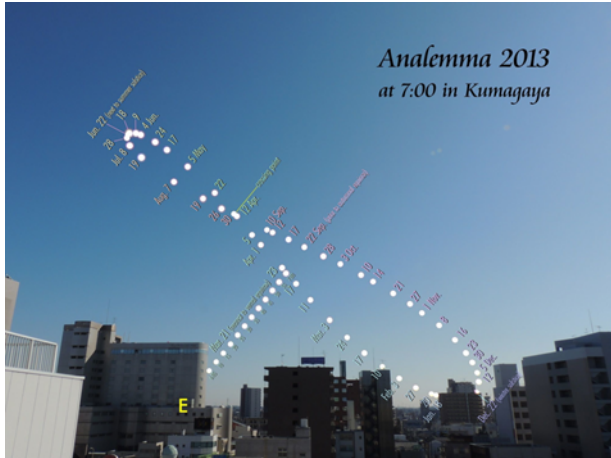


Tom Rawlings
Director



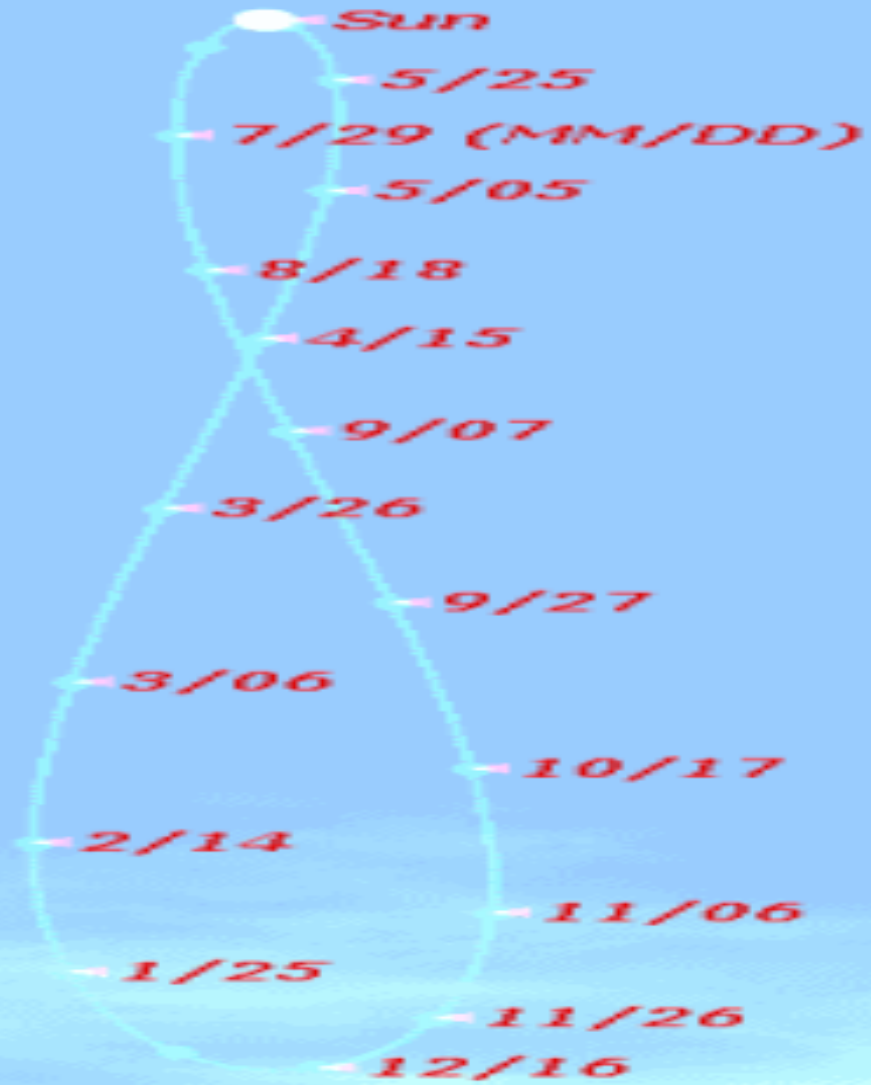
NAVIGATING THROUGH CHILD WELFARE





