

CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY
COUNCIL MEETING
Thursday, September 25, 2014

MINUTES

1. Call to Order

Chair Langowski called the meeting to order at 5:30 p.m.

Present:

Thomas P. Weber

Thomas E. Lynch

Greg Langowski

Dennis Miles

Ronald V. Alvarez

Thomas Bean

Shelley Vana

Vincent Goodman

Excused: E. Wayne Gent; Debra Robinson, M.D.

- A. Invocation – led by Judge Alvarez
- B. Pledge of Allegiance – led by Chair Langowski
- C. Presentations

- 1. Recognition of Judge Ronald V. Alvarez – led by Chair Langowski.

Greg Langowski shared that Judge Alvarez would be retiring next week after being a Council member since 1997. Mr. Langowski stated that he has had the wonderful opportunity of working with the Judge for 6 years.

We will have a new member joining our Council. We would like to thank him for all the work that he has done for the Children's Services Council and the children of Palm Beach County and for being such a great leader and child advocate in this county. We really appreciate all the work that he has done.

Judge Alvarez stated that CSC does an amazing work. He was at a luncheon the other day and a School Board employee said "Judge Alvarez, we hate to lose you, you are one of the few that has a vision for the future". That really applies to all of you in this organization. When we started we started with a hope, a dream and a goal and we kept true to that course and we are helping the children and the families of Palm Beach County. He stated that that this organization is unique. He stated that he has been working with Tana for many years. We really need to go national with the impact that this organization staff and Board members provide us with. He encouraged everyone to keep up with the wonderful work.

2. Boy's Town – Primary Project Program – Regina Battle, Program Officer, Amy Simpson, Boys Town Executive Director, Melissa Campos, Program Supervisor, Cheri Watson, Child Associate at Lantana Elementary, Elaine Perseck, Principal at Lantana Elementary and Carol Mercado, a parent.

Regina Battle stated that Primary Project is a school-based early intervention and prevention program for Kindergarten and First grade children designed to prevent school adjustment difficulties and foster children's social and emotional well-being. Primary Project is an evidence based program that was developed by the Children's Institute in Rochester, New York. The program employs trained para-professionals, which we call Child Associates, who provide 30 to 40 minutes of play session with the children that are in the program. The Child Associates develop a trusting and therapeutic relationship, which allows the child to feel safe to express their feelings and emotions. The children are identified as at risk through the use of the Teacher Child Rating Scale (TCRS). Children participate in the program for 12 weeks. Primary Project is currently located at 12 elementary schools in Palm Beach County.

Amy Simpson stated that Boys Town is a national organization and they deal with judges and DCF and the School Board at different levels. Primary Project fits into our continue of care as one of the community support services that is meant to help prevent problems and the need for deeper end services. In South Florida we have a wide variety of community programs of behavioral health clinics, care coordination services, common sense parenting, in-home family services, parent-child home program and Primary Project. They touch the community in different ways.

The idea of Primary Project is that school failure often starts very early and if we can build those social emotional competencies and skills that children need to be successful in school early then we will prevent later problems.

The Power Point slide that has a pyramid represents, from the base, those children that don't need extra help or extra services, to the top of the pyramid is children with really high risk problems and intellectual disabilities that require special intervention from the school. Boys Town is focused on those children to be at risk and that have adjustment problems at school. This program is designed short term. The children go for 12 weeks to the playroom at the school and the child associate works with them throughout. There are 12 full time Child Associates. This program is not portable. You have to have the playroom and a designated space in the school that is always there. At these 12 elementary schools throughout the county these were selected in 2000 before Boys Town had the program to represent a diverse cross section of the School District. They have been very pleased with the cooperation of the schools and providing space. It has been an easy program to supervise and to run. All of our schools are nationally certified by the Children's Institute in Rochester, New York. All of our sites have a visit on a three year basis to make sure that they are providing the services with fidelity to the model. We also receive annual training through the Children's Institute and they help analyze the data. Part of the process is a universal screen. In the fall semester all of the Child Associates are engaged in training and outreach activities. It is training for them to be refreshed on the model from the Children's Institute and also to train the teachers on what the program is all about and how it

