

# Rock County Steering Committee Meeting 3/28

## Welcome Opening Remarks –

- Josh Smith, county administrator
- Kate Luster, HSD director
- Charmaine Brittain, Principal Investigator Rock County Child Welfare Case Review project; Director, Practice Innovation, Butler Institute
- Ashley Brock-Baca, Co-principal Investigator Rock County Child Welfare Case Review project; and Senior Research Associate, Butler Institute

## Introductions – Charmaine,

Names, “What perspective do you bring to this project?”

- Josh Smith – county administrator (left after introductions)
- Rachel Belanger – parent partner; children at home now but were out of home in 2018
- Tera O’Connor – deputy director of HSD, acting program manager
- Joan Vetter – foster parent, has had 143 children in her home
- Kate Luster – HSD director
- Jamie Proctor – CPS supervisor, family support unit, was an initial assessment worker in a neighboring county
- Lisa Line – assistant corporation counsel, been in RC since 2015; legal work for CPS; caseworkers and supervisors don’t report to her, but she has to work with them
- Sandy Johnson – CASA executive director; 9 years at CASA; perspective is best interest of the child
- Robin Gleason – 2 years at RC, used to be visitation facilitator at Children’s Wisconsin; always told she couldn’t be a social worker because she cares too much; now has great relationships with her clients because she cares so much
- Angel – youth representative; been through foster system and graduated from a group home
- Amber Johnson – caseworker for 7 years, loves working with people and families

Absent: Harriet Everette, kinship foster parent

## Review of Project Components – Charmaine

## Development of Group Agreements & Decision-making – Ashley

## Agreements

Created by the Steering Committee:

- 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

Also agreed to the "Five Finger" approach to decision-making. People will be asked to vote by displaying 1-5 fingers with 1 meaning, they are not in agreement and five being in full agreement. If anyone holds up one or two fingers the issue needs to be further discussed. A decision can only move forward with three or more fingers. People do have the power to veto decisions. The group agreed that consensus must occur before moving forward (as expressed by displaying three or more fingers).

## Develop Research Questions – Ashley

Ashley invited the group to create the research questions, with an Ideaz Board app for the group to create their questions

- The objective is to make the research questions more specific.
- A question to focus your thinking: "At the end of this project what will you hope you've learned? / by the end of this project."
- Voting: Use thumbs up to endorse/ not endorse a question
- Ultimately, the ideal number of research questions will be 5-8.
  - Similar questions might be combined.
  - Also, questions that are specific /have smaller scope can be used for the focus groups
  - Ashley to combine similar questions, and identify the ones that might be better for focus groups.

Ashley: Question guidelines for the group

- Distinction between qualitative questions and quantitative in nature.
  - We're primarily qualitative (the how) vs. (how many, how much). And in contrast to yes or no questions, these would be the ones that are deeper.
  - Value of a case review is the details of the case, the 'how' questions. From the sample we can get value from yes/no questions.

Questions added in large group rather than breakouts

### Discussion

- Acronym CANS meaning.
  - Rate setter vs. case timing tool
  - How is the CANS being utilized in case planning?
- Charmaine: What might questions be that relate to Equity, Diversity, and Inclusion?
  - The group added and discussed additional questions.

### Next Steps

#### Meeting frequency:

Group members have received meeting invitations for every other week. There will be times we'll cancel. For now, we need regular meetings, including next week, to get the focus groups going.

#### Review of Interview Protocols for Focus Groups (FG)

- (For transparency) separate discussion Kate and Tera to start inviting to FGs.
- Limit 10 people for each FG.
- To give everyone a voice.

### Discussion

- Should we be thinking about questions for the focus groups in the meantime? What might other foster parents want to add?
- We don't want too much homework but if you want to use the Ideaz Board link and add suggested FG questions. There's a section for each stakeholder group. You can add a question to one or to multiple.
- We have as a protocol 10 questions per group. We don't want to formally put that on you as an obligation. But that would be helpful. We want to be careful. We certainly invite more participation through you all as the conduit.

### Next Steps

Charmaine: we previously sent the Rock County Child Welfare Case Review one-pager. We did not talk about the larger Butler project team working on this, including Emily Campbell in Wisc.

- Ideaz Board will be open until end of day tomorrow 3/29 for the group to add and vote on them. We'll consolidate them on Wednesday.
- Ashley to send follow-up emails with Ideaz Board link and the Rock County Child Welfare Case Review one-pager.
- Group members have Charmaine and Ashley's emails. Please feel free to contact us. We're available.