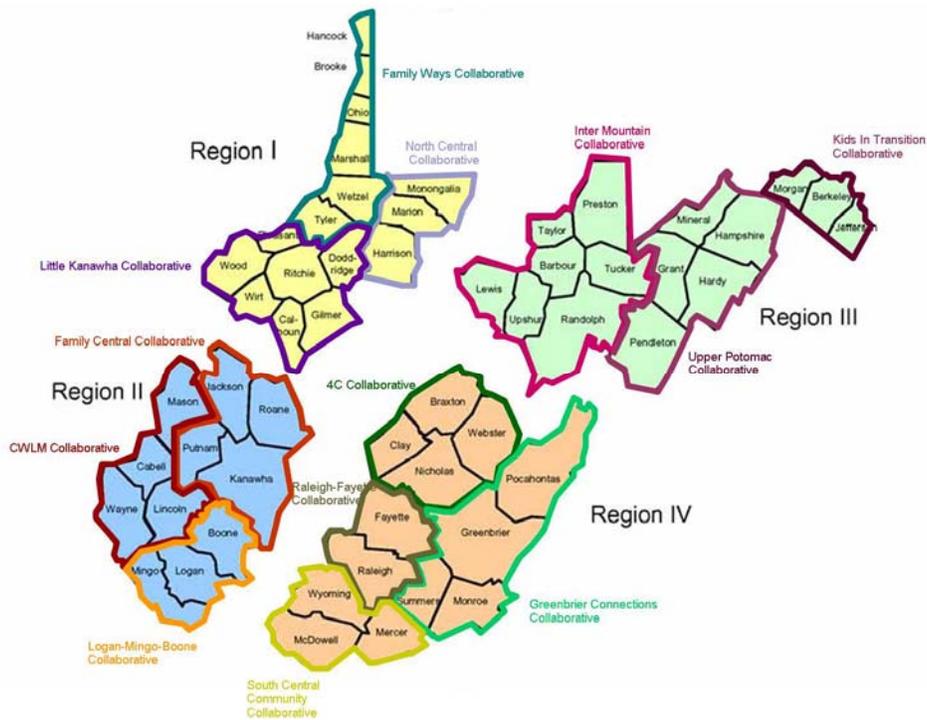




West Virginia System of Care

“Community Conversations”



System of Care Readiness Activities, Indicators & Recommendations

July 2006 – June 2007

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ACKNOWLEDGEMENTS

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The activities described in this report were the charge of The Commission to Study Residential Placement of Children and the West Virginia System of Care Implementation Team, with the active involvement of "Readiness Team" members Sue Hage, Melanie Swisher and Linda Dalyai of the Bureau for Children and Families; Jackie Payne of the Bureau for Behavioral Health/Division of Children's Mental Health; and both Director Linda Watts and Technical Assistance Coordinator Jeanette Rowsey for the West Virginia System of Care.

The Region 2 Family Network generously provided parent representatives from the Region 2 System of Care to incorporate their stories into the presentations, both as "live" presenters and through recorded audio presentations when they could not be available to travel. Trained parent presenters included Laurel Haught, Robin Hughes and Rhonda McCormick.

Preparation work, research and compilation of a body of knowledge for WV System of Care Sustainability & Readiness was supported by the federal Comprehensive Community Mental Health Services for Children and their Families Program (SAMHSA), which funded the Mountain State Family Alliance/Region 2 System of Care initiative from October 1999 - August 2006.

Continuing education units for the "Community Conversations" were provided by the Human Resources office of Pretera Center for Mental Health Services.

The WV Supreme Court of Appeals, National Association of Social Workers, West Virginia School-Based Health Assembly, Bureau for Children & Families, and Division of Children's Mental Health, extended invitations to the West Virginia System of Care to present and gather stakeholder feedback at annual meetings and conferences.

The System of Care evaluation team from the Robert C. Byrd Center for Rural Health, Marshall University School of Medicine, provided invaluable assistance and guidance in organizing the information collected for this report.

In addition, the four Regional Children's Summits, and the 13 Community Collaboratives provided venue coordination, contact lists and hospitality to enable the WV System of Care presentations to be delivered to nearly 500 community-level stakeholders across West Virginia.

BACKGROUND & HISTORY

The Commission to Study Residential Placement of Children was established by legislative code on April 9, 2005. House Bill 2334 mandated the Commission to study twelve major areas which included:

1. Current practices of placing children out-of-home and into residential placements, with special emphasis on out-of-state placements;
2. Adequacy, capacity, availability, and utilization of existing in-state facilities;
3. Strategies and methods to reduce the number of children who must be placed in out-of-state facilities and to return children from existing out-of-state placements, initially targeting older youth who have been adjudicated delinquent;
4. Staffing, facilitation, and oversight of multidisciplinary treatment planning teams;
5. Availability of and investment in community-based alternatives

6. Showing in-state placement availability;
7. Strategies and methods to promote and sustain cooperation and collaboration between the courts, state and local agencies, families, and service providers;
8. Availability of including 'no-refusal' clauses in contracts with in-state providers;
9. Identification of in-state service gaps and the feasibility of developing services;
10. Identification of fiscal, statutory, and regulatory barriers to developing needed services in-state;
11. Ways to promote and protect the rights and participation of parents, foster parents, and children involved in out-of-home care; and
12. Ways to certify out-of-state providers to ensure that children receive high quality services consistent with this state's standards.

On May 23, 2006, Martha Y. Walker, Secretary, West Virginia Department of Health and Human Resources and Chair of the Commission to Study Residential Placement of Children, presented the Commission's Summary Report, which discusses its findings, recommendations and initial actions. This report, its key findings, lessons learned and conclusions reinforces the need to implement the thirteen recommendations adopted by the Commission and included in their summary report, ***"Advancing New Outcomes: Findings, Recommendations and Initial Actions of the West Virginia Commission to Study Residential Placement of Children."***

Recommendation #5 -- Implement the System of Care model statewide -- incorporates a number of changes in policy, management, practice and funding which would impact many areas of the Commission study. Appendix D of "Advancing New Outcomes" laid out a workplan for 2006-07, with activities to include:

- Develop a plan to assess readiness.
- Implement the activities to develop system of care readiness (includes understanding, information, and collaboration within the region).

PURPOSE: DEFINING AND APPLYING "READINESS"

Building a system of care requires strategic change among all West Virginia's interdependent child serving systems, from child welfare and mental health, to the education and justice systems, and beyond.

For guidance, the Commission drew upon the national Comprehensive Community Mental Health for Children & Their Families Program (Substance Abuse & Mental Health Services Administration), and the success achieved in the DHHR Region 2 System of Care/Mountain State Family Alliance grant initiative (October 1999-August 2006). Since 1993 states and communities have learned and shared lessons and implementation practices through the SAMHSA-supported System of Care program.

In July 2006 the Mountain State Family Alliance technical assistance office assembled research on System of Care readiness indicators and activities in preparation for statewide expansion efforts. Appendix A of this report contains a bibliography of technical assistance sources. As funding was received from the state for System of Care expansion activities, the newly formed West Virginia System of Care Implementation Team called on these technical assistance resources to help fill in the details of the readiness plan, and encouraged collaboration with existing regional and community entities in the state (i.e., Regional Summits, Community Collaboratives and Family Resource Networks) to implement the plan.

The 2006-2007 West Virginia System of Care readiness plan was developed by a core "Readiness Team" of Bureau for Children and Families and Bureau for Behavioral Health/Division of

Children’s Mental Health coordinating staff and dedicated System of Care resource staff with the following six objectives:

1. Build a targeted contact list of stakeholders
2. Enlist support of Regional Summits and Community Collaboratives
3. Provide learning opportunities for statewide Stakeholder Groups & Partners in competencies of collaborative, community-based care
4. Launch a statewide System of Care website
5. Complete a statewide series of System of Care information-sharing events
6. Gather feedback from communities to help state, regions & collaboratives assess a “baseline” level of System of Care readiness

Thoughts on Readiness for Systems Change

“Building a System of Care is a developmental process. Most communities throughout the country have some elements of the System of Care philosophy and services in place, even if they are not all far along the developmental pathway.”

Beth Stroul (2002), National Technical Assistance Center for Children’s Mental Health

“A concerted educational effort can help bridge the gap between research, policy and practice. Educating the public is key to building a larger constituency to support community-based, family centered systems of care.”

Center for Effective Collaboration & Practice of the American Institutes for Research

“Your job is to engage the attention and concern of your target audience so that they begin to realize and accept the need for change. Once they acknowledge the problem, people are generally willing to hear about possible solutions. Once they accept the need for change, people are able to make a personal commitment to pursue a solution.”