can benefit the children. The outreach activities include attending PTA meetings, school open houses, working with the teachers, and also doing observations at the classroom. Universal screening is done in the fall for 1st grade students and in the spring for Kindergartners. The universal screening does not diagnose, it does not label, it does not go into the child's permanent file at all. It identifies students that may be eligible for this program. After those results come in our Child Associate and supervisor participate in prevention team meetings with the teachers to say if the student benefit from this, are there other services that are needed, etc. Then they work with the first graders through the fall and they do the same thing in the spring with the Kindergartners. In 2013-14 2,818 students were screened. 37% or 1,042 were identified as potentially eligible. Then they had the prevention team meetings and that screened out about 27% of that 1,032 population, a total of 285 students were either already receiving other services or were more appropriate for other services. We made contact with 757 families and asked for their consent to participate in the services and 89% of the families took advantage of this. Of the 677 starting, 643 successfully completed the program.

We have consistent data from this program who has been in Palm Beach County since 2000. The TCRS (Teacher Child Rating Score) Results show an improvement in task orientation, behavior control, assertiveness and peer sociability. All of those are significant at the point of over one level. The ACR (Associate Child Rating Scale) Results show an increase in an initiative and a decrease in a behavior like acting out. They also decrease in shy/anxious behavior and increase in self-confidence. These are results that are statistically significant at the point of one level.

Carol Mercado, a parent whose child is receiving the services of Primary Project, stated that her child is gifted and had been having issues socializing with her peers in the classroom. She is a single mom. This program has been the light at the end of the tunnel for her daughter, who would be crying every night, saying that she loved her peers but that she did not know how to get along with them. When Ms. Mercado heard about the program she was willing to give the program a try. She was able to see results in a short period of time. Her daughter would wake up every morning excited about going to the Café Yoga, that is how she called the Primary Project location because they can relax and they feel comfortable there. She feels very happy to be there. She would tell her Mom that she wants to go to school every day because she has friends now. As a parent she stated that she believes in the program because she has seen the results in her daughter by seeing how happy she is. Her daughter goes to a Title I school and it is very good to see these kind of resources available there, since these are the kind of resources that are going to help the kids be successful in the future. She is stated that she is confident about this program and that she hopes that all the parents can have their kids go through it.

Elaine Persek, Principal at Lantana Elementary, stated that she has been a part of Primary Project for 10 years. They receive an annual report and the trend data for the past 10 years consistently shows student growth in social emotional behavioral dimensions. She shared a story about Omar. When he came to Kindergarten he was acting out, he had a lot of difficulties with task orientation and doing his work. He was a 5-year old boy who had no friends. There was talk that he was possibly in the AST spectrum. The teacher referred him to Cheri in Primary Project. He had one 30 minutes session with Cheri for 12 weeks while he was in Kindergarten and then he was referred a booster in First grade, where he attended 6 more sessions. His first

grade teacher has said that Omar does not stand up in a crowd, Omar does his work, Omar participates in class work and he has friends. She stated that this is what it is all about. It is about helping not every child, but children that have difficulties and challenges. If we can help them that means the difference between success and failure. It saves children by helping them be successful. She stated that she is grateful for having Primary Project in her school because it makes a difference.

Judge Alvarez stated that he takes from what the Principal said that this program has a lasting effect. Principal Persek said that she definitely sees it. Children stay off the radar because once they learn coping skills and replacing behaviors it becomes part of who they are and they have the skills to get through the challenges of the day. Omar was throwing chairs and had behavioral issues, he did not have the coping skills to go through the day. This program provides a piece to help the students to be successful. Judge Alvarez asked if she has followed these children through middle and high school within these 10 years. Principal Persek said that she has not. Judge Alvarez stated that he is always concerned about the middle school population. Within the Juvenile Justice System population they seem to be growing in number. He stated that he would love to see a study on this. Regina Battle stated that we have not done a study for children through middle school.

