

The Florida Senate
COMMITTEE MEETING EXPANDED AGENDA
CHILDREN, FAMILIES, AND ELDER AFFAIRS
Senator Grall, Chair
Senator Garcia, Vice Chair

MEETING DATE: Tuesday, February 11, 2025
TIME: 4:00—6:00 p.m.
PLACE: 301 Senate Building

MEMBERS: Senator Grall, Chair; Senator Garcia, Vice Chair; Senators Brodeur, Harrell, Rouson, Sharief, and Simon

TAB	BILL NO. and INTRODUCER	BILL DESCRIPTION and SENATE COMMITTEE ACTIONS	COMMITTEE ACTION
1	Presentation and discussion by the Florida Institute for Child Welfare on Child Welfare Workforce and the GROW Center		Presented
2	Presentation and discussion by the Department of Children and Families on Workforce and the Continue the Mission Program		Presented
3	Presentation and discussion by the Department of Children and Families on Increased Acuity of Children in the Dependency System.		Presented
Other Related Meeting Documents			

CourtSmart Tag Report

Room: SB 301
Caption: Senate Committee on Children, Families, and Elder Affairs

Type:
Judge:

Started: 2/11/2025 4:00:09 PM
Ends: 2/11/2025 5:23:10 PM
Length: 01:23:02

4:00:10 PM Chair Brodeur calls meeting to order
4:00:13 PM Roll call
4:00:29 PM Chair Brodeur makes opening remarks
4:00:43 PM Senator Rouson
4:00:57 PM Chair Brodeur
4:01:03 PM Tab 1, Presentation and discussion by the Florida Institute for Child Welfare on Child Welfare Workforce and the GROW Center
4:01:15 PM Dr. Lisa Magruder, Florida Institute for Child Welfare
4:18:05 PM Questions:
4:18:08 PM Senator Rouson
4:18:39 PM Dr. Lisa Magruder
4:19:23 PM Senator Harrell
4:20:18 PM Dr. Lisa Magruder
4:21:43 PM Senator Harrell
4:22:09 PM Dr. Lisa Magruder
4:22:40 PM Chair Brodeur thanks Dr. Lisa Magruder
4:22:51 PM Chair Brodeur acknowledges Vice Chair Garcia
4:22:59 PM Senator Rouson
4:23:05 PM Tab 2, Presentation and discussion by the Department of Children and Families on Workforce and the Continue the Mission Program
4:23:21 PM Brooke Bass, Department of Children and Families
4:32:43 PM Questions:
4:32:45 PM Senator Rouson
4:33:29 PM Brooke Bass
4:33:50 PM Senator Rouson
4:34:04 PM Brooke Bass
4:35:21 PM Senator Rouson
4:35:56 PM Brooke Bass
4:36:42 PM Senator Sharief
4:37:00 PM Brooke Bass
4:37:27 PM Senator Sharief
4:37:49 PM Brooke Bass
4:38:18 PM Senator Sharief
4:38:30 PM Senator Harrell
4:39:03 PM Brooke Bass
4:39:36 PM Senator Harrell
4:40:29 PM Brooke Bass
4:41:32 PM Senator Sharief
4:41:41 PM Brooke Bass
4:41:51 PM Senator Sharief
4:41:56 PM Brooke Bass
4:42:01 PM Senator Sharief
4:42:04 PM Brooke Bass
4:42:06 PM Senator Sharief
4:42:09 PM Brooke Bass
4:42:15 PM Senator Sharief
4:42:24 PM Chair Brodeur thanks Brooke Bass
4:42:46 PM Tab 3, Presentation and discussion by the Department of Children and Families on Increased Acuity of Children in the Dependency System
4:43:02 PM Amanda Van Laningham, Department of Children and Families
5:02:56 PM Questions:
5:02:59 PM Senator Sharief

