

2017 DRAFTING REQUEST

Bill

For: **Patrick Snyder (608) 266-0654** Drafter: **eshea**

By: **Rachel S. from LC** Secondary Drafters:

Date: **11/3/2017** May Contact:

Same as LRB:

Submit via email: **YES**
 Requester's email: **Rep.Snyder@legis.wisconsin.gov**
 Carbon copy (CC) to: **elisabeth.shea@legis.wisconsin.gov**
Rachel.Snyder@legis.wisconsin.gov
Elizabeth.wheeler@legis.wisconsin.gov
Nicole.Borgerding@legis.wisconsin.gov
Margie.Berkowitz@legis.wisconsin.gov

Pre Topic:

No specific pre topic given

Topic:

Creation of a task force to study and recommend caseload guidelines for child welfare workers

Instructions:

See attached

Drafting History:

| <u>Vers.</u> | <u>Drafted</u> | <u>Reviewed</u> | <u>Submitted</u> | <u>Jacketed</u> | <u>Required</u> |
|--------------|--------------------|-------------------|-----------------------|-----------------------|-----------------|
| /? | eshea 11/6/2017 | jdye 11/7/2017 | | | |
| /P1 | | | dwalker 11/7/2017 | | State |
| /1 | | | lparisi 11/22/2017 | dwalker 11/27/2017 | State |

FE Sent For:

<END>

↳ 12-05-2017
(1/1)

Snyder, Rachel

From: Morouney, Lonna S - DCF
Sent: Thursday, October 26, 2017 4:15 PM
To: Snyder, Rachel; Berkowitz, Margie; Borgerding, Nicole
Subject: DCF follow up information
Attachments: kenoshacourtorder.pdf

Hello Rachel, Nicole, and Margie,

As follow up to our meeting earlier this week:

1. Attached is the Care4Kids-related court order from Kenosha; the judges in other Care4Kids counties (Milw., Washington, Racine, and Waukesha) have issued court orders with identical language.
2. Our recommendations for changes to the WCA caseload workgroup proposal:
 - Under Committee Membership, change "The Division of Milwaukee Child Welfare shall have two representatives on the committee" to "The Department of Children and Families shall have a total of 5 representatives, including 2 from the Division of Milwaukee Child Protective Services". Our Tribal Affairs Director also recommended including a tribal representative on the workgroup. —ok to say appointed by secretary for now
 - Under Task Force Charge, change "shall convene for its first meeting no later than January 15, 2018" to "shall convene for its first meeting no later than 3 months after the effective date of the bill" to reflect the fact that the bill may not pass before Jan. 15, 2018.
 - Under Task Force Charge, change deadline for submission of Task Force recommendations from Sept. 1, 2018 to April 1, 2019 to provide sufficient time for the Task Force to complete its work.
 - Under Task Force Charge, delete the final para that requires DCF to include in its biennial budget recommendations a proposal to implement the recommendations to preserve the flexibility of the Department and Governor to develop a biennial budget that aligns with fiscal constraints and Administration priorities.
 - Submit report to JFC, Governor + standing committees
3. 2014 LC Study Committee on Adoption Disruption and Dissolution included a draft on reinstatement of parental rights on their 10/23/14 agenda: <https://docs.legis.wisconsin.gov/misc/lc/study/2014/1189>
4. We are still reviewing the bill drafts that were distributed at the meeting and plan to have feedback to you by Monday afternoon.

Please let me know if you have any questions. Thank you.

Lonna Morouney

Legislative Liaison

Department of Children and Families

201 East Washington Avenue

Madison, WI 53703

T: 608.422.7072

E: LonnaS.Morouney@wisconsin.gov

CPS Caseload Standards

Committee Creation:

Direct the Wisconsin Department of Children and Families (DCF) to create a committee to study and make a report on child welfare caseload standards.

The name of the task force shall be the "Wisconsin Task Force to Create Effective Child Welfare Workloads."

The committee will have co-chairs: a representative from DCF, along with an individual selected by the Wisconsin County Human Services Association (WCHSA).

Committee Membership:

County representation will consist of 10 members, two from each of the DCF regions. Consideration in appointment shall be given to ensuring both urban and rural communities are represented.

↳ wants to appoint own members to committee (partnership between state and counties)

~~The Division of Milwaukee Child Welfare shall have two representatives on the committee.~~

The DCF co-chair does not need to be one of the two Division representatives.

Task Force Charge:

The task force shall convene for its first meeting no later than January 15, 2018.

