



December 11, 2017

Commission Meeting Minutes

MCOE

Commission Members Present

Jim Flaherty	Ben Anderson	Dan Hamburg
Tammy Moss Chandler	Barbara Howe	Sandra Applegate

Commission Members Present Via Video Conference

Paul Tichinin Lucresha Rentería

ITEM 1 WELCOME & INTRODUCTIONS

Commissioner Tichinin called the meeting to order at 1:15 p.m. and welcomed visitors. The Commission and staff made introductions.

ITEM 2 PUBLIC COMMENT ON NON-AGENDIZED

Commissioner Tichinin asked for public comment on non-agendized items and opened the public hearing. No comments were received.

ITEM 3 CONSENT CALENDAR (**ACTION**)

- Meeting Agenda
- Draft Minutes from October 23, 2017 Commission Meeting

Motion to approve the consent calendar

Motion/Howe, Second/Anderson (all ayes, no nays) Motion Passed

A roll call was taken of the Commissioners present.

ITEM 4 OATH OF OFFICE FOR NEW COMMISSIONER

Commissioner Howe announced she completed her Oath of Office at the County Clerk's Office.

INCREASE FAMILY RESILIENCE AND IMPROVE PARENTING

ITEM 5 TRIPLE P LIFESTYLES, TRIPLE P TRANSITIONS AND RESOLUTION PROCLAIMING JANUARY 2018 POSITIVE PARENTING AWARENESS MONTH

Megan Cavalli, Raise & Shine Program Assistant presented to the Commission. Raise and Shine (R&S) is a program that was originally designed as a direct service parenting program with the hopes that it would be integrated into Child Welfare. That didn't develop as planned and has since become a program of FIRST 5 Mendocino (FSM). With the shift away from direct services, R&S has been preparing to contract out facilitation services directly through previously accredited Triple P facilitators. This will allow our staff to co-facilitate with new facilitators and offer more peer-support to insure fidelity of the Triple P model.

Two areas of Triple P that we have not offered before are Lifestyles and Transitions Triple P. Both are a Level 5 and incorporate more of the self-regulatory and self-efficacy portion of parenting which are seen in other Triple P groups. These qualities are strengthened at this level due to the concentrated practices of parent behavior change versus child behavior change.

Triple P is an evidence-based program that is founded on over 30 years of research. The program aims to: increase parents' competence in managing common behavioral problems; reducing parents use of coercive and punitive discipline; improved communication; and reduction of stress associated with raising children. All this works to build a stronger, more positive parent-child relationship. Triple P was developed by psychologist Matt Sanders and colleagues at the University of Queensland in Australia. The program targets children at five different developmental stages: infants; toddlers; preschoolers; primary schoolers; and teenagers. Triple P meets the parent where they are at and works to build and improve personal skills; self-management, self-efficacy, personal agency, problem solving and self-sufficiency.

Lifestyles Triple P

It is a three-prong approach to childhood obesity; it emphasizes increasing family activity as well as teaching parents how to read food labels and modify recipes. The most important component is giving parents skillful techniques to manage the behaviors that often arise from changes in the family lifestyle.

It is designed to be in a two-hour format as previous Triple P groups. However, this course, to increase sustained change, is delivered over 12 weeks, 10 weeks in group format and two weeks in coaching calls. They have a tentatively scheduled group starting on Friday, January 19, 2018; this will be a pilot morning group that will meet until early March. Their hope is that this program can be integrated into and strengthen current child obesity classes.

Transitions Triple P

It is designed to help families through divorce or separation. It is delivered in a five-week program. The strategies in the first five weeks are mainly self-management tools, emotional coping skills, conflict management skills and rebuilding a new family identity. The parent is then encouraged to take the eight-week group that provides all the basic parenting strategies of Triple P.

Based on the numerous studies conducted on Triple P, the results remain consistent. The parent outcomes are: improved sense of parenting satisfaction and competence, decreased levels of parenting anxiety and stress, reporting lower levels of dysfunctional parenting practices and lower levels of conflict over parenting issues. The child outcomes are: reduction in child behavior problems, decrease in rates of child maltreatment, reduction in out-of-home placements of children and decrease in rate of child hospitalization and ER visits.

