

West Virginia Safety Assessment & Management System

SAMS HORIZONS

Welcome to SAMS HORIZONS, the West Virginia SAMS newsletter. Our goal is to keep you informed about what is happening as we progress through the implementation of SAMS.

FEBRUARY 2011

LAUNCHING SAMS INTO YEAR TWO:

Implementation Takes Off with the SAMS Protective Capacities Family Assessment (PCFA) and Case Plan Evaluation (CPE)

The West Virginia Safety Assessment & Management System has officially kicked off its second year with the implementation of the Protective Capacities Family Assessment (PCFA) and Case Plan Evaluation (CPE) in Kanawha and Randolph/Tucker districts on February 22, 2011.

After the statewide implementation of the SAMS Intake Assessment (IA) and Family Functioning Assessment (FFA) was completed in June 2010, the SAMS Implementation Committee along with the Atlantic Coast Child Welfare Implementation Center (ACCWIC) and Action for Child Protection conducted evaluation on the results of the first year of implementation. Evaluation data included information from staff readiness surveys, implementation surveys, SAMS fidelity case reviews, and an evaluation of effective strategies and challenges from Year One.

The results of this evaluation were very encouraging. The evaluations showed that overall there was high fidelity to the SAMS model in Year One, and that staff were responding positively to the new way of practice. Effective strategies were identified as Special Forces support; individual consultation with field staff; supervisors' attendance at SAMS training with their staff; the speed of implementation (which ensured continued momentum); and the consistent operations plan, which resulted in statewide commitment to fidelity. Challenges included the need to improve information collection and safety plan analysis on the IA and FFA; Special Forces resources being stretched; and the need to increase the number of fidelity reviews that were being conducted with the eventual outcome of conducting one fidelity review per worker per month.

Based on the results of the evaluation data, the SAMS Implementation Committee and BCF Leadership decided to make some changes to the Implementation Plan for Year Two. Changes included rolling out the PCFA and CPE in four phases instead of three, and including additional time to work with the individual districts following their implementation. In addition, Action, ACCWIC, and Special Forces conducted a "point-in-time" fidelity review of a sample of all cases statewide to get a snapshot of where the state stood prior to the PCFA implementation. ACCWIC is currently analyzing the results of these case reviews and will distribute the information in March 2011.

"We definitely know we're moving in the right direction," says Jason Najmulski, Commissioner for the Bureau for Children & Families. "We're making better decisions with the SAMS model, and that has to make things better for children and families."

SAMS VISION:

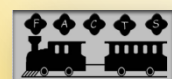
A systematic and effective continuum of safety assessment and intervention decision-making from receipt of referral to case closure.

SAMS MISSION:

The successful implementation of SAMS resulting in an improved system of intervention based on consistent standards; focused and efficient information collection; and a family-centered approach that will improve caregiver and family functioning and increase child safety, permanency, and well-being.

Be On the Lookout!

FACTS IA/FFA changes are on the horizon. There are different types of training based on your job function. Make sure you enroll for training in FACTS today!





ATLANTIC COAST CHILD WELFARE IMPLEMENTATION CENTER: Introducing Kate Gaughen

ACCWIC has announced their new Implementation Manager for West Virginia, Kate Gaughen. Kate will be supporting West Virginia's implementation of SAMS as the SAMS model continues to roll out in West Virginia during the next two years. Kate has ten years of public child welfare experience, and has served as a direct service provider, state child welfare manager, and consultant.

Prior to joining the ACCWIC team, Kate served as the leader of the Vulnerable Children and Youth practice area at The Finance Project where she provided technical assistance and developed policy tools to help state leaders support the development, financing and sustainability of innovative child welfare programs. Kate has also served as the Program Manager for Planning and Research at the District of Columbia Child and Family Services Agency, where she managed the Child and Family Services Review process, the agency's Needs Assessment and other quality assurance activities. Prior to working with the District, Ms. Gaughen served as the Data Management Supervisor for the North Carolina Division of Social Services where she oversaw the Division's Management Information Systems and supervised multiple research and evaluation contracts.

Kate holds a Master of Social Work and a Master of Public Policy from University of Michigan - Ann Arbor. She lives in Arlington, Virginia with her husband, Patrick, and her new Catahoula Leopard Dog puppy, Magnus.



A Fond Farewell to Louis Palma

Louis Palma, Deputy Commission for Field Operations for the Bureau for Children & Families, retired from the Department in December 2010 after 36 years of public service for children and families in West Virginia. As Deputy Commissioner, Mr. Palma spearheaded the effort to implement SAMS in West Virginia, and was very supportive and dedicated to the SAMS Project. His leadership and support will be missed. We wish him well on his retirement!

BCF ANNOUNCES NEW LEADERSHIP POSITIONS

Commissioner Jason Najmowski has announced the appointment of the new Deputy Commissioner for Field Operations and Deputy Commissioner for Programs for the Bureau for Children & Families.



