

LOCAL CHILD PROTECTION SYSTEM IN ALASKA'S COMMUNITIES

RESULTS FROM A SURVEY OF ICWA PERSONNEL



Alaska Citizen Review Panel

212 Front Street, Suite 100, Fairbanks, AK 99701

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Alaska Citizen Review Panel evaluates the policies, procedures, and practices of state and local child protection agencies for effectiveness in discharging their child protection responsibilities. The Panel is mandated through CAPTA 1997 (P.L. 104-235), and enacted through AS 47.14.205.

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Acronyms used in this report

ARO	Anchorage Regional Office
BIA	Bureau of Indian Affairs
CINA	Child in Need of Aid
CPS	Child Protection Services
CRP	Alaska Citizen Review Panel
IA	Initial Assessment
ICWA	Indian Child Welfare Act
IL	Independent Living
NRO	Northern Regional Office
OCS	Office of Children Services
SCRO	South Central Regional Office
SERO	Southeast Regional Office
TPR	Termination of Parental Rights
TSCG	Tribal State Collaboration Group
VSA	Voluntary Services Agreement
WRO	Western Regional Office



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Introduction

The Division of Human Services of the Bureau of Indian Affairs (BIA) Alaska Region organizes the Human Services sessions as part of the annual BIA Tribal Providers' Conference, held in Anchorage. As part of its 'public outreach' mandate, Alaska Citizen Review Panel (CRP) presented an overview of its activities for the year (2014-2015) on December 1-3, 2015 to the attendees of these sessions. These sessions are attended by more than a hundred representatives of the social services or child welfare services divisions/departments of various Alaska Native communities and/or entities from across Alaska. Many of them are Indian Child Welfare Act (ICWA) workers, while others are affiliated with the tribal ICWA programs in one or more ways.

Past observations by the Alaska CRP identified the challenges in OCS-ICWA worker relationship at the community level, and recommended over the years that this relationship be better defined and structured. To further explore the working relationships between frontline OCS workers and community level ICWA workers, the CRP began surveying ICWA personnel attending this conference each year since 2013. Moreover, in light of the recent encouraging developments of new Title IV-E agreements between OCS and few tribal entities, the CRP's 2015-2016 Annual Work Plan identified "understanding the evolving OCS-Tribal relationships" as one of its goals for the year. In light of this goal, the 2015 survey asked specific questions about Tribal State Collaboration Group (TSCG), a state-wide group that existed for 22 years, in addition to the questions about local OCS-tribal relationships.

Key Findings

- Local child protection services (CPS) system is not a single-institution system. Most respondents identified at least two different institutions. Majority of them identified local ICWA office and the OCS as constituents of local CPS system.
- Local school, clinic, and public safety are also identified as important components of the local CPS system.
- The overall rating of the local CPS system, as defined by respondents in their respective communities, was 5.99 on a scale of 1 to 10 (1 being the worst and 10 being the best). This rating differed by region, with respondents from Northern and Southcentral regions scoring above the overall average, and Western and Southeast regions scoring below the average.
- Respondents that identified four institutions as part of their local CPS system rated their local CPS system highest. In general, respondents who identified fewer institutions as part of their local CPS systems also rated their local CPS system at a lower level.
- While Tribal State Collaborative Group (TSCG) has been instrumental in many key developments to foster and improve relationships between tribes and OCS, respondents of this survey did not feel very involved in TSCG. Almost 40% of the respondents were unfamiliar with TSCG, more than 60% never participated nor are participating in TSCG, and almost 70% felt that TSCG can be improved in some ways.
- While Initial Assessment (IA) is an important step in a Child in Need of Aid (CINA) case, majority of the respondents did not feel they interacted frequently with OCS workers during IA. While respondents indicated that they interact most frequently on Administrative Reviews and Relative Search, these interactions are not always collaborative.



Purpose of the survey

The CRP is mandated to evaluate the extent to which state and local child protection system agencies are effectively discharging their child protection responsibilities, and to conduct public outreach to inform that effort. Therefore, CRP is interested in understanding the child protection needs and available services in communities across the state. This knowledge will inform the Panel's work. This survey was designed to collect information and opinions from social service leaders, administrators, and workers of various Alaska Native tribes and tribal entities in the state on three primary topics:

1. What constitutes the child protection systems in various communities?
2. How effective is this local child protection system, according to the respondents?
3. How can we describe the working relationships between local Tribal ICWA personnel and OCS frontline workers?

While the number of respondents on the survey is sizeable, it is not representative of the state's tribal child protection personnel. Therefore, results presented here must be interpreted with caution. This report is meant to inform the discussion on ways to strengthen local child protection, and improve the working relationships between ICWA workers and OCS workers.

