



CRP Annual Meeting  
May 12, 2022 9am-5pm  
May 13, 2022-cancelled

## MEETING NOTES

**Thursday, May 12, 2022**

### **CRP Participants:**

Cameron Adams, Chair (in person)  
Lucinda Alexie, Vice-Chair (in person)  
Retchenda George-Bettisworth (in person)  
Kimberlee Saunders (via Zoom)  
Sharon Sparks (via Zoom)  
Trevor Storrs (in person)  
Colin Underwood (in person and via Zoom call in)  
Kathleen Yarr (in person)

### **OCS Representative:**

Travis Erickson, Division Operations Manager (in person)

### **Coordinator Staff:**

Denali Daniels (via Zoom)  
Elizabeth Shea (in person)  
Kim Snively (in person)

- Call To Order– Chair
  - Meeting was called to order at 9:11 am
- Roll Call – Chair
  - As above
- Meeting Notes
  - April CRP OCS Monthly Meeting
    - **Trevor made a motion to approve the April Notes with Kathleen seconding the motion.**
    - **No discussion. April CRP OCS Monthly Meeting Notes have been approved.**
- OCS Debriefing: Current Recruitment and Retention Efforts
  - OCS has identified workforce issues as one of their top priorities

- OCS reached 60% turnover of case carrying workers at the end of the Dec 31st quarter, it dropped to 57% at the end of quarter one on March 31st. Previous norms were closer to 30% which they also considered high. This is a national and statewide issue.
- Turnover impacts services.
- The research they're using as a basis for decision making shows there are organizational factors and personal factors at play with retention issues.
- Organizational factors: OCS is focusing on better salaries, reasonable workloads and opportunities for advancement.
- Personal factors: OCS is hoping to address factors related to burnout and emotional overload.
- OCS Longevity Study and Exit Survey Findings report referenced: Discussion around the results of pg 15 question "Would you recommend a career in child protection to your own child, grandchild, niece, nephew, etc? Why or why not?"
- Casey Family Programs "How does New Jersey maintain a stable child welfare workforce?" report discussed.
- CRP Chair requested more information on specific measures OCS is putting in place to address these organizational issues, in particular the supportive supervision piece. Travis shared the following details:
  - Facilitated Attuned Interactions (FAN)-They have recently started a multi-year training and development experience sponsored by the Division of Public Health. OCS is using this model to train their supervisors and front-line managers to be more in tune with their staff. Leadership was trained first and now they will branch out to supervisors and managers.
  - Mental Health Clinician-The governor's budget has a dedicated, in-house mental health clinician. That position will open July 1, 2022.
  - Safety Officer-OCS just hired a second safety officer. This position will be focused on Continuity of Operations Planning (COOP), which will help ensure they can still do their core services during a variety of emergency situations.
- A question and answer period followed the debriefing touching on the topics of the OCS budget, case practices during the height of the pandemic, how OCS interfaces with the military and the Tribes, procedures around complaints about management from frontline workers, procedures around staff evaluations, and reflective supervision practices.
- 2021-2022 Work Plan Look Back (Denali)
  - Reviewed status as of May 2022
  - Some tasks incomplete pending year end funding request
- Round Table Discussions
  - Observations on Round Table process
    - The discussions being hosted independent of OCS encouraged open sharing

- Workers seemed to appreciate an opportunity to share their experiences
    - Participation was lower than expected
    - Focus should be narrowed during questionnaire development for future round tables as there wasn't enough time to answer all questions
    - Large groups could be challenging, ten participants per discussion may be the ideal size
  - Review and recommendations by focus area
    - Recommendations incorporated in the Annual Report
- Lunch Break
- Round Table Discussions (continued)
  - Review and recommendations by focus area
    - Discussion details reflected in Annual Report
- Annual Report Development
  - Review of activities, findings and challenges in each enduring priority as identified in the work plan
  - Development of recommendations for each enduring priority
    - Discussion details reflected in Annual Report
- 5/13 Agenda Discussion
  - The Panel agreed that the work for the Annual Meeting was complete and the scheduled 5/13/22 meeting was no longer necessary unless there was a request for public comment.
  - The Panel agreed to meet for the public comment period at 10:45 am on 5/13/22 if a public comment request was received.
  - CRP meetings are publicly noticed with instructions to email [admin@crpalaska.org](mailto:admin@crpalaska.org) to receive the Zoom link.
- Adjourn – Chair

**Friday, May 13, 2022**

- CRP Coordinator staff confirmed there were no requests for public comment