Center for Effective Collaboration & Practice of the American Institutes for Research

METHODOLOGY

The “Community Conversations”

After educating itself about principles of organizational change, System of Care elements, and West Virginia’s unique system and geographic dynamics, the Readiness Team designed a two-and-a-half hour program to be taken “on the road” across West Virginia. The presentations were dubbed “Community Conversations” to reflect the shared nature of the communication required, and were prepared with the following goals in mind:

- Orient community stakeholders to System of Care history, values, components and developments
- Engage participants in understanding systems change & how a System of Care approach relates to every child-serving system
- Stress the perspective and involvement of families in System of Care development through a co-presenter role
- Gather key information & perspectives from key stakeholders
- Establish good relationships with Community Collaborative leaders
- Foster community partnerships & networking

The thirteen “Community Conversations were scheduled in cooperation with, and at the will of the thirteen Community Collaboratives and took place from December 2006 through June 2007. The invitation lists for the events were the result of cross-referencing individual membership and guest lists of the Community Collaboratives with directories of statewide stakeholders. The total of all the invitation lists (including the number of invited representatives) included:

- Advocacy (71) – Legal Aid of West Virginia, National Alliance on Mental Illness – WV Chapter, WV Parent Training & Information, Mountain State Parent Child & Adolescent Network, Directors of Professional Associations & Interest Groups
- Licensed Behavioral Health Providers (238) – Residential Treatment Centers, Psychiatric Residential Treatment Facilities, Private Foster Care, Behavioral Health Provider Organizations & Private Practice (“Comprehensives” categorized separately)
- Bureau for Children & Families (155) – Community Services Managers, Social Service Supervisors, Child Protective Services, Youth Services, Regional Child Welfare Consultants, Foster/Adoptive Homefinding Staff
- Community (200) – Family Resource Networks, Faith-based, Youth Organizations, Community Foundations & others
- “Comprehensives” (73) – Executives, Clinical & Children’s Directors/Liaisons of WV’s 13 Comprehensive Community Behavioral Health Centers
- Developmental Disability Programs (33) – Statewide administrators for Autism Training, Centers for Excellence in Disabilities & other DD programs; providers e.g. Potomac Center
- Education K-12 (186) – County Special Ed Administrators, Parent Educator Resource Centers, Regional Education Service Agency (RESA) Special Education Contacts, State Department of Education Institutional Ed & IDEA Administrators, WV School Psychologists Association (WVSPA) Representatives
- Family Representatives (30) – Volunteers & Staff of MSPCAN & Region 2 Family Network
- College-University (9) – Counseling, Psychology & Social Work Departments and Faculty
- Health-Medical (96) – County Health Depts., Pediatric Practices – Ambulatory Pediatric Association, School Based Health Centers, Adolescent Health Initiative Coordinators; Hospital Social Work/Behavioral Offices West Virginia Psychological Association (WVPA), National Association of Social Workers (NASW)
- Division of Juvenile Services (12) – staff of state DJS, some Detention/Correctional liaisons
- Substance Abuse (31) – State WV Prevention Resource Center (WVPRC) Administrators, Community Development Specialists, some Strategic Prevention Framework State Incentive Grant (SPF-SIG) community directors
- Courts & Probation (156) – Circuit & Family Court Judges, Juvenile Probation Officers
- Legislators (113) – WV Senators & Delegates

Additional Presentations to Statewide Stakeholder Groups

In order to share information with as many stakeholders as possible—especially those who did not routinely participate in their Community Collaboratives—the Readiness Team worked with the entire West Virginia System of Care Implementation Team to adapt the System of Care learning opportunity to the following groups:

- WV-DHHR Regional Directors, Social Services Supervisors & Community Services Managers
- WV Office of Special Education Achievement Parent Partnership Committee
- WV Commission to Study Residential Placement
- WV Probation Conference*
- WV Prevention Resource Center/Share the Vision Conference
- WV Rural Health Conference
- WV Healthy Kids Coalition
- Mt. State Parent Child & Adolescent Network
- WV School-Based Health Workshop*
- State Employees—Multi-Bureau Orientation at Diamond Building
- PRIDE Youth Conference
- Comprehensive CMHC Children’s Liaison Meeting*
- National Association of Social Workers-WV Spring Conference*
- Governor’s Citizen’s Advisory Council

Although these presentations were customized to fit the audience and available presentation time, those denoted by an asterisk (*) were of sufficient length to gather feedback from the participants, which is included with the Community Conversations in the Findings section of this report.

FINDINGS

Readiness Indicators for the West Virginia System of Care

Although a growing number of states are developing statewide Systems of Care, no two states are alike in terms of what has been implemented, or the steps taken. West Virginia is now one of the relatively few states to assemble a statewide, cross-agency governance team to develop a multi-year “transformation” to a System of Care approach for children at risk of placement out of state/out of home.

The state of Indiana in particular seems to be on the cutting edge of evaluation and technical assistance approaches to community readiness, as the state has funded a phase-in of county-level System of Care implementation efforts over the past several years. Indiana’s use of technical assistance “coaches” and a collaborative, strength-based assessment tool that measures System of Care development, was studied for its potential application to West Virginia’s System of Care development effort.

Five key System of Care readiness indicators were obtained from the Indiana assessment tool and other literature:

1. Participation/Representation Rates
2. Identification of Barriers to Stakeholder Participation/Collaboration
3. Identification of Barriers to Value-Driven Practice
4. Identification of Stakeholder & Community Incentives & Strengths
5. Identification of Technical Assistance & Training Needs

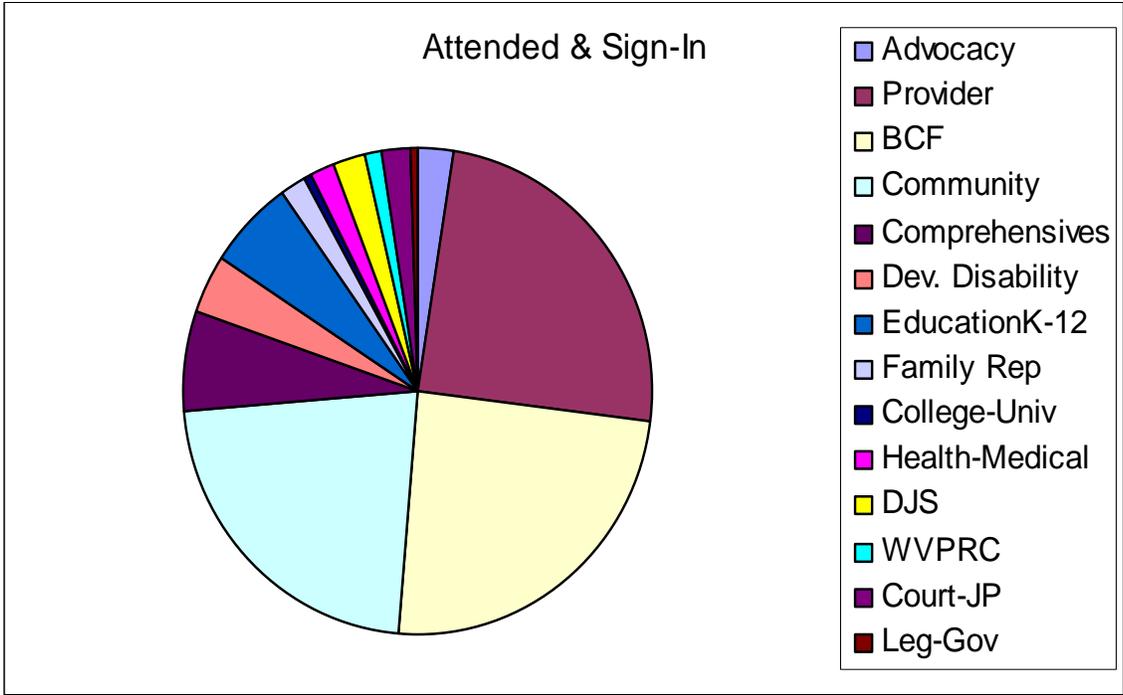
The information gathered at all 13 Community Conversations, as well as in several of the statewide (“multi-region) stakeholder presentations was designed to capture information related to the key readiness indicators. This was done by posing open-ended questions to the groups (allowing small group processing in some cases), so barriers could be prioritized. Participant responses were recorded verbatim on flip charts, then typed and shared with participants following each event. In addition, comments that pertained to the key readiness indicators of training and technical assistance needs were captured from training evaluation forms.

After all the “Community Conversations” were completed, all the information gathered was compiled and categorized for each of the four DHHR service regions, as well as a fifth “Multi-Region” category. The resulting information can be viewed as a possible “baseline” measurement for the 13 Community Collaboratives, the four human service regions, and West Virginia as a whole—on three of the five readiness indicators: stakeholder representation, barriers to value-driven practice, and priority areas for training and technical assistance. The next three sections of this report will “paint the picture” in these three areas.