Recommendations from the task force shall be submitted to the Governor and Wisconsin Legislature no later than September 1, 2018.

✓ Task force recommendations shall be provided in the form of a written report from the task force co-chairs.

✓ Recommendations should be based on a review of existing standards in other states and local jurisdictions, as well as pertinent research on the subject. It is suggested that the task force consult with organizations with expertise on the subject, such as Casey Family Programs.

✓ The recommendations, although they may be more expansive, shall include maximum average caseload sizes for child welfare workers performing each of the following functions:

- Access
- ✓ - Initial Assessment
- Ongoing Services
- Foster Parent Supports

✓ The recommended standards should reflect a ceiling over which it is not reasonable to expect child welfare workers to be effective at the following practices while at the same time meeting the numerous Federal and State mandates which govern their work:

- ✓ - Engagement, Trust and Relationship Building
- Trauma-informed Practice
- Other practices that are part of the current "Wisconsin Child Welfare Model for Practice"

✓ The recommended standards should speak to and reflect workloads necessary to retain quality staff, mitigate secondary trauma, and ensure county child welfare systems are able to fulfill their purpose of keeping children safe, achieving timely permanency outcomes, and providing for the well-being of children and families.

✓ The recommended standards shall also include maximum supervisor to front-line worker ratios over which it is unreasonable to expect a supervisor to provide effective guidance and direction.

✓ The task force shall prepare an outline on how the recommended standards shall be implemented, including the funding needed to implement the standards.

X DCF shall be required to include, in its biennial budget recommendation to the Governor, a proposal to implement the recommendations included in the task force report (or to begin implementation if implementation will take more than one biennia).

Venture Innovation Fund

~~The purpose of proposing a venture innovation fund was to provide counties with access to a flexible pot of "seed money" for programs and initiatives focused on stabilizing families to prevent their entry into the child welfare system and/or foster care. Grants could have a focus on early intervention with families that present with a level of risk, but not significant safety concerns.~~

~~The dollars could be used to more robustly support existing programs or to launch entirely new efforts. It was envisioned an award of funding would be for a time period of somewhere between three and five years, enough time for the impact of the initiative to be felt so that any system savings could then be redirected for sustainability.~~

~~The example presented on during the Task Force hearing in La Crosse was an initiative called the La Crosse Area Family Collaborative (L AFC). Under that partnership, La Crosse County supports neighborhood social workers who are embedded in certain high-need neighborhoods and elementary schools. These experienced social workers are given a lot of flexibility on how they can engage and build relationships with at-risk families to stabilize their situations and~~

prevent their needing child welfare services. They work with lots of partners (i.e., neighborhood-based police officers, teachers, supports from local churches) and have access to a flexible funding "pool" to assist families with emergency basic needs. The program has been operating for about a year and a half and it has contributed to the first significant decline in child welfare referrals that La Crosse County has experienced in many years.

Other counties may use "venture innovation funds" to support initiatives such as community response or in-home safety services, or an entirely new idea.

The value of a flexible fund like this is that it wouldn't dictate that solutions or approaches fit into a certain "box." The problem with many grants that come out is that they're so narrowly focused (must address one type of addiction issue, like opioids, or promote a certain existing type of practice or approach). The "venture innovation fund" concept is meant to really leverage the creativity that exists at the county-level for solutions that are tailored meet what may be unique needs.



State of Wisconsin
2017 - 2018 LEGISLATURE

LRB-4767/01/01
EHS:

Jed

PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION

In 11/6
Due 11/7

D-NOTE

X

Gen

- 1 AN ACT ...; relating to: a committee to study and make recommendations on the
- 2 caseloads of child welfare workers.✓

Analysis by the Legislative Reference Bureau

* This bill requires the Department of Children and Families to create a committee, named the "Wisconsin Task Force to Create Effective Child Welfare Caseloads" to study and report on recommended caseload standards for child welfare workers. Under the bill, the committee must consist of 16 members, including 10 representatives of the Wisconsin County Human Services Association, five representatives of DCF, and one representative of a federally recognized Indian tribe in this state appointed by the DCF secretary. e ten

* The bill requires the committee to submit a written report to the governor, the joint committee on finance, and the appropriate standing committees of the legislature no later than April 1, 2019. The report must include recommended standards for the maximum average caseload sizes for child welfare workers who perform access, initial assessment, ongoing services, or foster parent support functions, over which it is not reasonable to expect a worker to be effective at certain conducting certain model practices while at the same time meeting the federal and state mandates that govern his or her work, and the maximum ratio of supervisors to front line workers over which it is not reasonable to expect a supervisor to provide effective guidance and direction. e