Methods

Data collection

Data for this report were collected through a survey conducted during the Human Services sessions at the BIA Tribal Providers' Conference. Individuals could respond to the survey using a clicker or on paper. One hundred clickers were distributed among the attendees at the session. Remaining attendees used paper version of the survey. Each question was displayed on a screen and respondents used their clickers to indicate their answers, and could see the collective response to the question immediately. This collective response did not include responses from those that used paper surveys. Data from clicker responses were recorded into a database and compiled into a dataset for analysis. All completed paper surveys were collected at the end of the session. Data from paper surveys were compiled and appended to the data from clickers.

Sample

The BIA Social Services sessions at the Providers Conference are open to all interested in child welfare related topics, and diverse professional and personal backgrounds are represented among the audience. There were a total of 117 responses from among those attending the CRP presentation. However, 12 respondents did not answer many of the questions on the survey and were eliminated from analysis. Findings presented here are from 105 responses (95 clicker responses and 10 paper responses). This is a sample obtained through convenience. This is not a representative sample, and generalization of these results is not possible. However, findings presented here are generally informative.

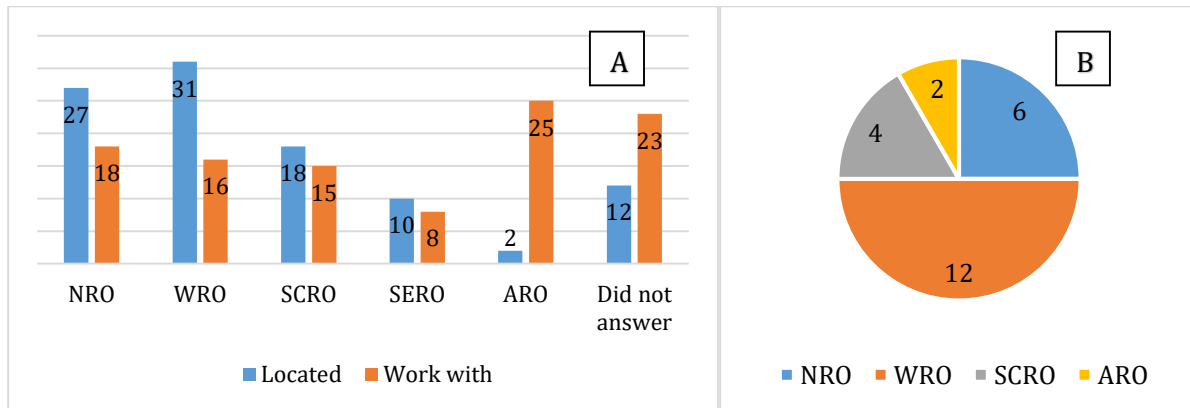
Among the 105 respondents, approximately half were employed as ICWA workers for their respective Tribes or Tribal entities. The other half were Tribal representatives or employees or otherwise related to Tribal ICWA enterprise. Five respondents did not answer the question.

OCS provides services through its five regional offices and serves communities in each region primarily through its regional and field offices in that region. However, Tribal ICWA services are



available by membership in a Tribe, not by jurisdictional boundary. Since tribal members are eligible for services from their tribe regardless of their residential location, tribes often serve members across multiple OCS regions. Panel A in Figure 1 shows the location of respondents' communities by OCS region, and the regional offices with which they most frequently work. More than half of the respondents were from communities located in the remote rural regions of the state.

Figure 1: Location of respondents' communities and OCS regions with which they work most frequently (Panel A); Respondents that live in various OCS regions but work most frequently with ARO (Panel B).



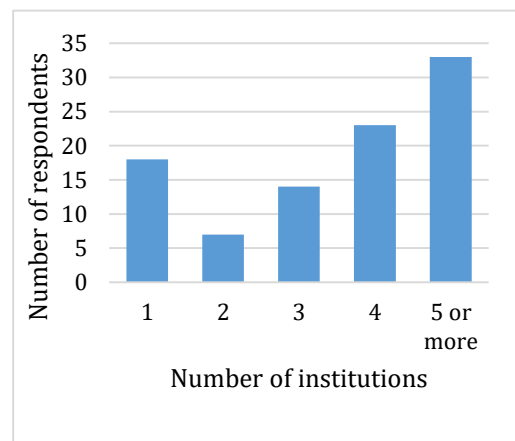
Many children and families from remote areas of the state migrate to Anchorage for various reasons. In addition, majority of critical services for children and families affected by child maltreatment are available in Anchorage relative to any other region in the state. Therefore, a number of tribes work directly with OCS workers in the Anchorage Region. A quarter of the respondents work with Anchorage region while only two respondents live in the region. Panel B in Figure 1 shows the number of respondents located in various regions that work most frequently with Anchorage region. None of the 10 respondents from SERO said they work most frequently with ARO. Twelve out of 27 respondents located in WRO said they most frequently work with ARO.

Results and discussion

Constitution of local CPS system

Each Alaskan community has its unique combination of institutions and resources to meet the needs of child protection. While OCS is mandated to respond to reports of harm and provide services to children and families across the state, each tribe has the ability to define their services, service population, mode of service delivery, and service boundary. Consequently, each Tribe relies on multiple institutions to meet their child protection needs.