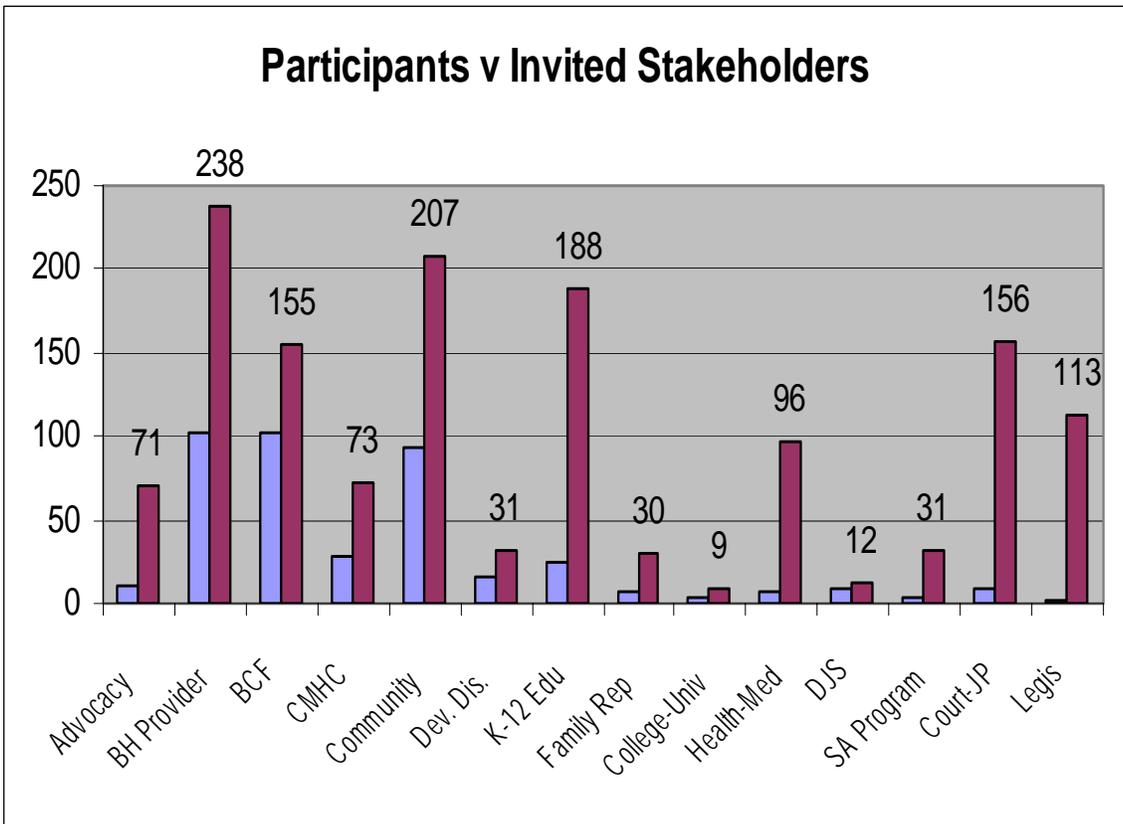
The two remaining readiness indicators—barriers to stakeholder participation/collaboration, and community strengths and incentives - were not consistently captured during the Community Conversations. It should be emphasized that broader community participation and self-assessment will be needed in the next phase of System of Care development to build upon this “baseline” readiness information. It should also be noted that the Bureau for Children and Families’ Service Array Process which Community Collaboratives are embarking upon in Fall 2007 will lead to additional and essential information that can enlighten planners about these additional readiness indicators.

Participation/Representation Findings

The following chart shows the total statewide attendance at the Community Conversations from the stakeholder groups described on Page 6. A total of 494 people took part in Community Conversations, as indicated by sign-in sheets. There were a small number of attendees who did not sign-in due to late arrival, early departure, etc.

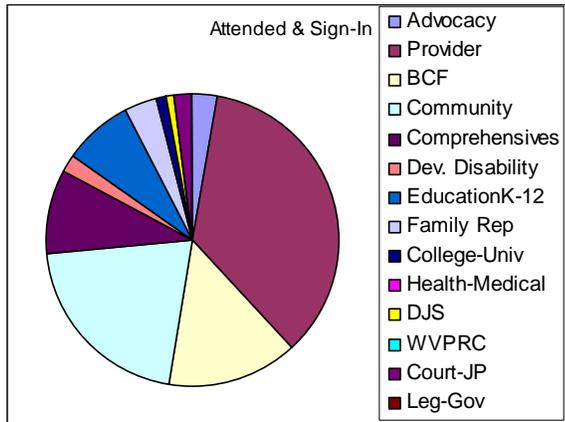


In the side-by-side bar chart below, the blue bars indicate total statewide “system representatives” who attended and signed in at the Community Conversations. The burgundy bars indicate total individuals who received invitations to the Community Conversations (by one or more of the following methods: first class mail, e-mail, face-to-face announcement at a Collaborative meeting).

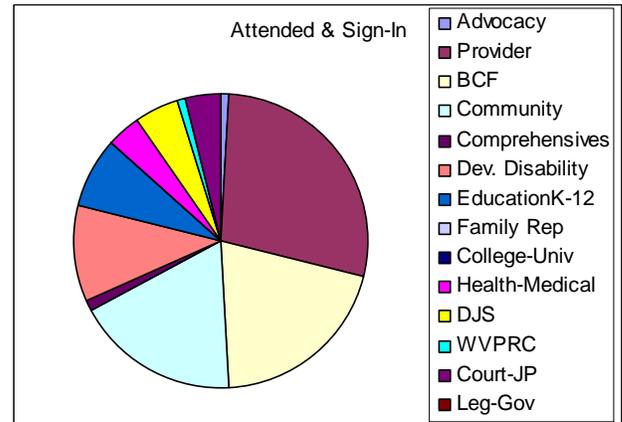


Regional variation in attendance at the Community Conversations is represented by the four charts below:

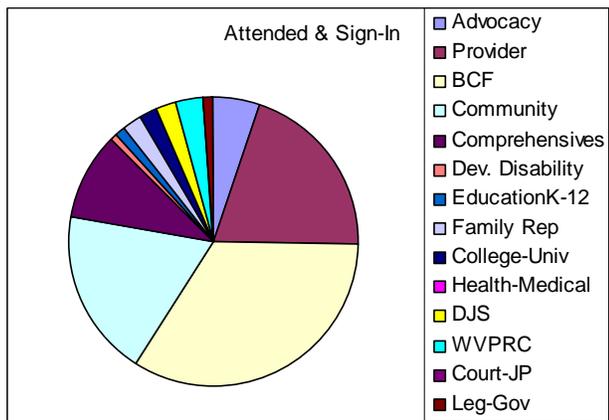
REGION 1 (n=111)



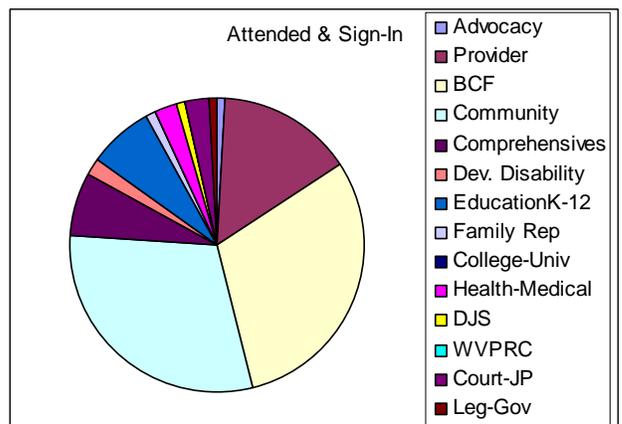
REGION 3 (n=106)



REGION 2 (n=92)



REGION 4 (n=115)

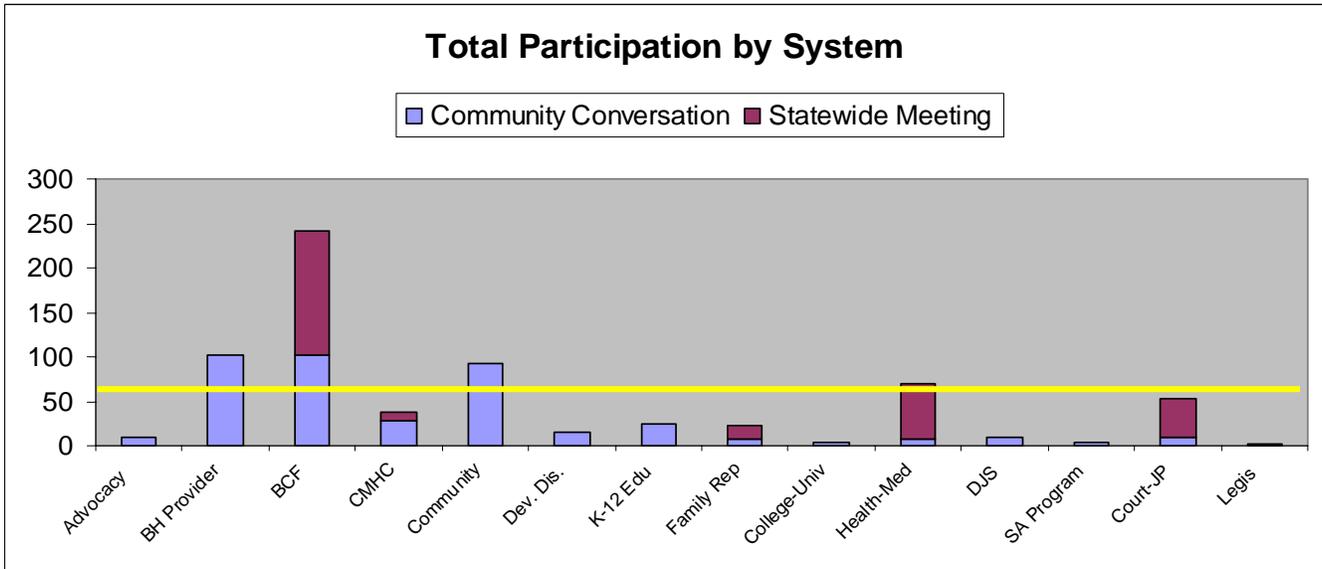


In addition to attendance of 494 at the Community Conversations, an additional 555 individuals attended similar System of Care presentations at statewide gatherings, including:

- 140 at a meeting of Bureau for Children & Families Regional Directors, Social Services Supervisors & Community Services Managers
- 43 Probation Officers at the West Virginia Probation Conference
- 62 School-Based Healthcare and Mental Health Providers at WV School-Based Health Assembly Workshop
- 10 Representatives from Comprehensive Behavioral Health Centers at quarterly Children’s Liaison meeting

When these four “captive audiences” of statewide stakeholders are included with the Community Conversations attendees, a more complete picture emerges of those partners who have been oriented to the System of Care, as the chart on the following page indicates.

A yellow line on the chart indicates a “baseline” of fifty-plus representatives, which is an average of one representative per county receiving some orientation and participating in discussion on the West Virginia System of Care. *Note: These do not represent unduplicated individuals; e.g., there may be some Bureau for Children and Families personnel who attended both the statewide meeting and a Community Conversations event and are thus counted more than once.*



The following child-serving systems averaged one or more representatives per county at West Virginia System of Care orientation events:

- Licensed Behavioral Health Providers (doesn't include Comprehensive Behavioral Health Centers)
- Child Welfare (WV-DHHR) Staff
- Community Organizations, including Family Resource Networks & Early Child Service Providers
- School Based Health Centers

The following child-serving systems averaged less than one representative per county at West Virginia System of Care orientation events:

- Family & Youth Support/Advocacy Organizations
- Comprehensive Behavioral Mental Health Centers
- Developmental Disability Service Providers
- Education
- Juvenile Justice

Barriers to Value-Driven Practice

At the thirteen "Community Conversations" and four "Mixed Region" Stakeholder Presentations, the following questions were posed to participants: **What types of challenges do you experience in accessing resources from other child-serving systems in your community? How might families be challenged in trying to access resources for their children with special needs?**

Participants' top three challenges were recorded on flip charts. Responses were typed up by WV-SOC office for individual Collaborative Results & Mixed Region stakeholder groups.

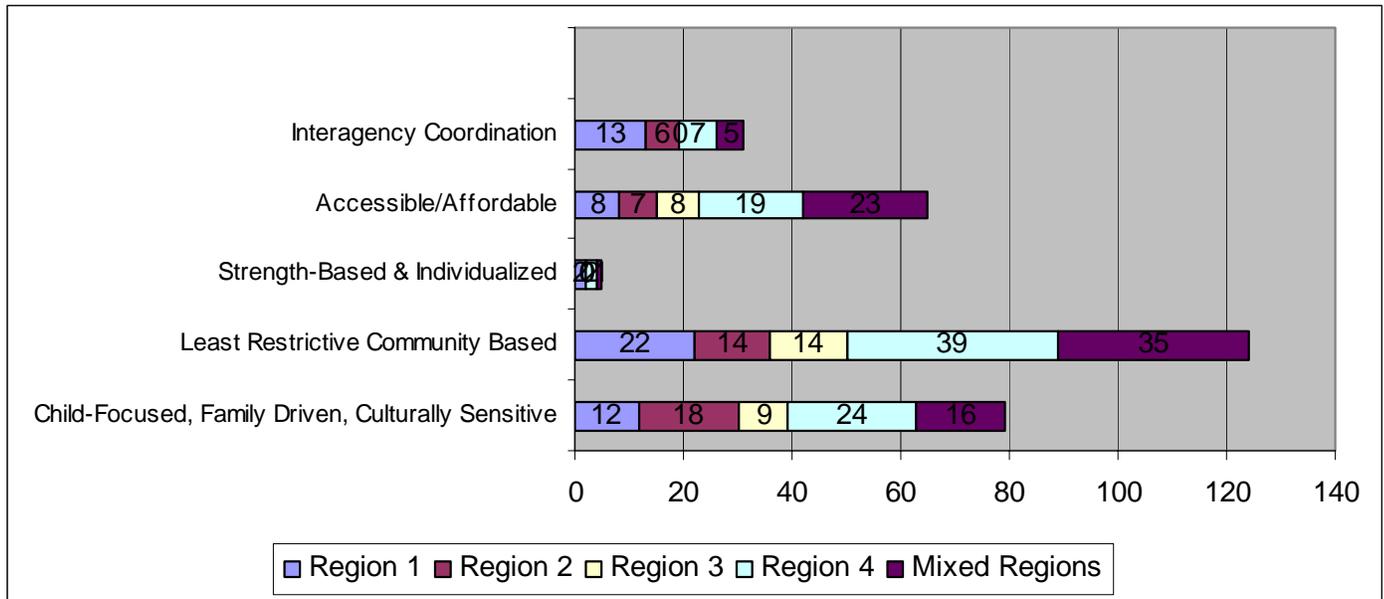
The Readiness Team first grouped responses by:

- **Specific resource/service gaps;** Specific resource/service gap statements were included with responses to a later question
- **Knowledge gaps;** Knowledge gaps statements were included with responses from evaluation forms on suggested training topics.
- **Challenges to putting System of Care values into practices**

With guidance from the lead System of Care evaluator, the responses were further sorted as challenges to practicing System of Care values, based on five broad categories:

1. **Lack of availability of least-restrictive, community based services and supports**
2. **Challenges to providing child-focused, family-driven, culturally-sensitive services and supports**
3. **Inability to access affordable care, or to pay for services and supports**
4. **Challenges to interagency or cross-system coordination**
5. **Challenges to providing individualized, strength-based services and supports**

The bar chart below shows the number of comments related to the five types of barriers to value-driven practice, divided out by each of the four regions and the mixed-region groups:



It becomes apparent that the overall deficiency of least restrictive, community-based services and supports is a statewide issue that trumps all other barriers to value-based practice. In all but one of the four human service regions, this is the top-named challenge by all stakeholders; in Region 2 (which was able to develop and sustain additional community-based services and supports through the SAMHSA grant initiative) the service array issue remains the second-rated challenge.

Following are the top-named types of barriers to values-driven practice, by region:

Region 1 – 16 Northwestern WV Counties:

1. Least Restrictive, Community-Based Care
2. Interagency Coordination
3. Child-Focused, Family-Driven, Culturally Sensitive Care

Region 2 – 11 Southwestern WV Counties

1. Child-Focused, Family-Driven, Culturally Sensitive Care
2. Least Restrictive, Community-Based Care
3. Accessible/Affordable

Region 3 – 14 Northeastern WV Counties

1. Least Restrictive, Community-Based Care
2. Child-Focused, Family-Driven, Culturally Sensitive Care
3. Accessible/Affordable

Region 4 – 13 Southeastern WV Counties

1. Least Restrictive, Community-Based Care
2. Child-Focused, Family-Driven, Culturally Sensitive Care
3. Accessible/Affordable

A table identification identifying technical assistance resources to address these areas is in the section entitled “Identification of Technical Assistance & Training Needs.”