SEASONS FORCES & UNIONS

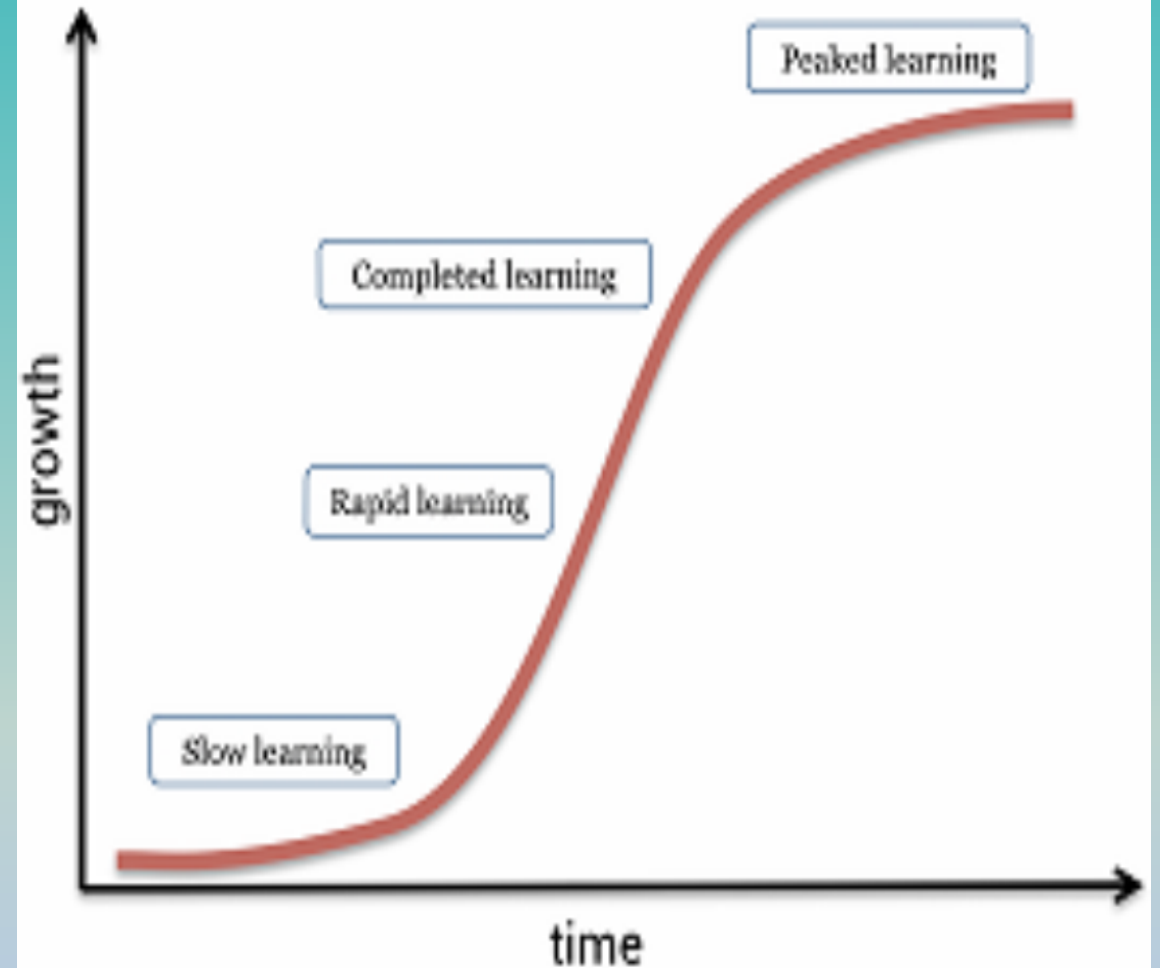
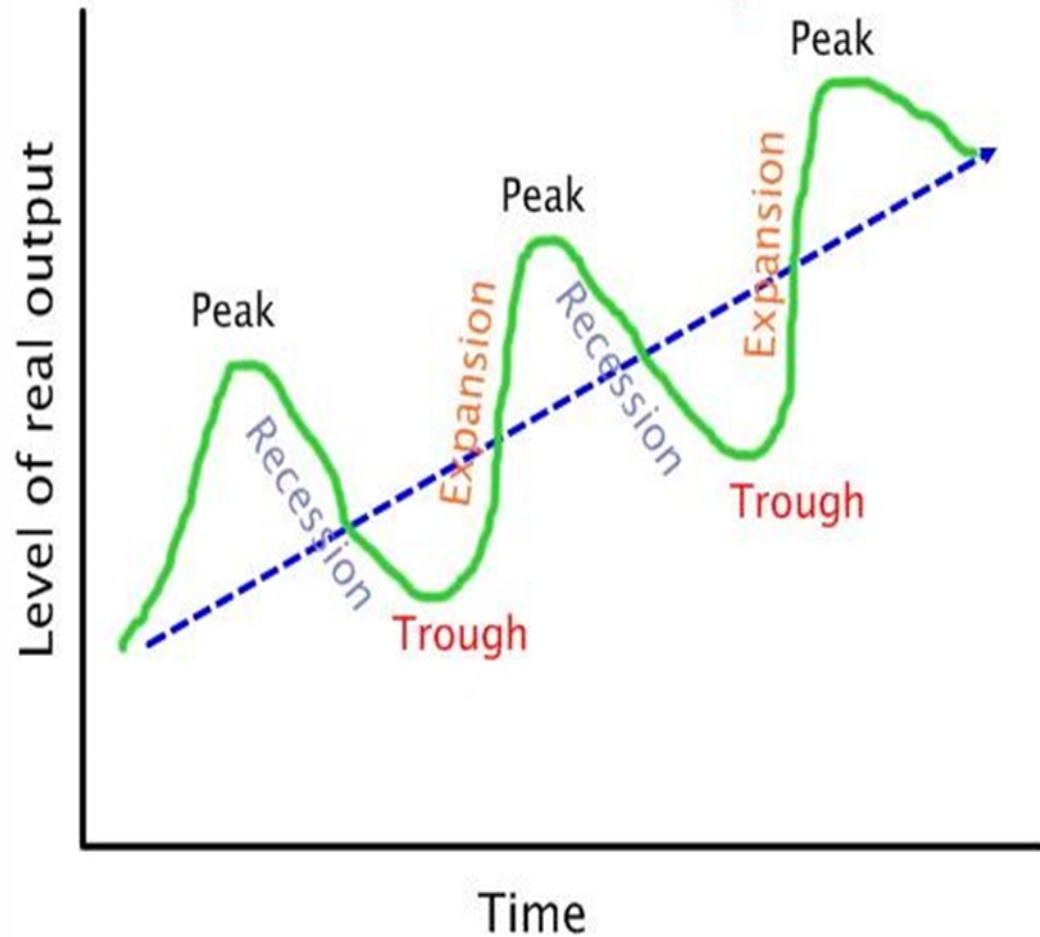
SEASONS IN CHILD WELFARE