Figure 2: Number of institutions comprising local CPS system.



Respondents to this survey overwhelmingly indicate the multi-institutional enterprise. Most respondents (56 out of 93) indicated that their local child protection system is comprised of four or more institutions (Figure 2). Local ICWA office and OCS are the most important institutions in the local child protection system in most communities represented in the sample. Out of the 105 that answered this question, local ICWA was identified by 83% and OCS by 67% as part of their local child protection system (Figure 3).

The 2014 version of this survey included only the bottom six options in Figure 3 as components of the local child protection system. However, respondents could identify additional institutions as part of an open ended question. Courts, school, clinic, and public safety were most frequently identified. The 2015 version of the survey included these options. As evident from Figure 3, all four institutions are perceived as important institutions in child protection at a local level. In fact, school, clinic, and public safety are the most identified after local ICWA and OCS, showing the need for close institutional relationships between these entities at a local level for effective child protection services in Alaska’s communities.

Rating of local CPS system

Respondents rated child protection in their communities on a scale of 1 to 10, 1 being the lowest and 10 being the highest. Overall, 99 respondents answered this question, and the mean rating is 5.99, marginally lower than the 6.1 reported in 2014. Mean rating varied among regions. Respondents from SCRO rated their local child protection systems to be above the average at 6.33 while respondents from the Southeastern region rated their communities well below average.

The lower part of Table 1 shows the perceived mean rating of local child protection among communities by the number of entities identified as part of their local child protection system. While the differences are small, it is noteworthy that the mean rating peaks with communities that reported 4 entities as part of their local child protection system. Among these communities, local ICWA office, OCS, school, and public safety, in that order, were the most identified institutions as part of local child protection. In 2014, communities that identified only one entity as comprising their local child protection system had the highest perceived mean ranking of their local child protection system.

Figure 3: Types of institutions comprising local child protection systems at a community level; 2014 and 2015.

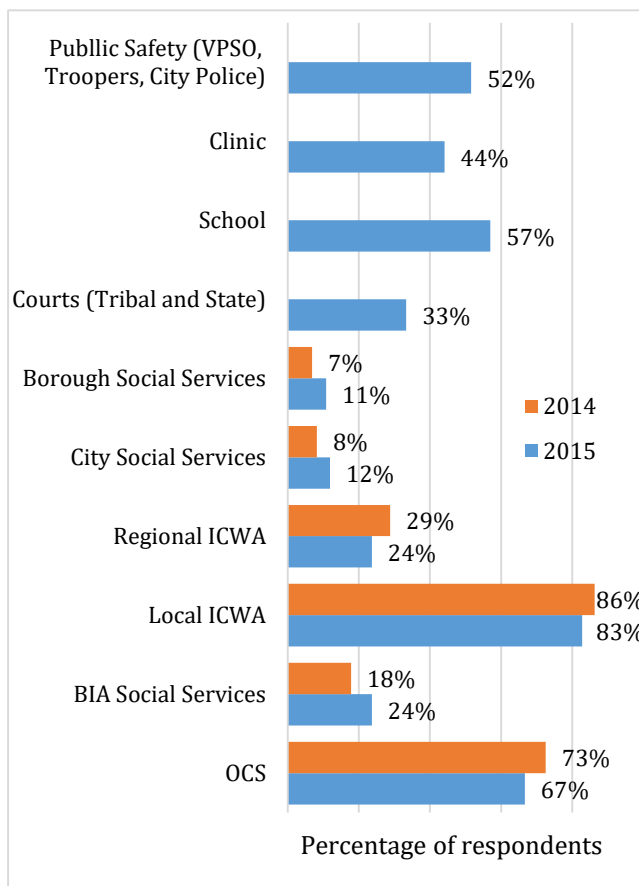


Table 1: Mean rating (on a scale of 1 to 10, with 1 being worst and 10 being best) of local child protection system (categories with less than five respondents are not reported).

		<i>Mean Rating</i>	<i>Number of respondents</i>
Overall		5.99	99
<i>OCS Region</i>	Norther Region	6.20	27
	Western Region	5.93	29
	Southcentral Region	6.33	14
	Southeastern Region	4.80	8
<i>Number of institutions identified as part of the local child protection system</i>	None	3.71	10
	One	6.00	18
	Two	6.00	7
	Three	6.14	14
	Four	6.41	23
	Five or more*	6.12	33

* Mean ratings for communities that identified six, seven, eight, nine, and ten entities as part of their local child protection system were inconsistent. They were all combined into one category (five or more).

OCS-Tribal Relationships

Tribal-OCS relationships have been of high importance in Alaska’s child protection for several decades, and evolved in the context of a complex set of laws and regulations over land claims and sovereignty. While the capacity of either the OCS or any tribal entity to serve children and families in need is heavily dependent on available budgetary resources, assigned and assumed jurisdictional boundaries overlap in complex ways. This overlap continues to create several challenges.