Specific Gaps in the Service Array

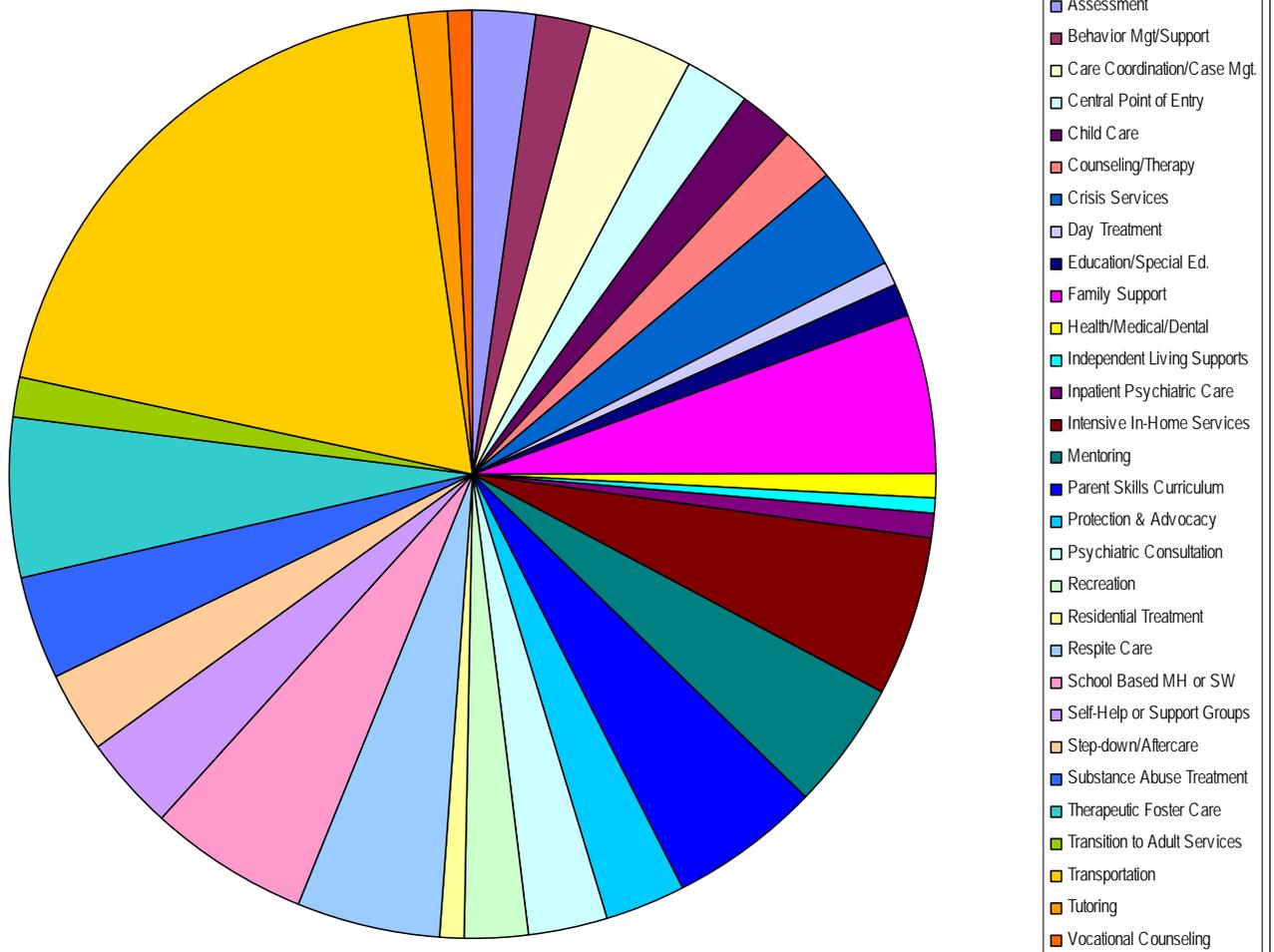
Participants were also asked, **What are some community-based resources that could ease the use of crisis-based and out-of-home care for children you serve?** Again, the responses were recorded on flip charts, and later categorized by types of services/supports available in Systems of Care:

Assessment	Health/Medical/Dental	Respite Care
Behavior Mgt/Support	Independent Living Supports	School Based MH or SW
Care Coordination/Case Mgt.	Inpatient Psychiatric Care	Self-Help or Support Groups
Central Point of Entry	Intensive In-Home Services	Step-down/Aftercare
Child Care	Mentoring	Substance Abuse Treatment
Counseling/Therapy	Parent Skills Curriculum	Therapeutic Foster Care
Crisis Services	Protection & Advocacy	Transition to Adult Services
Day Treatment	Psychiatric Consultation	Transportation
Education/Special Ed.	Recreation	Tutoring
Family Support	Residential Treatment	Vocational Counseling

The Service Array process being facilitated with the help of the National Child Welfare Resource Center for Organizational Improvement in 2007-08 is expected to provide a much more detailed and definitive picture of service and support gaps in West Virginia communities.

The following chart may be helpful in indicating the prevalence of comments for each category – not as an official assessment of Service Array needs, but to indicate broad trends in suggested resources.

What are some community-based resources that could ease the use of crisis-based and out-of-home care for children you serve?



Identification of Technical Assistance & Training Needs

Top-Named Barriers & Areas for Statewide Focus

Top Areas of Challenge	System of Care Principles	Technical Assistance Resources
1. Least Restrictive Community Based	<ul style="list-style-type: none"> ▪ Support required by children with emotional, social and behavioral challenges must be found in the community. ▪ Interventions and services must be available to “wrap” services around the child and family 	Statewide Assessment of Service Array (NRCOI - Child & Family Service Review/Program Improvement Plan)
2. Child-Focused, Family-Driven, Culturally Sensitive Care	<ul style="list-style-type: none"> ▪ Families must be viewed as equal partners and colleagues. ▪ Services must be culturally sensitive and respect family differences 	Family Centered Practice & Cultural Competency Assessment & Planning (Georgetown University Center for Child & Human Development – National Center for Cultural Competence; NRCOI - Child & Family Service Review/Program Improvement Plan)
3. Accessible/Affordable	<ul style="list-style-type: none"> ▪ Services and care must be available regardless of ability to pay. 	Comprehensive System of Care Financing Plan (University of South Florida – Research & Training Center for Children’s Mental Health)

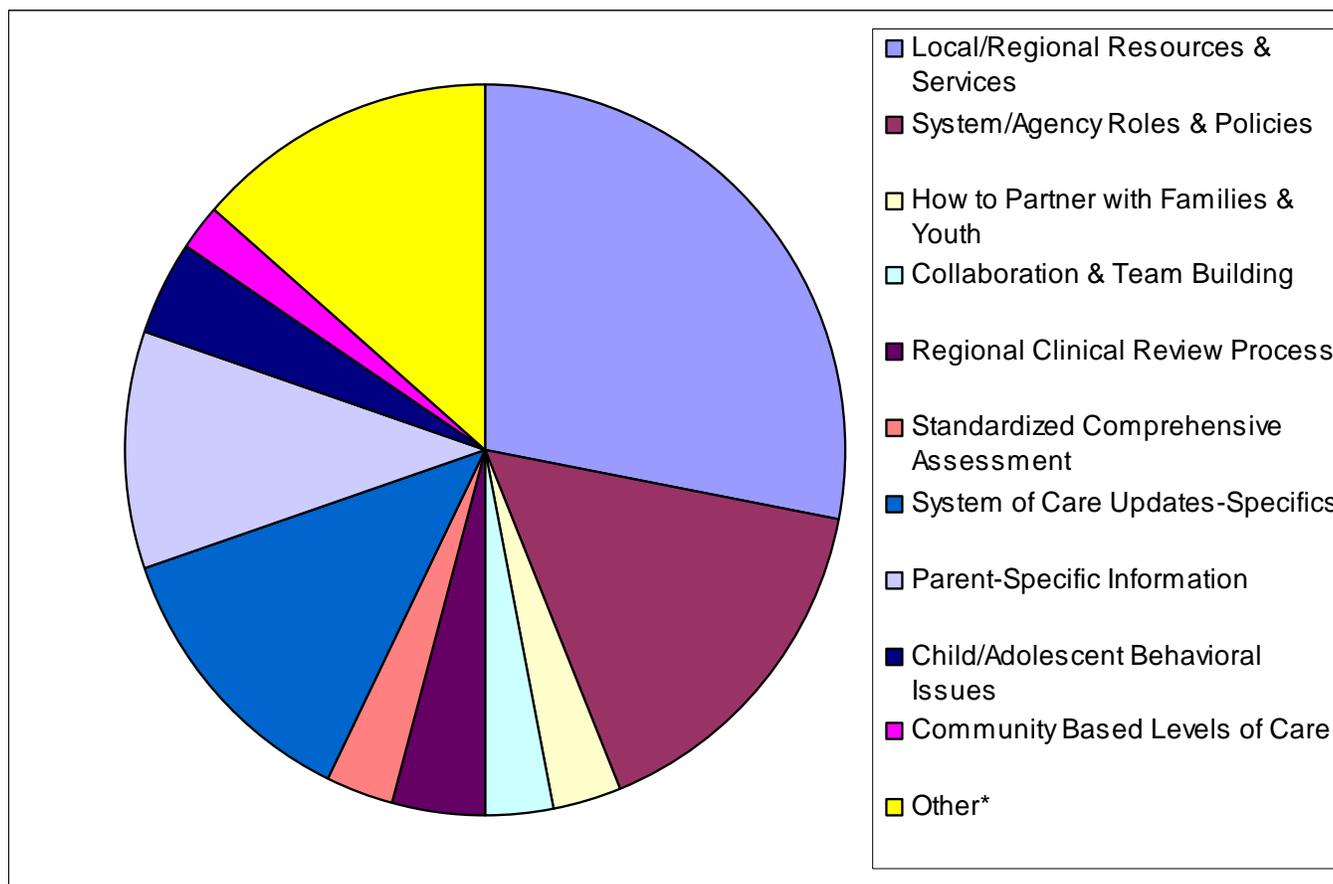
The table above shows the top-referenced barriers to applying the system of care values in West Virginia communities, along with the corresponding System of Care principles from *Advancing New Outcomes*. The third column shows possible technical assistance processes and tools that are available at no cost through the System of Care to help states adapt strategies to remedy these barriers.

