



Michigan Child Welfare Improvement Task Force Meeting

March 18, 2022



Welcome & Introductions

CSA Priorities



Strategies to Accomplish CSA Priorities

- Aggressively address permanency rates
- Full implementation of FFPSA prevention plan
- Enhancing laws, practice, and policies to comport with anti-racist principles
- Fatherhood initiative
- Accurate, reliable data
- Congregate care population reduction
- Enhancing diversity, equity, and inclusion work, including minority male mentorship
- Enhance community connection with field and Economic Services Administration





Structured Decision-Making Tool

- The SDM tool was finalized.
 - Two versions of the tool will be tested.
 - One version of the tool is populated with check boxes
 - One version is populated with text boxes.
 - We chose to test both versions to determine which produces the most accurate results.
 - Test versions begins next week.
 - The following week these test versions will be sent to employees and supervisors for inter rater reliability testing. We expect to complete IRR testing by the end of April at the latest.
 - After testing is completed, we will move on to IT development, followed by more training with expected implementation in January 2023.
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Race Data Collection Project

Children in Care as of 3/14/2022

Compiled Race	No Tribal Affiliation	Tribal Affiliation	Total	Percent
Asian	20		20	0.2%
Black	3306	3	3309	31.6%
Hispanic	752	29	781	7.5%
Multi Race	1080	246	1326	12.7%
Native American		49	49	0.5%
White	4910	25	4935	47.1%
Unknown	50		50	0.5%
Total	10118	352	10470	100.0%
Tribal Affiliation		352		3.36%

Children in Relative Placements on 3/14/2022

Compiled Race	No Tribal Affiliation	Tribal Affiliation	Total	Percent of Race Residing with Relative
Asian	6		6	30.0%
Black	1369	2	1371	41.4%
Hispanic	321	11	332	42.5%
Multi Race	412	116	528	39.8%
Native American		27	27	55.1%
White	1991	10	2001	40.5%
Unknown	22		22	44.0%
Total	4121	166	4287	40.9%
Tribal Affiliation		166	352	47.16%

Children in Child Care Institution on 3/14/2022

Compiled Race	No Tribal Affiliation	Tribal Affiliation	Total	Percent
Asian	0		0	0.0%
Black	108	0	108	27.1%
Hispanic	28	2	30	7.5%
Multi Race	54	9	63	15.8%
Native American		3	3	0.8%
White	192	1	193	48.5%
Unknown	1		1	0.3%
Total	383	15	398	100.0%
Tribal Affiliation		15	352	3.77%

Victims from CPS investigations from 8/1/2021 through 1/31/2022

Compiled Race	No Evidence	No Preponderance	Preponderance	Total	Percent with Preponderance in each Race*	Percent of Race with Preponderance **
Asian	4	169	66	239	27.62%	0.54%
Black	100	10069	3712	13881	26.74%	30.43%
Hispanic	21	2797	924	3742	24.69%	7.57%
Multi Race	44	3460	1203	4707	25.56%	9.86%
Native American	9	123	49	181	27.07%	0.40%
Unknown	82	74	28	184	15.22%	0.23%
White	218	21924	6218	28360	21.93%	50.97%
Total	478	38616	12200	51294	23.78%	100.00%

*Percent with preponderance in each race: The denominator is the total number of alleged victims investigated by CPS within the identified race. The numerator is the number of children within that race where the CPS investigation resulted in a preponderance.

**Percent of Race with a preponderance: The denominator is the total number of children where the CPS investigation resulted in a preponderance. The numerator is the number of children within the identified race that resulted in a preponderance.

Victims from CPS investigations from 8/1/2021 through 1/31/2022

Tribal Affiliation	No Evidence	No Preponderance	Preponderance	Total	Percent with Preponderance *	Percent with Tribal Affiliation with Preponderance **
No	462	37834	11922	50218	23.74%	97.72%
Yes	16	782	278	1076	25.84%	2.28%

*Percent with preponderance in each race: The denominator is the total number of alleged victims investigated by CPS within the identified race. The numerator is the number of children within that race where the CPS investigation resulted in a preponderance.

