



mdcps
Mississippi Department of Child Protection Services

THE WAY FORWARD

Protecting Children and Nurturing Mississippi Families

September 2016

Next “Rescue 100” Event Scheduled for October

The Mississippi Department of Child Protection Services has again partnered with Mississippi Children’s Home Services, Southern Christian Services for Children and Youth, the Mississippi Community Education Center, and 200 Million Flowers to host another foster parent training weekend, this time, at Mississippi College in Clinton on October 21-23.

Prospective parents must reside in one of the following central Mississippi counties: Attala, Hinds, Holmes, Issaquena, Leake, Madison, Rankin, Scott, Sharkey, Warren or Yazoo and are required to first attend any one of the one-hour Orientation Classes listed below.

Madison County Orientation – October 10

Warren County Orientation – October 12

Hinds County Orientation – October 11

Rankin County Orientation – October 13

Mississippi Supreme Court Justice Dawn Beam, who chairs the Mississippi Commission on Children’s Justice, saw the need to bring the involved organizations together in order to address the demand for more foster homes in Mississippi.

The Central Mississippi “Rescue 100” Event is the third of its kind, preceded by the Pine Belt and Coastal events held earlier this year. The previous two affairs were extremely successful in bolstering the number of licensed foster parents available to the children of Mississippi. MDCPS recognizes and appreciates the relationships it has built among its affiliates and looks forward to continuing to work together to strengthen those partnerships.

Registration for the Central MS Rescue 100 Event will open Friday, October 14 at 9 a.m. Click [here](#) to register for one of the required orientation classes or to find out more.

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THE WAY FORWARD

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Who is the Center for the Support of Families?

The Center for the Support of Families, Inc. (CSF) is a nationwide leader in consulting and program redesign for health and human service agencies. Working at the local, state, and federal levels, CSF integrates new strategies and technologies into social services. CSF has played key roles on some of the largest and most important child support and child and family services initiatives in the country.

CSF is actively involved with the Mississippi Department of Child Protection Services (MDCPS) to assist in developing comprehensive child welfare practice models that guide the agency's work in the field. These practice models are not only designed to assist in meeting the requirements of the settlement agreement resulting from the *Olivia Y.* litigation, but also to simultaneously provide a consistent framework in which social workers interact with and serve Mississippi's children and families.

CSF has been collaborating with MDCPS to identify key practices and principles that would guide their work with children and families, operationalize those practices and principles into measurable, doable day-to-day activities, and design implementation strategies to assist the agency in putting the practice models into action. Under the guidance of CSF, MDCPS has begun to utilize data reports and fidelity measures related to the practice models, in order to monitor their progress and implementation activities. These methods will assist the agency in training and coaching staff on how to optimally apply the practice models, while also developing viable local and statewide teaming structures needed to guide, inform, and monitor design and implementation activities.



Center for the Support
of Families

Performance Based Budgeting

The acronym

P.E.E.R.

stands for:

Performance
Evaluation and
Expenditure
Review.

The PEER
Committee is
comprised of
seven members
of the Senate
and seven
members of the
House of
Representatives
and employs
a staff of
twenty-one.

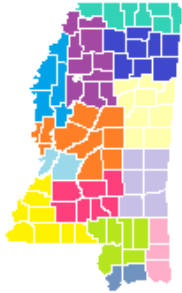
MDCPS has been working closely with the Legislative PEER Committee to develop a Performance Based Budgeting strategy for the agency. Performance Based Budgeting holds agencies accountable for their funds by asking them to develop a budget based on program funding levels and the expected results of that program. Put simply, it's a way to budget that ensures the agency invests in programs that are proven to get results.

MDCPS, as a new agency, is in an excellent position to evaluate existing programs, determine whether those programs work, and build the budget around programs that yield maximum results. State Office staff members have been involved in developing and mapping out an inventory of MDCPS programs in a way that will allow the Financial Services Bureau to examine the amount of money the agency spends on those programs.

Last month, several MDCPS Bureau Directors listened to a presentation by the Pew-MacArthur Results First Initiative, arranged by the PEER Committee. The Results First Initiative was excited to share their work in helping states develop programs by using a cost-benefit analysis. MDCPS employees learned how to create an inventory of the programs their Bureau is currently operating, how to access those programs in a database to evaluate their cost-benefit, and, from there, decide whether the existing program works or whether a new program should be implemented moving forward.

MDCPS continues to work with the PEER Committee on developing a performance based budget. By implementing evidence-based programs through performance based budgeting, the agency will be better able to live out their mission to protect children and nurture families.