5:03:28 PM	Amanda Van Laningham
5:03:38 PM	Senator Sharief
5:03:52 PM	Amanda Van Laningham
5:03:59 PM	Senator Sharief
5:04:06 PM	Amanda Van Laningham
5:04:11 PM	Senator Sharief
5:04:20 PM	Amanda Van Laningham
5:04:40 PM	Senator Sharief
5:04:57 PM	Amanda Van Laningham
5:05:10 PM	Senator Sharief
5:06:19 PM	Amanda Van Laningham
5:06:51 PM	Senator Sharief
5:07:21 PM	Amanda Van Laningham
5:07:33 PM	Senator Sharief
5:07:39 PM	Senator Harrell
5:08:39 PM	Amanda Van Laningham
5:08:54 PM	Senator Harrell
5:09:03 PM	Amanda Van Laningham
5:09:40 PM	Senator Harrell
5:10:01 PM	Amanda Van Laningham
5:10:45 PM	Senator Harrell
5:11:34 PM	Amanda Van Laningham
5:12:35 PM	Senator Harrell
5:13:04 PM	Amanda Van Laningham
5:13:38 PM	Senator Harrell
5:13:47 PM	Amanda Van Laningham
5:14:09 PM	Senator Harrell
5:15:08 PM	Amanda Van Laningham
5:15:38 PM	Senator Simon
5:16:43 PM	Amanda Van Laningham
5:16:48 PM	Senator Simon
5:19:42 PM	Amanda Van Laningham
5:19:51 PM	Chair Brodeur thanks Amanda Van Laningham
5:20:00 PM	Chair Brodeur recognizes public appearances:
5:20:11 PM	Natasha Dobkowski
5:22:59 PM	Senator Garcia moves to adjourn
5:23:03 PM	Meeting adjourned
5:23:09 PM	

Florida Institute for Child Welfare

February 11, 2025

Presentation to the Florida Senate Children, Families, & Elder Affairs Committee

Lisa Magruder, Ph.D., MSW, Florida Institute for Child Welfare | Director



Brief History of the Institute

The purpose of the institute is to advance the well-being of children and families by improving the performance of child protection and child welfare services through research, policy analysis, evaluation, and leadership development.



**FLORIDA
INSTITUTE
FOR CHILD
WELFARE**

AT FLORIDA STATE UNIVERSITY



2014:

Established
via SB1666



2015-2020:

Florida Study of
Professionals for
Safe Families



2020-2021:

Establishment of
GROW Center
via SB1326

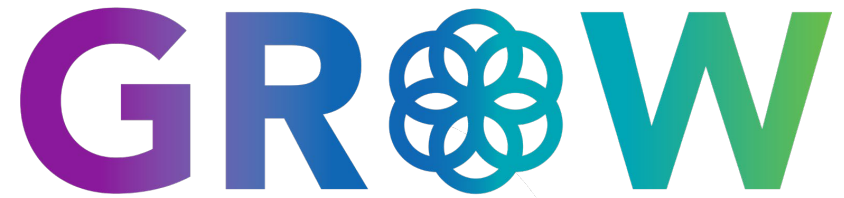
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SOCIAL WORK

The GROW Center

Developed from SB1326 (2020) to create a continuum of learning opportunities and ongoing support for college students, recently trained personnel, and middle and upper management positions working in child welfare agencies to enhance learning and build capacity towards meaningful and systemic change within the statewide child welfare workforce.

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FLORIDA INSTITUTE FOR CHILD WELFARE



Greater Resilience Of the Workforce



CLASSROOM

CASEWORK

COMPETENT
LEADERSHIP

GROW Center Advisory Committee



The **GROW Center Advisory Committee**'s mission is to contribute to the transformation of the child welfare system in the state of Florida by providing informed guidance, professional expertise, stakeholder experience, and advice to GROW Center staff; serve as a bridge between GROW Center initiatives and child welfare professionals and organizations; and advocate for GROW Center initiatives throughout the state of Florida.

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What is a “thriving” workforce?

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What is a “thriving” workforce?



