fulfill the administrative, educational, and supportive functions of social service supervision.

The training evaluations suggest that DCF supervisors and trainers responded positively to this training. The open-ended comments on the course evaluations and online surveys support the idea that many see value in this content. SBS is an appropriate model of supervision for the Department as its focus on family-centered practice remains consistent with the practice model.

Recommendation:

1. Since this initial training, SBS is already being implemented in other areas of Florida; therefore, it is recommended that the Department continue to move forward with implementation of SBS training across the state, along with monitoring and evaluation.

Pre-service Training

The Florida Institute for Child Welfare contracted with the Department of Child and Family Studies at the University of South Florida to conduct a study examining the impact of child welfare pre-service training for newly hired child welfare professionals in Florida. This study is designed to: 1) assess the readiness of case managers and child protective investigators (CPIs) to begin their job responsibilities; 2) determine whether pre-service training is at the level it should be; and 3) identify both environmental factors and individual coping strategies of workers that facilitate and hinder knowledge acquisition and skill development while in the roles of case managers and CPIs.

When asked about the major benefits of pre-service training, nearly all respondents felt that it does provide new hires with a standardized foundation on child-welfare practice and on understanding provider agencies. It was also noted that this is especially helpful for trainees who have a degree other than social work. With regard to challenges of pre-service training, one consistent area of concern was a disconnect between what is taught in pre-service versus what trainees encounter in the field. This disconnect was also reported in the longitudinal workforce research study. This research study is not complete but a [report](#) compiling the first two years can be found on the Institute's website. Based on the findings to date, the following recommendations are offered:

Recommendations:

1. Consistent with the FSPSF, there is disconnect between the training curriculum and field work. The earlier recommendation of the hiring of a *training liaison* is fitting as that person would also have the responsibility of managing the disconnect with new hires and providing support as they balance the knowledge from training and the experience in the field.
2. Emotional and psychological burnout should be intentionally addressed in the pre and in-service training. The Institute recommends a Trauma-Informed Self Care Tool that can be introduced to new hires during training.
3. Participants reported the need for training on time management. Time management of workload should also be addressed in the pre-service curriculum. This can be accomplished by having a more experienced case manager discuss effective strategies to manage and produce positive workflow outcomes.

Human Trafficking

As indicated in the June 2018 Office of Program and Policy Analysis and Government Accountability (OPPAGA) No. 18-05 report, youth who were verified as commercially sexually exploited between 2013 and 2016 have not made significant progress on child welfare, criminal justice, and education indicators. In a 2016 report, OPPAGA recommended that DCF gather systemic feedback from users about the tool and complete a validation of the screening tool. The Institute has taken lead on both recommendations.

Adequate screening and assessment are crucial to providing the appropriate types of treatment and interventions for this special-needs group. The Human Trafficking Screening Tool (HTST, Tool) has been used since 2016, though child protective investigators and dependency case managers were not using the tool as intended and expressed concerns with the utility.

In 2017, the Institute reported findings from a survey where participants who use the HTST offered insights pertaining to the cumbersome nature of the tool. Elaboration on the feedback provided to our research team can be found in the [final report](#). In 2018, DCF partnered with our research team to work on validating the HTST. The research team analyzed a random sample of 248 tools. Results from an Explanatory Factor Analysis (EFA) on 14 indicators on the tool indicate the HT screening tool showed promise. Unfortunately, there was low internal consistency (reliability) among the items on the tool. Until there is reliability, this tool should not be considered valid.

The Florida Institute for Child Welfare has applied for an internal planning grant from Florida State University. This grant would support a qualitative exploration of how screeners are implementing the Tool, specifically noting gaps in knowledge that will inform the next and more targeted phase of training. Findings from this study would inform further recommendations to DCF on how to best educate, train, and inform screeners on the tool and its implementation to reduce screener inconsistencies.

Recommendation:

1. Based on this validation study, the HTST is a promising tool for identification of trafficked youth in our state. Though, without reliability of this tool, there will continue to be concerns about validity. The Institute recommends qualitative data collection from screeners to determine the strengths and weaknesses of the tool. This qualitative phase will also yield useful information to determine the need for future training on this tool's utilization.

Residential Group Care Quality Standards

The Group Care Quality Standards Assessment (GCQSA) draws upon research and empirically-driven frameworks to transform residential services through the integration of research-informed practice standards, ongoing assessment, and continuous quality improvement. A set of standards was completed in August of 2015. Following DCF approval of the standards, the Institute was asked to take the lead in the development and validation of an assessment tool that will evaluate Florida group homes' implementation of the quality practice standards. Language for developing and validating a quality accountability system that includes residential group homes was written and signed into statute (HB 1121) during the 2017 legislative session. The Group Care Quality Standards Assessment serves as the basis for the statewide accountability system for group homes.

The Florida Quality Standards Project Domains are as follows:

- ◆ Assessment, Admission, & Service Planning (Domain 1)
- ◆ Positive, Safe Living Environment (Domain 2)
- ◆ Monitor & Report Problems (Domain 3)
- ◆ Family, Culture, & Spirituality (Domain 4)
- ◆ Professional & Competent Staff (Domain 5)
- ◆ Program Elements (Domain 6)
- ◆ Educations, Skills, & Positive Outcomes (Domain 7)
- ◆ Pre-Discharge/Post-Discharge Processes (Domain 8)

The Family First Prevention Services Act (FFPSA) became law in spring 2018 and has several implications for residential group care. The foremost example is that funding is limited for group homes that do not meet the criteria of a qualified residential treatment program. In 2018, the Institute recommended that the Department closely monitor the FFPSA's criteria for a Qualified Residential Treatment Program. Below, it shows what elements of the FFPSA criteria are accounted for with the GCQSA.

The FFPSA criteria for quality residential care includes:

- ◆ Settings for youth at risk of, or who are victims of, sex trafficking should include high-quality residential care and support services (GCQSA Domain 1)
- ◆ Qualified Residential Treatment Programs (QRTP)
 - Evidence-based, validated assessments (GCQSA Domain 1)
 - Discharge planning services and aftercare (GCQSA Domain 8)
 - Promotes family involvement (GCQSA Domain 4)
 - Use of trauma-informed treatment approaches (GCQSA Domain 6)
 - Accreditation (GCQSA Domain 1)
 - Access to clinical/nursing services (GCQSA Domain 1)

The agreement between the quality elements identified by the FFPSA and the GCQSA are important to note. The GCQSA measures each of the specified quality elements identified in the FFPSA.

Recommendations:

1. Findings from the Residential Group Care Statewide Pilot found that only 25 percent of programs met the criteria for implementing a trauma-informed approach to their group care services. Therefore, the Institute recommends that the Department provide guidance and support for group homes towards becoming more trauma informed.
2. The Institute recommends that the Department continue to monitor the adherence of criteria from FFPSA by continuing to support and utilize the GCQSA.

SECTION III: FLORIDA INSTITUTE FOR CHILD WELFARE

Background

In 2014, the Florida Legislature established the Florida Institute for Child Welfare at the Florida State University College of Social Work. The mission of the Institute is to promote safety, permanency, and well-being among the children and families of Florida that are involved with the child welfare system. To accomplish this mission, the Institute supports interdisciplinary research projects and program evaluation initiatives that contribute to a robust knowledge base that improves Florida's child welfare outcomes. The Institute collaborates with community agencies across all sectors and other important organizations in order to translate relevant knowledge generated through ecologically-valid research, policy analysis, and program evaluation.

The Institute's goals and priorities were specified in section 1004.615, Florida Statutes, with an overarching mandate to make practice and policy recommendations. The purpose of the Institute is to advance the well-being of children and families by improving the performance of child protection and child welfare services through research, policy, analysis, evaluation, and leadership development.

The four pillars that provide the framework of the Institute's foundation are Partnerships, Research, Technical Assistance/Training, and Policy. The partnerships, research and technical assistance and training all inform and contribute to policy recommendations. An illustration of the Institute's current activities is in Appendix B.

Institute Affiliate Network

There are 47 research and faculty affiliates across the state. See <https://ficw.fsu.edu/affiliates> for the full directory. The Institute is prioritizing the continued development of its affiliate network, focusing specifically on the promotion of active partnerships. Institute staff seeks to better support affiliates in carrying out their child welfare work, as well as rely on affiliates to contribute work that furthers the Institute's research and policy agenda. Ideally, this mutual support will ensure a steady rate of content delivery for each of the Institute's four pillars.

In July 2019, The Institute sent a survey to all current affiliates to gather information on what affiliates desire from the Institute (e.g., grant application assistance, distribution of their work through Institute contacts, networking), as well as what they would like to contribute to the Institute in the coming year (e.g., technical paper, host a webinar on their area of expertise). Staff examined the responses in August 2019. Using this data, Institute staff will work with individual affiliates throughout the year to assist the promotion of both Institute and affiliate goals. The results of this survey can be found in Appendix C.