* The bill requires the committee to develop its recommendations based on a review of existing caseload standards in other states and local jurisdictions and pertinent research on the subject and with a consideration towards retaining quality

staff, mitigating secondary trauma, and ensuring county child welfare systems are able to fulfill their purpose of keeping children safe, achieving timely permanency outcomes, and providing for the well-being of children and families. The bill requires the committee's report to include an outline of how the recommended standards could be implemented, including the funding needed for implementation.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 **SECTION 1. Nonstatutory provisions.**

2 (1) WISCONSIN TASK FORCE TO CREATE EFFECTIVE CHILD WELFARE CASELOADS.

3 (a) The department of children and families shall create a committee named
4 the "Wisconsin Task Force to Create Effective Child Welfare Caseloads" to study and
5 report on recommended caseload standards for child welfare workers in this state.

6 (b) The committee under ^{a.r.} par. (a) shall consist of 16 members, including all of
7 the following:

8 1. Ten representatives of the Wisconsin County Human Services Association,
9 including at least one from each of the ² two department of children and families
10 regions.

11 2. Five representatives of the department of children and families, including
12 two from the division of Milwaukee child protective services.

13 3. One representative of a federally recognized Indian tribe in this state,
14 appointed by the secretary of children and families.

15 (c) Two members of the committee under par. (a) shall preside as
16 co-chairpersons. The department of children and families shall appoint one of its
17 representatives under par. (b) 2. as a co-chairperson, and the Wisconsin County

Handwritten circled numbers 6, 8, 9, 12, 13, 16, 17.

Handwritten "a.r." and "paragraph" with arrows pointing to "par. (a)" and "the following:".

Handwritten "paragraph" with an arrow pointing to "par. (a)".

Handwritten "a.r." with an arrow pointing to "par. (a)".

Handwritten "paragraph" and "a.r." with arrows pointing to "par. (b) 2." and "as a co-chairperson".

1 Human Services Association shall appoint one of its representatives under par. (b)
 2 1. as a co-chairperson.

3 (d) The committee under par. (a) shall convene for its first meeting no later than
 4 three months after the effective date of this paragraph... [LRB inserts date].

5 (e) The committee under par. (a) shall develop recommendations for child
 6 welfare worker caseload standards based on a review of existing caseload standards
 7 in other states and local jurisdictions and pertinent research on the subject. The
 8 committee may consult with organizations with expertise on the subject, such as
 9 Casey Family Programs. The committee's findings, conclusions, and
 10 recommendations shall be in the form of a written report from the committee
 11 co-chairpersons.

12 (f) The report under par. (e) shall include recommendations for all of the
 13 following standards:

14 1. Subject to pars. (g) and (h), the maximum average caseload size for child
 15 welfare workers who perform each of the following functions:

- 16 a. Access.
- 17 b. Initial assessment.
- 18 c. Ongoing services.
- 19 d. Foster parent support.

20 2. Subject to par. (h), the maximum ratio of supervisors to front-line workers
 21 over which it is not reasonable to expect a supervisor to provide effective guidance
 22 and direction.

23 (g) The caseload standards under par. (f) 1. shall be the maximum average
 24 caseload sizes over which it is not reasonable to expect a worker to be effective at the

Handwritten annotations include circled numbers 1-24, checkmarks, and arrows. Notes such as "par. (a)", "e paragraph", "a.s.", and "e 3" are written in the margins and between lines of text. A box around the text "[LRB inserts date]" is also present.

1 following practices while at the same time meeting the federal and state mandates
2 that govern his or her work:

3 1. Engagement, trust, and relationship-building. ✓

4 2. Trauma-informed practice. ✓

5 3. Other practices that are part of the Wisconsin child welfare model for
6 practice. ✓

7 (h) In its recommended standards under par. (f), the committee shall address
8 child welfare worker caseloads and the ratio of supervisors to front-line workers
9 necessary to retain quality staff, mitigate secondary trauma, and ensure county
10 child welfare systems are able to fulfill their purpose of keeping children safe,
11 achieving timely permanency outcomes, and providing for the well-being of children
12 and families.

13 (i) The report under par. (e) shall include an outline of how the recommended
14 standards could be implemented, including the funding needed for implementation.

15 (j) The committee shall submit the written report under par. (e) to the governor,
16 the joint committee on finance, and the appropriate standing committees of the
17 legislature no later than April 1, 2019. ✓

18 (END)

d-note



✓ e paragraph

L.a.r.