Sue Hage



Ron Anderson

Sue Hage was appointed the Deputy Commissioner for Programs in November 2010. Sue began her career with the Department in 1972 as a Social Service Worker. She has held many positions including Social Service Supervisor, Area Administrator of Wayne County, Director of Youth Services, and Director of Community and Youth Services.

Ron Anderson was appointed the Deputy Commissioner for Field Operations in February 2011. Ron has worked for DHHR for more than 34 years and has held many positions, his most recent position being the Regional Director of Region III. Sue and Ron will have joint responsibility for overseeing the SAMS Project and reporting on SAMS to the DHHR and BCF Leadership Teams.



Commissioner's Corner

MOUNTAIN FORCE: Mining West Virginia's Data for Better Outcomes for West Virginia's Children and Families

As Commissioner of BCF I am constantly looking for ways to improve our division to better serve our families in West Virginia. As you know we have many initiatives focused on the goals of our agency. I would like to briefly introduce you to our newest initiative in development, Mountain Force.

West Virginia is partnering with the CASEY Foundation to develop Mountain Force. This initiative will be a performance management approach using data that will shape practice to our goals and values. We will utilize our systems data to both, evaluate our systems, and to manage effectively. Mountain Force will be our opportunity to bring together many sources of information and to work to find solutions for our challenges. While this is based loosely on G FORCE, an initiative for improvement of the Georgia DHR system, we will make it our own based on the strengths and challenges of West Virginia.

Our initial focus will be primarily on specific Child Welfare outcomes; as we move forward, I plan to include all of our programs. Currently we are focusing on:

- Repeat Maltreatment
- Maltreatment in Care
- Timeliness
- Every Child Every Month

Our first Mountain Force Meeting will be held in May. Please look for more information in upcoming issues of the SAMS Horizons Newsletter.

Who Is ACTION for Child Protection and How Can They Help You In The Field?

By: Samantha Sayre, WV SAMS Special Forces

A primary focus of CPS is child safety intervention. West Virginia has made it a priority to “stay ahead of the curve” when it comes to using innovative, useful and logical approaches to CPS. We have partnered with *ACTION for Child Protection, Inc. and the National Resource Center for Child Protective Services*. It is ACTION’s intention to provide the support and creative energy to West Virginia in order to continue to advance our state of the art model and the quality and effectiveness of our day to day practice. For more than two decades, ACTION has been writing, consulting, training and providing technical assistance to child welfare agencies to improve child safety intervention.

Every month ACTION takes a particular aspect of child protective services and breaks it down in an easy and understandable way. Workers can use these informative articles to expand their knowledge about each topic. Some of their topics have been: “[Why We Remove Kids](#),” “[The PCFA: Principles of Facilitation](#),” and “[Myths, Folkways and Artifacts: Speed Bumps to Implementing a Safety Intervention System](#).” Here’s a summary of one article to get you started.

Myths, Folkways and Artifacts: Speed Bumps to Implementing a Safety Intervention System

Article By: Todd Holder, Action for Child Protection

Summary By: Samantha Sayre, WV SAMS Special Forces

Our title this month emphasizes our interest in heightened awareness of ideas and practices that affect implementation of a safety intervention system – like speed bumps that hold us back...misdirect us...or cause us to stop

Learning is basically a change in perception and attitude about something. When you learn something you think differently about whatever it is you are considering. Evolution is development that is progressive. We begin one place and move beyond that place to some other understanding or state and continue to move beyond that. The development of safety intervention is an excellent example of a living, breathing thing that continually evolves and which is influenced by a dynamic learning process that includes research and field experience. Safety intervention exists as something that is being successfully applied now but is always subject to change....to moving forward.

You can find this article and other Action past articles here:

http://www.actionchildprotection.org/safety_articles/archives.php



Light the Way of
Success For
WV SAMS



Region I Shining Star:

Tracy Brotosky (Marion)

Why She Shines:

Positive Role Model

Tracey Brotosky is Region I’s Shining Star. She is currently a Region I Trainer and serves on Special Forces. Tracey has juggled being a MSW student since the rollout of SAMS and is currently in her advanced placement. Tracey takes all aspects of the SAMS implementation process seriously. She is always alert to recognize challenges and successes and works to enhance training with every bit of knowledge she learns. She is committed to implementation goal of statewide fidelity and is quick to research any inconsistencies. Tracey is a true asset in her service on the region 1 Special Forces team.



Region II Shining Star:

Nancy Booth (Putnam)

Why She Shines:

Dedicated

Nancy Booth is Region II’s Shining Star. Nancy started as an APS worker in 2003 and in 2008 she became a CPS worker. Nancy is described as an exceptional worker who is very dedicated and dependable. She is respected for her sound decision making. The people in the community and Nancy’s co-workers adore her. She has eagerly accepted the change to the SAMS model and is doing very well. Nancy is able to analyze the information gathered and come to good conclusions.