Positive Parenting Awareness Month

Executive Director Ibarra explained the purpose of the draft resolution proclaiming January 2018 as Positive Parenting Awareness Month; to further the work they have been doing over the years to have Triple P in Mendocino County as well as to further support the messaging that parenting education/training is for everyone.

Motion to approve the draft Resolution Proclaiming January 2018 Positive Parenting Awareness Month.
Motion/Flaherty, Second/Moss Chandler (all ayes, no nays) Motion Passed

A roll call was taken of the Commissioners present.

ITEM 6 FISCAL REPORTS (ACTION)

At the end of October, total cash was \$246,279. The balance sheet in the October reports it has the total assets at \$677,905; the amount they had at the county was \$150,000. As of October, they were in the red, but they are still due Prop 10 dollars which usually goes in about a month or two behind schedule. There is a pending invoice for the IMPACT grant from First 5 California. Policy/Shared has been changed to Resilience. Commissioner Howe asked what the goal for the IMPACT grant was; it is for professional development for child care centers.

Motion to approve the fiscal reports for July, August, September and October 2017.

Motion/Hamburg, Second/Anderson (all ayes, no nays) Motion Passed

A roll call was taken of the Commissioners present.

ITEM 7 EXECUTIVE DIRECTOR'S REPORT

Improve Parenting

Improve and Maximize Programs so All Children Thrive (IMPACT); site visits are being done by the coaches. The program is a five year grant they received for a total of \$545,000 (134,000/year). Imagination Library (IL) is sending out their annual ask letters this month.

Increase Family Resiliency

- ARC Family Resource Center – free ice skating tickets courtesy of Assemblymember Jim Wood
- Community Resilience Model (CRM) – They are in the process of working with the Health and Human Services Agency (HHSA) in applying for the FEMA Crisis Counseling Assistant grant.
- First 5 Wildfire Recovery Fund – F5AC and F5CA partnered to help counties impacted by the wildfires. They gave created a restricted fund at the Association for the affected counties

Advocacy

Future generations fund; they have been circulating a petition in the community to show support.

Maximum and effectiveness

- Brown Act & Ethics training – Some commissioners need to retake. They can have a training be done either during a future meeting or at a separate day/time.
- Honoring Dr. Jeremy Mann – Commissioner Anderson commented to recognize him as a Commissioner sooner rather than later and do a plate and to honor him at the State of the Young Child as a pediatrician.
- 2017-20 Strategic Plan – The draft is in process and will bring it back for review in January 2018.
- December 2017 – They will be doing the midyear evaluations for employees
- January 2018 – The manger reports will be included in the packets for the Commissioners to view

The Sandbox filed Form 990. The Playground Ribbon Cutting was done on November 7th, the Food Program Launched on November 13th and the Food Program Site Visit will be done on December 28th

- December 27th – 28th the F5M office will be closed due to carpet install
- Wednesday, January 24th at 10:00 am – First 5 Association of California meeting in Sacramento
- Thursday, January 25th at 10:00 am – First 5 California Commission meeting in Sacramento
- Monday, January 29th at 1:00 pm – Commission Meeting
- Friday, February 9th at 5:00 pm – PDI's 11th Annual Make Kids Smile Awards Dinner

ITEM 8 HEALTH AND HUMAN SERVICES AGENCY UPDATE ON THE UC DAVIS REPORT AND DIFFERENTIAL RESPONSE

Anne Molgaard, Interim Mendocino County HHSA Director, Jena Conner, HHSA Family & Children's Services Deputy Director, presented an update on the UC Davis Report and Differential Response to the Commission.

They were the subject of a Grand Jury report in May 2015 which was followed by community letters regarding issues; F5M submitted a letter as well. Every County in the state is required to do a System Improvement Plan every five years; theirs was due in April 2016. They contracted with UC Davis, the northern region training academy, to help them to do an organizational assessment of family and children services such as look at data and what can help them improve.

The main thing that is happening is staff and supervisor training through UC Davis. It is primarily focused on the people that the public deals with first. In 2016, efficiency through technology was developed. They are now able to use tablets at the time of the interviews or right after instead of writing everything down and waiting to get back to the office or when they have time to do it. Two similar things they believe are also going to make a difference is the Differential Response (DR) contracts an Home Visiting (HV). Right sized staffing is needed to make this effective.