Suggested Topics for Future Training

Participant comments related to knowledge gaps were added to comments on the participant evaluation forms, in response to the question: **What suggestions do you have for future training topics?**

The following chart shows the prevalence of participant comments suggesting the need for particular types of System of Care training.

SUGGESTED TOPICS FOR FUTURE TRAINING



CONCLUSION

Ideas to Further Advance System of Care Readiness

The West Virginia System of Care stands ready to build on the work of the past year and assist statewide and regional teams in preparing state agency, service provider, family and community stakeholders for the strategic changes necessary to fully implement the recommendations of the Commission. The ideas below build upon the baseline findings seen as of June 2007 in each of the five readiness indicator areas:

Participation/Representation Rates

- Regular updates should be provided through website, periodic email and status reports to all stakeholders to keep representatives informed of and active in the system development process.
- Work is needed to utilize state system administrators and “key informants” to develop strategies for bringing under-represented stakeholders into the System-building process, including:
 - Education
 - Juvenile Justice
 - Comprehensive Behavioral Health Centers

- Providers of service to children and youth with Developmental Disabilities
- Family & Youth representatives & advocates

Identification of Barriers to Stakeholder Participation/Collaboration

- Not formally identified - Needs to be explored with each under-represented group, utilizing input from representatives who attended "Community Conversations"

Identification of Barriers to Value-Driven Practice

- Ad hoc workgroups be facilitated to aid the State Implementation Team during its strategic planning process, in addressing strategies for (prioritized by participant responses):
 - (1) Service Array
 - (2) Family/Youth-Driven, Culturally Competent Care
 - (3) Financing & Policy Strategies
 - (4) Learning Opportunities; an
 - (5) Cross-System Collaboration

Identification of Stakeholder & Community Incentives & Strengths

- Not formally identified - The full involvement of Regional Summits and Children's Collaboratives in the Service Array process will provide detailed information to benefit regional and community efforts, as well as statewide strategies.

Identification of Technical Assistance & Training Needs

- The most-suggested training topics were:
 1. Introduction to local/regional resources and services
 2. Roles & Policies of WV's Child-Serving Systems (Child Welfare, Education, Juvenile Justice, Behavioral Health)
 3. Updates & Specifics on the WV System of Care
 4. Parent-Specific Information on Child & System Issues
- Work with appropriate state partners to develop/adapt the following Train-the-Trainer modules:
 - Orientation to WV's Child-Serving Systems (Roles, Policies, Acronyms, etc.)
 - An "Evergreen" System of Care Orientation, incorporating web-based updates on specific foundational elements
- Work in close conjunction with Regional Summits & Collaboratives, to replicate the model for MSFA's Region 2 Resource & Service Fair, developing a protocol for accessing WV-SOC technical assistance and funds as needed to support Regional and Collaborative resource sharing and learning opportunities in 2007 and 2008. (Several regions are already conducting such activities to some extent.)
- Work in conjunction with the current Out of State Service Development Delivery, MDT and Training Task Teams to identify core System of Care workforce competencies and

corresponding training modules to develop, coordinate, promote and/or track on an ongoing basis.

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Huntington, WV 25701
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Fax 399-0130

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The West Virginia System of Care is a public/private/consumer partnership dedicated to building the foundation for an effective continuum of care that empowers children at risk of out-of-home care and their families.

October 1, 2007

APPENDIX A – SOURCES

- Systems of Care: A Framework for System Reform in Children's Mental Health, Beth Stroul
- Expanding the Circle – A Toolkit to Promote Systems of Care for Children's Mental Health, Rhoda Schulzinger, Center for Effective Collaboration & Practice of the American Institutes for Research, 2002. (SAMHSA-CMHS)
- Robert Friedman, Ph.D – University of South Florida
- Building Systems of Care: A Primer, Sheila A. Pires, Human Services Collaborative, National T.A. Center, Georgetown University (SAMHSA)
- "Mobilizing for Action through Planning & Partnerships," National Association of County & City Health Officials
- Strengths-Based Assessment of DMHA Funded System of Care Sites 2006, Vickie Effland, Ph.D. Director of Outcomes & Evaluation, Technical Assistance Center for Systems of Care & Evidence Based Practices for Children and Families, Choices, Inc., Indianapolis, IN

APPENDIX B – LIST OF “COMMUNITY CONVERSATIONS” PARTICIPANTS

From event sign-in sheets

REGION 1

Pam Cunningham	Westbrook- Genesis SA	Wood
Derek Snyder	Westbrook- Children/Family Services	Wood
Mark Day	DJS WVIHY	LKC counties
Tim Bauman	Pressley Ridge	
Steve Tucker	CHS of WV	Wood
Cree Lemasters	WV DHHR	Ritchie
Bill Wince	WV DHHR	Ritchie
Patty Chesser	FRN	Ritchie
Steven Yereb	Fox Run	Belmont
D. Phelps	Phelps Behavioral Health	Wood
Dana Baker	Phelps Behavioral Health	Wood
Mike Currey	Special Education	Wood
Sandy Osborne	FRN	Calhoun
April Meeks	COFI (FRN)	Pleasants
Denise McClung	NAMI/WVUP	Wood
Jane Barnes	Juvenile Probation	Wood
Phil McClung	AMI/ WVUP	Wood
Stella Moon	FRN	Wood
Stacy Jones	KVC	Wood
Eric D. Happ	NYAP	Wood
JoAnn Powell	Westbrook	8 counties
Holly Maynard	Westbrook	8 counties
Suzy Howell	Parent Educator’s Resource Center	Wood
Beverly Shelton	Parent Educator’s Resource Center	Wood
Robert D. Williams	United Summit Center	Wood
Constance Jones	WV DHHR	Wood
Paul Bellotte	Children’s Home of Wheeling	Ohio
Lisa Witzberger	CHW	
Taunia Schoenian	WV DHHR	Wetzel
Joella Legg	MSPCAN	Marshall
Yvonne Barry	WV Birth to Three	Regional
Stacie Dei	FRN	Marshall
Wendy Lough	YSS	Ohio
Larry Kutax	YSS	Ohio
Shelly Behm	Elm Grove Elementary	Ohio
Debra Wheeler	Youth Service System	Ohio
Teri Monteleone	CCRC	Region I
Janel A. Frazier	NYAP	Ohio
Charla Wallace	WV DHHR	Wetzel
Debbie Fogle	Probation	Marshall
Beverly Petrelli	Crittenton	Ohio
Peggy Cartus	Crittenton	Ohio
Doug Auten	WVDRS	Marshall
Toya Cunningham	St.John’s Home	Ohio
Swapna King	Crittenton Services	Marion/Mon.
Caroline Coddington	NYAP	Ohio
Stephanie Dawson	WV DHHR	Region I
Deborah Allen	FRN	Ohio
Aric McCreury	NYAP	Ohio
Mary Jo Dombrowski	WV DHHR	Marshall
Robert Wiedebusch	WV DHHR	Region I
Scott Mealy	Probation	Marshall
Jill Eddy	Youth Services	Ohio
Julie Bracken-Dally	NYAP	Ohio

Mary Haftmann—Moses	Wheeling Catholic Elementary	Ohio
Paul Weigel	Wheeling Catholic Elementary	Ohio
Marilyn K. Dague	Marshall Co. Schools	Marshall
John McPherson		Brooke
Rhonda Stuess	CASA	Brooke
Sandy Keller	MC P.A.T	Marshall
Katrina Byers	FRN	Tyler
Theresa Hoskins	FRN	Wetzel
Barb Jones	Family Connections	Brooke
Patricia Flanigan	YWCA FVPP	Marshall
Nadine Wilson	MC Starting Points	Marshall
Lisa Witzberger	CHW	Ohio
John Martin	Northwood	Ohio/Mar/Wetzel
James Stanley	WV DHHR	Monongalia
William S. Wallace	WV DHHR	Monongalia
Betty Rote	WV DHHR	Marion
Beverly Heldreth	WV DHHR	Marion
Sharon Hesse	WV DHHR	Marion
Paula Taylor	WV DHHR	Marion/Mon.
Dan Steiniger	George Jr. Republic	
Kathern Pellegrin	MCBOE Special Education Dept.	Marion
Daryl DeCavitch	Family Options	Region 3
Renee Ellenberger	NYAP	Marion
Mary Jane Hall	HOPE Inc.	Marion
Marisa R. Smith	CCRC	Marion
Timothy W. Young	Upward Bound- SIV	Harrison
Melanie St.Clair	Pressley Ridge	Harrison
Steven Fairly	Youth Academy	Marion
Pat Varah	Youth Academy	
Heather Gallagher	Stepping Stone	Marion
Natashe Ice	Bradley Center	
Swapna King	Crittenton Services	Marion/Mon.
Rebecca Fiest	Southwood	Harrison
Nancy Graham	Wellspring	Monongalia
Peggy Cartus	Crittenton Services	Ohio
Douglas Harvey	Big Brother Big Sister	Monongalia
Linda Morrison	WV DHHR	Harrison
Jusie Starks	Job Corps	All
Jennifer Tenney	WVUCED	All
Sarah Cutright	Valley Health Care	Marion/Mon.
Patrick Tenney	Valley Health Care	Marion/Mon.
Amanda Ellenberger	NYAP	Marion
Pam Nolen	Head Start	Marion
Melissa Garcia	MCCAC	Marion
Jennifer Dailey	Birth to Three	Marion/Mon.
Laura White	Birth to Three	Marion/Mon.
Robin Smith	United Way	Marion
Lisa Dalton	Pressley Ridge	Marion/Mon.
Susan Lee	FRN Vista	Marion
Michelle Nesselrote	FRN	Marion
Laura Manuel	RDVIC	Monongalia
Sylvia Hawkins	BBBS	Marion
Michael Held	United Way	Marion
Janet Scarielli	Chestnut Ridge	Monongalia
Doug Mitchell	CRH	Monongalia
Danny Trejo	MAYSP	Monongalia
Tabitha Shupe	CHS of WV	Marion
Brandi Potock	FRN	Monongalia
Brian Sharp	USC	Harrison