Increased stability in the CW workforce



Improved system partnerships

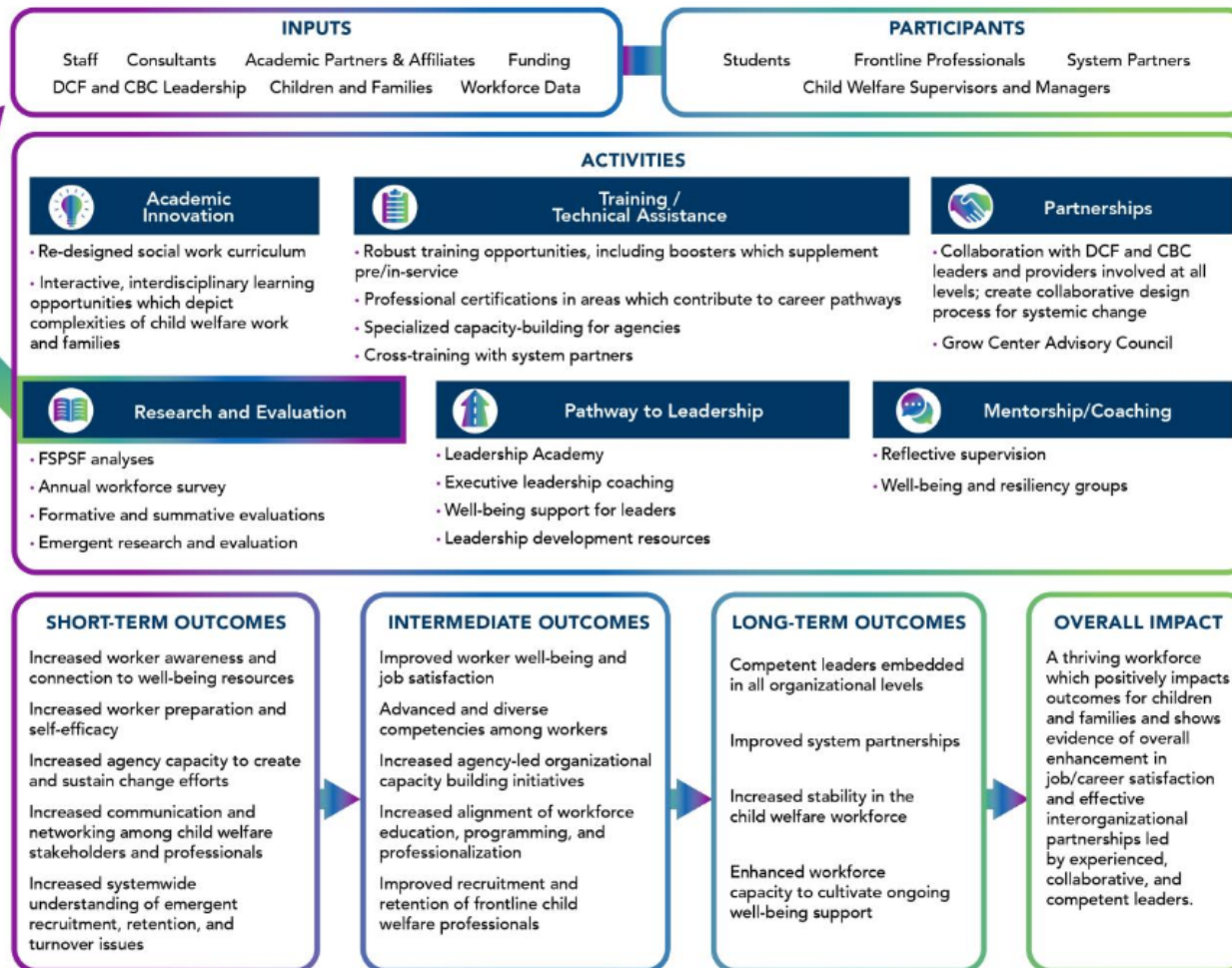


Competent leaders embedded
in all organizational levels



Enhanced workforce capacity to
cultivate ongoing well-being support

SITUATION: Florida's child welfare system is experiencing challenges stabilizing and sustaining the professional workforce.



Scan for a
 Closer Look
 at the Logic
 Model!



How do we achieve our intended outcomes?

3 STRATEGIC INITIATIVES



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Advance • Learn • Innovate • Grow • Network

FLORIDA INSTITUTE FOR CHILD WELFARE



**Alliance for
Workforce
Enhancement**

SPECIALIZED CAPACITY-BUILDING

Preparing and supporting Florida's child welfare workforce from
CLASSROOM to CASEWORK to COMPETENT LEADERSHIP

CLASSROOM

- Curriculum Enhancements
- Interprofessional Course
- Learning Lab



FLORIDA INSTITUTE
FOR CHILD WELFARE

Curriculum Enhancements

Primary purpose: Integration of problem-based learning (PBL) and case-based learning (CBL) assets into social work curriculum.