The focus for the Grand Jury report is their front-end response to referrals for both immediate and 10-day responses. The state standard is 90%; they exceed for the immediate responses but not for the 10-day responses. The current numbers are not the official data. They had a huge dip when they had low staffing. Another key area is that they have a high rate of recurrence of maltreatment; the measure is 9.1 or lower, they have been well above that. The reentry to foster care rate is 8.3; have been above that. The placement stability rate measure is 4.1; have been above it.

A priority recommendation was to adopt a "retention-focused organization" versus a "recruitment organization". They have completed a salary increase for Social Workers (SW) as well as secondary trauma training. They want to enhance permanency practices as well.

Differential Response is a strategy to help reduce their high rates of recurrence of maltreatment and reentry to foster care, a more flexible service delivery structure/community partners, a 3 pathways system and an increased family engagement and earlier assistances to families.

The ARC FRC covers the greater Ukiah area; average 15 families at a time and 50 families per year. RCS covers the North County areas of Willits, Laytonville and Covelo; average 15 families at a time and up to 120 families per year. Safe passage covers from Elk to Westport; average 12 at a time and 36 in a year. Action Network FRC covers Point Arena School District's geographical boundaries; average 10 families at a time and up to 30 families per year.

They have done immediate training for 4 contractors in May. Monthly implementation meetings have begun. Path 1 referrals began in July ARC FRC was the first to receive referral. FCS dedicated staff person to identify to contact path 1 families, path 2 referrals began, and FCS hired a senior program manager to develop and oversee DR.

Early Challenges

FCS staff contact parent(s) on potential Path 1 referrals to obtain verbal consent to refer. This is a new program, families are skeptical and not always agreeable to being referred to DR providers. Even after families agree to being referred, some change their mind or are not able to be contacted

by the community-based organization. Community based organizations have faced challenges with verifying staff skill set/experience, family engagement, visiting in homes and limited resources in communities to refer clients for additional services. The south Coast does not currently have much of a pool of potential referrals.

Commissioner Moss Chandler asked for an example of a Path 1 referral; child has not been attending school or child has gone to school with lice.

Home Visiting

High quality home-visiting services to families with infants and toddlers prevents child maltreatment. Para professional model supervised by PHN. Selected model - HFA for Child Wellbeing Scientific rating #1. Became an affiliate; currently seeking other partners. They launched in October 2017.

Implementation work with UC Davis – what's next...

Emergency Response workgroup continuing. Workload and work process study beginning. Court Liaison, Legal Clerks, County Counsel and Dependency Attorneys discussing process to implement electronic services of court reports. Technical Assistance and training on: assessments, safety planning process and assessing/reviewing entries into child welfare, permanency planning, enhanced family finding training and implementing evidence-based visitation program.

Current efforts to support staff: training unit and dedicated training space “The HuTCh”, additional specialized trainings, additional training and support from County Counsel, smart phones and surface pro tables, increased vehicle fleet, clinical supervision and opportunities for social workers pursuing clinical licensure and recent classification and compensation adjustments for SWs and SW supervisors.

Fort Bragg office

Significant difficulties filling vacancies due to salary and lack of affordable housing. Inland SWs have been providing on-call coverage Thursday – Sunday. Current SEIU MOU effective 2017 provides a 5% pay differential for line staff working full time in the FB office. As of Dec 2017, the FB office has a full time senior program manager, a fulltime SW supervisor II with prior child welfare experience in other CA counties, 4 full time SWAs, 3 full time SW IVs with more and just need a staff assistant.

ITEM 9 COMMISSIONER REPORTS, ANNOUNCEMENTS & ADDITIONAL MATERIALS

Commissioner Applegate commented that her mother-in-law and sister-in-law have been evacuated twice from the southern California fires.

Commissioner Moss Chandler commented that while she is in the position as Interim Disaster Recovery Director she wants to continue as a Commissioner for FSM.

Commissioner Tichinin adjourned the meeting at 3:24 p.m.