Affiliate Meetings

The Institute holds annual face-to-face meetings, with the objective of providing announcements, identifying gaps in research, disseminating research findings, and proposing future research priorities in areas mutually agreed upon by the affiliates. Quarterly conference calls include an update from the Institute's program director, legislative and/or research updates from the director, and a presentation on research or evaluations conducted by the Institute or affiliates. During this reporting period, conference calls were held November 2018, February 2019, and September 2019.

This year's annual meeting was held in June 2019, in conjunction with the National Association of Social Workers – Florida Chapter Conference in Orlando. This central location allows for the affiliates to gather

and discuss topics regarding the Institute; past, present, and future research projects; and for the affiliates to share their individual projects and news from their universities or agencies. To review minutes from the conference calls and annual meeting, see Appendix D.

Workgroups Mandated by Statute

Critical Incident Rapid Response Team

The director of the Institute is on the Critical Incident Rapid Response Team (CIRRT) Advisory Committee and has attended all quarterly CIRRT meetings. The CIRRT reports provide an immediate, multiagency investigation of child deaths that meet the statutory criteria for review. Investigations are conducted to identify root causes, rapidly determine the need to change policies and practices related to child protection and improve Florida's child welfare system. CIRRT reviews consider the family's entire child welfare history, with specific attention to the most recent child welfare involvement and events surrounding the fatality, including the most recent verified incident of abuse or neglect.

The Institute's role on the CIRRT Advisory Committee has been centered on providing relevant research and listening to areas of potential research that could mitigate the risk of fatalities.

Results-Oriented Accountability

Technical Advisory Panel

The director of the Institute sits on the Results-Oriented Accountability (ROA) Technical Advisory Panel and has been involved in each meeting or has sent a designee. During Technical Advisory meetings, there are updates provided on ROA implementation and adaptations that may be needed, as well as any updates on pending projects or research findings. There was an Advisory Board Meeting on January 31, 2019 and the Institute director was present. During that meeting, the Predictive Analytics pilot project was discussed as well as the Quality Assurance/Continuous Quality Improvement Capacity Assessment tool which was developed by the workgroup. There was also a demonstration of the DCF online dashboards and a discussion around exploration of effective and efficient data and reports for stakeholders.

SECTION IV: RESEARCH CONDUCTED BY THE INSTITUTE

Enhancing Parental Behavioral Health Services

The overall goal of this [Parental Behavioral Health](#) project was to determine the capacity of behavioral health providers contracting with Big Bend Managing Entity (Judicial Circuits 2 and 14) to effectively address behavioral health issues among parents involved in the child welfare system. In addition, the project had a goal to determine the training and system-level needs required to improve the ability of behavioral health providers to effectively address these issues.

The following specific research questions were investigated using a mixed-methods approach:

1. What is the current capacity of behavioral health providers in the circuit to address parental behavioral health issues linked to child well-being, safety, permanency and future referral to the child welfare system?
2. What training and system issues facilitate or impede the ability of behavioral health providers to adequately address parental behavioral health issues related to key child welfare outcomes?
3. What is the adequacy of current practice in determining specific parental behaviors that have been linked to child safety, permanency and well-being outcomes, including risk for future child welfare referrals? For example, how effective is the caregiver protective capacity assessment? How well are case managers conveying the specific parental behavioral needs to the behavioral health provider?

A training based on the results of the qualitative interviews was devised and piloted. The goal of the training was to strengthen the capacity of behavioral health providers to specifically address parental behaviors that influence child welfare outcomes.

Key Findings

- ◆ The results of the pre- and post-training test scores demonstrated a need to change the practice and perspective of integrating the behavioral health providers' practice processes and methods with the components of Florida's child welfare practice model.
- ◆ Further training is needed on the 1) child welfare system and roles; 2) effective screening tools and therapeutic interventions for parents involved in the child welfare system; 3) practice models and outcomes; and 4) universal training on the safety methodology.
- ◆ Parental motivation to engage in behavioral health care was seen as a major challenge. Parents often had difficulty following up and following through with treatment and all other aspects of their case plan.
- ◆ Behavioral health providers were unaware of the Caregiver Capacity Assessments and results that were being used by the child welfare case managers.

Early Childhood Court

With funding appropriated in proviso language in the 2018 legislative session, the Office of State Court Administrators contracted the Institute to conduct a program evaluation of Florida's Early Childhood Courts (ECCs). Early Childhood Courts are problem-solving courts based on the Safe Babies Court Team approach to dependency court. A team of interdisciplinary professionals, led by a judge/magistrate and local community coordinator, provide comprehensive services to meet the complex needs of families who have had a child(ren) removed from the home due to maltreatment.

Key Findings

Statewide, ECC team members feel self-efficacious in their roles, support their teams' decisions, and report high levels of team synergy. Strong judicial leadership was noted across sites, by both professionals and parents and caregivers. Overall, participants described ECC as more personal and compassionate than traditional dependency court, with trust and communication being integral to success. Notably, success did not necessitate a reunification outcome. Parents and caregivers generally felt supported within ECC and reported satisfaction with services, though they often face barriers to resources, particularly housing and transportation.

ECC team members described two primary issues related to funding. First, there is a perceived lack of community coordinator neutrality when a coordinator is funded by multiple sources or otherwise inconsistently funded. Based on participant feedback, evaluators examined ECC processes and outcomes by community coordinator funding source. While teams with non-court-funded coordinators met several Best Practice Standards with more fidelity (i.e., family team meetings, post-reunification support groups) than teams with court-funded coordinators, the opposite was true for outcomes. Teams with court-funded coordinators had significantly faster time to case closure and a higher frequency of cases ending in reunification. Second, some providers are reluctant to participate in ECC given that much of their time is not billable. Lack of available providers can create a strain on the ECC process.

As a whole, the Early Childhood Court program is operating with beginning fidelity to the ECC Best Practice Standards, though among the individual teams examined (i.e. those with five or more team member responses), the vast majority are considered operating with “developing fidelity”—meeting 40 - 60 percent of Best Practice Standards. Across teams, there were consistently noted strengths (e.g., fulfillment of judicial roles and responsibilities, fulfillment of coordinator duties, carrying out necessary discussions in family team meetings) and areas of improvement (e.g., post-reunification support for families, ensuring annual ECC training for team members, maintaining appropriate caseloads). Evaluators provided the OCI with both statewide and team-level recommendations to improve fidelity to the Standards. The full [report](#) was submitted to the Office of Court Improvement on June 27, 2019.

Inventory of Kinship Care Services in Florida

The Department of Children and Families contracted the Institute to assess the current kinship care services within Florida. There are 42 kinship care services that meet the Kinship Navigator standard of best practice. Kinship Navigator Programs are being promoted by the Family First Prevention Services Act as they are useful in providing kinship caregivers with resources regarding knowledge of and access to services, social and financial supports, and increased health outcomes. Given that current estimates suggest 1 in 11 children under 18 live in a kinship care arrangement at some point, and according to the Department of Children and Families approximately 45 percent of out-of-home placements were with kinship caregivers, these caregivers are a vital resource to the child welfare system.

The Family First Prevention Services Act (FFPSA) provides language about Kinship Navigator programs, specifically regarding education of kinship caregivers on the services and programs available to assist in meeting the needs of their kinship children. Additionally, Kinship Navigator programs should work with community collaborative partners to provide coordinated services as well as outreach and guidance for kinship care families. Chapter 39.5086, *Florida Statutes* also provides language similar to the FFPSA, stating that kinship navigator programs are to assist kinship caregivers navigate the system by identifying community collaborative partners, providing education for kinship caregivers to assist them

with meeting the needs of their children, and providing a dedicated hotline to link kinship caregivers to services.

Key Preliminary Findings

This project should inform the Department's efforts in preparing for the Family First Prevention Services Act.

In the final report, the research team presented the findings, by CBC lead agency, using a percentage score for how closely the services identified by each agency match the 42 best practice services identified as essential to Kinship Navigator Programs.

According to the data, approximately 73 percent ($n = 14$) of the lead contacts indicated their agency had kinship care services (e.g., written policies, procedures, informational handouts, description of kinship care services on the agency website, and other indicators of formal policies). According to the data in the service provider's survey, 81 percent of providers noted that the kinship care services were beneficial to their kinship care families, with 74 percent of these providers noting kinship care services were moderately or extremely beneficial. The full report was submitted to the Department of Children and Families on September 30, 2019.

SECTION V: NEW RESEARCH

Racial Equity

In September 2018, the Institute released an invitation for entities to propose research that examines biases that result in disparity within the child welfare system or among dually served/crossover youth in Florida. Out of seven proposals, the Institute awarded two \$50,000 grants to the Children's Services Council of Broward County and the University of South Florida. Both projects began July 1, 2019 and will conclude June 30, 2020.