Tribal State Collaboration Group (TSCG)

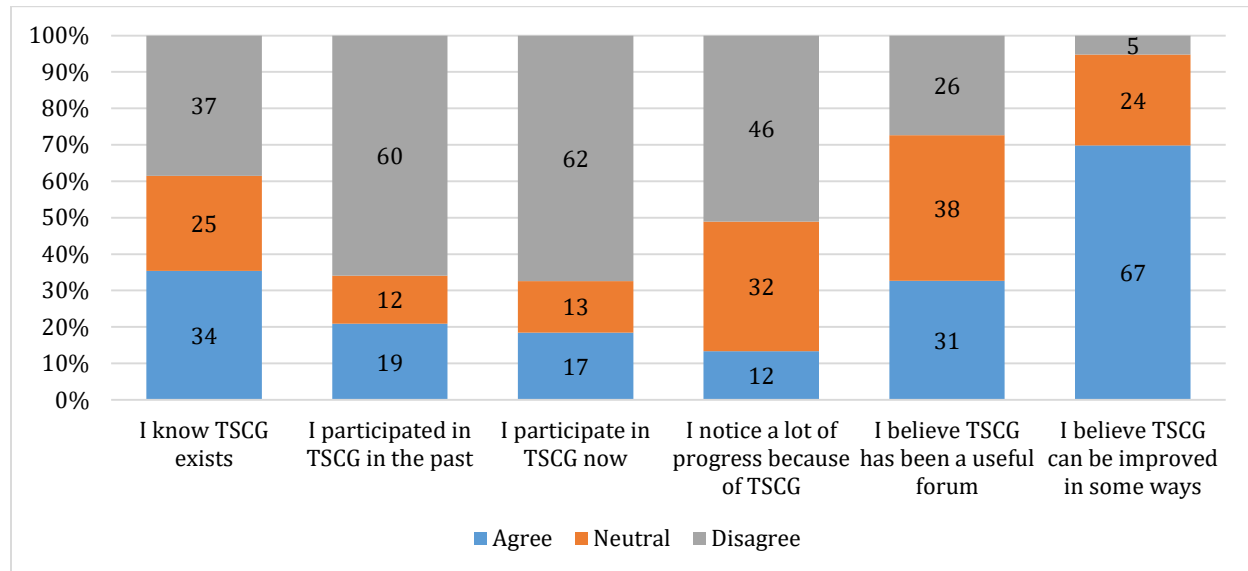
Many approaches to resolve disagreements between tribes and OCS were tried over the years. Through all these efforts, the Tribal State Collaboration Group (TSCG), a forum established in 1994, stood the test of time, and continues as a valued and meaningful forum to foster constructive dialogue between OCS and the tribes. In the 22 years since its formation, TSCG claims a remarkable string of accomplishments including the establishment of several specific positions within OCS, organization of many joint training programs, enhancing participation of tribal representatives in OCS decision-making on key policies and programs, conducting some joint projects with the support of external entities, and instituting several Title IV-E agreements for Tribes to assume some of the responsibility of foster care programs in their respective regions and for their members.

While this impressive list of accomplishments continues to grow, Alaska CRP sought to understand the perceptions of ICWA workers and other personnel delivering services on the frontlines regarding TSCG’s work and impact. The survey asked respondents to indicate their level of agreement on six specific statements with respect to TSCG. Respondents could indicate their level of agreement on a five-point scale (Strongly Disagree, Disagree, Neutral, Agree, or Strongly Agree). For this report, all responses were grouped into three categories – agreed, neutral, and disagreed. Figure 4 presents the



number and percentage of respondents in each category, on all six statements. The statements are on the horizontal axis of the graph.

Figure 4: Level of agreement of respondents on six statements regarding the Tribal State Collaboration Group (TSCG)



A little less than 40% of all respondents indicated that they were not aware of TSCG’s existence. This stands in stark contrast to the 22 year history of TSCG. More than 65% of the respondents never participated in TSCG, nor currently participate in it. More than 50% of the respondents did not agree that they “notice a lot of progress because of TSCG”, and a little less than 30% believed that “TSCG has been a useful forum”. Almost 70% of the respondents felt that “TSCG can be improved in some ways”.

While these can be concerning, these results must be interpreted with caution. This is not a representative sample. While there are no reliable numbers, it is highly likely that ICWA worker positions contend with similar rates of high turnover as OCS. Therefore, individual respondents may be new and relatively under-informed about TSCG. In addition, despite some uniformity across the state in ICWA worker positions, each tribe or tribal entity may have a different set of duties it assigns ICWA workers; and different requirements and opportunities for training. The ability of an individual frontline ICWA worker to be connected to the statewide networks, and familiarize oneself with the macro developments is severely limited by all these factors. This is illustrated by a comparison of responses to first and last statements in Figure 4. Out of the 37 respondents that disagreed that they knew TSCG existed, 20 agreed that TSCG can be improved in some ways. A natural question is, how can one suggest improvements without knowing that the organization even exists? Respondents may be indicating that their lack of awareness is an indicator that TSCG needs to improve its visibility.