Region III Shining Star:

Allyson Scott (Randolph/Tucker)

Why She Shines:

Compassionate

Allyson Scott is Region III’s Shining Star. In March 2010 an intake was received that alleged chronic physical abuse and domestic violence. Allyson found conditions of horrific emotional and physical abuse while completing the FFA. She was able to respond in a highly professional manner, utilizing the SAMS model, and provided the children with an immediate plan to ensure their safety. Allyson demonstrated good social work practice in regards to following policy and the SAMS model, balancing empathy and compassion for two very vulnerable children. As a result of her ability to accurately assess a serious situation and respond appropriately, these children are no longer enduring daily abuse.



Region IV Shining Star:

Krystal Leedy (Mercer)

Why She Shines:

Shining Example

Krystal Leedy is Region IV’s shining star. Krystal is an on-going CPS Supervisor in Mercer County and she completed an FFA that was reviewed during a recent site visit from ACTION and Special Forces. Upon review, Todd Holder, indicated that Krystal’s FFA was of excellent quality, and he requested a copy of this FFA so that others would be able to use it as an example across the country. We also want to thank Krystal for a job well done!

Implementation Updates

Upcoming Events and Meetings on SAMS Implementation

1/11/11 - 1/14/11

Phase 1 PCFA Supervisor Training Workshops

1/24 /11 – 2/04/11

FACTS Curriculum Development

2/01/11 – 2/04/11

Phase 1 PCFA Worker Training Workshops

2/07/11 – 2/10/11

SAMS NRCCPS Fidelity Review

2/14/11 - 3/31/11

FACTS Training on IA/FFA System Changes

2/15/10 – 2/18/11

Phase 1 PCFA Worker Training Workshops

2/18/11

SAMS Implementation Committee Meeting

2/22/11

SAMS PHASE 1 PCFA IMPLEMENTATION

3/08/11

SAMS Implementation Committee Meeting

3/08/11 – 3/11/11

Phase 1 Practicum Workshops

3/17/11

FACTS Implementation – IA and FFA (Projected)

3/22/22 – 3/25/11

FFA Supervisor Guide Training Workshops

3/29/11 – 3/31/11

Special Forces CPE Training and Practicum

4/12/11

SAMS Implementation Committee Meeting

4/12/11 – 4/14/11

Phase 1 CPE Supervisor Training and PCFA Practicum Workshops

4/19/11 – 4/29/11

Phase 1 CPE Worker Training Workshops

5/10/11

SAMS Implementation Committee Meeting

5/10/11 – 5/12/11

Phase 1 Practicum Workshops

5/24/11 – 6/03/11

Phase 2 PCFA Supervisor Training Workshops

6/13/11 – 6/30/11

Phase 2 Worker Training Workshops

6/14/11

SAMS Implementation Committee Meeting

7/5/11

SAMS PHASE 2 PCFA IMPLEMENTATION

7/12/110

SAMS Implementation Committee Meeting

7/19/11 – 7/21/11

Phase 2 Practicum Workshops

7/26/11 – 7/28/11

Phase II Practicum Workshops

Note: The calendar is subject to change.

SAMS Implementation Phases for the Protective Capacities Family Assessment (PCFA) and Case Plan Evaluation (CPE)

Phase 1/Ongoing (OP1): Tuesday, February 22, 2011

North: Randolph/Tucker

South: Kanawha

Phase 2/Ongoing (OP2): Tuesday, July 5, 2011

Region I: Monongalia/Marion; Harrison

Region II: Lincoln; Logan; Putnam

Region III: Barbour/Preston/Taylor; Lewis/Upshur

Region IV: Raleigh; Wyoming

Phase 3/Ongoing (OP3): Monday, November 7, 2011

Region I: Ritchie/Doddridge/Pleasants; Wood; Marshall/Tyler/Wetzel

Region II: Cabell; Mingo; Wayne

Region III: Hampshire/Mineral; Grant/Hardy/Pendleton

Region IV: Mercer; McDowell; Greenbrier/Monroe/Summers/Pocahontas

Phase 4/Ongoing (OP4): Monday, March 26, 2012

Region I: Ohio/Brooke/Hancock; Calhoun/Gilmer/Wirt

Region II: Boone; Jackson/Roane/Mason

Region III: Berkeley/ Jefferson/ Morgan

Region IV: Fayette; Nicholas/ Webster; Braxton/Clay



SAMS Implementation Committee

Amy Booth	Cheryl Salamacha
Susan Richards	Brenda McPhail
Ron Anderson	Elva Strickland
Sue Hage	Kay Chambers
Toby Lester	Todd Holder, ACTION
Tracy Dean	Cathy Fisher, ACCWIC
Kathie King	Kate Gaughen, ACCWIC

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