Children's Services Council of Broward County

Community Participatory Action Research: Co-Researching Disparities with Broward's Child Welfare Participants and System Partners

This project is examining the racial disparity in Broward County's child welfare removals through a Community Participatory Action Research (CPAR) framework that employs a racial equity lens. The Children's Services Council's CPAR project will enable a grassroots qualitative examination of Broward's child welfare system by the community partners operating the system alongside former child welfare system participants. This CPAR framework will: 1) guide the research objectives designed to reduce the racial disparity currently present in the policies and decisions to remove children; 2) co-create racial equity in the relationships among the community partners that develop, implement, administer, and evaluate Broward's child welfare system and its participants; and 3) build the capacity of service system participants to exercise community authority over the child welfare system that has impacted their lives.

The Children's Services Council's CPAR project will include the following stakeholders:

- ◆ four parents/caregivers/family members who have been involved in the child welfare system
- ◆ six youth who have aged out of foster care
- ◆ ten community child welfare professionals

Twenty co-researchers with real life experiences in the child welfare system will participate in four capacity building workshops:

- ◆ two trainings hosted by the Public Science Project (PSP) faculty to train and guide the co-researchers in the CPAR framework
- ◆ a two-day racial equity training to learn a common language to discuss race and how to employ a racial equity lens
- ◆ a one-day implicit bias training to learn how the assumptions, stereotypes and unintentional actions in our subconscious mind impact our actions

University of South Florida

An Examination of Racial Disparities in the Experiences and Outcomes of Crossover Youth

The University of South Florida will analyze whether different models of treatment programs for crossover youth are effective in meeting the needs of minority families and produce equitable outcomes across racial and ethnic minority groups. The research team is collaborating with two agencies that are contracted to provide services for crossover youth and their families: the National Youth Advocate Program (NYAP), and the Children's Home Society (CHS). In December 2017, the Florida Department of Children and Families awarded contracts to NYAP and CHS to implement specialized treatment programs for 20 crossover youth (ages 11-17) each month. The programs are required to provide individualized treatment services to the youth and their family. Youth and their families typically remain in treatment for four to six months. To date, the NYAP has served 108 crossover youth in the Jacksonville area, and CHS has served 57 crossover youth in the Tampa Bay area.

Specifically, the study will address the following three research questions:

1. What are the essential components of the above programs, particularly the services that have been adapted or designed to meet the needs of crossover youth from racial and ethnic minority backgrounds?
2. What program components contribute to positive experiences and outcomes for minority youth and families? What are the perceptions of families regarding the appropriateness, effectiveness, and cultural responsiveness of treatment planning and/or service provision in the programs?
3. What are the similarities and differences in outcomes for minority youth based on program type? Specifically, do the treatment programs produce equitable outcomes in terms of recidivism, recurrence of maltreatment, treatment completion, and self-reported academic/vocational engagement?

Assessing the Readiness of Child Welfare Professionals

Continuing the work that was described in the 2017-2018 Annual Report, the Institute plans to continue to evaluate the educational/training requirements for child welfare professionals and determine their readiness to enter the workforce. A survey was sent to universities and community-based care lead agencies in the summer of 2019 to assess the utilization of the Child Protection and Child Welfare Personnel Tuition Exemption Program (see Section VI).

Child welfare workers are required to possess both policy and program level knowledge of complex social problems, understand and be able to perform assessments and case management, be culturally competent, understand the intersectionality of social problems with that of child welfare, as well as act professionally with the children and families that they serve.

Given the importance of education and training as a means of developing a qualified public child welfare workforce, it is important to build a strong empirical base regarding the impact of such education and training on desired outcomes. Efforts will commence in October 2019 to begin determining state universities' capacity, through curriculum and internship training, to prepare students for working in our child welfare system.

Evaluation of the Guardianship Assistance Program

Section 39.6225, *Florida Statutes* requires that the Institute: determine the impact of implementing the Guardianship Assistance Program; identify barriers that may prevent eligible caregivers from participating in the program; and identify recommendations regarding enhancements to the state's system of supporting kinship caregivers. The evaluation is utilizing an assessment of the perspectives and experiences of program participants including individuals who:

- ◆ are licensed as a child-specific foster home under the Guardianship Assistance Program
- ◆ applied for licensure as a child-specific foster home or program participation but were determined to be ineligible
- ◆ were likely eligible for licensure as a child-specific foster home for the program, but declined to apply

This evaluation will also include an analysis of the program's impact on caregivers and children, including any differences in the effect on children placed with caregivers who were licensed and those who were not. At the end of the project, a full report will be submitted to the Legislature and the Department of Children and Families in 2020.

SECTION VI: TECHNICAL ASSISTANCE AND TRAINING

Time to Permanency: Review of the Literature

The Department requested a review of the literature that addressed the issue of timely permanency for children in foster care. The inquiry was prompted by the statewide downward trend in the “Percent of Children Exiting to a Permanent Home within 12 Months.” An analysis of this downward trend in permanency within 12 months was prioritized by Department leadership during the December 2017 Key Indicators meeting. In response, the Permanency in 12 Months Analysis Workgroup was formed. The Workgroup also examined multiple variables for possible associations with Length of Stay/Time to Exit. The Workgroup concluded the data analysis step ended with an insufficiently complete understanding of the problem and decided it was appropriate to proceed to a “Research Review,” Step 3 in the Results-Oriented Accountability Cycle.

The Florida Institute for Child Welfare conducted a review of evidence-based interventions designed to reduce time to permanency. Federal, state, and non-governmental child welfare websites were searched for best practices regarding permanency. Academic research and policy statements by child welfare experts were also examined to identify possible causes and contributors to the statewide downward trend in the percent of children exiting care in a timely manner.

Key Findings

The Institute concluded that Florida engages in many of the recommended best practices for timely permanency such as concurrent planning, family engagement, alternative response, family finding, and increased placement with kinship caregivers. Florida promotes the Quality Parenting Initiative as a means to enhance the quality and comprehensiveness of care provided by foster parents. These practices are considered beneficial in improving permanency outcomes, but they must be adhered to consistently statewide to achieve the predicted results.

Child Protection and Child Welfare Tuition Exemption Program

Chapter 402.403 of Florida Statutes created the Child Protection and Child Welfare Personnel Tuition Exemption Program (Child Welfare Tuition Exemption Program) for the purposes of recruiting and retaining high-performing individuals who are employed as child protection and child welfare personnel. In the spring of 2019, the Institute sent a survey to 35 individuals to gain an understanding of the awareness, utilization, enrollment, and tracking of the Child Welfare Tuition Exemption Program by child welfare agencies and universities in Florida. Of the 35 individuals sent the survey, 21 responded (60% response rate). Of the 21 who responded, 16 had at least partially completed and submitted the survey (45.7% partial completion rate). Five individuals worked for master's degree programs and nine individuals worked for CBCs and two individuals did not indicate which type of organization they worked for. Results indicate a need for more instruction on the implementation, utilization, and tracking standards of the Child Welfare Tuition Waiver Program throughout the state of Florida.

Key Findings

Awareness

- ◆ Of the 16 respondents, only 50 percent indicated that they were aware of the program.

Utilization/Enrollment

- ◆ Of the five MSW programs, only one responded that it has students currently enrolled in the tuition exemption program.
- ◆ There are currently 12 students enrolled in the tuition exemption program and a total of 41 students have utilized the program since its inception in 2014.

Tracking and Notification

Chapter 402.403 of the Florida Statutes also stipulates that agencies and institutions are responsible for 1) tracking the utilization of the program; 2) communicating the tracking and utilization of the program; and 3) communicating whether or not the program participants' 5-year post-graduation commitment to working in a child welfare agency is upheld. FGCU and FSU indicated that they did not.

- ◆ Participant Response: *“The state of Florida did not create any type of tracking mechanism that facilitates this type of oversight. The tracking of students to ensure compliance with the statute would require resources to design, implement, and maintain. Our college does not have the resources (or system or personnel) to implement and maintain this kind of tracking.”*

Next Steps

Based on the results of the survey, there appears to be confusion about how the Child Protection and Child Welfare Personnel Tuition Exemption Program is to be implemented and properly tracked throughout the student's time at the Institution, as well as during their post-graduation tenure within the child welfare workforce. This confusion is seen within and across both educational institutions and CBCs alike. The Institute is working with the Board of Governors and the Department to re-educate the educational institutions and community agencies about the responsibilities and applicability of the program for its usage to be more effective and work in accordance to the stipulations of the statute.

Meta-analysis: Effects of Parental Substance Abuse Interventions

Section 409.997(3), *Florida Statutes*, specifies the Results-Oriented Accountability Program will include a program of research review to identify interventions supported by research and evidence as causally linked to improved outcomes. Further, new federal legislation, the Family First Prevention Services Act (FFPSA) sets a goal of supporting practices that improve child outcomes. The FFPSA highlighted the need for improving child and parent outcomes related to mental health, substance use, and child safety and well-being. The goal of this meta-analysis project is to identify and synthesize research that targets improvement in statewide child welfare outcomes and to provide research-based recommendations to Florida policy makers. Specifically, this research is to systematically review the parental/caregiver substance abuse interventions and address two main research questions. First, how effective are these interventions in improving child welfare outcomes (safety, permanency and well-being)? Second, how do the child welfare outcomes and treatment outcomes vary among the studies and what might affect these variations?