SEASONS IN CHILD WELFARE

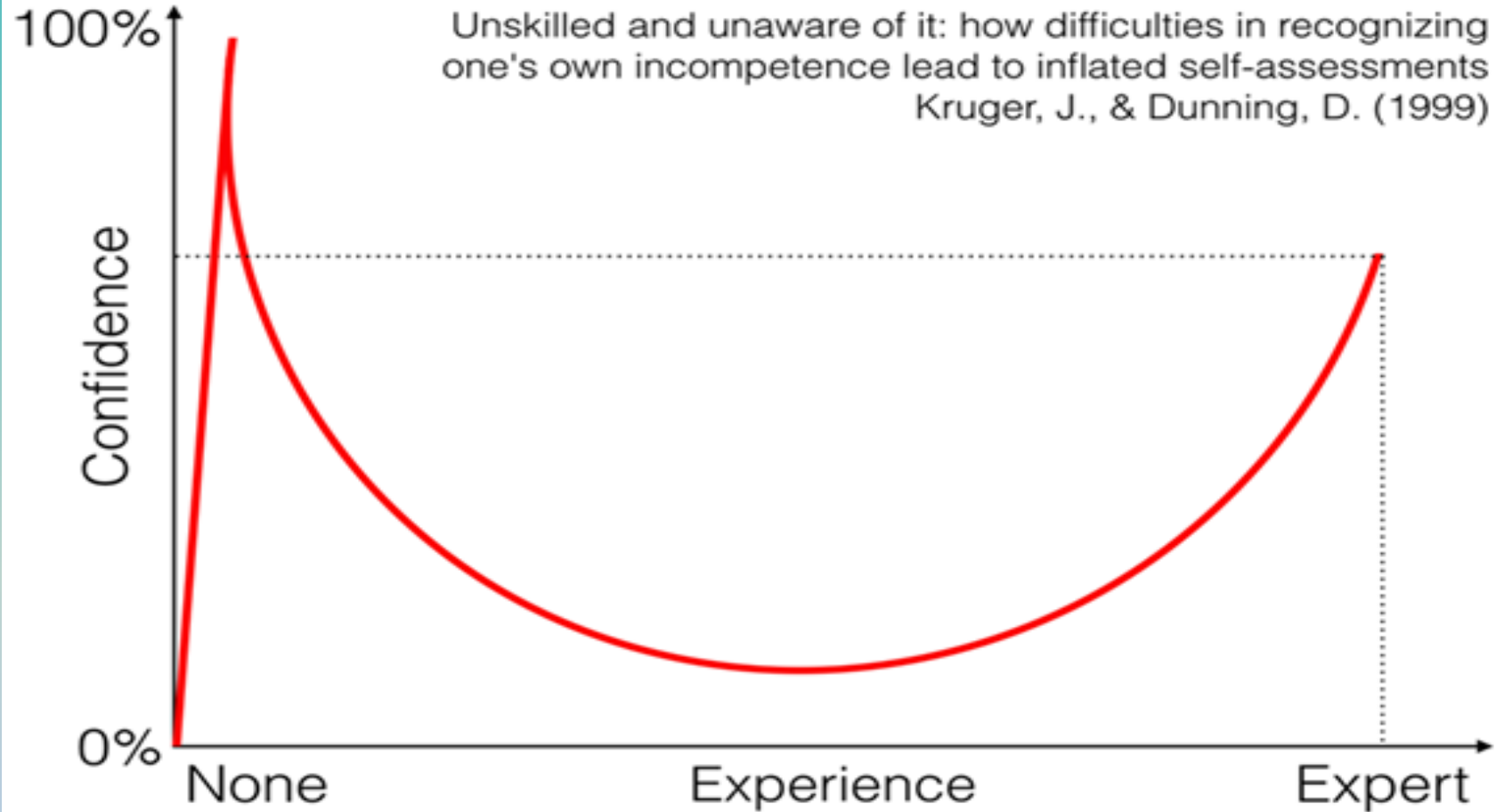


The Business Cycle

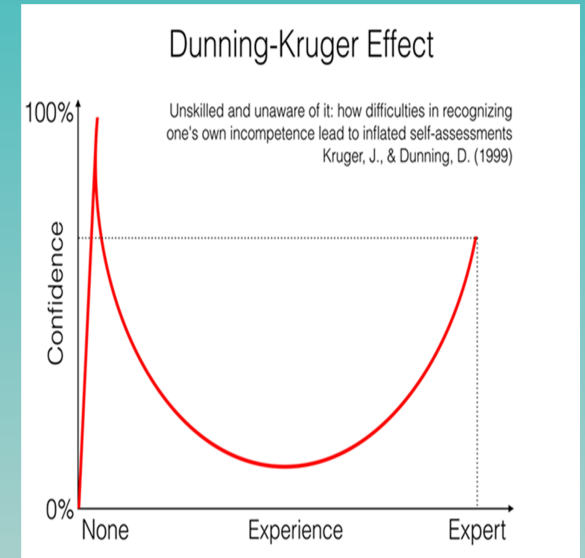
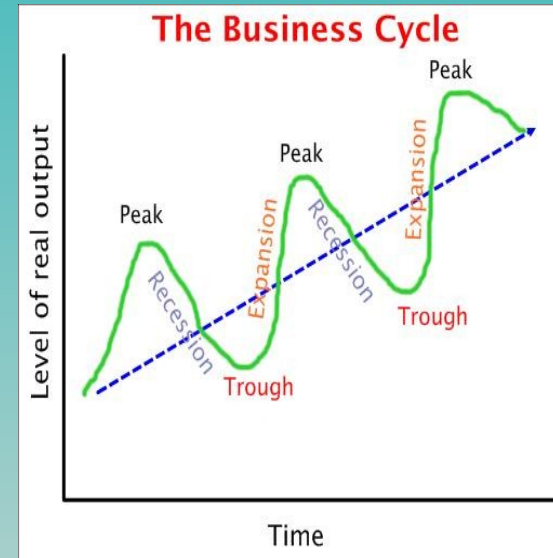
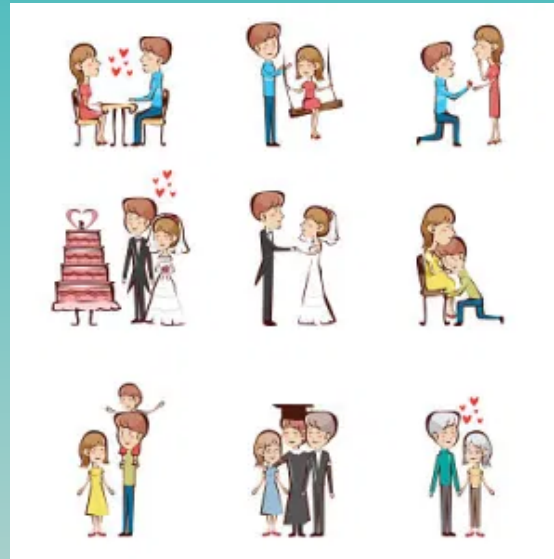
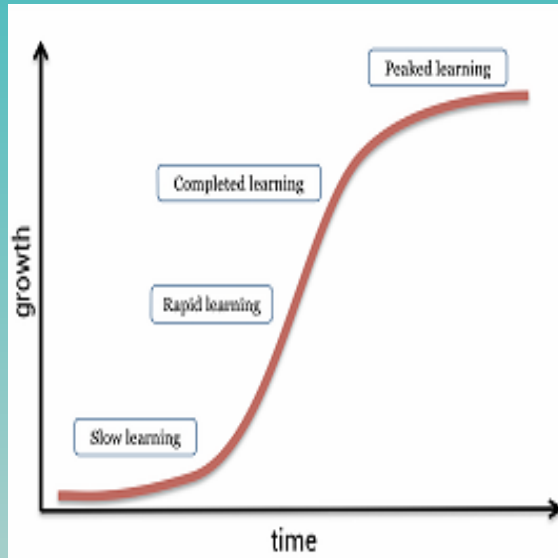