Moreover, TSCG is a state-wide initiative with representation from each OCS region. While respondents to this survey may feel that they do not get to participate in these discussions, it is likely that their voices are being represented. OCS indicated that TSCG will be regionalized, and region level concerns will take precedence. These results indicate that regionalization may be very welcome by a majority.

Interaction and collaboration at the local level

OCS workers are responsible for many decisions on a Child in Need of Aid (CINA) case. They frequently report very high caseloads, with limited time on any one case. Consequently, they seek any assistance available on a case. ICWA workers are resourceful individuals in the local context of most cases, and can offer much assistance with many aspects of a CINA case. However, this ICWA worker- OCS worker relationship is not structured or institutionalized.

While OCS workers are asked to rely on ICWA workers as resource persons, and while ICWA workers often intervene in cases as representatives of their respective tribes, there are no existing regulations that guide this relationship. The CRP recommended in the past that this relationship be more structured. This survey sought to understand the frequency of interaction, and levels of collaboration between OCS workers and ICWA workers on thirteen different tasks in the absence of any structure regulating this relationship:

- Reporting
- Screening
- Initial Assessment (IA)
- Case planning
- Voluntary Services Agreement (VSA)
- Relative search
- Placement decisions
- Administrative Reviews
- Termination of Parental Rights (TPR) decisions
- Adoption decisions
- Independent Living (IL) decisions
- Other practice decisions
- Other policy decisions

Table 2: Possible response options for questions on interaction and collaboration

Interaction	Collaboration
Never	Contentious
Rarely	Somewhat contentious
Occasionally	Neutral
Frequently	Somewhat collaborative
Often	Collaborative
I don't know what this means	I don't know what this means

Table 2 shows the possible options that respondents could choose in response to questions about their interaction and collaboration with OCS workers on each task. While some of these tasks necessitate more interaction or collaboration, some do not need or allow much room for interaction or collaboration. Consequently, as shown in Figure 5, a good number of respondents either chose



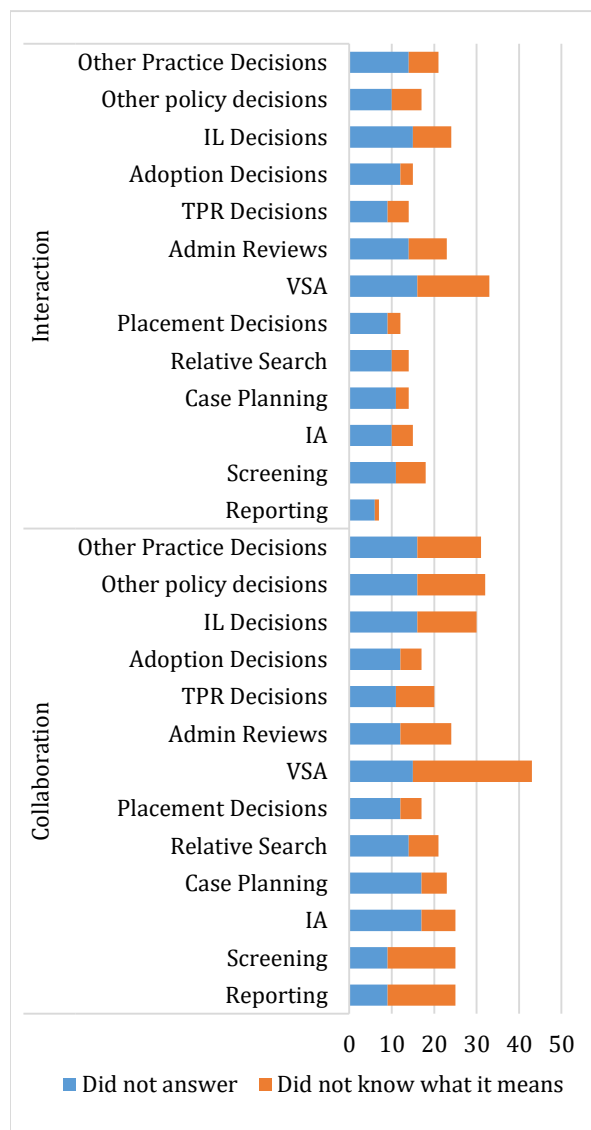
not to answer or indicated that they did not know what was meant by interaction or collaboration in the context of each of the tasks. Tasks such as reporting and screening do not lend themselves to interactions and collaboration. Voluntary Service Agreements are not frequent, and thus some of the respondents may not even be familiar with them. In addition, ‘other practice decisions’ and ‘other policy decisions’ may have been too vague to elicit a meaningful response.