A comprehensive search of studies published between January 2000 to March 2019 was conducted by using electronic databases and reference searches. The initial search returned over 4,000 citations. After

brief title reviews and abstract scanning, 220 full-text articles were retrieved, of which 77 articles were saved for in-depth review. Finally, 25 studies were included in the meta-analysis. The full report will be available November 2019.

Racial Equity Symposium

This year, the Institute hosted a Research Symposium on Racial Equity. The Institute engaged the Department of Juvenile Justice, Children’s Home Society, University of South Florida, the Guardian ad Litem program, and statewide faculty affiliates.

A panel of interdisciplinary experts also discussed pertinent topics and fielded questions from attendees. The panel included Attorney Emma Ketteringham, managing director of The Bronx Defenders Family Defense Practice, which represents parents who have been accused of child abuse; Calvin Martin, Director of Program Advocacy and Inclusion for Guardian ad Litem, who trains professionals on racial identity and cultural competence; Minnora Bishop, disproportionate minority contact coordinator for the Florida Department of Juvenile Justice who coordinates statewide racial equity strategies; and Zuleka Henderson, researcher and lecturer at Columbia University, whose research focuses on issues affecting black youth.

Content centered on how to create equity for all families, with an emphasis on racial minorities. This was a training opportunity and a prospect for future collaboration around this issue. Leadership from across Florida, as well as leaders from other states, led discussions on the importance of making sure families are seen, heard, and valued.

Interactive and group work increased the capacity to have “courageous conversations” about race, poverty, and reform. The exchanges also aimed to create a safe learning environment to discuss race and stereotypes that can impact child and family outcomes and provide a learning framework to understand and address structural racism and to achieve equity.

The Pregnancy and Parenting Toolkit/Pamphlets

The Institute partnered with the Heartland for Children, Inc. to develop a pregnancy and parenting toolkit for case managers working with foster youth. Two online modules were developed specifically for case managers. The online [*Overview of Policies and Considerations for Child Welfare Professionals Serving Transition Youth and Young Adults who are Pregnant*](#) assists case managers as they work with their foster or former foster youth who are pregnant (see). The online [*Overview of Policies and Considerations for Case Managers Working with Foster Youth who are Parents*](#) provides information for case managers to better support their youth who are parenting.

In addition, six [pamphlets](#) were developed for the youth. While there are numerous educational materials for teens about pregnancy and parenting, there are none that are written for youth with the various issues that foster youth face, such as complex trauma and dual system involvement. Heartland for Children, Inc. integrates these pamphlets into their community outreach activities.

Diversity, Equity, and Inclusion Awareness Training

For state FY 2019-2020, the Institute entered into a six-month contract with the Office of Early Learning (OEL) to provide statewide diversity, equity and inclusion awareness training for the Office of Early Learning staff throughout the state. Diversity, equity and inclusion awareness is key to improving the existing racial and economic disparity within Florida communities. The Institute has designed a platform to collectively build a base of knowledge and understanding of issues related to race and class. The training content includes the historical foundations of racism, implicit and explicit bias, culturally responsive practices and decision making using an equity lens for changing policies. The OEL serves at-risk children ages 0-5 throughout the state, making this a unique and valuable collaboration.

The Office of Early Learning staff in their five regions will receive a two-day training from Khatib Waheed, a nationally known expert on racial disparity and the creator of the Racial Equity Learning Exchange (RELE) training. For select OEL staff and their trainers and coaches, Mr. Waheed will provide a four-day Institute that provides more in-depth information and includes his RELE curricula. To facilitate knowledge transfer back to the regional offices, as well as to improve current policies and implement new practices at the early learning centers, four monthly webinars will be provided where Corey Best, a facilitator and consultant, will provide a deeper analysis of how to approach these issues in the workplace.

In addition, one webinar, conducted by Equity in the Center, will inform participants about best practices that the organization can use to measurably shift the organizational culture, operationalize equity, and move from a dominant organizational culture to a Race Equity Culture. A second webinar will feature a leading expert on early childhood education and two Florida child welfare leaders discussing the most effective ways to integrate these two systems by exploring cross-sector collaboration strategies, and best practices in coordinated service delivery. Both of these webinars will be open to the Institute's stakeholders. See Appendix E for the training schedule.

SECTION VII: APPENDICES

APPENDIX A: INSTITUTE BUDGET INFORMATION

The Institute received a \$1 million appropriation for the 2018-2019 fiscal year. Additional funds were awarded to the Institute via the Department of Children and Families and the Office of State Court Administrators. The ending balance of appropriation dollars (\$145,872) was either encumbered or allocated for use in the FY 2019-2020.

These carry forwards funds were designated by the Institute to pay for a final June 20, 2019 deliverable from USF, and to fund the GAP evaluation and one of the Racial Equity Research Grants. However, due to the SB 190 / s. 1011.45 F.S. requirement for universities to maintain a 7 percent statutory reserve, FSU earmarked \$73,569 in FY 2019-2020 carryforward budget based on the Institute’s FY 2019-2020 beginning budget of \$1,050,988.

The anticipated carryforward expenses have all now been paid from FY 2019-2020 appropriated funds. The remainder of the Institute’s carry forward budget (\$77,523) was returned to the Institute carryforward budget on September 12, 2019.

Table 1: Fiscal Year 2018-2019 E&G Budget

Operating Budget (Salaries, OPS, Expenses)			\$552,241
	Expenses	Available Balance at year end	
Salaries ^a	\$277,808	\$6,498	
OPS ^b	\$113,613	\$19,637	
Benefits	\$88,653	\$0	
Other Expenses ^c	\$19,861	\$26,171	
Research and Evaluation	\$377,812	\$93,566	\$471,378
Total E&G Budget			\$1,023,619

Table 2: Fiscal Year 2018-2019 Contracts

Office of State Court Administrators Early Childhood Court Evaluation		\$ 94,101
Department of Children and Families		\$129,648
<ul style="list-style-type: none"> ◆ Inventory of Kinship Care Programs \$38,797 ◆ Assessment of Quality Standards for DCF Residential Group Care \$22,039 ◆ Predictive Analytics \$36,419 ◆ Pilot Implementation of a Child Welfare and Behavioral Healthcare Needs-based Curriculum \$32,393 		
Total Contractual Funds		\$223,749

^a Executive Director, Program Director, Administrative Specialist, and Data Analyst

^b Other Personnel Services (OPS) includes Post-Doctoral Fellows, Graduate Researchers, Graphic Designer, and Editor

^c Includes, computer and software purchases, IT assistance and facilities maintenance and repairs, office supplies and purchases, travel, symposium, affiliate travel stipends

Ongoing and new research and evaluation activities for the 2018-2019 fiscal year are outlined in Table 3.

Table 3: FY 2018-2019 Funded Research and Evaluation Projects

Project Name	Award Dates	Award Amount	Principal Investigator/ Affiliate	University
Ongoing: An Assessment of Quality Standards for Florida’s DCF Licensed Residential Group Homes	7/1/18 to 6/30/19	\$79,198	Shamra Boel-Studt	Florida State University
Ongoing: An Assessment of Quality Standards for Florida’s DCF Licensed Residential Group Homes^d	1/1/19 To 6/30/19	\$22,039	Shamra Boel-Studt	Florida State University
Ongoing: Florida Study of Professionals for Safe Families	7/1/18 to 6/30/19	\$201,853	Dina Wilke	Florida State University
Ongoing: Evaluation of DCF Core Preservice Training^e	7/1/18 to 6/30/19	\$185,480	Amy Vargo	University of South Florida
Enhancing Quality Practice through Strengths-Based Supervision	Fall 2018	\$21,000	Cynthia Lietz	Arizona State University
Pilot Implementation of a Child Welfare and Behavioral Health Care needs-based Curriculum	7/1/18 to 12/31/18	\$55,027	Marianna Colvin & Heather Thompson	Florida Atlantic University
Pilot Implementation of a Child Welfare and Behavioral Health Care needs-based Curriculum^f	3/1/19 to 6/30/19	\$32,293	Marianna Colvin	Florida Atlantic University
Evaluation of Early Childhood Courts^g	8/1/18 to 6/30/19	\$48,299	Jessica Pryce & Jennifer Marshall	Florida Institute for Child Welfare & University of South Florida
Child Welfare Predictive Analytics Project^h	2/1/19 to 6/30/19	\$36,419	Samantha Goldfarb	Florida State University
Inventory of Kinship Care Practicesⁱ	2/1/19 to 6/30/19	\$38,797	Anna Yelick	Florida Institute for Child Welfare

^d Funded by DCF

^e Activities funded with fiscal year 2017-2018 funds

^f Funded by DCF

^g Subaward to USF funded by OSCA

^h Funded by DCF

ⁱ Funded by DCF

Table 4 reflects the Institute’s budget for FY 2019-2020 with the appropriation received from the 2019 legislature. Approximately \$51,000 was added by FSU to cover increases for salary and benefits.

