

**Child Abuse Prevention and Treatment Act
Citizen Review Panel
CAPTA Report for CY 2011
June 5, 2012**

Purpose

The purpose of the Citizen Review Panel (the Panel) is to evaluate the extent to which the state is fulfilling its child protection responsibilities in accordance with the Child Abuse Prevention and Treatment Act. This is done through examining policies, procedures and practices of state and local child protection agencies, reviewing specific cases where appropriate, and examining other criteria that are important to ensure the protection of children. The Children, Youth, and Family Services Advisory Committee serves as the Statewide Citizen Review Panel for Washington state.

Area of Focus Selected for this Report

During the CY 2011 reporting period, the Panel continued work begun in 2007 on racial and ethnic disproportionality related to child protection. The primary focus in 2011 continued to be on the efforts of the department to reduce and eliminate racial disproportionality in the child welfare system. The Panel continued monitoring the department's implementation plans of recommendations made by the Washington State Racial Disproportionality Advisory Committee in December 2008, in response to a 2007 legislative mandate.

The Panel focused specifically on regional plans and activities to reduce racial disproportionality and disparity of services and how the department would know if efforts were working.

Process

The Citizen Review Panel met five times during 2011. The Panel reviewed relevant documents and research, received information from key staff and stakeholders, and used group discussion as its primary methods for review

and education. At each meeting CA staff and Panel members discussed proposals and implementation of plans to address racial disproportionality and disparity in the child welfare system.

Examination of Racial Disproportionality within Washington State Child Welfare Services

This is the fifth year of the Panel's multi-year study on Racial and Ethnic Disproportionality and Disparity. The Panel received updates on remediation efforts of the department

In 2010 the Panel recommended:

- 1. CA should ensure mandated reporter training materials and training are widely distributed to mandated reporters and a plan is developed to ensure training and materials reach as many mandated reporters as possible.*

The Mandated Reporter's Tool Kit includes: a new Mandated Reporter Disproportionality Video Brochure, an updated guide on reporting abuse and neglect, and a new statewide training PowerPoint. Regional trainers use these tools and the mandated reporter video for group presentations.

- CA distributed the toolkit to field staff and published it on the CA internet and intranet in June 2011. CA also distributed the toolkit to community partners and continues to do so. Field trainers report quarterly on demographics of attendees and have participants fill out a survey at the end of their training. CA will use the results to refine the training as needed.
- CA also is developing plans to use this information to help track if intakes of children of color in specific zip codes are safely decreasing because of more awareness by reporters regarding disproportionality after receiving the training.
- CA will develop plans to monitor and track training of mandated reporters in zip codes with high referral rates. CA will present these plans to the CRP to review and provide guidance.

2. *CA should continue to improve Family Team Decision Making model fidelity.*

CA is implementing ongoing improvements to statewide practices for Family Team Decision-Making Meetings (FTDMs). These include:

- a. Work with the Training Alliance to add FTDM on- line training as part of the requirement for completion of Social Worker Academy.
- b. Continue to increase consistency of FTDM meetings by identifying and training back up facilitators in each office.
- c. Provide consistent and uniform infrastructure to support, supervise and provide technical assistance to FTDM facilitators, social work staff and family engagement efforts throughout the state.
- d. Increase adherence to FTDM policy through quality assurance activities. Quality assurance efforts include use of a standardized tool for all observations to increase facilitators practice expertise. The facilitator and supervisor receive feedback on all observations by the statewide program manager.
- e. CA completed the development of a management report to ensure CA staff schedule and convene FTDMs according to requirements and timelines. The FTDM report was released to FTDM managers in March 2012. Release to all FTDM staff is scheduled by midsummer 2012.

3. *CA should continue to expedite efforts to address data and reporting, including race and ethnicity, of FTDM efforts. This will help CA determine whether FTDMs are impacting racial disproportionality in the Washington state child welfare system.*

- The FTDM management report (noted above in 2.e) is a FamLink report that can track the use of FTDMs, the race and ethnicity of children, number of siblings placed together, practice trends, time compliance (FTDM held within 3 days of placement), length of stay, and other elements. This report can drill down to office, unit and worker level. FTDM managers received the report first to learn the many different data elements that they can extract into the report. They can then help FTDM staff pull data for the report when it is released for their use.

- CA staff continue to develop race data for all performance measures. This past year CA staff suggested new race categories and presented this to the CRP for input.
 - In previous years, statistics were calculated on a “Multiracial” group. This group included all children with more than one race identified, regardless of the races identified. This brought up a concern that by combining mixed race in one multiracial group, we might mask potential disparities that existed based on physical characteristics. In the 2012 “Racial Disproportionality and Disparity in Washington State Report to the Legislature”, CA separated the multiracial group into three categories: Multiracial Native American, Multiracial Black, and Multiracial Other. The results do suggest different rates of disproportionality for these three groups.

Recommendations:

- Track Family Assessment Response data and performance measures by race.
- Make the Mandated Reporter toolkit easily accessible to CA staff and partners. The Panel suggests that the Mandated Report toolkit be located on the same web page as Racial Disproportionality and Child Safety information.
- Report yearly comparison of Intake information by race to the Panel. Include all referrals (screened in and screened out referrals separately, if possible).
- Ensure new FTDM reports are used to track and monitor FTDM fidelity, race and ethnicity to determine if FTDM meetings affect racial disproportionality.

Future Plans: Continue to focus on Racial and Ethnic Disproportionality and Disparity in Washington State

In CY 2012 the Panel plans to:

- Review and monitor the distribution plan for the Mandated Reporter Tool Kit training materials and give feedback to CA. Monitor how CA distributes the training materials and their tracking system for who receives training and where training is held.
- Review the Family Team Decision Making protocol and procedures developed by CA with technical assistance from Annie E. Casey Foundation.
- Review and provide feedback on updated data on CPS decision points where racial disproportionality was identified to determine if there is improvement. Collaborate with CA staff to improve current strategies and develop new strategies to help the department continue moving forward to impact racial disproportionality and disparity as found in those decision points.

2011 Citizen Review Panel members:

Jim Sherrill, Indian Policy Advisory Committee, Longview – **Chair**

Janis Avery, Treehouse, Seattle

Lucy Berliner, Harborview Center for Sexual Assault and Traumatic Stress, Seattle

Robert Faltermeyer, Excelsior Youth Center, Spokane

Jana Heyd, Society of Counsel, Seattle

Ed Holm, Attorney, Olympia

Laurie Lippold, Children's Home Society, Seattle

Julie Lowery, Washington Association of Juvenile Court Administrators, Pierce County

Byron Manering, Brigid Collins Family Support Center, Bellingham

Ron Murphy, Casey Family Programs, Seattle

Beth Muscat, Veteran Parent, Seattle

Nancy Roberts-Brown, Catalyst for Kids, Seattle

Jim Theofelis, The Mockingbird Society, Seattle

Tess Thomas, Thomas House, Seattle

Gwendolyn Townsend, OCOC/UJIMA Community Services, Seattle

Kitty-Ann Van Doorninck, Superior Court Judges, Tacoma