

Virginia Department of Social Services

people helping people

Roundtable with Virginia's Tribes

March 23, 2022

AGENDA

- Welcome/Introductions: Nikki Cox and Ivey Tupponce
- APSR and Data
- ICWA eLearning Update
- Thriving Families
- Updates from Virginia's Tribes
- NICWA Conference (Virtual) April 3-6 reminder
- Plus/Delta



See meeting notes on each slide.



Brenda began meeting with review of agenda and asked for introductions. Everyone introduced themselves.

Meeting attendees and introductions were:

Brenda Sampe-Department of Social Services (DSS), Ivey Tupponce-DSS (New to Roundtable/Tribal Collaboration), John Hein-DSS, Katrina Loperl- DSS, Deborah Eves-DSS, Kimberly Murphy-Administration for Children and Families (AFC), Nikole Cox-DSS (New Director of Family Services), Eric Reynolds-Office of Children's Ombudsman, Jennifer Newman- Court Improvement, Lindsay Johnson- Chickahominy, Lori Battin-Court Improvement, Reggie Tupponce- Upper Mattaponi, Sally Latimer- Monacan, Chief Stephen Adkins- Chickahominy, Susann Brown- Chickahominy, Doris Austin-Chickahominy Eastern, Stacy Montgomery- Chickahominy Eastern, Elizabeth Lee- DSS

Annual Progress and Services Report (APSR)

APSR due each Federal Fiscal Year

- Report summarizes
 - Progress made toward outcomes;
 - Identifies technical assistance needed for the upcoming year; and,
 - Details Federal funding spending and QAA Reviews.

Link to the current APSR: https://www.dss.virginia.gov/family/cfs_plan.cgi



Passed to Deborah

Deborah talked about the state's Annual Progress and Services Report (APSR), due June 30th to our federal partners. The report summarizes the progress made toward outcomes, identifies technical assistance needed for the upcoming year and, details federal funding, spending and

quality assurance and accountability. The report can be found at:
https://www.dss.virginia.gov/family/cfs_plan.cgi.

This is a five year plan that is submitted annually. The plan covers all activities and planning and we are currently in year three of the current plan. Plan summarizes all progress made towards outcomes, including measurement benchmarks and

plans. Includes Tribal collaborations, partners with court improvement, licensed child care agencies, etc. The report includes state and local collaborations as well, reports number of individuals served through collaborations and gives overview of state reports such as child fatalities and how money is spent. Other reports include activities such as monthly caseworker visits for foster care children and services provided.

This year our federal partners, the ACF, asked us to include more about how Virginia is preventing kids from coming into foster care and how are we distinguishing poverty from neglect. We are to show how we are supporting kinship caregivers. Our federal partners have also asked us to look at once a child leaves foster care are they are better off than when came into foster care. We want to make sure they have

normal experiences, successful transitions into adulthood, and can engage in the workforce.

The ACF is committed to advancing equity, specifically racial equity for all. Equity is defined as the consistent and systematic fair, just, and impartial treatment of all individuals, including those who belong to underserved communities that have been denied such treatment, such as Black, Latino, Indigenous and Native American, Asian Americans and Pacific Islanders, and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

ACF is asking states to examine and address disparities and inequities in child welfare services and outcomes to include:

- Analyze and disaggregate data to identify equity issues
- Examine how equity considerations inform planned use of funding
- Consider outreach strategies and efforts to reach underserved populations.

Focus areas include:

- Preventing child from coming into foster care
- Examine how we can disentangle poverty from neglect
- Ensure families have access to legal services – expansion
- Support Kinship Caregivers
- Support Kinship families
- Utilize Kinship Navigator programs
- Ensure Youth Leave Foster Care Better Than When They Entered
- Offer trauma informed care and access to Mental Health/Behavioral Health supports
- Provide normative experiences
- Successful transition to adulthood
- Develop and Enhance the Child Welfare Workforce
- Recruitment and retention activities
- Exploring new and innovative non-traditional pathways to expand agency recruitment pools

What must be included:

- Collaborations: who do we collaborate with, include how we gather parent, family, youth/young adult voice
- Strategic plan: update progress made, include technical assistance/training needs
- Service report: estimate the number of individuals and families served, geographic areas, describe services provided

Special sections include:

- Services for children adopted from other countries
- Adoption and legal Guardianship incentive payments
- Adoption savings
- Services for children under the age of five
- Efforts to track and prevent child maltreatment deaths
- Update on disaster funding
- Update on CARES Act funding
- Safe and Stable Families
- Populations at greatest risk of maltreatment
- Kinship navigator funding and programs
- Monthly caseworker visits
- Family First Prevention Services Act transition grants
- Chafee/Education voucher
- Division X funding for youth
- Consultation and coordination with Tribes

Associated Plans:

- CAPTA
- Foster and Adoptive Parent Diligent Recruitment Plan
- Health Care Oversight and Coordination Plan
- Disaster Plan
- Training Plan

Annual Progress and Services Report (APSR)

Update:

- **ICWA Training for federally recognized tribes**
- **Documenting in OASIS in CPS Investigations and Family Assessments**



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Passed back to Brenda.

Brenda spoke specifically about the state's APSR strategic plan around ICWA for the coming year. We need to continue our efforts in Virginia to have proper training of staff who are in the field around ICWA. The state does have extensive ICWA guidance, but we recognize and understand there are a lot of different ways to learn and retain information. We have been in the process of creating an E-Learning web based training for state staff regarding ICWA. The training is 75 minutes long and can be taken at your own pace, anytime. The purpose is to lay the foundation for ICWA. This is where John and Katrina come into the process. There has been workgroup working on the training. Currently we are waiting on the finished product for review. We hope to be able to finalize the training by the end of April 2022 and launch it then. The state has a small number of staff, and attorneys we work with, who are very familiar with ICWA. We hope this refresher training will assist state caseworkers in becoming even more familiar with the ICWA requirements.

We have also received feedback from our Tribal partners that there is a need for a ICWA training for Tribe staff. Subsequently, Casey Family Partners reached out to us to see how they could support Virginia around ICWA. Therefore, we are partnering

with them and an ICWA expert, attorney Jack Trope (who some of you probably know and are familiar with). We are planning to offer an in person ICWA training just to our Virginia Tribes and their staff. On the state side we will invite court improvement partners, but want a smaller more intimate group. We have reached out and have heard back from six Tribes that they would definitely send people to this training. We are excited to include this in our plan for this year. Looking at maybe the summer or fall for rollout.

APSR:
Data for Calendar Year 2021: "American Indian/Alaskan Native"

CPS Founded Investigation:
 average 13 children per year

Foster Care: 12 children
 7 were ages 0-3 years
 3 were ages 4-10 years
 1 was age 11-14 years
 1 was over the age of 18

ICWA and Foster Care: 7 children
 confirmed ICWA



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Next Brenda discussed data regarding the category of American Indian/Alaskan Native (AI/AN).

Regarding foster care, it is written in state guidance that it is documented in OASIS (the state's child welfare database) if a child is AI/AN. OASIS is our system where we document all our child welfare work such as worker visits, services, case plans, etc. Whenever a worker has a conversation with family, relatives, kin, in any part of a case and are inquiring about any cultural heritage or affiliation it is supposed to be documented. We are now going to mirror the documentation requirements that are in place for children in foster care and in foster care cases in other case types. There is a selection called "Indian Status" that the worker selects when they are inquiring about Native American heritage and citizenship.

Workers should be doing this but we recognize that even though guidance says we have to document, this may not always be happening. This year we are hoping to put this documentation in Child Protective Services (CPS) cases, so we can also track it there on the front end. This would occur before the child actually enters foster care. This will help us track that staff are actually doing that documentation and having those conversations in those case types. Right now we really don't know how this will

happen and it is contingent upon the state's IT team to make that happen. OASIS is a very archaic system. Over the next few years the system may be updated. It will also be updated in our CPS guidance.

Brenda then discussed the data we have collected regarding AI/AN identity. This was in the APSR last year and this year the data is not that different. However, this is likely underrepresented. Kim asked if the state has process of reaching out to see if the non confirmed cases have been confirmed or not? We currently do not because, for example, if a family represents themselves as AI/AN but it's not confirmed, the state is not going to say "no your not".

Data for calendar year 2021:

CPS Founded Investigation: Average of 13 children out of 4,804 total children per calendar year

Out of 7,431 children served in FC in 2021, 12 of those were Native American children

For 2022, 3 new foster care cases with a total of 7 children were identified as being ICWA; all of these children were/are placed in a therapeutic foster home; 2 children have since been reunited with a parent.