Nevertheless, most respondents indicated familiarity with most tasks by choosing one of the top five responses shown in the two columns in Table 2. For simplicity, a collapsed set of responses are used for analysis. The sample included both ICWA workers and other personnel affiliated with a tribe’s ICWA program. There were no statistically significant differences in their responses on any of the thirteen tasks either on interaction or collaboration.

Figure 6 shows the responses to two questions: “To the best of your knowledge, mark how frequently your tribal ICWA worker interacts with OCS personnel in the following activities” (Panel A), and “To the best of your knowledge, rate your collaboration with OCS workers on the following activities” (Panel B). Only ten of thirteen tasks are shown. Reporting, Screening, and VSA are omitted.

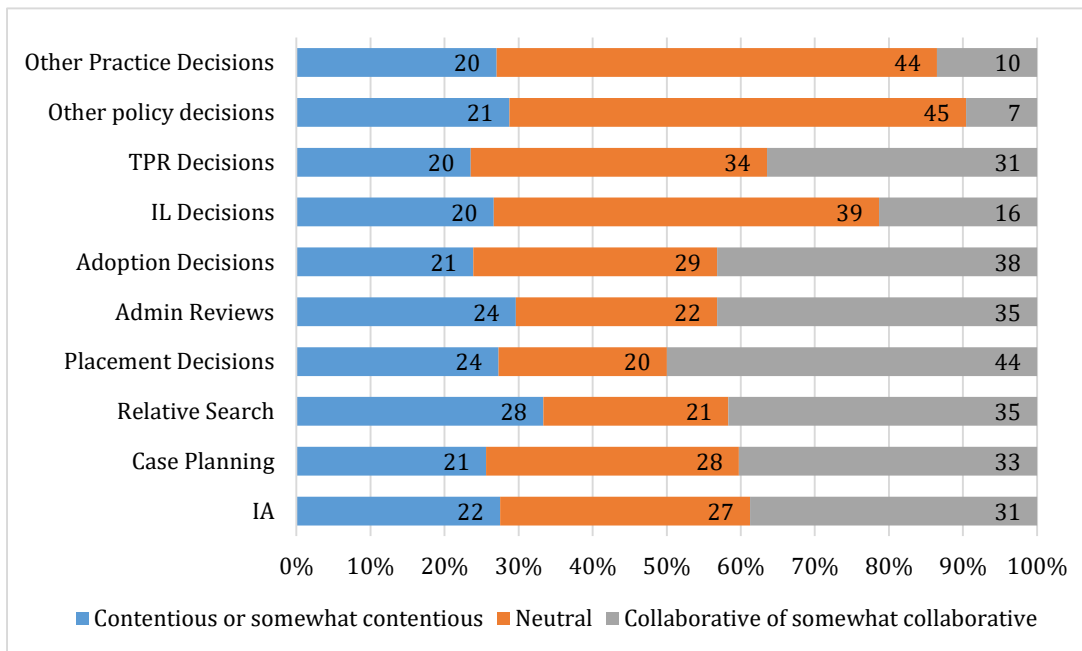
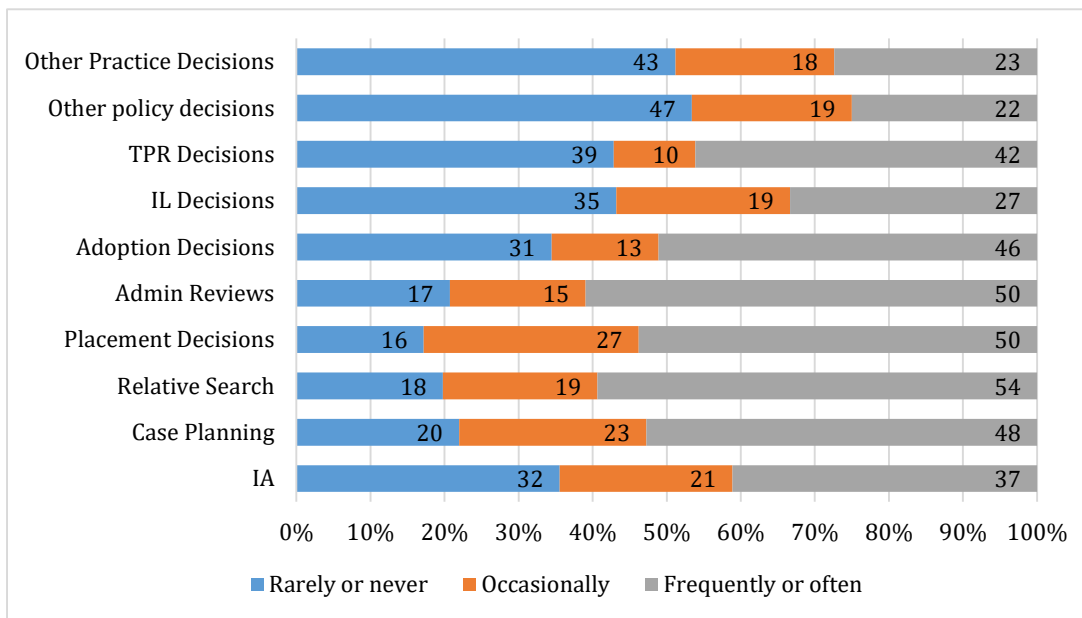
Panel A shows the responses on interaction. Most respondents felt that they interact with OCS workers frequently or often during administrative reviews and relative search. While “other” policy and practice decisions may not have been clear to the respondents, close to or more than 50% of them felt that they rarely, never, or only occasionally interact with OCS frontline workers in connection with all the other tasks (IA, case planning, placement decisions, adoption decisions, independent living decisions, and decisions on termination of parental rights). This may be because these tasks do not need or allow for interaction. However, it is counterintuitive that a large percentage of the ICWA personnel (35% of the 90 that answered that question) rarely or never interact with OCS frontline workers on initial assessment. More than 40% of the respondents felt that they rarely or never interact with OCS frontline workers on decisions regarding independent living