Table 5 depicts incoming contracts procured to date. The Institute actively seeks additional funding to further its goals and mission.

Table 4: Fiscal Year 2019-2020 E&G Budget

Operating Budget (Salaries, OPS, Expenses)	\$609,603
Salaries ^j	\$410,653
OPS ^k	\$107,100
Other Expenses ^l	\$91,850
Research and Evaluation Projects	\$441,385
Total E&G budget	\$1,050,988

Table 5: Fiscal Year 2019-2020 Contracts

Office of Early Learning, Racial Equity Training	\$94,608
Department of Children and Families	\$75,680
◆ Inventory of Kinship Care Programs	\$28,205
◆ Residential Group Care	\$47,475
Total Contractual Funds (as of 9/30/2019)	\$170,288

^j Executive Director, Program Director, Administrative Specialist and Data Analyst

^k Other Personnel Services (OPS) includes Post-Doctoral Fellows, Graduate Researchers, Graphic Designer, and Editor

^l Includes computer and software purchases, IT assistance and facilities maintenance and repairs, office supplies and purchases, travel, symposium, affiliate travel stipends

Table 6: FY 2019-2020 Funded Research and Evaluation Projects

Project Name	Award Dates	Award Amount	Principal Investigator/ Affiliate	University/ Organization
Racial Equity Training for the Office of Early Learning^m	7/1/19 to 12/31/19	\$94,608	Jessica Pryce	Florida Institute for Child Welfare
Community Participatory Action Research: Co-researching Disparities with Broward’s Child Welfare Participants and System Partners	7/1/19 to 6/30/20	\$50,000	Sue Gallagher	Children’s Service Council of Broward County
Ongoing: Evaluation of DCF Core Preservice Training	7/1/19 to 6/30/20	\$76,385	Amy Vargo	University of South Florida
An Examination of Racial Disparities in the Experience and Outcomes of Crossover Youth	7/1/19 to 6/30/20	\$50,000	Lodi Rorher	University of South Florida
Ongoing: An Assessment of Quality Standards for Florida’s DCF Licensed Residential Group Homes	7/1/19 To 12/31/19	\$58,480	Shamra Boel-Studt	Florida State University
Ongoing: An Assessment of Quality Standards for Florida’s DCF Licensed Residential Group Homesⁿ	1/1/20 to 6/30/20	\$47,475	Shamra Boel-Studt	Florida State University
Inventory of Kinship Care Practices^o	7/1/19 To 9/30/20	\$28,205	Anna Yelick	Florida Institute for Child Welfare
Florida Study of Professionals for Safe Families^p	7/1/19 To 7/30/20	\$207,656	Dina Wilke	Florida State University
Guardianship Assistance Program Evaluation	5/15/19 to 6/30/20	\$75,000	Martie Gillen	University of Florida

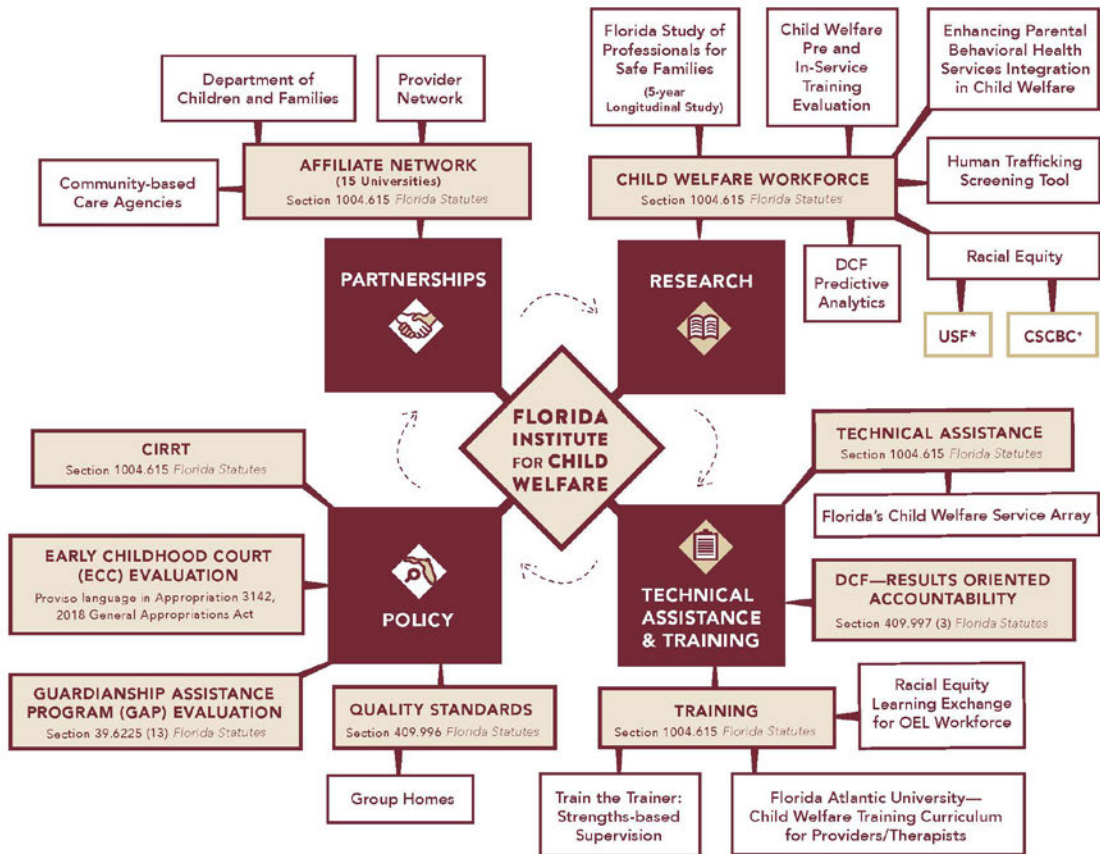
^m Funded by OEL

ⁿ Funded by DCF

^o Funded by DCF

^p Last year of project

APPENDIX B: FICW ILLUSTRATION OF ACTIVITIES



*Examination of Racial Disparities in the Experiences and Outcomes of Crossover Youth

*Co-researching Disparities with Broward's Child Welfare Participants and System Partners

APPENDIX C: RESULTS FROM THE AFFILIATE SURVEY

The Institute received responses from 31 affiliates across Florida, representing a variety of expertise areas. Most affiliates conduct child welfare-related research (67.7%), though some practice in child welfare (12.9%), and were assigned to be their university/college's affiliate (12.9%) or engage in other child welfare-related endeavors (6.5%). Of those who responded to the item ($n = 30$), 100 percent reported they are interested in remaining an affiliate indefinitely.

In terms of professional support, nearly two-thirds of affiliates desire help making connections with child welfare researchers in Florida, with fewer seeking connections to practice-oriented organizations, national child welfare organizations, or methodology experts. Affiliates want regular Institute updates on external grant opportunities, as well as child welfare-related legislation, conferences, and trainings. Based on affiliate feedback, the Institute plans to use its media platforms to disseminate updates on affiliates' new projects or initiatives, research findings, and conference hosting or participation. Quarterly affiliate calls will continue to offer updates on current legislation, review current affiliate projects, and offer space to seek collaboration, though increased effort will be made to notify affiliates of external grant opportunities. Given affiliates interested in both grant seeking and writing, the Institute will assess the feasibility of organizing one or more grant workshops for its affiliates and staff.

Nearly half of participating affiliates (48.4%) are currently working on an Institute project that requires, or will otherwise result in, one or more publishable deliverables (e.g., reports, research briefs, peer-reviewed publications). These 15 individuals were asked if they were interested in contributing more than their required deliverable(s) to enhance Institute visibility. Fourteen responded, with 78.6 percent indicating they would offer additional contributions. These 11 affiliates, as well as those who are *not* currently working on an Institute project ($n = 16$), were presented with a list of potential contributions for the 2019-2020 fiscal year and asked to indicate which they would consider making.