**Percent of Race with a preponderance: The denominator is the total number of children where the CPS investigation resulted in a preponderance. The numerator is the number of children within the identified race that resulted in a preponderance.

Victims from CPS investigations from 8/1/2021 through 1/31/2022 resulting in a preponderance

Compiled Race	I	I Open/Close	II	III	III Open/Close	Total
Asian		2	6	37	21	66
Black	348	239	1121	585	1419	3712
Hispanic	92	96	349	128	259	924
Multi Race	146	155	507	171	224	1203
Native American		7	25	8	9	49
Unknown	2		6	11	9	28
White	506	538	2783	1032	1359	6218
Total	1094	1037	4797	1972	3300	12200

Family Finding Pilot Proposal

WHAT: The Family Finding Pilot will test whether having staff specifically assigned to family finding results in an increase in the proportion of children placed with relatives.

- **Outcome:** Increase number of children placed in relative care by 20% in pilot county.
- **Measurement:** The pilot county's percentage of children placed with relative caregivers.

HOW:

- Family Finding staff will conduct a comprehensive relative search for each child entering foster care
- Participate in Family Team Meetings (FTM) and family visits to identify potential relative placement resources and other important relative connections.
- When relatives cannot be located through parental identification and outreach, the family finding staff will utilize the Seneca Family Search Model or a similar program.
- This program assists staff in a diligent internet search for relatives, utilizing both paid and unpaid internet searches.
- Family Finding staff will follow up with all identified potential relatives and will facilitate family connections.

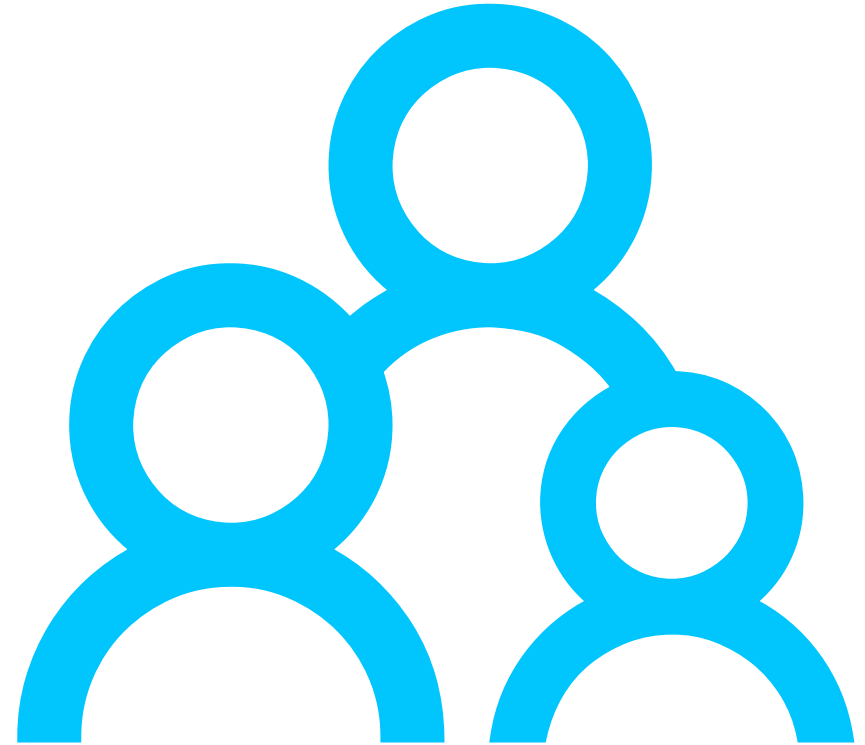
Family Finding Pilot Proposal

- **WHERE:** It is recommended that this program be piloted in a mid-size county with a relative placement rate lower than the state average of 47% (this does not include children placed in a parental home placement).
- **WHO:**
 - This chart represents approximate number of a mid-size county for budget considerations.