✓ e paragraph

L.a.r.

✓ e paragraph

L.a.r.

**DRAFTER'S NOTE
FROM THE
LEGISLATIVE REFERENCE BUREAU**

PI
LRB-4767/2dn
EHS: ^

date

Jed

The request stated that the name of the committee should be the "Wisconsin Task Force to Create Effective Child Welfare Workloads." However, all of the language regarding the work of the committee in the request focused on "caseloads" instead of "workloads," so I changed this term in the name of the committee. Let me know if this does not conform with your intent.

Elisabeth Shea
Legislative Attorney
(608) 266-5446
elisabeth.shea@legis.wisconsin.gov

**DRAFTER'S NOTE
FROM THE
LEGISLATIVE REFERENCE BUREAU**

LRB-4767/P1dn
EHS:jld

November 7, 2017

The request stated that the name of the committee should be the “Wisconsin Task Force to Create Effective Child Welfare Workloads.” However, all of the language regarding the work of the committee in the request focused on “caseloads” instead of “workloads,” so I changed this term in the name of the committee. Let me know if this does not conform with your intent.

Elisabeth Shea
Legislative Attorney
(608) 266-5446
elisabeth.shea@legis.wisconsin.gov

Shea, Elisabeth

From: Borgerding, Nicole
Sent: Wednesday, November 22, 2017 3:51 PM
To: Shea, Elisabeth
Cc: Snyder, Rachel; Berkowitz, Margie
Subject: Speaker's Task Force on Foster Care: P drafts to /1

Hi Lis,

I have a p draft that can be switched over to a /1 when you have a moment. It is listed below!

LRB 4767: a committee to study and make recommendations on the caseloads of child welfare workers.

Thank you and have a great holiday weekend! We appreciate all of your help!

Nicole

Nicole Borgerding
Office of State Representative Patrick Snyder
85th Assembly District
608-266-0654



State of Wisconsin
2017 - 2018 LEGISLATURE

LRB-4767/P1
EHS:jld

PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION

11
No
Chgs

1 AN ACT relating to: a committee to study and make recommendations on the
2 caseloads of child welfare workers.

Analysis by the Legislative Reference Bureau

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The bill requires the committee to submit a written report to the governor, the Joint Committee on Finance, and the appropriate standing committees of the legislature no later than April 1, 2019. The report must include recommended standards for the maximum average caseload sizes for child welfare workers who perform access, initial assessment, ongoing services, or foster parent support functions, over which it is not reasonable to expect a worker to be effective at conducting certain model practices while at the same time meeting the federal and state mandates that govern his or her work, and the maximum ratio of supervisors to frontline workers over which it is not reasonable to expect a supervisor to provide effective guidance and direction.

The bill requires the committee to develop its recommendations based on a review of existing caseload standards in other states and local jurisdictions and pertinent research on the subject and with a consideration towards retaining quality

1 2. Trauma-informed practice.

2 3. Other practices that are part of the Wisconsin child welfare model for
3 practice.

4 (h) In its recommended standards under paragraph (f), the committee shall
5 address child welfare worker caseloads and the ratio of supervisors to frontline
6 workers necessary to retain quality staff, mitigate secondary trauma, and ensure
7 county child welfare systems are able to fulfill their purpose of keeping children safe,
8 achieving timely permanency outcomes, and providing for the well-being of children
9 and families.

10 (i) The report under paragraph (e) shall include an outline of how the
11 recommended standards could be implemented, including the funding needed for
12 implementation.

13 (j) The committee shall submit the written report under paragraph (e) to the
14 governor, the joint committee on finance, and the appropriate standing committees
15 of the legislature no later than April 1, 2019.

16 (END)

Walker, Dan

From: Borgerding, Nicole
Sent: Monday, November 27, 2017 1:23 PM
To: LRB.Legal
Subject: Draft Review: LRB -4767/1

Please Jacket LRB -4767/1 for the ASSEMBLY.

Barman, Mike

From: Borgerding, Nicole
Sent: Tuesday, December 05, 2017 1:41 PM
To: LRB.Legal
Subject: Fiscal Estimates for Foster Forward Legislative Package

Good afternoon,

I am requesting the fiscal estimates be started for the following proposals. Please let me know if you have any other questions!

LRB 4466/1
LRB 4564/1
LRB 4562/1
LRB 4468/1
LRB 4767/1
LRB 4929/3
LRB 4764/1
LRB 4766/1
LRB 4582/1
LRB 4850/1
LB 4576/1
LRB 4925/2



Thank you for all of your help,

Nicole