Major Milestones:

- ✓ Developed a faculty toolkit to provide guidance on integrating video cases into courses.
- ✓ Developed four written decision cases with accompanying teaching notes for use within social work classes.
- ✓ Established FSU College of Social Work as a nationally recognized Child Advocacy Studies (CAST) program through the Zero Abuse Project.
- ✓ Established faculty support through training and an online learning community.

Courses were piloted with favorable findings from students and instructors, and identification for growth areas.



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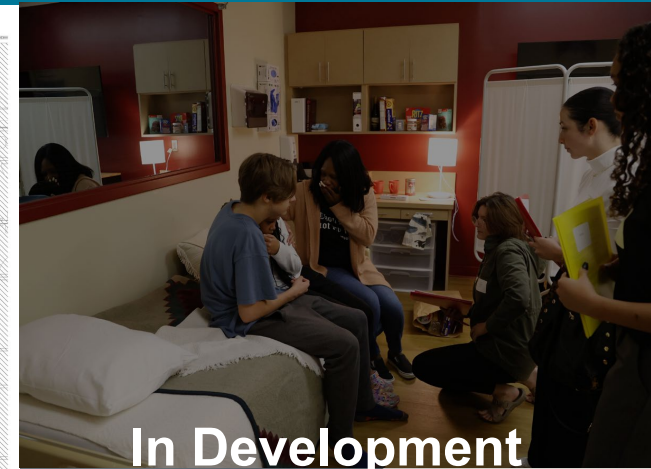
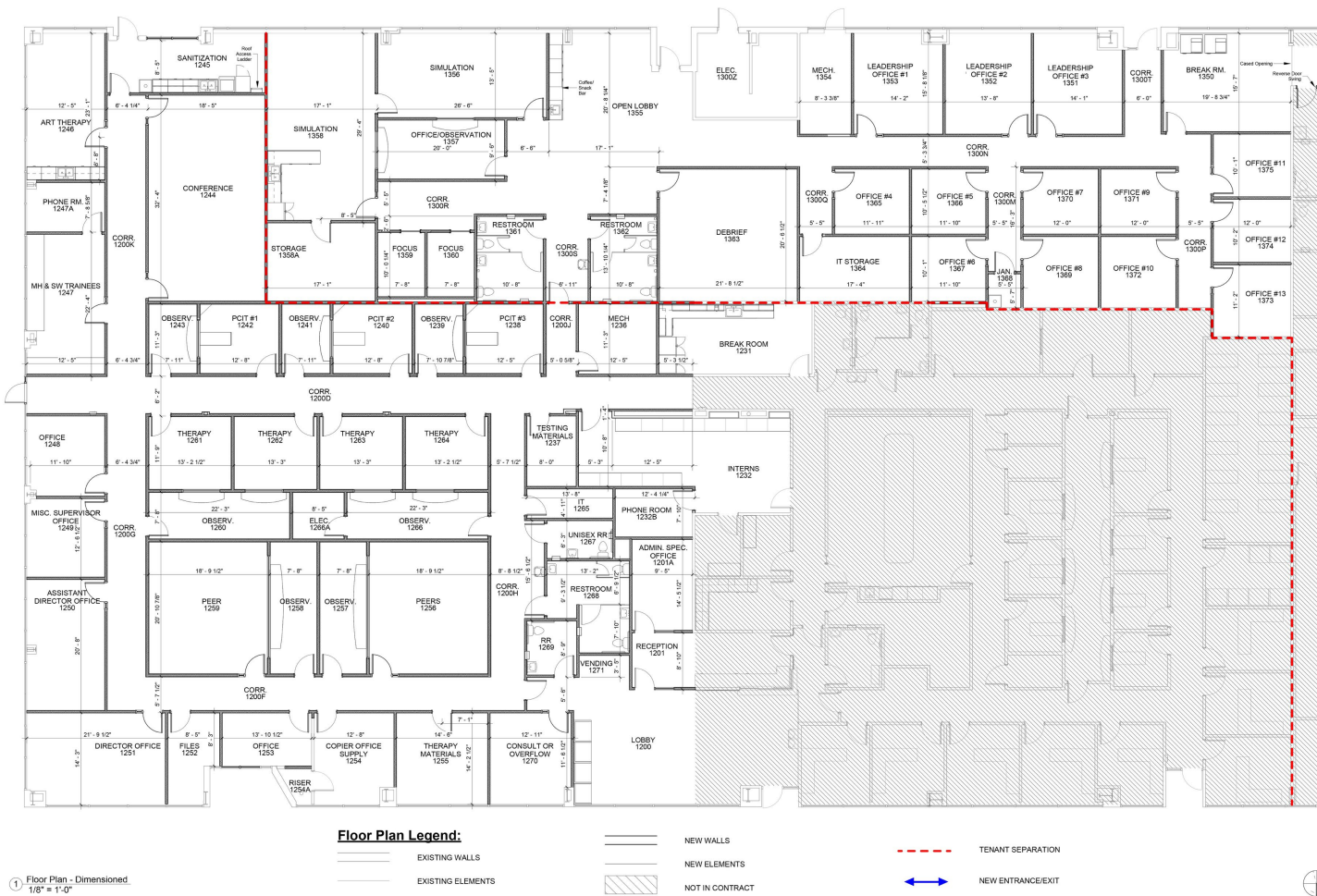
Working with Families: An Interprofessional Perspective