Pass to John and Katrina, who shared their screen.

John reported we are a week away from the first draft of the state caseworker training to be sent out for first review. We are very excited and it has come together well. It's 75 minutes long. John showed us a few slides so we can get a sense of the look and feel of the training. This is only really the beginning. We are looking towards future offerings that we can do.

Today John wants us to focus on the images used related to the look and feel of the training. John encouraged anyone to share any images that we can use for future trainings. He cannot guarantee we can use them all but we would love to incorporate images from sent from our Tribal partners. We really want training to be focused on the current reality of the people this training is representing. It's not just the children but also the families. Want to incorporate a modern feel with the images. We will offer you all to review when we have the preliminary review ready. Plan is to offer session where all are welcome to come and give us feedback. We may not be able to incorporate every piece of feedback for this training but will note feedback for the future to change moving forward. John shared his email for anyone who wishes to share any images: john.hein@dss.virginia.gov

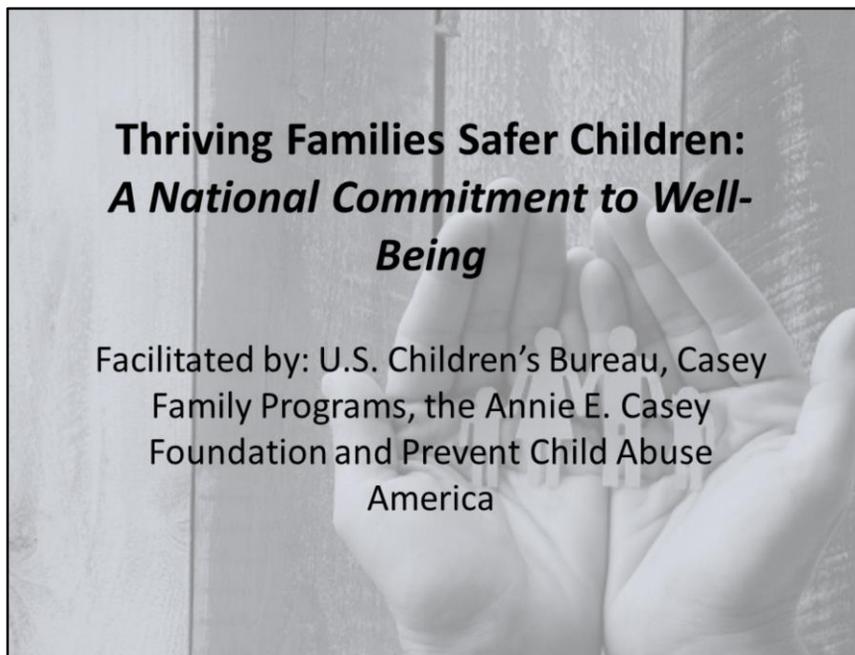
John shared several training slide images. It was important that we had a modern representation of the people that this training is for. We wanted children and families and not all imagery needs to be people. We also want feedback on what is not representative. There was no audio shared today, only images.

Kim shared feedback that we may want to clarify that if there is a child involved who is not an enrolled member or around eligibility and how this can cause can issues around rights to intervene.

Reggie shared that many Tribes are still learning the intricacies of ICWA. He advised there are subtle differences between not necessarily enrolled but eligible, but that the average Tribal citizen has no idea. He suggests this part needs to be clear and education provided so the average person has an understanding of what rights they have and what the processes are. Tribes are trying to increase our knowledge as well around this as a government.

Brenda reports a lot of emphasis in the training about the eligibility piece. For Virginia the overall engagement process with case participants is where we know we want to do better and we know this is necessary. This feedback reinforces when it comes to identifying and the intricacies, that we are going in the right direction.

We will send out an invitation to review the training before it's launch.



Passed to Elizabeth.