Tana Ebbole stated that the original study, which is why we brought this program to our county, was through the Health Care District. It was intended to go through the High School process and the intended goal was that if it was successful the School District would bring it to more schools. Tom Lynch stated that if you look at the shootings and the problems one thing that correlate is that these kids were not connected. How do we get into more schools? Tana Ebbole stated that this conversation took place two years ago with the School District about their need to pick this up and take it into the schools. Originally the Health Care District funded this program, when they stopped funding it we picked that funding up for these school sites. Tom Lynch asked what is the cost of this program for the 12 schools. Regina Battle stated that the budget for this program is \$566,000. Tom Lynch asked if we were to give more money would we be able to fund more schools. Tana Ebbole stated that we can have this conversation during our next Planning Session. We also have to consider if this is under the spectrum of the School District for them to pick-up.

Tana Ebbole stated that we could have intervened before Omar started school. That is the whole point of us getting earlier with the screenings so that we don't wait until a child is in Kindergarten. Judge Alvarez stated that from his work with the Superintendent and the Board they should be interested in this. They have been working on completely shutting down the pipeline from the classroom to the prison cell and the Board has been absolutely fabulous on supporting this, as the Superintendent. Shelley Vana stated that we should look at the High School and Middle school data to understand how it is working. Amy Simpson invited Council members to a site visit. If Council members are interested, they need to contact Seth Bernstein from Boys Town.

2. Minutes

A. September 11, 2014 Council Meeting

A motion by Alvarez/Goodman to approve the Minutes of the September 11, 2014 Council Meeting was approved by unanimous vote.

B. September 11, 2014 TRIM Public Hearing Minutes

A motion by Goodman/Lynch to approve the Minutes of the September 11, 2014 TRIM Public Hearing as presented was approved by unanimous vote.

3. Individual Appearances – Agenda Items – N/A

4. Council Committees

1. Program Review Committee

Chair Langowski stated that the Program Review Committee approved the PRC Consent Agenda, the Warrants List in addition to approving Resolution #14-027 and #14-031. In the System of Care update we had a presentation from the Healthy Beginnings Nurses – Prenatal Plus Year One Review and we had an Evaluation Update on the Client Engagement and Attrition Survey Results.

A motion by Goodman/Alvarez to approve the Program Review Committee report was approved by unanimous vote.

2. Finance Committee

Tom Lynch stated that the Finance Committee had met September 25, 2014 and had recommended approval of the Financial Statements of August 31, 2014. We are expecting to have a surplus during the last month of our fiscal year to provide with a future cushion. The millage last year was at .7025 and this year we are proposing to go down to .6745, which is a 3.49% reduction and we will still be able to provide the services for the people in Palm Beach County.

A motion by Goodman/Vana to approve the Finance Committee report was approved by unanimous vote.

5. Business/Consent Agenda

A. Consent Agenda Management

1. Additions, Deletions, Substitutions

Additions: There were two additions to the Consent Agenda under Administration.

Agenda Item 5G(1) (Reference #5) "Resolution #14-032 Authorizing Interlocal Agreement with the School Board of Palm Beach County."

Agenda Item 5G(2) (Reference #6) "Proclamation Declaring October, 2014 as Domestic Violence Awareness Month."

2. Items to be Pulled for Discussion – Chair Langowski pulled item #3, Resolution #14-028.

Chair Langowski stated that he pulled item #3 to abstain from that vote.

3. Adoption of the Consent Agenda with revised agenda item 5G(3), Walk-In Warrants list

A motion by Goodman/Vana to approve the Consent Agenda, less the pulled item, and Walk-In Warrants List was approved by unanimous vote.

B. CSC Funded Programs – Current – N/A

C. CSC Funded Programs – Future

1. Resolution #14-028 and Exhibit "A" – 2014/2015 CSC Funding Allocations

A motion by Goodman/Weber to approve Resolution #14-028 and Exhibit "A" – 2014/2015 CSC Funding Allocations was approved by unanimous vote. Chair Langowski abstained from voting.