- Taught as a special topics course in Fall 2023, Spring 2024, and Fall 2024, with increasing enrollment.
- Hosted Child Welfare Immersive Collaborative Simulation (CWICS) events.
- Pursuing a permanent course number for broader offering across the Florida University System.
- Positive feedback from students on the value of simulations and active learning.



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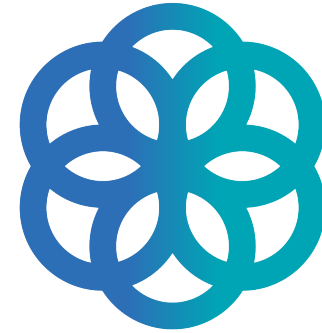
Learning Lab



CASEWORK

- On-demand Learning
- Advanced Certifications
- Training and Networking

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On-Demand Learning

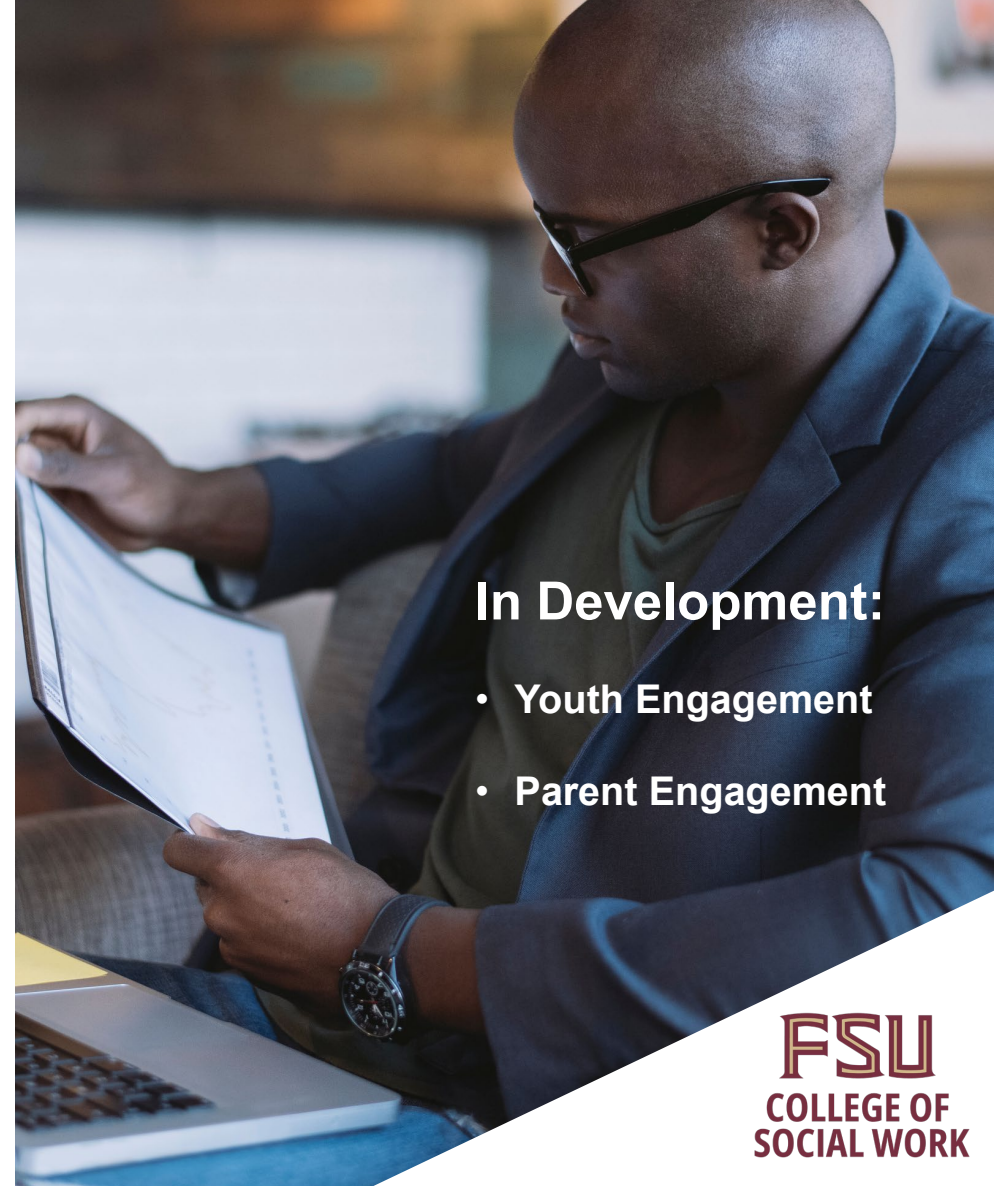
- Nonviolent Communication (NVC)
- Infant Mental Health (IMH)
- Training to Harness and Integrate Neurodiversity Knowledge (THINK)

