

Rock County Steering Committee Meeting, 4/11

Introductions

- Charmaine Brittain, Director, Practice Innovation, Butler Institute for Families
- Christa Doty, Senior Program Associate at Butler Institute for Families
- Lisa Line, Assistant Corporation Counsel, Rock County
- Jamie Proctor, Supervisor, Rock County
- Joan Vetter, Rock County foster parent for 10 years
- Kate Luster, Rock County Human Services Director
- Harriet Everette, Foster grandparent. Been in the system 5-6 years.
- Amber Johnson, caseworker for 7 years
- Sandy Jobson, Executive Director, CASA (Court Appointed Special Advocates) of Rock County
- Tera O'Connor, Deputy Director, Rock County Human Services Department

Charmaine: So many voices represented. That will give power to this review.

Review Group Agreements & Decision-making

Project Values

Butler welcome questions, and we aim to respond quickly. We want to ensure others know about this project, and a one-pager is being posted on the Rock County website.

Partnership, that's what the steering committee is all about.

Agreements

Created by the Steering Committee during its 3/28/22 meeting:

- Communicate with respect
- Speak for yourself
- Honor differences
- Participate intentionally
- Engage in the process
- Call people in (Jesse, we haven't heard from you, what do you think?)
- Have candid conversations
- Listen to understand, not to respond
- It's okay to disagree. Everyone is different.
- Maintaining a safe space
- Respect confidentiality when personal and professional experiences are shared and opinions expressed

- Acknowledge power differences and maintain steering committee space as a safe space
- Share ideas and perspectives free from ridicule and retribution by others
- Agree on the takeaways to be shared publicly at the meeting's conclusion as well as what is confidential

Questions for Group Vote

Charmaine posed two questions to the group, asking them to evaluate each question with a 1-5 rating using five-finger vote.

1. How do you feel about sharing the notes for these meetings widely? No comments would be attributed to attendees.

- The group expressed acceptance with all members rating the question between 3-5.

2. Would foster parents be willing to be the contact and representative for the group you are representing (peer group)? And we would give out your name to people interested in connecting.

- Five fingers. It's a go.

Research Questions – finalize

Charmaine: Thanks to everyone for adding to that list of research questions! Ashley Brock-Baca, who led the discussion about research questions in our last meeting is on vacation I'll walk you through the process of narrowing down the number of questions.

- Charmaine shared a link to the IdeaBoardz with the research questions created by the group during the March 28 meeting.
- The group used anonymous thumbs-up voting function in the IdeazBoard to narrow down the list from 14 to 8 questions.

Discussion

- Question: If we have 5 to 8 questions (only for case reviewers), what if something comes up that's an appropriate question?
 - Charmaine: This study is meant as a case review to look at practice. But if workforce or supervision comes up we will notice. And we're not going to exclude information that has bearing on the findings. We would want to see it come up repeatedly as a theme.
 - Christa: Things do come up. In the past I have kept notes on them and checked with other groups. They can inform other projects.
- Comment: Some responses are available on public (benchmarks) dashboards. I suggest that, if we have to limit questions, we would prefer not to use questions that we have sources of information for already.

- Charmaine: That absolutely makes sense.

The group adjusted the language of the questions on the Ideaz Board in consideration of the point made in the comment.

- Question: Is there a limit to the number of questions? 5-8 questions only?
 - Charmaine: We would prefer keep the number of questions to 8. But this voting process is intended to represent the group's consensus it's your vote.

Research Questions

The following are the top eight questions resulting from the group's vote.

1. What are the barriers to timely permanency?
2. What improvements can be made around accountability for all members of the team (bio-parent, caseworker, CASA, legal, GAL, etc.)?
3. How are safety standards balanced with avoiding family separation? 5
4. Are there disparate outcomes for families of color in various stages of the case, including reunification?
5. What is the level of parental engagement in decision-making and goalsetting in cases?
6. Are reasonable efforts being made to find kin for children of all races and ethnicities?
7. What contributes to placement changes/stability?
8. How frequently are family interactions occurring and how do family interactions impact the outcome of the case?

Charmaine: This does not mean we will not gather other information or consult public reports. A case review is meant to go beyond what's available in public reports.

In response to a request for a show of hands, the group expressed widespread agreement on the selection of questions.

Charmaine: This calls for celebration of your partnership in identifying this list of questions! Our next step will be to develop protocols for the focus groups.

Focus Group Questions – Brainstorm

Charmaine: We want to get the focus groups completed by end of April, although some may spill into the first week of May. So next step is to dev protocols to inform these focus groups.

- We will arrange for giftcards for participating foster parents.

- How do people get invited?
 - Emails inviting participants to sign up will be created and sent in partnership with.
 - We need to limit FG size to 10 people.
 - The goal is to have plenty of opportunities and for people to feel safe contributing
 - They are confidential.
- Best times? The group responded with a variety of possible times.
- Charmaine: We will work offline getting people invited and setting dates.
- The group indicated approval.

Brainstorm

Christa introduced an Jamboard brainstorming session for the group to come up with questions about the FGs.

Participants were assigned to three separate breakout groups for the brainstorming session.

Comments from individual groups

Group #1

- We tackled it from multiple sides because we had multiple perspectives represented in our group.
- The questions are valid, but why decisions made why standards or timeframes?
- Comment: As a foster parent with lived experience who is also a lay person, I lack information allowing me to make an educated contribution here.
 - Charmaine: Questions you would want to be asked is what's important.

Group #2

- It's hard to get specific without going to the specific groups.
 - Charmaine: Sometimes questions are asked to a few different groups. What things are going well, what are the barriers? Are questions asked of every group.

Group #3

- Some questions are specific to a particular stakeholder group, and then there are more general ones like strengths, challenges, needs.

Next Steps

1. Butler will develop protocols from this information before the next meeting. We will send them out in advance of the meeting for you to review. That means We're not going to be able to start the focus groups until 2 weeks from today.

2. Butler and stakeholders to create-send email to participants, and use Qualtrix for signups
3. Any group with more than 10 individuals signed up, we will randomly select participants ensuring that those who participated in steering committee meetings are able to attend.

Charmaine: This has been a very productive meeting. Thank you all.