County	Children in Care Totals	Entry Totals	Children Placed with a Relative	% of Children in Relative Care	Children Entering Care - Monthly Average
TBD	420	280	140	33%	23.3

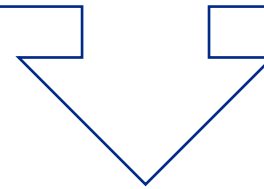
Family Finding Pilot Proposal

- **Cost and Financing:**
Approximately \$313,240 Annually
 - Two full time family finding staff, will cost approximately \$246,000 annually.
 - One supervisor dedicating 40% of their time to supervising two family finding staff would cost approximately \$61,600.
 - Seneca Family Search Service is anticipated to cost \$5,640 annually.



Kinship Advisory Council Enhancement Proposal

Background: The Michigan Department of Health and Human Services (MDHHS) has formed a Kinship Advisory Council to advise the department about the needs of kinship caregivers and the children in their care. The Kinship Advisory Council currently has a \$200,000 budget to fulfill council requirements.



Advisory Council's Goals

Devise a plan to engage support groups and programs providing services to kinship families to obtain a better understanding of the issues facing kinship families.	Establish a public awareness campaign to educate the public about kinship caregivers and the state's efforts to better serve kinship caregivers by increasing visibility of the Kinship Support Program.	Consult and collaborate with The Kinship Support Program on the design and administration of that program.	Identify gaps and barriers for kinship families in the area of service awareness, coordination, and utilization, peer support, and the use of technologies to create pathways to resources and supports.	Ensure equity is considered when making recommendations for system changes.
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Kinship Advisory Council Enhancement Proposal

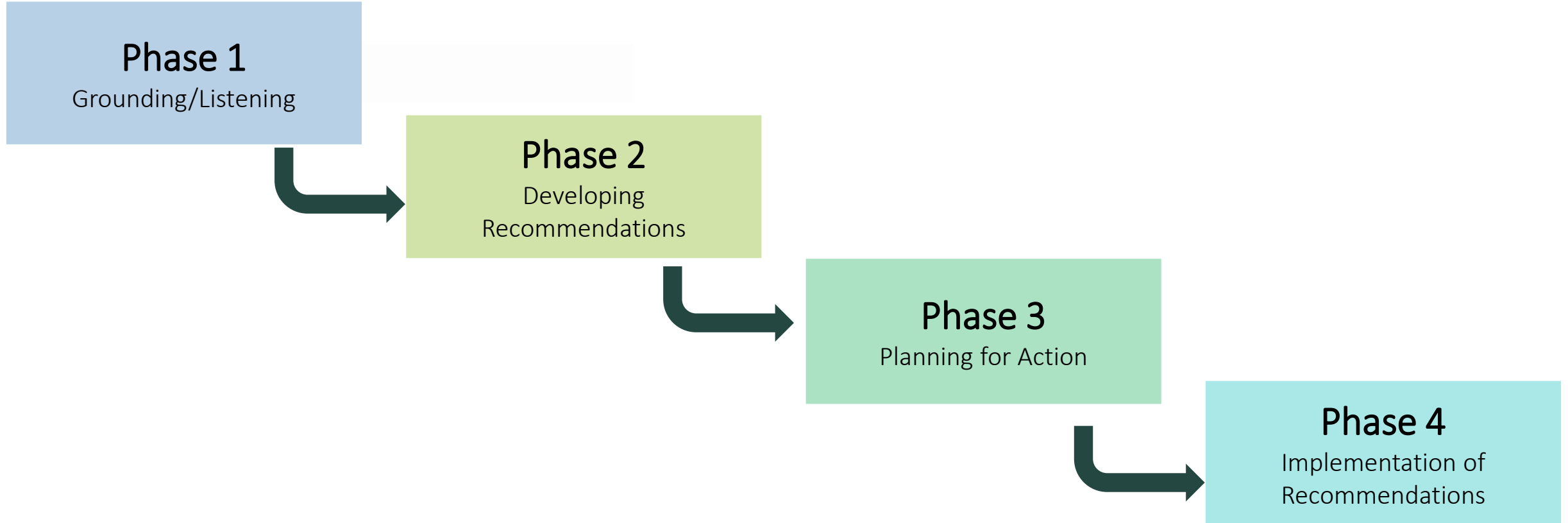
- This proposal would assign staff to lead the Kinship Advisory Council:
 - Serve as the recognized resource providing staff support to the Kinship Advisory Council and its various committees as a representative for the MDHHS.
 - Responsible for Advisory Council development.
 - Analyze relative data reports.
 - Develop reports to ensure that MDHHS is meeting the requirements of Kinship Caregiver Advisory Council.
 - If the Kinship Advisory Council received additional funding the council responsibilities could be similar to the Governor's Task Force and would be able to include the following:
 - Host a Kinship Awareness Conference
 - Kinship Awareness Month activities
 - Consult with National Experts
 - Conduct a Kinship Service GAP analysis