In Development:

- Multidisciplinary Teams
- Judicial Trauma Training
- Support of Substance Use Interventions Special Topics
- Nonviolent Communication for Supervisors

Advanced Certifications

- Strength, Trauma, and Resilience Studies (**STARS**)
- Strategies for Addressing Family Violence and Enhancing Resilience (**SAFER**)
- Support of Substance Use Interventions in Family Systems (**SOS Interventions**)



In Development:

- Youth Engagement
- Parent Engagement

Additional Training & Networking Opportunities



Webinars



**Simulations &
virtual reality
demonstrations**



**Annual
Symposium**



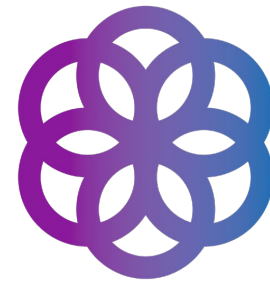
**Child Welfare
Podcast**

COMPETENT LEADERSHIP

- Capacity Building
- Leadership Academy
- Workforce Well-being

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**Alliance for
Workforce
Enhancement**

SPECIALIZED CAPACITY-BUILDING

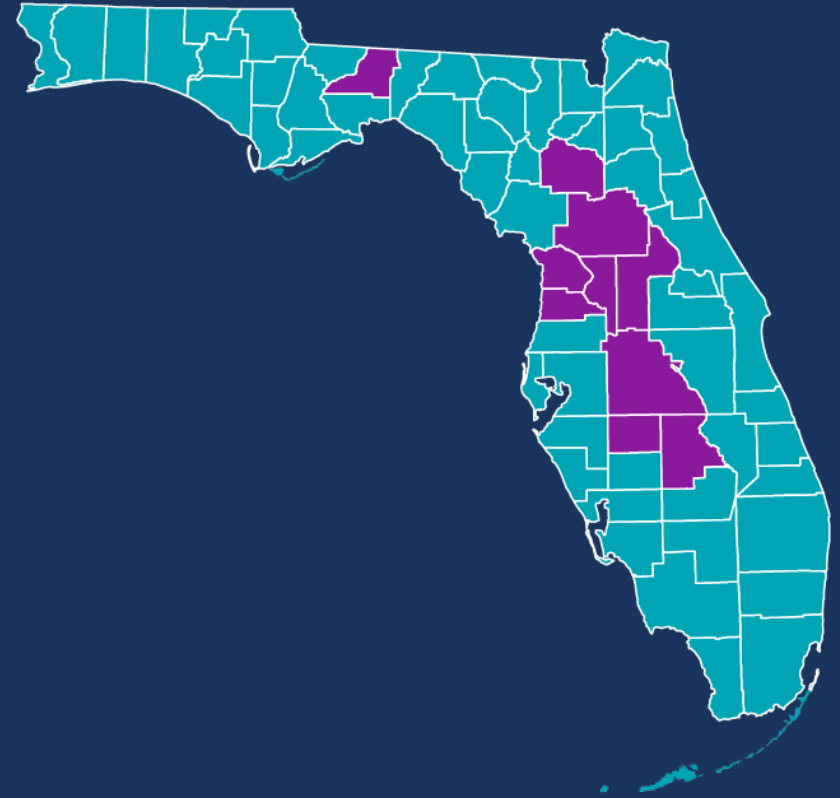
Capacity Building



Leadership Academy



- **DCF - Leon County Service Center**
Tallahassee
- **Partnership for Strong Families**
Gainesville and surrounding counties
- **Heartland for Children**
Bartow, FL serving Highlands, Hardee, and Polk counties
- **Kids Central, Inc.**
Wildwood, FL, serving Marion, Sumter, Lake, Citrus, and Hernando counties



Workforce Well-being

Primary purpose: to create a confidential and safe environment for professionals to openly discuss and navigate the challenges inherent in their crucial roles.

Well-being resources and activities help to ensure meaningful agency-wide change can be achieved by:



Fortifying
child welfare
professionals



Elevating
overall job
satisfaction



**Enhancing the
resilience of**
participating
agencies



**Fostering positive
perspectives** within
the workforce's roles

Coaching at the GROW Center



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Our Coaching Approach for Child Welfare

- ✓ Flexible and dynamic
- ✓ Prioritizes adaptability
- ✓ Customized and supports the use of multiple evidence-based coaching models and approaches.



Coaching Focus: Development



**PROFESSIONAL
DEVELOPMENT**



**COMPETENCY &
SKILL DEVELOPMENT**