Cindy Howvalt	Stepping Stone	Marion
Robert Williams	United Summit	Marion
Mollie Jarrell	MCCAC	Marion
Carna Matheney-White	CHS of WV	Monogalia

REGION 2

Hope Siler	ASPEN	Kanawha
Del. Bonnie Brown		Kanawha
Jenny Pell	ASPEN	Kanawha
Terri Shelnut	Step by Step	Kanawha
Pamela Carte	Highland	Kanawha
Charles Kendall	WV DHHR	Roane
Rhonda McCormick	R2FN	Various
Tamara Swinson	WV SOC	Kanawha
Leslie summers	OBHS/DCMH	Kanawha
Charlie Harkins	WV DHHR	Putnam
Michelle Javins	WV DHHR	Kanawha
Amy Lawson Booth	WV DHHR	Regional
Connie Fitzgerald	Highland hospital	Kanawha
Kate Luikart	KVC	Kanawha
Dave Wagner	LPTRC	Kanawha
Renee Harris	B&T	Kanawha
Nancy Braley	B&T	Kanawha
Wayne Bailey	Daymark	Kanawha
Doris King	B&T	Kanawha
Michele Baranaskas	Regional Family Resource Network	Kanawha, Putnam
Lana Robinson	DJS	Kanawha
Lavetta McKnight	HOPE CDC	Kanawha
LaTwane Pugh	EEFRC	Kanawha
Derrick Gibson	East End Family Resource Center	Kanawha
Todd Goddard	DJS	Cabell
Patricia Perdue	TEAM- WV Children	Cabell
Amanda Ash	Pressley Ridge	Cabell
Tina Maloney	Pressley Ridge	Cabell
Kristy Schnierlein	Alliance for Children	
Mariella Godby	Pretera	Cabell
James Kimbler	WV DHHR	
Paula Chapman	WV DHHR	Mason
Gary McMullen	WV DHHR	Cabell
Debra Campbell	WV DHHR	Wayne
Hope Smith	WV DHHR	Cabell
Keith Miller	WV DHHR	Cabell
Chris Sutton	KVC	Wayne
Lori Haldren	KVC	Cabell
Cindy Bryant	WV SOC	
Dede Ferguson	WV DHHR	Wayne
Helen Wall	WV DHHR	Wayne
John Grass	WV DHHR	JMR
Mark Plymale	Pretera	Wayne
Nikki Rabel	RVCDS-Link CCR+R	Cabell
Betty Edwards	Cabell Co. Schools	Cabell
Bridget Remish	Legal Aid	
Rebecca Cremeans	Pretera	Cabell
Mindy Wass	Pretera	
Charity Damron	FRN	Wayne
Debra Bowyer	FRN	Cabell
Lauren McKeown	TEAM-WV Children	Cabell
Tamy Adkins	FRN	Lincoln

Sandra Burton	WV DHHR	Lincoln
Robin Hughes	Region 2 Family Network	C-W-L-M
Patricia Snyder Nisbet	CED- WVU	Kanawha
Bill Albert	LAWV	State
Debbie Harless	Family Options	Logan
John Mays	Logan-Mingo MHC	
Robin Weiner	LMAMH	Logan
Brenda Horn	ABLE Families Respite	Mingo
Marlene Crawford	PRIDE in Logan county	Logan
Darlana Ables	WV DHHR	Logan
Dan Holstein	WV DHHR	Boone
Lisa Vinson	WV DHHR	Mingo
Christy Carter	Children's Home Society	Logan
Rebecca Farmer	WV DHHR	Logan
Darrell Farmer	WV DHHR	Logan
Ellen Jacobs	WV DHHR	Logan
Christa Kovach	WV DHHR	Logan
Carolyn Sansom	WV DHHR	Mingo
Nancy Evanko	The Pines Res.Treatment Center	Portsmouth,VA
Robin Hall	WV DHHR	Mingo
Amy Martin	FRN	Mingo
Crystal Spriggs	FRN	Logan
Shannon Meade	FRN	Logan
Judy Cope	FRN	Logan
Jeannie Curry	WV DHHR	Mingo
Shelia Wallen	Lindsey Wilson College	Colombia, KY
Melissa Coleman	Lindsey Wilson College	Logan
Greta Bevins	WV DHHR	Mingo
Tonya Webb	WV DHHR	Mingo
Harrison M. Sheppard	WV DHHR	Logan
Nettie Goan	WV DHHR	Mingo
Alonzo Croaff	WV DHHR	Mingo
Vickie D. Fields	WV DHHR	Mingo
Carol Messer	WV DHHR	Mingo
Sam Pauley	KVC	Logan
Beverly Beverly Salyers	KVC	Logan
Malinda Hensley	A.B.L.E. Families	Logan
Lara Fox	S.T.O.P	Mingo
Stephanie Birchfield	PIECES	Logan
Kristi Adkins	WVPRC	Logan
Lori Ferguson	ABLE Families/Pretera	Logan/ Mingo

REGION 3

Amanda Warner	Potomac Center	Hampshire
Angie Johnson	Potomac Center	Randolph
Anita Fortney	WV DHHR	Randolph
April Miller	FRN	Tucker
Beth Howard	WV DHHR	Barbour
Brenda Carr	WVCH	Randolph
Cheryl Fridley	Philip Barbour HS	Barbour
Diana Gillespie	WV DHHR	Randolph
Donna Jones	EFCC	Randolph
Donna Pyles	Prob/ Marshall Internship (Masters Program)	
Gloria Harper	WV DHHR	Randolph
Janet Scarcelli	Chestnut Ridge Hospital	Monongalia
Jeanette Barber	Potomac Center	Randolph
Kathy Tasker	Mountaineer Challenge	Preston

Kim Gifford Perrine	Mountain CAP	Upshur
Linda Watson	FRN	Barbour
Margy Burns	Youth Health Service	Randolph
Martha Cage	WV DHHR	Randolph
Mary Booth	WVCH	Randolph
Mary McCartney	Parent/ PERC	Barbour
Melanie St.Claire	Pressley Ridge	Upshur
Melissa Busdeker	EFCC	Randolph
Nancy Exline	WV DHHR	Preston
Peggy Johnson	Youth Health Service	
Rich Freeman	Division of Juvenile Services-IHY	Randolph
Rick Parks	WV DHHR	Preston
Sarah Crum	WV DHHR	Lewis
Sharon Bedford	WV DHHR	Randolph
Susie Mullens	Youth Health Service	Randolph
Tammy Cook	Student MU	Randolph
Marie Smith	BC FRN/ FSU	Barbour
Natasha Ice	Bradley Centers	Out of state
Carolyn Pingley	Elkins Mt. School	Randolph
Rebecca Fiest	Southwood	Pitt., PA
Sandra Prather	WV DHHR	State Office
Cindy Metz	Burlington United Family Services	Randolph
Fred Bird	WV DHHR	Randolph
Sherri Hulver	Elkins Mountain School	Randolph
Lorie Rader	WV DHHR	Randolph
Rebecca Vance	FRN	Randolph
Jennifer Parker	PO	Randolph
Robert Kiser	V DHHR- BCFS	Randolph
Joyce Harris-Thacker	FRN	Upshur
Betina Hedrick	WV DHHR	Tucker
Barb Thorn	FRN	Preston
Joe Shepherd	Ranson Elementary	Jefferson
Joe Shepherd	Ranson Elementary	Jefferson
Sarah Schoonover	East Ridge Health System	Berkeley, Jeff., Morgan
Audrey Morris	Starting Points	Morgan
Caria Sweet	Dept. of Veteran Affairs	Berkeley
Judith Boikin	FRN	B, M, J
Deborah Barthlow	CHS of WV	B,J &M
Dianne Batt	WVPRC	J,B, M
Lisa Carper	Jefferson Co. Schools	Jefferson
Roxann Creamer	WV DHHR	Berkeley
Barbara Broaddus	Childhelp	
Melissa Carroll	Community Networks	Berkeley
Denise Halterman	WV SCO	Region 3
Kathryn Boylan	WV DHHR	B, M, J
Bettly Johnston	WV DHHR	Berkeley
Ruth A. Veach	Contracted DHHR	Berkeley/Jeff.
V. Dale Bradfield	Shenandoah Valley Health Center	Berkeley
Cristin Lynch	SVMS	Berkeley
Karen Alemar	Shep middle School	Jefferson
Yawatta Mitchell	24 th Family Court	Berkeley
Sahana Mills	Probation	Berkeley
Kelly Myers	CASA	Berkeley
Jackie Fischer	Morgan Co. Partnership	Morgan
Dale Penwell	RESA 8- Sp. Ed.	Berkeley
Shelly Nicewarner	WV DHHR	Berkeley
Ann Ebersole	Jefferson Co. Schools	Jefferson
Steve Pendleton	WV DHHR	Hardy/Grant
Jason Umstot	Potomac Center	Hampshire