Figure 5: Number of respondents that did not choose a valid response on interactions or collaboration on various tasks



or termination of parental rights. Panel B shows the responses on collaboration. Most respondents (50% of 88 that answered this question) felt they collaborate on placement decisions, followed by adoption decisions and admin reviews (a little over 40%). Close to 30% of the respondents felt that their collaboration is contentious regardless of the task.

Figure 6: Perceptions of respondents on their frequency of interaction with OCS frontline workers on various tasks (Panel A); and on their relationship with OCS frontline workers on various tasks (Panel B)



Higher interaction generally leads to better collaborative relationship. Therefore, respondents should have experienced better collaborative relationships on tasks where they indicated higher interaction. Conversely, they should have experienced less collaborative relationships on tasks where they had lower levels of interaction with OCS frontline workers. In other words, responses on each of these tasks should positively correlate between interaction and collaboration. This is true on six tasks. Seven out of thirteen tasks did not conform to this.¹

Most interestingly, relative search and administrative reviews are tasks the respondents identified where they interact frequently with OCS frontline workers. However, they also said that their interactions on these tasks are not collaborative. OCS recently revised their practice of administrative reviews. The new process is shortened and focuses on the federally required elements and discards all the other components that were added over time by OCS for various reasons. OCS indicated that this shorter new process will help in compliance, reduce workload, and avoid duplication. CRP's discussions with personnel of various tribal entities revealed some discontent with the new process. Specifically, they mentioned that the shorter version does not give them adequate opportunity to get the facts of the case, and does not allow for them to interact with other parties in the case. This most recent change in the process may explain some of the reasons for high interaction but low collaboration expressed by ICWA personnel on this question. Relative search is often identified as a key area of collaboration between OCS workers and ICWA personnel. However, 60% of the respondents felt that they frequently interact with OCS personnel on relative searches, but only 40% felt that their relationship is collaborative.

Conclusion

Alaska CRP recognizes the importance of local partnerships and relationships in delivering effective and efficient child protection services. For several years, through various tools, Alaska CRP has been trying to assess the quality and nature of local relationships, specifically in remote rural communities. Most remote rural communities in Alaska are also home to one or more federally recognized Alaska Native tribes. Each tribe receives a formula-based grant from the federal Bureau of Indian Affairs (BIA) each year to provide services under the Indian Child Welfare Act (ICWA). Whether through an independent contract with the BIA, or through a compact under a regional tribal non-profit entity, each tribe provides some level of service. Most frequently, tribes employ one or more individuals, commonly referred to as ICWA workers, performing ICWA-related duties.

ICWA workers' job descriptions vary widely across the state, and may range from minimal supporting role to extensive case work and legal responsibilities. ICWA workers' education qualifications and work experience too vary similarly. Despite all the variations, ICWA workers collectively form a network of responders and support personnel, often the only resource persons at the community level. Children, families, as well as OCS workers rely on ICWA workers in various ways from quick family visits to relative search. In addition to being resource persons or persons directly responsible for child safety and wellbeing, ICWA workers are also heavily relied on as persons with local knowledge of the community's context and individual family network and history. In this context, OCS-ICWA workers relationships are extremely important.

¹ Correlation coefficients are not presented here.



Local CPS system is rarely a single-institution system. Collaboration and coordination are essential. Most respondents identified at least two institutions. Local ICWA office and OCS are the most frequently identified institutions, signifying the important role both these institutions play in providing child protection services in local communities. Additionally, local school, clinic, and public safety are other important institutions identified as part of the local CPS. Teachers, medical personnel, and public safety personnel are all mandated reporters. Beyond that, their roles in ensuring child safety and providing child protection services are not identified in any specific statute. While OCS has specific working relationships with certain local institutions, CRP's site visits often reveal the lack of a structured approach to these relationships. Respondents to this survey clearly identify these local institutions as important components of their local CPS system, indicating a clear need for a more structured, multi-institutional strategy and approach to child protection.