Elizabeth discussed Thriving Families Safer Children: A National Commitment to Well Being, facilitated by AFC partners, the Annie Casey Foundation, and Prevent Child Abuse America. This is an opportunity to push the boundaries around how we think about child welfare and prevention. This is an opportunity with child welfare partners to push boundaries of prevention work. Family Forward Virginia is our state child abuse chapter who is taking the lead. We are working closely with them. Want to build out what we want to focus on as Virginia, to include Tribal relations and communities. Want to help localities and communities to help build non traditional family. Want to begin family focused prevention of child abuse. We found that at state level we did not have a strong networking at local communities. Looking at how do we build bridges across jurisdictions and the state wants to roll out family resource center framework about each communities specific needs. Each resource center should be unique to a community's needs. In the next couple of months we will be pulling together data to underline the greater needs, for example communities with high numbers of child fatalities or high number of children in foster care. Will contact and ask if the community is interested in working with us on this.

If anyone interested in a workgroup, steering committee, etc., on some of this work, we want to know. There is funding that has been prioritized to assist with these efforts.

If a Tribal partner is interested please email Elizabeth Lee at: Elizabeth.lee@dss.virginia.gov so she can get you connected.



Jurisdictions

Questions, Comments, Ideas and Updates!



Brenda asked if any Tribal or other partners want to share anything. No feedback was provided.



Want to reiterate it is not too late to sign up for NICWA conference. Let Brenda know as soon as you can so we can get you registered. He hope it will be in person next year.

Next Meeting: June 2022

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It seems like Wednesdays are a good day to have meeting based on the last feedback received. We will work on getting holds for the rest of the year onto everyone's calendars this week.

Ivey will be in touch as well, via phone and/or email, in the future.

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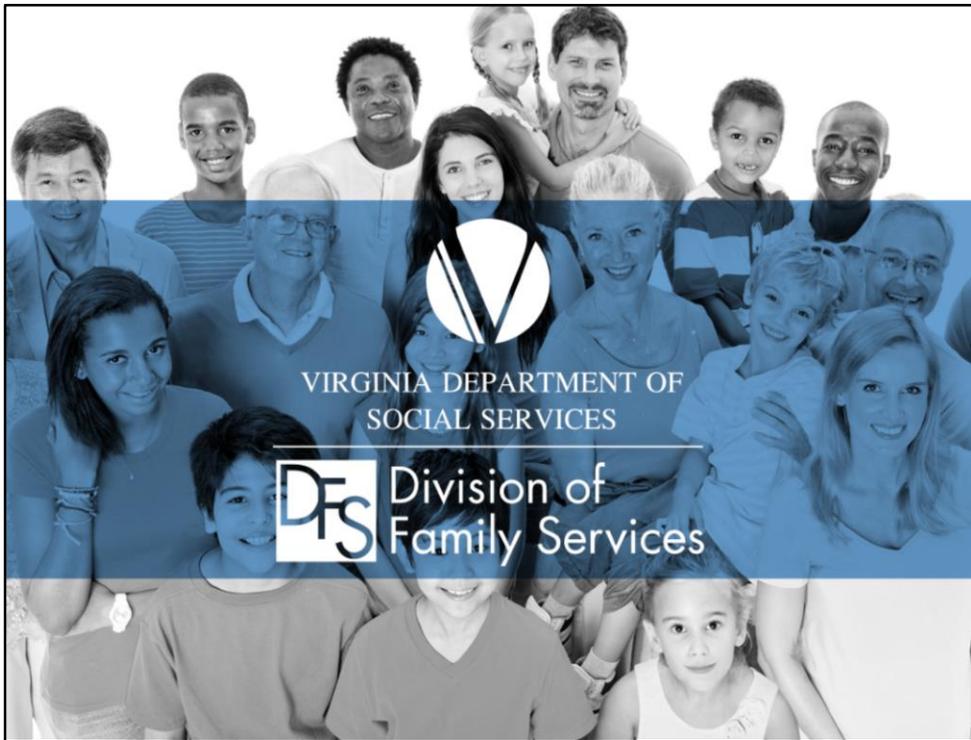
End meeting with Plus/Delta

What are we doing well and/or what should continue as is?

- Communication is great
- The upcoming trainings will be very helpful and partners are looking forward to reviewing it
- Tribes appreciate the state asking for their input and giving a sneak peek of the training
- Tribes appreciate how much we consider their input and ensure they can attend meetings and are flexible and ask what dates to avoid
- The state appreciates all the shared feedback from partners
- The multidisciplinary dynamic is great

What do we need to improve or do differently?

- Jen stated that if there are concerns about court issues reach out to her
- Possibly meet in person in the future



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DFS Division of
Family Services