

### 1. BMCW workforce issues

Here is a link to BMCW workforce information on the web, including the 2005 workforce study I referred to at the meeting.

<http://dcf.wisconsin.gov/bmcw/progserv/Initiatives/workforce.HTM>

### 2. Information regarding years of experience by BMCW Ongoing Case Managers

BMCW Turnover  
CY 2003 – CY 2008  
February 18, 2008

To calculate turnover: First, identify the number of ongoing case managers (OCM) who separated employment for any reason. The number of separations is divided by the sum of the number of ongoing case managers at the beginning of the period (year) plus the ongoing case managers hired during the period. For the CY 2008, the BMCW shows a 34.8% turnover rate (105 workers exited / (179 OCMs + 123 hires) = 34.8%).

2008 YTD	Number of OCMs separating employment for any reason	Number of OCMs at beginning of month	Number of OCMs hired during period	Turnover rate for Period - per definition used in Settlement
CY 2008	105	179	123	34.8%
CY 2007	90	180	83	34.2%
CY 2006	63	217	30	25.5%
CY 2005	113	206	132	33.4%
CY 2004	129	233	101	38.6%
CY 2003	98	218	108	30.1%

### 3. Child and Family Services Review

Attached is the final quarterly report from the first program enhancement plan (PEP). Also enclosed is the 1/08 letter from the Federal Government indicating Wisconsin successfully completed the first review and no penalties were assessed.

<http://dcf.wisconsin.gov/cwreview/PEP-Team/pep-docs/PEPQtr8Narrative.pdf>

### 4. Settlement agreement restriction on use of shelters - the federal lawsuit settlement has two provisions relating to use of shelter placements. .

*§I.D.5 The use of shelter placements shall be phased out entirely. The BMCW phased out all shelter placements by December 31, 2003.*

*§I.D.6 By December 31, 2003, and thereafter, no child shall be placed in a shelter. The BMCW no longer uses shelters as a placement for children.*

**5. Annie Casey foster care materials – DSP staff can look at the document and identify what recommendations are being addressed by the Foster Care and Adoption Resource Center with counties statewide or the BMCW foster care provider Children’s Services Society of Wisconsin.**

The Division of Safety and Permanence is aware of the Family to Family Initiative and, as we work towards better permanence for Wisconsin’s children, we continue to incorporate the ideas and recommendations from that model into our own. We have specifically invited speakers to teach aspects of this model at conferences, and we stress the importance of family connections regularly when speaking about working with children in out-of-home care.

The philosophy espoused by the assessment tool is one we embrace and our policy is reflective of this. For example, our policy on locating and engaging non-custodial parents and relatives is built on principles found in the Family to Family Initiative. More information regarding this policy can be found here:

[http://dcf.wisconsin.gov/memos/num\\_memos/2007/2007-01.pdf](http://dcf.wisconsin.gov/memos/num_memos/2007/2007-01.pdf)

Agencies throughout Wisconsin are implementing the specific programs recommended by this assessment tool, such as family finding and family group conferencing. The Bureau of Milwaukee Child Welfare contracts with a family finder who works with caseworkers to find extended family of children who have been removed from their home.