SEASONS IN CHILD WELFARE

Dunning-Kruger Effect



SEASONS IN CHILD WELFARE



SEASONS IN CHILD WELFARE



THE EMOTIONAL GUIDANCE SCALE

UPWARD SPIRAL HPF

1. Joy / Knowledge
Empowerment
Freedom / Love
Appreciation

2. Passion

3. Enthusiasm

4. Positive Expectation
Belief

5. Optimism

6. Hopefulness

7. Contentment

DOWNWARD SPIRAL LNF

8. Boredom

10. Frustration /
Irritation / Impatience

12. Disappointment

14. Worry

16. Discouragement

18. Revenge

20. Jealousy

22. Fear / Grief / Depression
Powerlessness/
Victim

9. Pessimism

11. "Overwhelm"

13. Doubt

15. Blame

17. Anger

19. Hatred / Rage

21. Insecurity / Guilt
Unworthiness

SEASONS IN CHILD WELFARE

She understood that the hardest times in life to go through were when you were transitioning from one version of yourself to another.

- Sarah Addison Allen

SEASONS IN CHILD WELFARE:

3 mos.

7 mos.

18 mos.

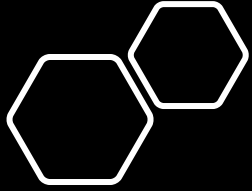
2yrs

Calm After the Storm

1,2,3 punch

Recovery

and so on...



SEASONS IN CHILD WELFARE

DO YOU REMEMBER:

- STARTING IN CHILD WELFARE?
YOUR FIRST YEAR? ...2 YEARS?
- TIMES YOU FELT YOU WEREN'T EFFECTIVE...
OR ACTUALLY WEREN'T?
- THE LAST TIME YOU WANTED TO QUIT...
OR THE LAST TIME SOMEONE
TOLD YOU TO?
- YOUR LAST BACKLOG?
- LAST INFLUX OF FC ENTRIES
OR WAVE OF
DISRUPTIONS?