Practice Model Coaching



- I-North
- I-South (Hancock)
- II-East
- II-West (Harrison)
- III-North
- III-South
- V-West
- V-East
- VII-West
- VII-East
- IV-South
- IV-North
- VI

The Practice Model Coaching (PMC) Unit operates statewide, with at least one or more Practice Coaches assigned to each of MDCPS' 14 regions. The Coaching Unit is supervised by two Bureau Directors that oversee the work completed by all of the Coaches across the state.

The PMC Unit is present and ever mindful of their purpose: to offer field staff additional support with daily duties so that they may work more effectively and efficiently. From assisting with an investigation to helping social workers facilitate family team meetings, a Coach's top priority is to aid front-line workers in fulfilling their responsibilities and duties.

Practice Coaches utilize their advanced skills in child welfare to teach and guide staff in relevant techniques. Their role is not only to assist with anything from casework to court proceedings, but also to offer an alternative and unique perspective on situations. Whether it is safety and risk management, or mobilizing timely and appropriate services, practice coaches are there to offer guidance, support, and model proper practices.

To ensure the understanding of important practice and the need for evaluation, the Practice Coach also provides feedback to the social worker and supervisor regarding their activities and methods after each coaching session. Practice Model Coaching offers a wide array of services and starts at MDCPS' foundation: the hardworking field staff.

Looking Ahead...

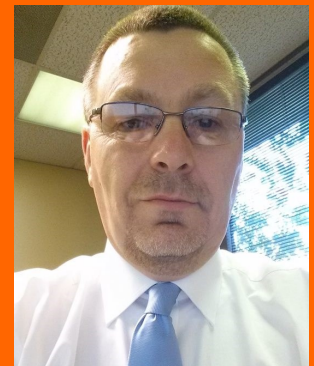


NOVEMBER IS:
**NATIONAL
ADOPTION
MONTH!**

November will be here before you know it! Now is the time to start thinking of ways YOU can help your region raise awareness about the importance of adoption. MDCPS has allocated \$500 for each region to use toward hosting their own adoption related event! So set up a working lunch, call a meeting, and circulate that memo! MDCPS needs you to brainstorm innovative ways to include your stakeholders and get your community involved! Be creative and think outside the box!

New Direction for CQI

Please welcome MDCPS' new Continuous Quality Improvement (CQI) Director, Tom Farley. Tom will have oversight of all CQI Review Units including Evaluation & Monitoring, Foster Care Review, Safety Review, Consumer Solutions as well as Data Reporting. Tom began his career with MDCPS ten years ago, starting as an Undergraduate Social Work Student Intern before joining the CQI Team in 2010. Tom was instrumental in building the foundation of the program and has big plans not only for improving client outcomes, but also for enriching employee perception of CQI as well. He is looking forward to assisting all of the CQI Units as they take support for Field Operations, and betterment of services for the families and children MDCPS serves, to the next level.



Financial Services Bureau's Transition Creates New Positions and Promotions

The Mississippi Department of Child Protection Services' (MDCPS) Financial Services Bureau is in the process of developing an organizational structure which safeguards the financial interests of the agency through its establishment of the bureaus outlined below, with additional bureaus being established as time progresses.

Please join MDCPS in congratulating the following staff recently promoted within the Financial Services Bureau:



Vergenia Coleman,
Bureau Director II,
Bureau of State Funds
Management



Tracey Herron,
Bureau Director II,
Bureau of County
Funds Management



Christopher Ray,
Director of
Budgets & Grants
Management



Lashonda R. Washington,
Director of Purchasing,
Travel & Fleet
Management

The Bureau of State Funds Management is currently working with the Mississippi Department of Human Services on a transition plan in which MDCPS will gradually assume responsibility for budgeting functions, grants management activities, travel and fleet management as well as purchasing. This bureau will also be responsible for recouping overpayment of Foster Care Maintenance (Board) Payments to child caring agencies and relative/resource homes, recoupment of reimbursements due to the agency as a result of breached contracts for educational scholarships and initiating the process for payments to emergency shelters, group homes, and therapeutic group/resource homes administered by child caring agencies as well as resolving payment discrepancies pertaining to these agencies.

The Bureau of County Funds Management will be responsible for the oversight of the agency's bookkeeping functions maintained in the agency's 84 county offices throughout the state.

MDCPS has developed a strategic plan to improve compliance and consistency in bookkeeping practices statewide. This plan includes placing one new Financial Coordinator in each of the 14 regions. These Financial Coordinators will manage the bookkeepers in their assigned region and will report to and be supervised by the Bureau of County Funds Management in State Office.