Cost: Approximately \$ 293,000 Annually

- The approximate costs associated with adding a full-time allocation and additional responsibilities are broken down below:
 - One full time Kinship Advisory Council Coordinator -\$140,000 annually, this includes salary and benefits.
 - Kinship Awareness Conference- \$50,000.
 - Kinship Awareness Month activities-\$23,000.
 - Consult with National Experts- \$20,000.
 - Conduct a Kinship Service GAP Analysis-\$60,000

2021 Accomplishments



<https://michigancwtf.org/>

CHILD WELFARE IMPROVEMENT TASK FORCE REPORT

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INTRODUCTION

A Task Force was convened in Fall 2020, headed by Demetrius Starling, executive director of the Michigan Department of Health and Human Services' Children's Services Agency (MDHHS CSA), to address the over-representation of children of color in the foster care system in Michigan. Children of color enter foster care at higher rates, and stay in care longer, than their white peers.

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16%

31%

Michigan Child Welfare Improvement Task Force

Problem Statements & Recommendations

Redesigning a front-end response to allegations of abuse and neglect that reduce bias and distinguish between crisis and a need for family services and support.

Problem Statements

1. Families who have contact with child welfare and whose children are placed in care overwhelmingly experience poverty, housing, instability, and associated challenges. There is ample evidence that judgements of neglect are confounded with the effects of poverty.

2. There are disproportionalities in the extent to which communities of color are reported to and engaged with child welfare systems, placed in care, and placed in more restrictive forms of care.

3. Children are entering foster care when they could be placed safely with relatives or fictive kin.

4. The disproportionate placement of children of color in care and in child caring institutions (CCIs) reflects a cross-systems phenomenon in which they experience more restrictive placements.

5. Children of color are disproportionately placed in child caring institutions (CCIs) and have longer lengths of stay.

6. CSA's current budget does not provide adequate resources to advance these two recommendations.



Recommendations

1. Redefine Abuse and Neglect/Physical Neglect

2. Implement New Structured Decision Making (SDM) Tools

3. Increase specialized services and supports for relative and fictive kin caregivers





4. There is a need for early identification and appropriate intervention to avert crisis and placement. Increase access to mental health services for children and families.