SEASONS IN CHILD WELFARE

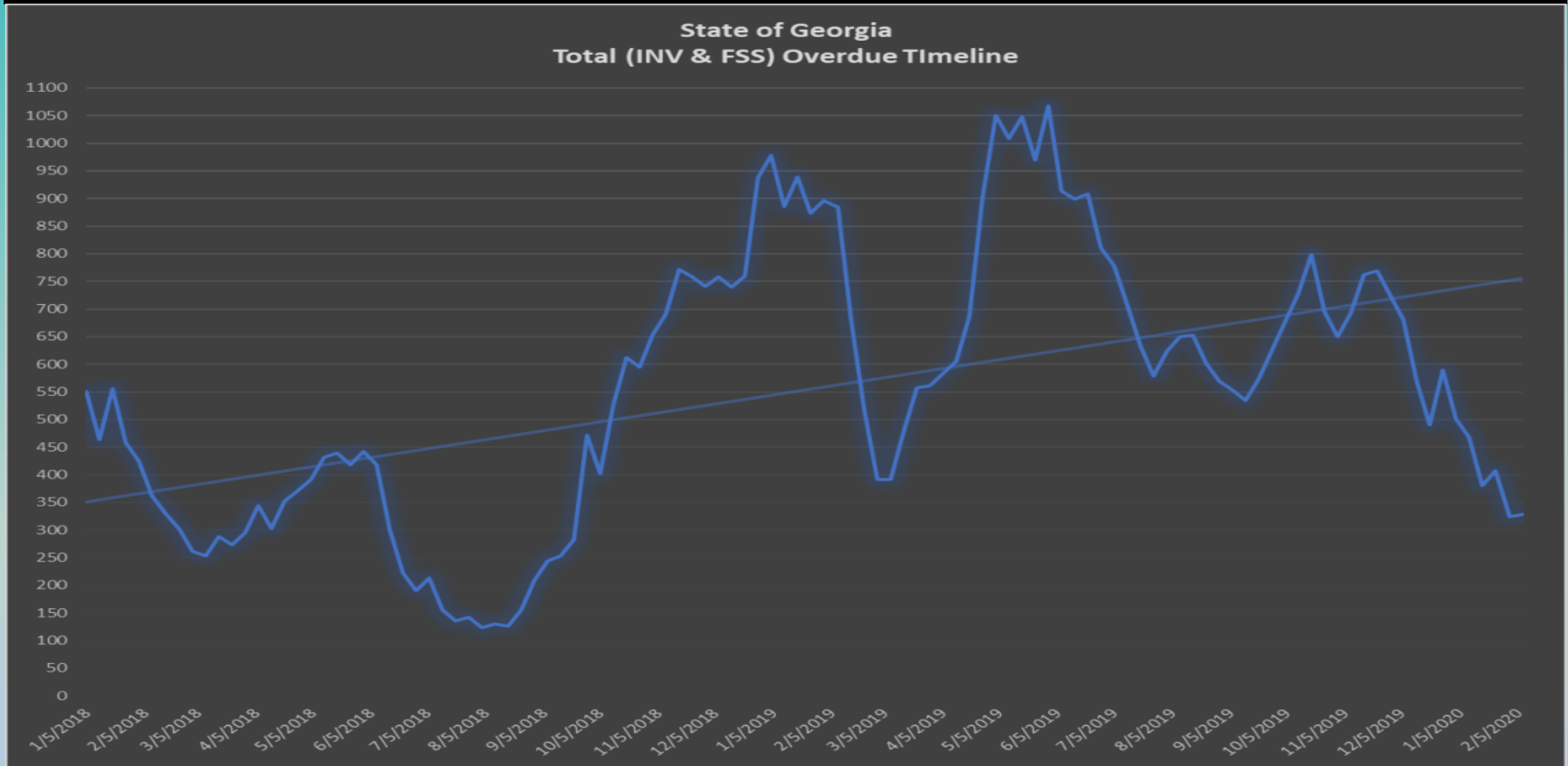
**It will
come.....
prepare.**



**It will leave.....
prepare!**

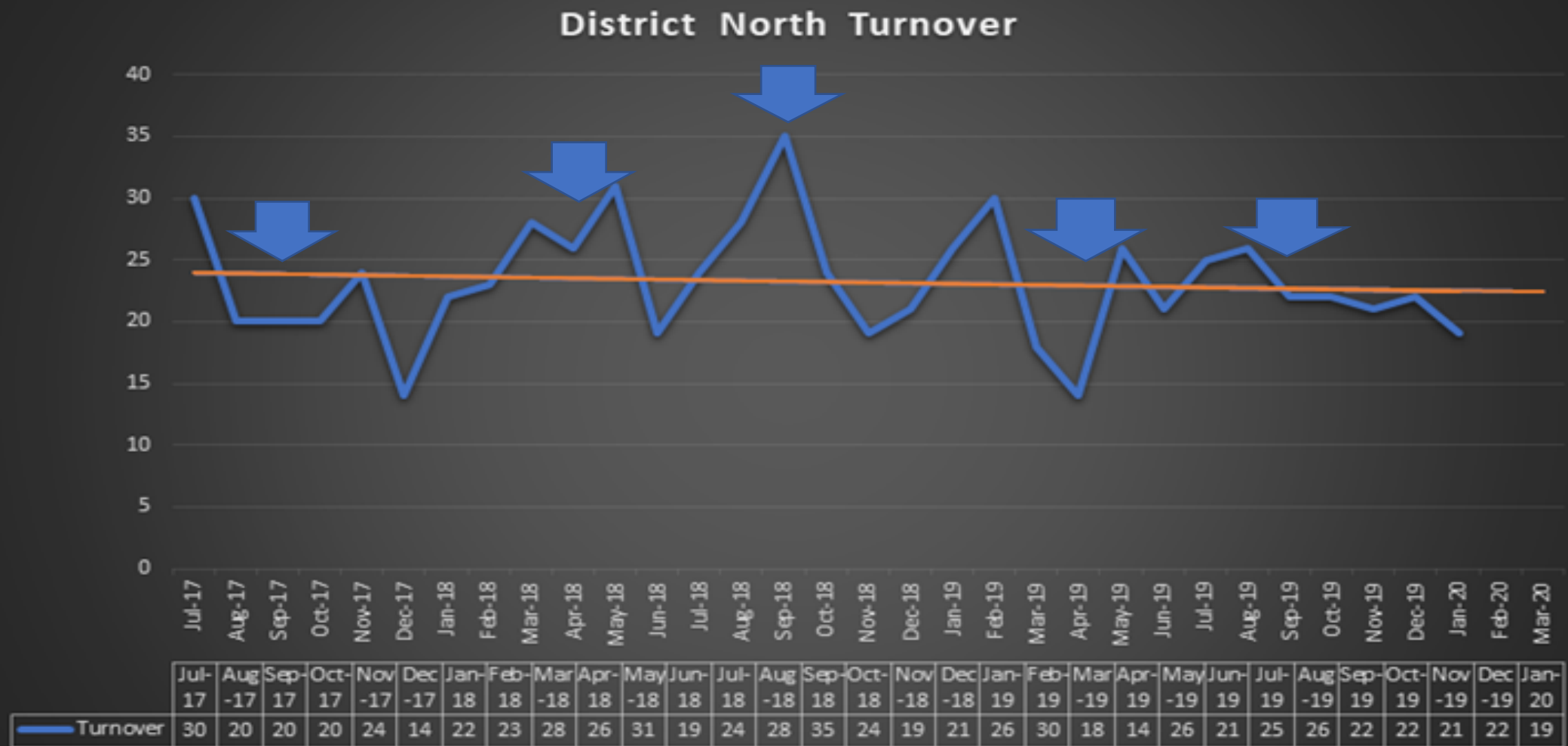


TOTAL OVERDUE ASSESSMENTS (2018 – 2020)