Table 1. Potential affiliate contributions

Contribution	Yes
Technical paper	12.9%
Research brief	38.7%
White paper for legislators	29.0%
Breakdown of proposed legislative bills	3.2%
Presentation of work on a quarterly call	29.0%
Live and/or recorded webinar	29.0%
Host or participate in a lunch & learn	41.9%
Mentorship for Institute graduate students	45.2%
Lead conversation on the online Institute affiliate community forum	3.2%
Be a guest on the Institute's podcast	22.6%
Other	6.4%

As the affiliates are busy professionals, the Institute included one survey item to assess when affiliates anticipate having time in the next fiscal year to contribute to the Institute. Staff will cross-reference affiliates' desired contributions and availability to schedule contributions throughout the year. In addition, as topical needs arise, the Institute will call on affiliates to offer their expertise on an ad hoc basis. Finally, the Institute anticipates a future need for affiliate contributions that might be time or resource intensive. If the Institute were to be able to buy out a portion of their time, some affiliates would be interested in:

- ◆ Participating in a technical assistance workgroup for the Family First Prevention Services Act (FFPSA) implementation (45.2%)
- ◆ Participating in a legislative subcommittee (25.8%)
- ◆ Conducting a systematic review and/or meta-analysis of a child welfare-related topic (54.8%)

APPENDIX D: MINUTES FROM INSTITUTE AFFILIATE MEETINGS AND CONFERENCE CALLS

Affiliate Conference Call

November 15, 2018

Attendees

Diane Scott, UNF	Karen Randolph, FSU	Mike Campbell, St. Leo
Riaan van Zyle, USF	Khalilah Louis-Canes, St. Leo	Jennifer Spaulding-Givens, UNF
Lisa Rapp-McCall, St. Leo	Marianna Colvin, FAU	Shamra Boel- Studt, FSU
Marti Gillen, UF	Heather Agazzi, USF	Marianna Tutwiler, FICW
Melissa Radey, FSU	Mary Kay Falconer, Ounce	Jessica Pryce, FICW
Morgan Cooley, FAU	Heather Flynn, FSU COM	Danielle Runtschke, FICW
Dina Wilke, FSU	Kimberly Renk, UCF	

Welcome — Jessica welcomed affiliates.

Institute Update

Current Projects

Florida Study of Professionals for Safe Families is in its 3rd year of a 5-year study, keeping a 75 percent retention rate. A new brief will be out in December.

Quality Standards for Florida’s DCF Licensed Residential Group Homes is in its 2nd year. Work from this study has now been put into statute and the project will continue with the collaboration from Department of Children and Families.

Enhancing Parental Behavioral Health Services Integration in Child Welfare – Please see Dr. Flynn’s PowerPoint Presentation.

New projects

Early Childhood Court (ECC) evaluation - Was given to the Institute during the 2018 Legislative Session. Currently, the Institute is conducting a qualitative evaluation of all the stakeholders in the ECC around the state. Survey and focus group data are being analyzed now with a preliminary report due in early January. Based on the data, the team will determine which court teams to select for a deeper dive into processes and their outcomes (those functioning at high, medium and low fidelity). The Institute will also look at timeliness to permanency, reentry, reunification and other data from OCI.

Preservice Evaluation – Began in February 2018 and will continue for 18 months. *The University of South Florida* is assessing the readiness of case managers and CPIs to begin their job responsibilities and is determining whether pre-service training is at the level it should be. In addition, the evaluation seeks to identify both environmental factors and individual coping strategies of workers that facilitate or hinder knowledge acquisition and skill development while in the role of case managers and CPI.

Predictive analytics – This project will be an 18-month project with the goal of determining the value of using predictive analytics within the child welfare system in Florida. A pilot site in the northwest regions will be established and the College of Medicine Center for Behavioral Health Integration (Patty Babcock) will conduct formative and initial summative evaluations.

The Department of Children and Families plans to convene a Predictive Analytics Ethics Committee and would like Institute Affiliates to participate throughout the length of the evaluation. Dr. Pryce asked if anyone was interested in serving on the committee. Some of the benefits and responsibilities include:

- Meet on a quarterly basis (can be remotely)
- Affiliate will have a front seat on this model
- Affiliate will be able to impact the fairness and equity throughout the state
- Possibility for publication

Riaan van Zyle and Diane Scott expressed interested. Mary Kay Falconer will discuss with her team.

Human Trafficking Screening Tool – After conducting a survey and analyzing the results last fall, the next step is to attempt to validate the screening tool. This is problematic due to subjective nature of the tool itself, and the fact that the tool is not actually a tool at all but a guide that is used to inform and not definitively to verify whether a child is a victim of human trafficking.

Dr. Lietz – The Institute is facilitating a training on Strengths-based Supervision with Dr. Lietz in February and March for DCF supervisors.

NASW-FL Child Welfare track – The Institute is partnering with Casey Family Programs to create a child welfare track at NASW – please spread the word and share with others. June 13-15 in Orlando – proposals are due November 30. Please tell students and colleagues about the conference so the speakers will have an audience.

Podcast – The Institute has found that there are not a lot of podcasts available for child welfare front line workers or supervisors. We are working to identify topics to create podcasts and are looking for topics and guest speakers. The plan is to begin recording in spring and release the podcasts in the fall.

IPR – The Institute is offering two grants to study Racial Equity/Racial Disparity in the child welfare and juvenile justice systems. Please contact Institute staff for additional information.

2019 Symposium – The theme for the 2019 Symposium is Racial Disparity in Child Welfare. IPR grantees will be asked to present their proposal at the symposium. If you have any ideas, or want to assist with planning the symposium, please reach out to Marianna.

The Symposium on Racial Disparity will be held May 9 and 10 in Tallahassee

- Looking for sponsors for speakers and meals
- Can use MOU funds to attend the Symposium
- Invitation only – give us suggestions on participants

Office Closures – The Institute is closed November 21-23 and December 22 through January 1, 2019.

Dr. Marianna Colvin provided an update on the Network Analysis. She has been cleaning the data and should have a presentation available in the coming months. Marianna provided an overview of what Network Analysis is for any new affiliates.

Dr. Heather Flynn provided an overview of the Enhancing Parental Behavioral Health Services Integration in Child Welfare project. Please see the attached PowerPoint Presentation for details.

Legislative Update

Family First Act is new federal legislation passed in 2018. The goal is to reduce the number of children entering foster care and improve the lives of children already in foster care. Kinship Navigator program is part of the Act. The Institute is providing an inventory to DCF that will report on what is happening in Florida in regard to this program.

The annual report is available on our website and we would appreciate feedback from affiliates on recommendations.

Dr. Pryce shared that onboarding for new frontline child welfare staff is critical. Having a training liaison to help this process is recommended. Dr. Pryce asked if any affiliates are interested in providing recommendations for an implementation plan to create the liaison positions that will be provided to DCF.

Affiliate Conference Call

February 26, 2019

Attendees

Martie Gillen, UF
Melissa Radey, FSU
Maxine Mcgregor, UCF
Sylvia Boynton, FMU
Jennifer Marshall, USF
Lisa Rapp McCall, St. Leo
Karen Randolph, FSU
Morgan Cooley, FAU

Marianna Colvin, FAU
Heather Thompson, FAU
Jessica Felix-Jager, Southeastern
Diane Scott, UNF
Rian Van Zyl, USF
Heather Agazzi, USF
Hui Huang, FIU

Welcome

Dr. Pryce welcomed the affiliates to the call and gave the opportunity for each affiliate to introduce themselves.

Institute Update

Marianna Tutwiler discussed the Institute's partnership with Casey Family Programs to lead a Child Welfare Track at the annual USF Behavioral Health Conference in Tampa. Ms. Tutwiler, an affiliate, and a Casey Family Programs representative advertised the child welfare track to respective stakeholders to encourage workshop proposal submissions. The same team reviews and selects the proposals to be admitted. The conference will be held March 4-6, 2019.

The annual affiliate meeting will be held in conjunction with the NASW-FL Chapter annual conference on June 12, 2019 in Orlando. An agenda will be distributed closer to the date.

Ms. Tutwiler discussed that efforts are underway to develop a secure collaboration site for the affiliates to be able to contact one another, solicit advice or collaboration, and post recent publications or articles of interest to the group. It will be unveiled at the annual meeting in June.

Research Spotlight

Dr. Shamra Boel-Studt, an FSU faculty affiliate, presented the activities and findings of her work on quality standards for residential group care. She and her team, including Dr. Hui Huang, faculty affiliate from FIU, are working collaboratively with DCF to pilot quality standards and to meet the requirements of Section 409.996 (22), F.S.

Fifth Annual Florida Institute for Child Welfare Affiliate Meeting

June 12, 2019
Orlando, Florida

Attendees

Riaan Van Zyle, USF	Thomas Felke, FGCU
Diane Scott, UWF	Marleen Milner, SEU
Robin Perry, FAMU	Chris Groeber, USF
Jim Clark, FSU	Rene Ledford, Children's Home Society Gihan
Jennifer Spaulding-Givens, UNF	Omar, Citrus Health
Julie Steen, UCF	Jessica Pryce, FICW
Marianna Colvin, FAU	Marianna Tutwiler, FICW
Maxine McGregor, UCF	Jai McClure, FICW
Sylvia Boynton, FMU	Lisa Magruder, FICW

Welcome and Introductions

Dr. Jessica Pryce, Director, welcomed the affiliates to the meeting. Meeting attendees introduced themselves.

Current State of FICW

Marianna Tutwiler, Program Director, discussed the continuation of the FL Professional Study for Safe Families and the residential group standards project. She introduced the funding of two new research projects focused on racial equity in child welfare and juvenile justice. Marianna also announced the development of two curricula: Working with Mandated Clients and Working across Organizations for both case managers and providers.

Other mentioned topics included the evaluation of predictive analytics pilot, evaluation of the guardianship assistance program, and the conclusion of Kinship Navigator program. Marianna revealed that FICW is collaborating with Heartland for Children, Inc. for a grant and has also applied for a DOJ grant.