Catherine Murray	Potomac Center	Hampshire
Betsy Nelson	Potomac Center	Hampshire
Sharon Carr Engle	Burlington United Methodist Family Services	
Gregory Kenney	GRK/LPC	Hampshire
Patricia Parris	Hawse Health Center	Hardy
Autumn Noechel	Family Crisis Center	Mineral
Sarah Burke	Mountain State Psych. Services	Mineral
Mary Jacobson	Watermark Counseling	Mineral
Julie Keesler	Family Preservation	Hampshire
Priscilla Wratchford	EACHS Head Start	
Heidi Fields	Family Preservation Services	Hampshire
Patty Leasure	DJS	
Lois Ann Warner	EACHS Head Start	
Debra Ann Williams	EACHS Head Start	Hardy
Lora Alfred	WVDRS	Hampshire
Bridgette Kady	WVDRS	Hampshire
Cindy Lorgent-Hill	T.R.S.	Morgan
Ali W. Judy	EACHS Head Start	
Denise Halterman	WV SOC/ FPS	
Carolyn Wilson	Potomac Center	Hampshire
Bill Newhouse	Potomac Center	Hampshire
Tonya Jones	Potomac Center	Hampshire
Kevin Helms	Potomac Center	Hampshire
Suzy Nichols	Hampshire Co. BOE	Hampshire
Amy Pancake	ERFRN	
Linda Phillips	DJS	Tucker
Danny Wade	DJS	Tucker
Charlie Willard	WV DHHR	Hampshire
Lesley See	Family Preservation	Hardy
Pam Riggelman	Shenandoah WIC Program	Mineral
Bonnie Vodusek	Potomac Center	Hampshire
Barbara Spaid	DJS	Hampshire
Mary Wicks	EACHS Head Start	Grant
DeChanile Caldwell	EACHS Head Start	Hampshire
Pam Robinette	Potomac Center	Hampshire
Travis Alt	Potomac Center	Hampshire

REGION 4

Renda James	James Monroe HS	
Monroe Co. Schools	Monroe	
Tracey Foster-Long	PES	Monroe
Marcie Vaughn	Seneca Health Services	Greenbrier
Lisa Snedegar	FRN	Greenbrier
Nina Elliott	FRN	Pocahontas
William Krafft	Head Start	Monroe
Becky Hinzman	Head Start	Monroe
Maury Johnson	Monroe Co. Schools	Monroe
Jill Fischer	Catholic Community Services	Monroe
Sherri Webb	Family Refuge	Greenbrier
Rachel Moran	Monroe BOE	Monroe
Tina Forren	WV DHHR	Summer
Suzanne Gunter	CHS/ DHHR	Greenbrier
Lesley Toliver	CHS of WV	Greenbrier
Janet Turner	WV DHHR	Greenbrier
Brandy Bradley	WV DHHR	Summers
Cindy White	WV DHHR	Greenbrier
Staci Teaney	Family Refuge	Greenbrier

Jeana Comer Carr	Head Start	Monroe
Stewart Anderson	Davis-Stuart	Greenbrier
Trudy Laurenson	CYAC	
Allen Hunter	WV DHHR	Greenbrier
Rick Bostic	WV DHHR- CPS	Greenbrier
Tami Brown	PMS Monroe Co. Schools	Monroe
Donna England	Stepping Up	Summers
JeffPomeroy	WV DHHR	Greenbrier
Michelle Bennett	FRN	Summers
Karen Lemms	Juvenile Probation	Greenbrier
Dorothy Larew	FRN	Monroe
Diane Goodrich	United Summit Center	Braxton
Carol F. Kiser	WV DHHR	Nicholas
Monica Lay	WV DHHR	Nicholas
Tina Currence	Unity Services	Regional
Alice Pierson	Unity Services	Gilmer, Calhoun, Wirt
Crystal Hinzman	Highland Hospital	Kanawha
Karen Dotson	Service Health.....	Webster
Bill Adamy	WV DHHR	Webster
Kaaren Connor	CWVASI	Braxton
Arwana Burroughs	WV DHHR	Braxton
Tammy Bailey	WV DHHR	Clay
Andy Nicholas	MHHCC	Calhoun
Keyota Braley	WV DHHR	Clay
Marta Ware	WV DHHR	Region IV
Heather Sharp-Spinks	Health Department	Clay
Nonie Roberts	New River Health Association Adolescent Health Initiative	Region IV
B. Sue Lancaster	Braxton Co. Schools	Braxton
Chris Nooney	Prestera	Clay
Melinda Romano	FRN	Clay
Denise Laugh	Choices	Clay
Nancy Holcomb	WV DHHR	Braxton
Rich Freeman	DJS-IHY	Salem
Harold Dobbins	Family Options	Raleigh
Amanda Baughman	Family Options	Nicholas
Jada Taylor	Choices	Clay
Cyndi Kirkhart	River Park Hospital	Statewide
Jaena Vaught Gambrazzio	Mountain CAP	Upshur
Kathy Sibbett	Board of Education	Nicholas
Robin Brown	FRN	Nicholas
Margaret Mullins	Chafee- DHHR	
Sherry Seurlock	Burlington Beckley Campus	Raleigh
Joanne Boileau	CHS	
Kelli Holbrook Nichols	WV DHHR	Mon.
Frazier McGuire	WV DHHR	McDowell
Carol Carter	WV DHHR	McDowell
Linda Beach	WV DHHR	McDowell
Joe Bullington	WV DHHR	Wyoming
Thomas Redden	KVC	
Patty Flanagan	Southern Highlands	Mercer
Tammera Cook	WC FRN	Wyoming
Michelle Massaroni	WV DHHR	Mercer
Charlotte Crowe	JPO	Mercer
Charles Decker	Unity Services	Mercer
Shannon Atwell	Child Law Services	Mercer
Tracy King	FMRS Health Systems	Raleigh
Pat Valeko	Community Connection	Mercer
Connie Toler	FRN	Wyoming
James Bradley	WV DHHR	Mercer

Stephanie Lester	WV DHHR	Raleigh
Judy Bare	WV DHHR	Raleigh
Clarence Mizell	WV DHHR	Raleigh
Margaret Mullins	Chafee	
Steve Sturgill	Juvenile Probation	Raleigh
Carrilyn Carey	SHAPED/ Youth Coalition	Raleigh
Augusta Hurst	WV DHHR	Raleigh
Edwin Bennett	WV DHHR	Raleigh
Jennifer Lusk	Mt. Heart Community Services	R/F
Juanita D. Bishop	UMWA H&R Funds	R/F
Sharon Hall	Just For Kids Inc.	R/F
Tracy King	FMRS	R/F/M/S
Cheryl Walters	Beckley VAMC	Southern
Cathy Walker-McKinney	Family Option Providers	Statewide
Charles Decker	Unity Services	
Judith Martin	Legal Aid	R/F/N
Deland Peterson	VA	
Tanya McCormick	KVC	
Chassity Young	WV DHHR	Fayette
Joanna Bare	New River Ranch	Fayette
Martha Hager	Unity Services	R/F
Lee Leftwich	Muster Project	Raleigh
Shanon Minor	CED/WVU	Raleigh
Anette Jennings	Beckley Stratton Middle School	Raleigh
Jeanette Frame	WV DHHR	Fayette
Nancy Forsberg	WV DHHR	Raleigh
Kevin Maynus	Mt. State CIL	Raleigh
Deanna Flint	Foster Parent	
Samantha Mann	Cornerstone Psychological Services	Raleigh
Kevin Green	Mountain Heart Child Care Services	Raleigh
Mel Roberts	Family Option Providers	Statewide
Eric Pories	Focus Intent	Fayette
Skip Jennings	WV DHHR	Fayette
Barbara McFadden	RESA 1- AH1	
Deborah Williams	FRN	Raleigh
Lena Belcher Stover	Educational Opp. Center	
Linda Sumner	House of Delegates	Raleigh