SEASONS IN CHILD WELFARE

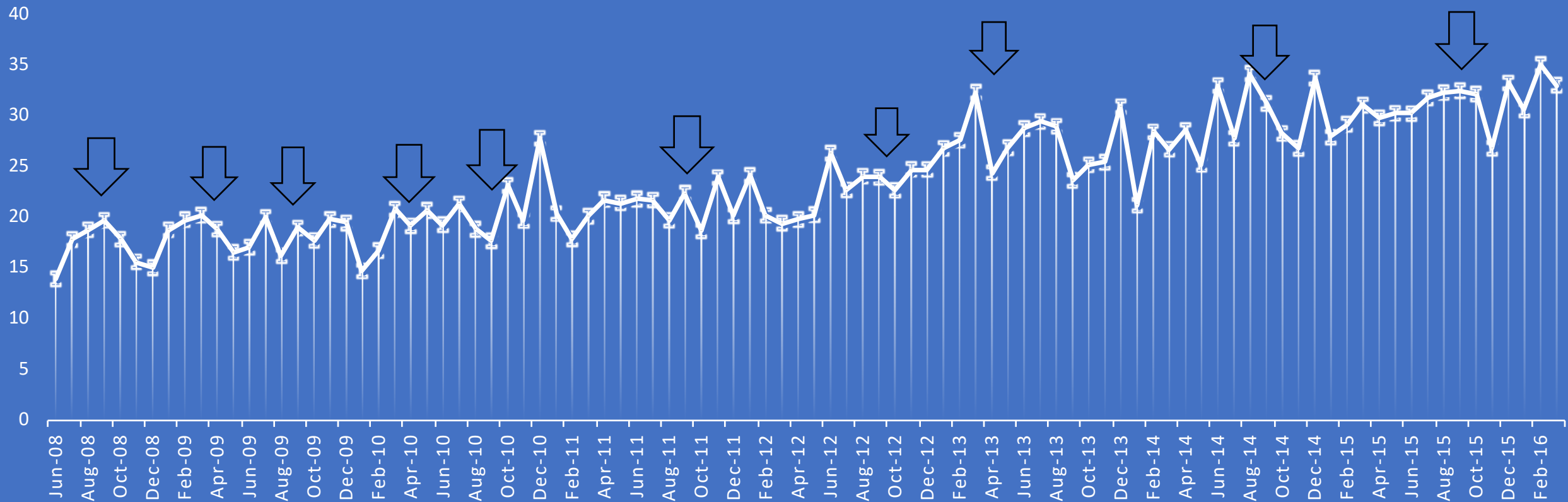
TURNOVER PATTERNS (2017 – 2020)