Marianna did a briefing of ad hoc projects and also provided a demonstration of the new collaboration site for our affiliates. This site will be used to stimulate collaboration and help affiliates stay updated on new opportunities. By now, all affiliates should have received an initial invite to join the site, but Marianna stated that she would re-send an invite to everyone. Participation is needed by everyone to fully utilize its potential.

Lastly, Marianna briefly discussed the MOU that was distributed to each of the universities and agencies. If you have not yet received it, please contact Marianna.

Affiliate Updates/Current Projects

Dr. Pryce opened the floor to the affiliates to allow them the opportunity to give updates on current projects:

- ❖ Dr. Omar of Citrus Health spoke about their Chance program with University of South Florida.

Dr. Van Zyl of University of South Florida reflected on his presentation at a San Antonio conference and his research of sleep routines. He also mentioned a project on the ethics of predictive analytics.

- ❖ Dr. Clark of Florida State University spoke on the interactive online resilience program for university students and the Resilience Clearinghouse.

Affiliate Network Development/Needs Assessment

Dr. Lisa Magruder gave a brief introduction of herself, her research interests, and her roles and responsibilities at the Institute. She also cited her goals for the Institute: to address affiliate needs, match affiliate interests with institute deliverables, facilitate collaboration between affiliates, guide affiliates in meeting the Institute's expectations, and to provide the legislature with a comprehensive report of affiliate activity. Dr. Magruder publicized her deliverables and potential deadlines for each deliverable. After highlighting her affiliate network development, she transitioned to the needs assessment of the Institute by asking the affiliates:

- ❖ Why did they decide to join FICW as an affiliate?
- ❖ How is the Institute helping them as an affiliate?

In closing, Dr. Magruder provided the affiliates potential ways of in which they may contribute would be beneficial to both the Institute and affiliates.

Dr. Robin Perry asked about the impetus of the needs assessment that Dr. Magruder intends to distribute. This opened a discussion of a possible re-analysis of our internal structure/vision/mission of the Institute and how to improve activity and engagement among our affiliates. Ideas were offered such as:

- ❖ Creating certain sub-committees so that there is focused work done on key topics (i.e.: legislative committee; research committee).
- ❖ Possibly buying out time from a faculty member's FTE, so that they have protected time to work on a specific project.
- ❖ Being more thoughtful about which affiliates join and why.

Wrap up

Dr. Pryce thanked those in attendance for joining us for the fifth annual affiliates meeting. She invited anyone who would like to speak further with her or any member of the FICW staff afterwards to feel free to do so. With nothing further, the fifth annual affiliate meeting concluded.

Affiliate Meeting

Thursday, September 12, 2019 at 1 PM

Attendees

Martie Gillen, UF
Sylvia Boynton, FMU
Jennifer Marshall, USF
Marianna Colvin, FAU
Erin King, UWF
Eva Nowakowski-Sims, UWF
Alison Salloum, USF
Tom Felke, FGCU
Terri Rhodes, Ounce of
Prevention

Julie Steen, UCF
Gihan Omar, Citrus Health
Lisa Rapp McCall, St. Leo
Morgan Cooley, FAU
Heather Thompson, FAU
Robin Perry, FAMU
Rene Ledford, CHS
Mike Killian, FSU
Dina Wilke, FSU
Heather Agazzi, USF

Karen Oehme, FSU
Khalilah Caines, St. Leo
Michael Campbell, St. Leo
Lisa Schelbe, FSU
Marianna Tutwiler, FICW
Jessica Pryce, FICW
Donna Brown, FICW
Lisa Magruder, FICW
Jai McClure, FICW

Welcome

Dr. Jessica Pryce welcomed the affiliates to the call and gave the opportunity for each new affiliate who recently joined the Institute to introduce themselves. Dr. Michael Killian and Dr. Eva Nowakowski-Sims, both introduced themselves and briefly spoke on why they decided to join as an affiliate.

Institute Update

Marianna Tutwiler discussed:

- ❖ Zero to Three conference that she and Dr. Magruder attended to present findings from the Early Childhood Court evaluation
- ❖ The Institute's new Podcast series – Child Protection Caseworker Support <https://ficw.fsu.edu/podcast> Please share with your colleagues and social media.

Dr. Lisa Magruder updated us on

- ❖ The 2019-2020 affiliate survey and next steps. Of the 31 affiliates who responded, professional support desired included the Institute keeping them abreast of child welfare-related legislation and external funding opportunities. Regarding the latter, many were interested in an Institute-led grant writing workshop. For affiliate contributions to Institute work, Lisa is currently working with those who have limited availability (i.e., Summer/Fall 2019) before reaching out to those who have later or more open availability. She plans to reach out to all 31 affiliates who responded to set up one Institute product or deliverable. She may also reach out on an ad hoc basis as needed. Following the presentation of the affiliate survey results, Lisa demonstrated how affiliates can sign up to receive notifications for updates to the online affiliate forum.

Dr. Jessica Pryce highlighted her three primary areas for recommendations for the annual report:

1. HTST survey
2. Child Welfare Workforce
3. Residential Group Care Quality Standards

She also asked for volunteers to create and sit on a FICW Legislative Committee and outlined the volunteers' responsibilities.

Affiliate Updates

Dr. Jessica Pryce opened the floor for questions or updates from the affiliates.

- ❖ Dr. Michael Killian, a new affiliate, recently ran analyses for the Institute's Human Trafficking Screening Tool validation, gave a brief report of the findings, which the Institute has sent to the Department of Children and Families for review. Briefly, the Tool cannot yet be considered valid due to reliability concerns, but it does show promise. Dr. Pryce noted during the call that the Institute is applying for an internal planning grant through FSU to continue this vein of research. Dr. Killian also offered his services relating to statistical analyses, if needed.
- ❖ Dr. Morgan Cooley informed us of her current project on training foster parents in Palm Beach and Broward Counties. Dr. Cooley is also working on manuscripts from Institute data on foster care quality and intends to work on those this Fall.
- ❖ Khalilah Louis-Caines gave background information about her monthly meetings with Department of Children and Families regarding the retention of foster parents and her recommendations.
- ❖ Dr. Dina Wilke gave a summary of her project with the Institute, The Florida Study for Professionals for Safe Families (FSPSF). The FSPSF just entered its final phase of data collection. Though originally intending to go longer, the team decided to cut short data collection given the small number of child welfare professionals still at their baseline agency and/or role. Dr. Wilke intends to make the data publicly available and encouraged affiliates to think about if and how they might use the data in their own work.
- ❖ Dr. Jennifer Marshals spoke about their project with Healthy Start and Hurricane readiness.
- ❖ Dr. Alison Salloum highlighted her trauma-informed self-care tool for social workers dealing with burnout and vicarious trauma.
- ❖ Dr. Jessica Pryce also gave a briefing regarding Dr. Shamra Boel-Studt and her collaboration with Department of Children and Families and developing quality standards for residential group care homes.

APPENDIX E: OFFICE OF EARLY LEARNING TRAINING SCHEDULE

Training schedule for Diversity, Equity, and Inclusion Awareness Training

Face-to-Face Trainings

Equity Training at the ELC of Northwest Early Learning Coalition of Northwest Florida 703 15th Street #A Panama City, FL 32401	Monday, July 22, 2019 at 8:00 AM - Tuesday, July 23, 2019 at 4:00 PM (CDT)
Four-day Equity Institute at ELC of Orange County Orlando Florida TBD	Monday, August 5, 2019 at 8:00 AM - Thursday, August 8, 2019 at 4:00 PM (EDT)
Equity Training at the ELC of Alachua County Early Learning Coalition of Alachua County 4424 Northwest 13th Street Gainesville, FL 32609	Monday, August 26, 2019 at 8:00 AM - Tuesday, August 27, 2019 at 4:00 AM (EDT)
Equity Training at the ELC Hillsborough County 6302 E Dr Martin Luther King Jr Blvd, Suite 100, Tampa, FL 33619	Monday, October 21, 2019 at 8:00 AM - Tuesday, October 22, 2019 at 4:00 PM (EDT)
Equity Training at the ELC of Orange County Early Learning Coalition of Orange County 7700 Southland Boulevard Suite 100 Orlando, FL 32809	Thursday, November 7, 2019 at 8:00 AM - Friday, November 8, 2019 at 4:00 PM (EST)
Equity Training at the ELC of Broward County Early Learning Coalition of Broward County 1475 West Cypress Creek Road Suite 301 Fort Lauderdale, FL 33309	Monday, December 9, 2019 at 8:00 AM - Tuesday, December 10, 2019 at 4:00 PM (EST)

Follow-up Webinars for Institute Attendees

Deliverable # and Description	Due Date
Delivery of Training Webinar 1	September 23, 2019 9:00 am EST
Delivery of Training Webinar 2	October 28, 2019 9:00 am EST
Delivery of Training Webinar 3	November 21, 2019 9:00 am EST
Delivery of Training Webinar 4	December 16, 2019 9:00 am EST

Additional Webinars for all Stakeholder

Webinar 1 – *“Woke to Work: Shifting Organizational Culture towards Race Equity”* October 9 at 10am

Webinar 2 – *“Connecting the Early Childhood Education and Child Welfare Systems”* October 21st 10am

APPENDIX F: INSTITUTE'S DISSEMINATION ACTIVITIES

The Institute continues to disseminate in-house research findings or recently published research journal articles on topics related to child welfare issues and vulnerable families. Various methods are used to share pertinent information with our affiliates and stakeholders.