D. Planning & Development – N/A

E. Personnel – N/A

F. Financial

1. Warrants List – Approved by Consent

G. Administration

1. Resolution #14-032 Authorizing an Interlocal Agreement with the School Board of Palm Beach County – Approved by Consent

2. Proclamation Declaring October, 2014 as Domestic Violence Awareness Month – Approved by Consent

6. Business/Non Consent Items

7. Walk-In Items – N/A

8. Chief Executive Officer's Report

1. Investing for Results – Comprehensive Program Performance Assessment (CPPA) Update

Tana Ebbole stated that the CEO Report includes information on the Child Outcomes Study, which looked at child outcomes for children in the Quality Counts Program. The data was good, although there were challenges with that evaluation and the collection of the data and other aspects.

You will see in front of you information on a question made by a Council Member and our answer. We determined that we will not share through the email system due to the Sunshine Law.

A motion by Goodman/Weber to approve recess of the Council meeting until after the TRIM Hearing was approved by unanimous vote.

The Chair recessed the meeting at 6:00 pm.

At 6:12 the Chair reconvened the meeting.

Alissa Nicholson and Randy Palo gave an update on the Investing for Results, Comprehensive Program Performance Assessment (CPPA). She stated that staying true to our focus is something that we do at the CSC to hold ourselves accountable to reaching our goals.

At the beginning of each contract year we develop clear measures and targets with our providers and through those targets in their contracts and throughout the year with our CPPA we review the progress towards those goals. Throughout the contract year we know how we are doing in reaching these goals.

We have now embedded the CPPA process into our everyday work. As part of this process, you will be having more updates on how our providers are performing. CPPA is an assessment made through a series of questions that assesses four areas, the first one being data quality, making sure that the data that we receive from our providers is accurate, complete and that we receive it on time so that we can evaluate and assess the program using timely data. We review the data that is entered to ensure that the providers are implementing the programs as they are designed, considering that when you implement as designed you are guaranteed results. Another component of the CPPA process is the review of the program operations. One example is staff turnover. If there is a high staff turnover at a provider agency, this could have an impact on the quality of the services that children and families are receiving. We have an outcome component to our performance assessment, which

is an outcomes analysis and it is completed at the end of the year, so it is part of the final CPPA process. We want to make sure that we are reaching the outcome goals that we have set for that program.

Assessing our programs and using CPPA throughout the year has been a proactive process. It allows us to take a look at how we are doing throughout the year and if there are any concerns that are raised through this process we are able to address these issues before they become bigger issues. It is also very transparent. We have developed an assessment tool that has been shared with our providers, working in alignment with their contracts. This assessment tool takes a look at how well providers are doing based at minimum standards set in the contracts. We review those results with providers throughout the year so they are aware of how they are doing. Nothing should come as a surprise to us or them at the end of the year.

To ensure that this process is consistent and fair we have developed a quality assurance process. Once the Program Officers and team have completed the CPPA assessment for each of the programs, the results are then reviewed by the Directors of Program Performance. After this review, it is then reviewed by the Quality Assurance Team specifically to ensure that all of the questions are answered consistently and that any action that is taken is consistent across all of the programs that went through the assessment process.

The results are a percentage or score at the end of the assessment. If programs are scoring above 90% everything looks fine and we continue business as usual. If programs are landing in the yellow range, between 75 and 89%, we move forward with a performance improvement plan and a corrective action if it is in the lower yellow range. If a program falls below 75% during the year, we raise them directly to level 3, the highest level of corrective action. If they fall in 75% at the end of the year when the outcomes analysis is also included in the entire process, we would end the contract with the agency for implementing the program or services and would create a transition plan for the children and families that were served by that program.

In addition to taking action throughout the year, whenever a concern is raised we take immediate action to get it solved. We are now incorporating our CPPA scoring and results into other planning efforts related to our programs.