SEASONS IN CHILD WELFARE

PERCENTAGE OF CHILDREN REMOVED DURING EACH MONTH WHO REMAINED IN CARE 24+ MONTHS

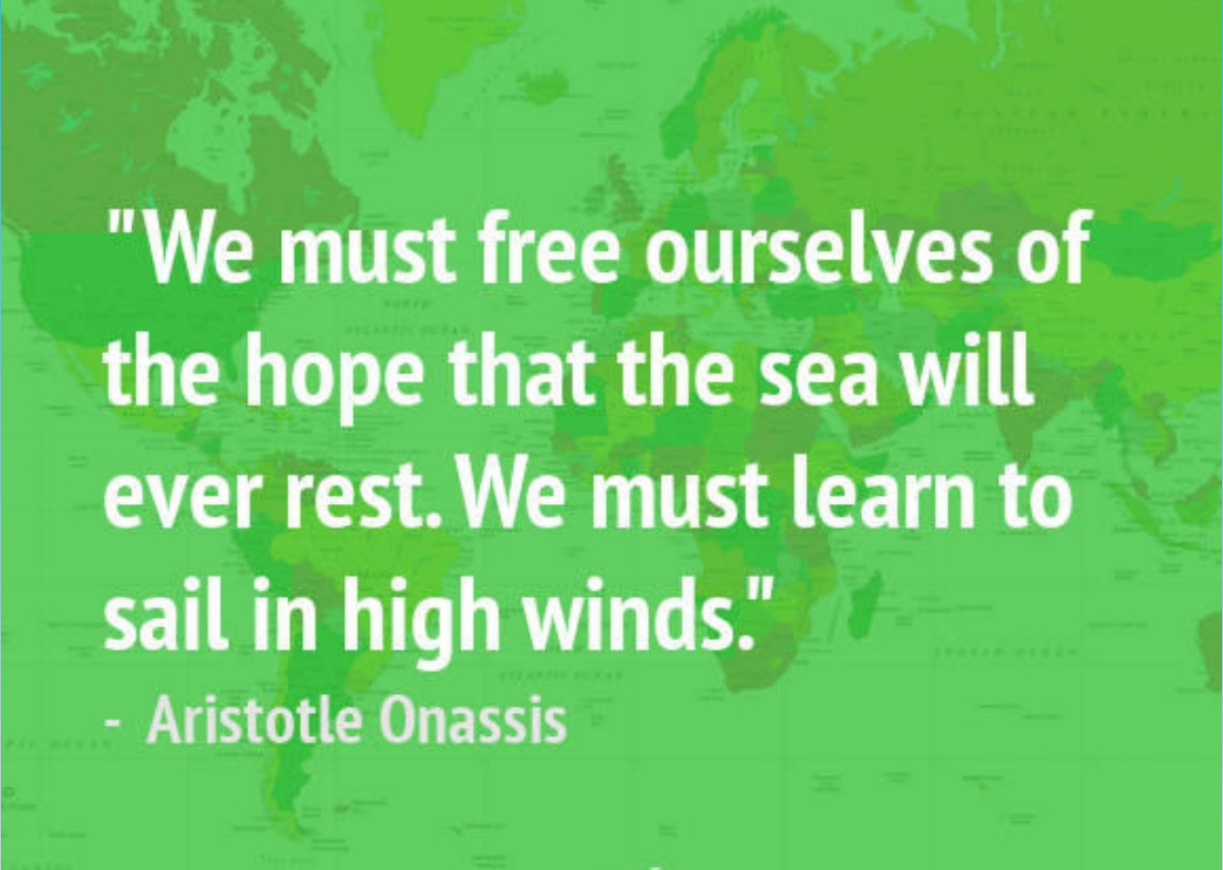
% OF CHILDREN REMOVED DURING EACH MONTH WHO WERE IN CUSTODY 24+ MONTHS



SEASONS IN CHILD WELFARE

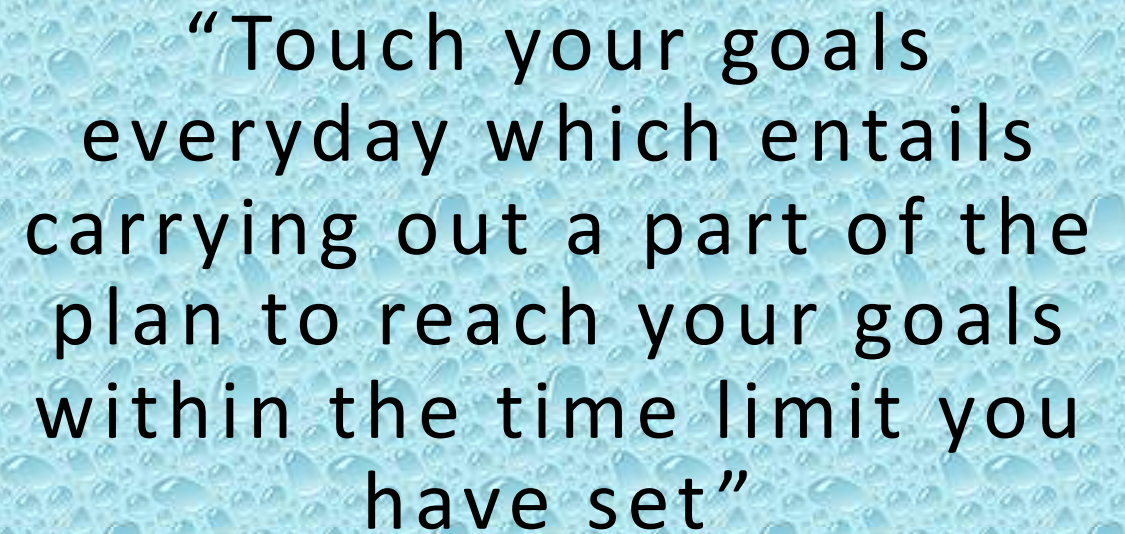
Required Monthly Contacts & Maintenance Per Case Manager Per Foster Child





"We must free ourselves of
the hope that the sea will
ever rest. We must learn to
sail in high winds."

- Aristotle Onassis



"Touch your goals
everyday which entails
carrying out a part of the
plan to reach your goals
within the time limit you
have set"

— Sunday Adelaja

Seasons:

Child Welfare

Learning Curve

Family Routine

Trauma/Secondary Trauma

Normalize it for yourself and others.

Be intentional before / after each season:

- debrief to realize hindsight
 - gain insight
- reorganize & strategize
- implement small changes toward
MARGINAL GAINS
- re-organizing the work &
schedule
- create / break habits
- streamline procedures - SIMPLIFY