- ◆ Nearly 1,000 people (963) receive our monthly e-updates, *Monthly Matters*, which highlight new reports or research briefs and relevant events or conferences, and the *Institute Insights*, a quarterly newsletter which provides updates on affiliates' accomplishments, a research topic of note, special topics or considerations, calls for proposals, or legislative updates. This is a slightly more than 30 percent increase in recipients from last year with only eight people opting out of the subscription. The *Institute Insights* can be found at <https://ficw.fsu.edu/newsletter-archive>
- ◆ The Florida Study of Professionals for Safe Families produces Research Briefs that are shared with the CBC lead agencies, trainers, and DCF leadership. The Institute distributes to our email listserv. The Briefs can be found at <https://ficw.fsu.edu/FSPSF>
- ◆ Research Briefs are compiled for any reports on research or evaluations that the Institute conducts.
- ◆ Recent journal articles are obtained and summarized into easy to read two-page Journal Article Summaries and placed on our website or highlighted in the *Monthly Matters* or *Institute Insights*. Journal article summaries can be found at <https://ficw.fsu.edu/resources/journal-article-summaries>
- ◆ This year, there has been a concerted effort to increase our reach on Facebook and Twitter to provide information to the child welfare workforce. In addition to the topics shared with our stakeholders in the *Monthly Matters* and *Institute Insights*, additional links and articles are shared from nationally known organizations related to topics such as human trafficking, adoption, trauma- informed care, and social work workforce etc.

Social Media Statistics



APPENDIX G: STAKEHOLDER MEETINGS

In addition to the mandated workgroups, the Institute sits on other workgroups in order to hear about issues, meet with stakeholders, and in many instances, provide advice and technical assistance.

Statewide Interagency Workgroup

The program director has been attending and representing the Florida Institute for Child Welfare at the Statewide Interagency Workgroup monthly meetings since early 2016. This Workgroup is comprised of state-level representatives from eight child serving agencies that could be involved in a dependent or delinquent child's care and provision of services. Additional representatives include the Executive Office of the Governor, SEDNET, and the Office of the State Courts Administrator. The Workgroup meets to identify cross agency issues, create and advance the purpose of the Florida Children and Youth Cabinet, to whom the Workgroup reports. Since 2016, the Workgroup has created a statewide infrastructure to resolve cases that involve multiple agencies or are complex, established a standardized process for case escalation, and established agency expectations for sharing protected health information and cost sharing.

A data collection tool has been in use for 15 months and is designed to capture specific information about the cases that have been staffed at the local level. The Institute assisted in the development of the tool and recently analyzed the qualitative responses provided. Interesting data collected on the 845 cases staff by the local, regional, and state review teams in this time period reflect that:

- ◆ the typical case involves 14-year-old males
- ◆ the top three issues for referral are behavior issues (50%); severe mental health issues (19%) and sexual behavior issues (14%)
- ◆ 55 percent of cases had not been previously staffed
- ◆ crossover youth are 35 percent of the cases referred and involve lockouts and abandonment. Due to the staffings, 83 percent of these cases were diverted from entering the dependency system.
- ◆ nearly 90 percent of these complex cases are now resolved at the local level rather than being elevated the regional or state level for resolution

Overall, the data received are much more comprehensive than before and has greatly enhanced the Statewide Interagency Workgroup's ability to identify and address systemic barriers, identify best practices, and make recommendations to appropriate agency leadership. Based on these findings the Workgroup plans to:

- ◆ continue to provide training and technical assistance to the local and region review teams
- ◆ develop quick reference guides that identify key contacts within each agency's system of care
- ◆ determine ways in which the full family of children referred to a local review team can be reviewed to make appropriate referrals to programs and services to better prevent future challenges
- ◆ assess how local efforts can create integrated data systems to support local and regional review team processes and decision making
- ◆ utilize information and recommendations from current assessments of the Florida's Array of Services Workgroups for parents and children to assist review teams

Children's Placement Array Workgroup

The Secretary of the Department of Children and Families initiated a Priority of Effort in fiscal year 2017-2018 to address the array of services available to children in the child welfare system, and to determine the gaps in the array of services available in Florida. The Department contracted with the University of South Florida (USF) to provide expert guidance and analytics to inform the project. In addition, Casey Family Programs (CFP) aided in the design and implementation. An expert workgroup was assembled to determine the characteristics that comprise children involved with the child welfare system, determine their needs, and assess what services were currently being utilized by these children. Members of the expert workgroup included national experts from the USF, CFP, and Florida experts from DCF headquarters, regions, managing entities, the Institute, behavioral health care providers and community-based care lead agencies. The Institute has been an integral member of the workgroup since its inception.

A literature review completed by the Institute, augmented by additional work by USF, was completed to inform the work and the selection of evidence-based practices. The report can be found at <https://ficw.fsu.edu/technical-assistance-training/service-array>. The literature review confirmed that parental substance abuse and mental health issues were predominant reasons for child maltreatment reports and removals, that these disorders were closely related to domestic violence, and that comprehensive services were needed to address the families' needs. The literature review also indicated that longer stays in substance abuse treatment were associated with better outcomes.

In February 2019 the USF, in partnership with CFP, issued the Florida Children's Service Array Capacity and Gap Analysis Report that identified service array capacity and gaps of interventions for children in Florida's child welfare system. The Placement Array Workgroup was established in 2019 as a continuation of the Child Service Array Workgroup. The purpose of the Placement Array Workgroup is to provide recommendations to increase recruitment and retention of foster, relative, and nonrelative homes and increase stability of placements to meet the needs of children in Florida's child welfare system. The Institute identified an affiliate with extensive experience in the child welfare workforce and asked Khalilah Caines, from Saint Leo University, to serve as a member of the Placement Array Workgroup. The workgroup meets monthly in Tampa, Florida and is divided into four subcommittees: 1) recruitment support and retention of foster homes; 2) overlay of service array, and placement continuum; 3) identification of foster home estimator tool; and 4) assessments and screenings for child placement and matching.

Ms. Caines is a member of the "Overlay of Service Array and Placement Continuum" subcommittee that was responsible for identifying and recommending evidence-based and promising placement models; designing a placement continuum to meet the unique needs of children served in out-of-home care; and assessing the capacity of placements to meet the needs of children involved in the child welfare system. This subcommittee had several conference calls, in addition to monthly meetings, to create a visual document that matched EBPs (identified from the Children's Service Array Workgroup) to the current placement continuum for children in care. The subcommittee reviewed several potential placement models and identified two models to include in the final recommendations to DCF. The subcommittee identified additional considerations for treatment, capacity building, and alignment with the Families First Preservation Services Act that will also be included in final recommendations.

In addition to the subgroup activity, Ms. Caines also reviewed five software programs as a potential statewide tool designed for assessment and matching of caregivers and children for placement.

APPENDIX H: FLORIDA INSTITUTE FOR CHILD WELFARE PODCAST – CASEWORKER SUPPORT

The Institute developed a [Podcast](#) series as an innovative means to provide training to frontline caseworkers and supervisors. Each of the eight episodes in the first season, *Child Protection Casework Support*, explores topics that are relevant to child welfare professionals. The speakers are a mix of researchers and system experts that join Dr. Pryce, Director to discuss different topics and offer guidance on a variety of issues that are pertinent to the field. The overall goal is to provide a resource for frontline workers that is accessible and relevant to their work. Below are the topics and guest speakers. Visit the Institute’s website to learn about the speakers and listen to the podcasts.

Podcase title	Speaker	Release date
1. How do I balance the multiple priorities and decisions in my work?	Dr. Wilke and Timothy Morris	August 26
2. How do I use “courageous conversations” to improve the quality of my supervisory interactions?	Dr. Cynthia Leitz	September 9
3. How do I use Motivational Interviewing to motivate parents on my caseload?	Dr. Therese Kemper and Necia Little	September 23
4. How do I identify and help clients with depression?	Kim Purinton	October 7
5. Improve collaboration with agencies for cases involving child maltreatment and domestic violence.	Dr. Lisa Magruder and Sarah Latorre	October 21
6. Deciphering between Compassion Fatigue, Burnout, and Vicarious Trauma for Care Professionals	April Lott	November 4
7. Youth perspective on child welfare	Terri Florida Youth Leadership Academy	November 18
8. Racial Equity: Taking Blinders Off	Corey Best	December 2

REPORT PREPARED BY

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To access the full reports on the research presented here,
please visit <https://ficw.fsu.edu/>

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