Randy Palo stated that this process informs our decisions on whether or not to do more full and rigorous evaluations of our programs. If a program has had a positive CPPA result for two years in a row, meaning the program has been implemented with fidelity to the model and we have seen outcomes that are in the contract, then we would do a rigorous evaluation of that program. It also informs our planning process and program development so our Systems Department would strategically look at the CPPA scores informing decisions to determine if we are going to expand a program, if there are gaps in services, decisions of new programs that we could later do Requests for Proposals for. It also plays an important role in our funding decisions. Whether a program would continue to be funded or not depends on the CPPA score. It also plays an important role on funding decisions when we are looking for new programs because some of the same organizations that we are currently funding or have funded submit proposals for new funding and we use the CPPA scores as part of the review process.

Communication revolving around CPPA includes making this process as transparent as possible to the providers. They are very involved and understand what is involved in the CPPA scoring. One way we do that is at the beginning of the year the Program Officers will be reviewing their contracts with the providers. The contracts have included more language that explicitly identifies how the CPPA scoring is going to work while assessing that contract.

Most programs will go through the CPPA process three times a year and those results are shared with the providers noting the strengths and if necessary, any corrective action. We have time to share CPPA results with the CSC leadership team as well as with the Council through the Program Review Committee. A mid-year status report will be done in June and an annual final results will take place each December. Those annual final results are the only ones that include outcomes. The mid-year status is a heads-up of things that we are keeping an eye on. We cannot make decisions until we see the outcomes and the final report.

The update to the Council at the Program Review Committee will include a mid-year and a final review of results. We will highlight any trends that we see, high performing programs and notifications of corrective actions. The next update will be in December.

Judge Alvarez asked if an organization has two years or more or with a high score, would you give them a more rigorous analysis? Randy Palo stated that if they are an evidence based program we may not do that because that model has had many evaluations. Some of the evaluation reports that have been presented to the Council we have already invested money and time for programs that we are confident are being implemented according to the contract and that we have seen outcomes through the CPPA process. Tana Ebbole stated that we are not going to invest in a rigorous outcomes evaluation in which we are trying to pull a comparison group until they have demonstrated two years in a row that they have implemented the program with fidelity. The first two years are about program implementation with fidelity because it makes no sense to invest in a rigorous evaluation if they have not implemented the program with fidelity. We also have stated as part of our procedure that if after two years the agency has not been able to implement that program with fidelity, we will not continue with that agency with that program.

Tom Lynch stated that it seems that we should add a fifth assessment that would be subsequent or long term so that we can see if the early childhood program made a difference when the child becomes a teenager.

Tana Ebbole stated that tomorrow morning we will be having a meeting with representatives from the Edna McConnell Clark Foundation, Zero to Three National Organization and NBRC, a National Think Tank. The meeting will be here, at the CSC, and we will be sharing all of our work, including our service delivery structure. We are having this meeting at their request.

Tana Ebbole stated that our staff is honoring the Random Acts of Kindness this week, leaving messages with acts of kindness to one another. Council members were provided with a Random Acts of Kindness card and were asked to pass it on.

9. Legal Reports

1. Election of Vice Chair in October

Tom Sheehan stated that, with Judge Alvarez leaving the Council, we will be electing a vice chair to our Council during our Council meeting in October.

10. Individual Appearances – Non-Agenda Items

11. Council Comments

Vince Goodman encouraged CSC staff to continue working hard to ensure that we go far. He expressed his respect to Judge Alvarez and thanked him for all his work to this Council. He stated that he feels honored to work with this Council.

Shelley Vana stated that Judge Alvarez is a big inspiration to her.

Thomas Bean reminded everyone about the Scripps event. The CSC is partnering with the Scripps Research Institute to host an event on October 9th.

12. Adjournment

The meeting was adjourned at 6:24 p.m.



Vincent Goodman, Secretary



Gaetana D. Ebole, Chief Executive Officer