Overall, respondents rated their local CPS, as defined by them in their respective communities, at 5.99 on a scale of 1 to 10 (1 being the worst and 10 being the best). This was marginally lower than the rating provided last year at 6.1. Rating varied by regions – respondents from Southcentral region rated their local CPS higher than the corresponding rating provided by respondents of their respective regions. Southeast region was rated the lowest.

While Tribal State Collaborative Group (TSCG) has been a major presence in Alaska's child protection, 40% of the respondents were not aware of it. More than 60% of the respondents neither participated in TSCG in the past nor are currently participating in it. This may just be an artifact of the organization of TSCG. It is not uncommon that only a few representative leaders get to participate in state-wide initiatives. Survey results indicate that a proposed move to regionalize TSCG may be very welcome. However, its current low visibility will likely be a barrier for enhanced participation.

CRP has long pointed out the need for a structured relationship between ICWA personnel and OCS frontline workers. Responses on interactions and collaboration between ICWA personnel and OCS workers provide some interesting insights. While reporting, screening, and voluntary service agreements may provide little opportunity or necessity for interaction, respondents indicated that they interact with OCS workers on many other key tasks and decisions. It is interesting to note that while ICWA personnel felt that they interact most on admin reviews and relative search, their relationships with OCS workers is least collaborative on these tasks. The data from this survey does not allow for a deeper examination of the reasons for the reported nature of these relationships nor the outcomes of such a relationship. In other words, do these relationships lead to better outcomes? This question requires a deeper examination of individual case outcomes. From data collected from this sample, this relationship seems rather unpredictable from one task to the other.

However, in the absence of any legal or regulatory requirement that either OCS workers or ICWA personnel should be collaborating or coordinating their services, these results are very encouraging. However, CRP contends that, owing to the significance and impact of various decisions made by both OCS workers and ICWA workers that impact some of the most vulnerable children and families in Alaska, it is only meaningful that this relationship is structured to foster better collaboration and coordination.



Appendix – Survey instrument

The Alaska Citizen Review Panel (CRP) evaluates the policies, procedures, and practices of state and local child protection agencies for effectiveness in discharging their child protection responsibilities.

This survey gathers opinions on child protection system in your community and helps the Alaska CRP to better understand the context and circumstances of relationships between Alaska’s Office of Children Services (OCS) and the communities they serve. Results of this survey will be available on the CRP’s website at www.alaskacrp.org.

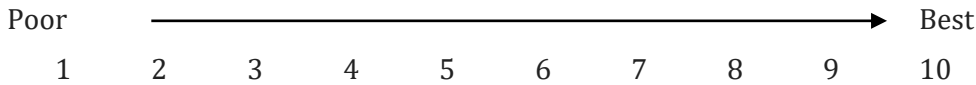
Your Professional title _____ Your Community _____

The following questions are about your community and your relationship with OCS.

1. In your opinion, which organizations below are a part of the child protection system in your community? (Check all that apply)

- Office of Children’s Services
- Courts (Tribal and state)
- BIA Social Services
- School
- Local Tribal ICWA program
- Clinic
- Regional ICWA program
- Public safety (VPSO, Troopers, City Police)
- City social services
- Borough social services

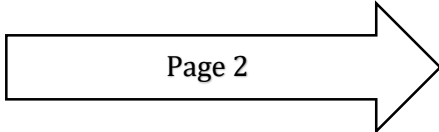
2. On a scale of 1 to 10 (with 10 being best and 1 being poor) how would you rate child protection in your community? (Pick one number)



3. Are you the Tribal ICWA worker for your tribe? Yes No

4. Please indicate your level of agreement on the following statements about Tribal State Collaborative Group (TSCG)

	Strongly Disagree → Strongly Agree				
	1	2	3	4	5
I know TSCG exists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I participated in TSCG in the past	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I participate in TSCG now	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I notice a lot of progress because of TSCG	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe TSCG has been a useful forum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe TSCG can be improved in some ways	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



5. To the best of your knowledge, **mark how frequently** your tribal ICWA worker interacts with OCS personnel in the following activities:

	None → Regular					Don't know what this means
	0	1	2	3	4	
Reporting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Screening	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Initial Assessment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Case Planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voluntary Services Agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relative Search	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Placement Decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrative Reviews	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adoption Decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Independent Living Decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Termination of Parental Rights Decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other policy decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other practice decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. To the best of your knowledge, **rate your collaboration** with OCS workers on the following activities:

	Collaborative → Contentious					Don't know what this means
	0	1	2	3	4	
Reporting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Screening	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Initial Assessment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Case Planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voluntary Services Agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relative Search	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Placement Decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrative Reviews	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adoption Decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Independent Living Decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Termination of Parental Rights Decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other policy decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other practice decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please contact the Panel with any comments or concerns at admin@crpalaska.org. Please visit the Panel's website (www.alaskacrp.org) for information on the Panel's activities and on how you can participate.