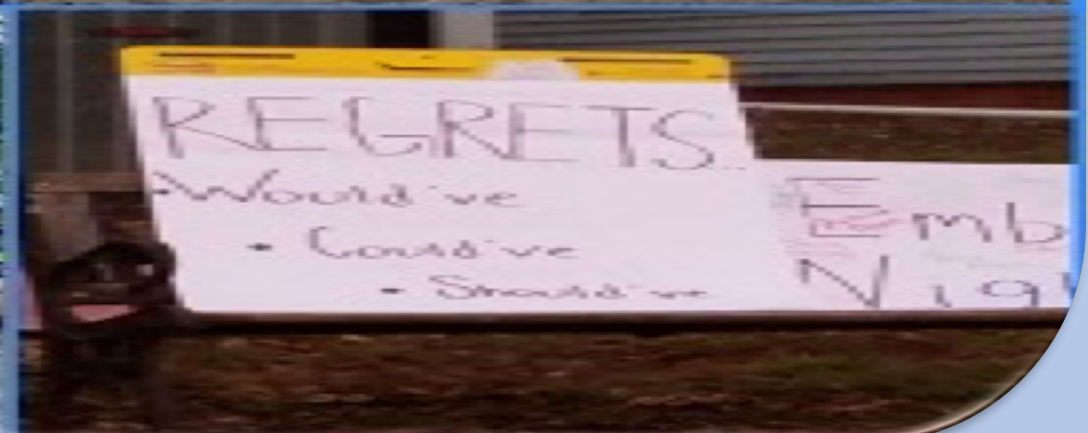


DEBRIEF AFTER EACH SEASON: HINDSIGHT BECOMES INSIGHT



**“I survived because the fire inside me
burned brighter than the fire around me.”**

SEASONS IN CHILD WELFARE

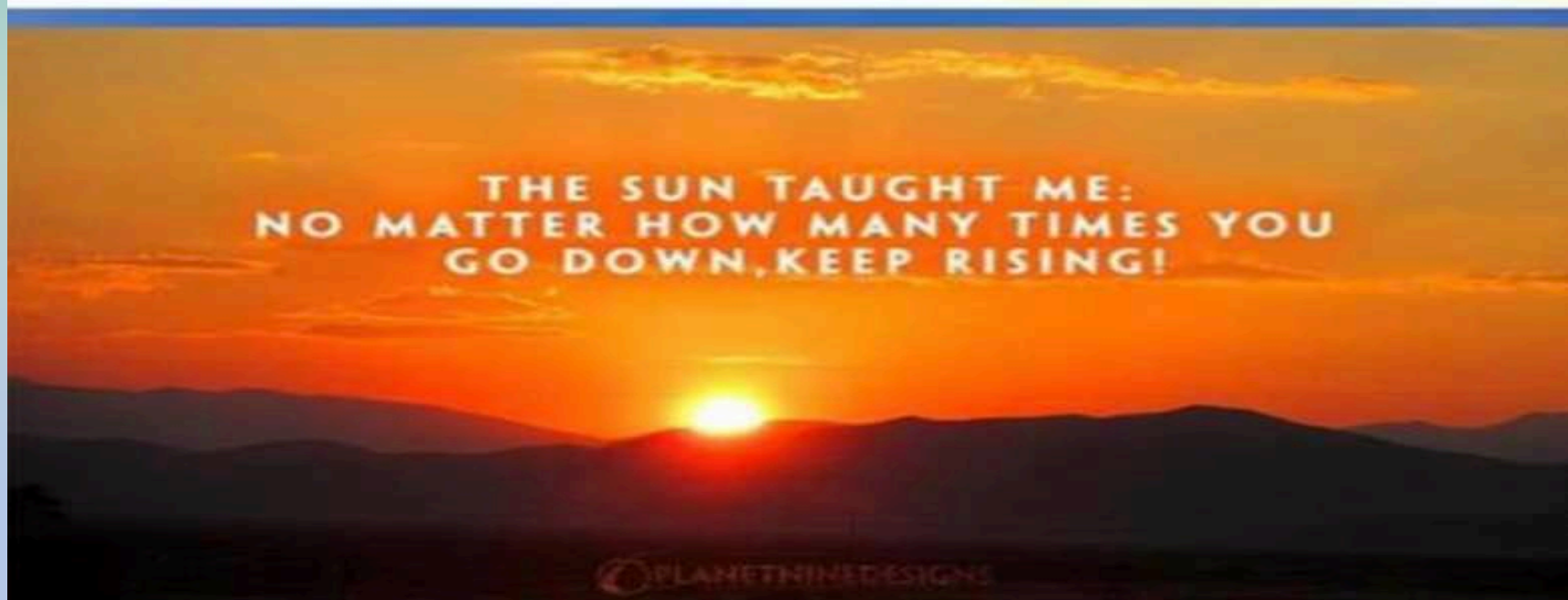




THE MOON TAUGHT ME:
IT'S OKAY TO GO THROUGH PHASES.



THE SUN TAUGHT ME:
NO MATTER HOW MANY TIMES YOU
GO DOWN, KEEP RISING!





RESULTS:

- Current orders: IV-E eligibility determinations made by RevMax
- CMs feel prepared for court *days ahead* of hearings
- Staff feel supported AND accountable for work - debrief to clarify court's expectations, share feedback about case and CM's testimony

THRIVING IN CHILD WELFARE



YOU CAN'T
STOP THE WAVES
BUT YOU CAN
LEARN TO SURF

RE-ORGANIZE THE WORK & MAKE INCREMENTAL TWEAKS FOR MARGINAL GAINS:

schedule over-time (dog wagging the tail)
streamline (para-legal, print orders at court,
DNA early, etc)

couple tasks (obtain testimony about relatives,
ICWA under oath, mediation with 5mo FTM)

INTENTIONAL PUSH TIMES:

“summer closeout”

“get lean before hightide”

“forever home by the holidays”

SUPPORTIVE ACCOUNTABILITY:

micro-manage situations to create new habits
touch goals daily where critical timeframes
exists

set up situations for success to teach good
habits and value for process through positive
experiences

<p>DECEMBER</p> <ul style="list-style-type: none"> • Attend training • Hold court stakeholder meetings • Assess process to see where adjustments are needed to make marginal gains 	<p>JANUARY</p> <ul style="list-style-type: none"> • Provide training for all staff • Anticipate office viruses – prepare staff for court early 	<p>FEBRUARY</p> <ul style="list-style-type: none"> • Burn Sessions to further catch up
<p>MARCH Spring Equinox</p> <ul style="list-style-type: none"> • Burn Sessions to maintain and complete over-due work • Anticipate CM vacations/spring break 	<p>APRIL</p> <ul style="list-style-type: none"> • Burn Sessions to further catch up 	<p>MAY</p> <ul style="list-style-type: none"> • Prepare training for staff • Plan for coverage during staff vacations • Burn Sessions to further catch up
<p>JUNE</p> <ul style="list-style-type: none"> • Attend training • Hold court stakeholder meetings • Assess process to see where adjustments are needed to make marginal gains 	<p>JULY</p> <ul style="list-style-type: none"> • Anticipate CM vacancies/ vacations • Provide training for all staff 	<p>AUGUST</p> <ul style="list-style-type: none"> • Burn Sessions to further catch up • Assess process to see where adjustments are needed to make marginal gains • Anticipate CM vacancies / fall break
<p>SEPTEMBER Fall Equinox</p> <ul style="list-style-type: none"> • Burn Sessions to maintain and complete over-due work 	<p>OCTOBER</p> <ul style="list-style-type: none"> • Burn Sessions to maintain and complete over-due work • Anticipate CM vacancies / vacations 	<p>NOVEMBER</p> <ul style="list-style-type: none"> • Prepare training • Anticipate CM staff vacations / holiday breaks • Burn Sessions to further catch up