5. Implement appropriate services to reduce CCI placements and length of stay

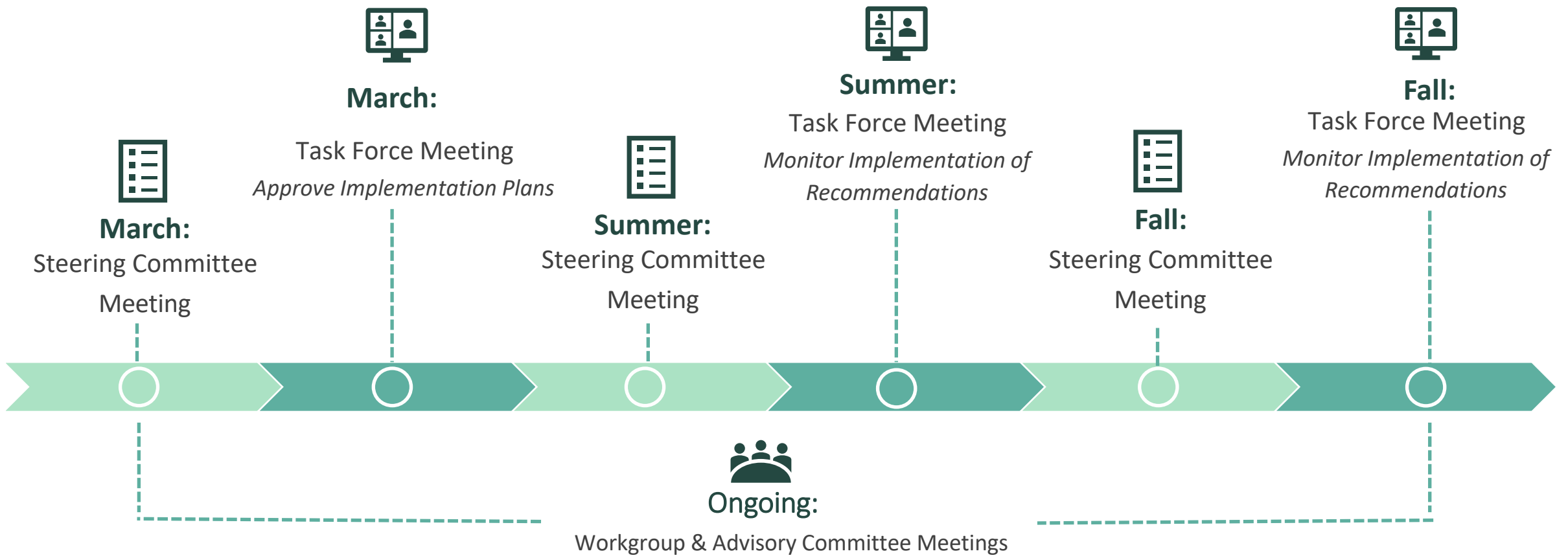
6. Secure funding to implement the recommendations

Michigan Child Welfare Improvement Task Force Recommendations

Redesigning a front-end response to allegations of abuse and neglect that reduce bias and distinguish between crisis and a need for family services and support.

Recommendations	CSA Priorities			
	 Ensuring Equitable Practices in Child Welfare	 Keep Children Safe with their Families	 Safety & Wellbeing in Care	 Timely Reunification & Permanency
1. Increase specialized services and supports for relative and fictive kin caregivers	✓	✓	✓	✓
2. Implement appropriate services to reduce child caring institution (CCI) placements and length of stay	✓	✓	✓	✓
3. Secure funding to implement the recommendations	✓	✓	✓	✓
4. Implement New Structured Decision Making (SDM) Tools	✓	✓	✓	✓
5. Redefine Abuse and Neglect/Physical Neglect	✓	✓	✓	✓
6. Increase Access to Mental Health Services for Children and Families	✓	✓	✓	✓

2022 Task Force Timeline



2022 Membership

Taskforce Members

Judge Gregory Pittman (Co-Chair)*
Michael Williams (Co-Chair)
Judge Stuart Black *
Lara Bouse
Sen. Marshall Bullock
Justice Elizabeth Clement
Cami Fraser *
Lenier Holston *
Rep. Luke Meerman
Kayla Morgan
Debra Pinals
Lillie Pinder
Leticia Pittman *
Joseph Ryan
Janet Reynolds Snyder
Rep. Stephanie Young

Ex-Officio Members

Shayne Machen
Mary Lou Mahoney
Kim Reese*
Lew Roubal
Demetrius Starling
Selene Wadhawan Weiss

Advisory Committee

Ashlee Barnes-Lee*
Alexandra Citrin
Anne Farrell
Raya Kenep
Lisa Mishraky-Havier
Ali Jawetz

Steering Committee

Wendy Campau
Savator Selden-Johnson
Kelly Sesti
Anita Shannon

Not Returning

David Sanders (Co-Chair)
Tommy Stallworth (Co-Chair)
Vivek Sankaran
Jason Smith
Sandra Gasca-Gonzalez
Carol Wilson Spigner
Ann Silverberg Williamson
Lynette Wright