WELL-BEING

Technical Assistance & Partnership



DCF Preservice: The Academy

- Florida Department of Children and Families is re-designing the pre-service experience
- Includes modernization efforts, including virtual reality and simulation
- Initial train-the-trainer evaluations promising
- FICW providing support for initial statewide implementation and evaluation



Workgroups & Collaborations

- Critical Incident Rapid Response Team Advisory Committee
- One Voice Impact National Network
- MeetKai virtual home development

FICW.FSU.EDU

Lisa Magruder, Ph.D., MSW

Director, LMAGRUDER@FSU.EDU



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The Florida Senate

APPEARANCE RECORD

Deliver both copies of this form to
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2/11/25
Meeting Date

FCW
Bill Number or Topic

Children, Families, Elder
Committee

Amendment Barcode (if applicable)

Name Lisa Magruder

Phone (850) 644-7266

Address 2139 Maryland Circle #1300
Street

Email lmagruder@fsu.edu

Tallahassee FL 32303
City State Zip

Speaking: ☐ For ☐ Against ☒ Information

OR

Waive Speaking: ☐ In Support ☐ Against

PLEASE CHECK ONE OF THE FOLLOWING:

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S-001 (08/10/2021)



CONTINUE THE MISSION:

AN UPDATE ON RECRUITMENT AND RETENTION

Kate Williams, Deputy Secretary
Department of Children and Families

February 11, 2025

CONTINUE THE MISSION OVERVIEW

Continue the Mission was launched in June 2022 by First Lady Casey DeSantis and aims to recruit veterans, military spouses, and former law enforcement officers who want to serve their communities as Child Protective Investigators or Adult Protective Investigators.

The goal is to activate our community of military veterans and their spouses along with law enforcement officers to continue a career in public service.



This professional community is known for their dedication, loyalty, hard work, and resiliency under high-demand, high-pressure public service environments.



These characteristics are particularly valuable at the Department and allow us to better support strong and resilient families.



CHILD AND ADULT PROTECTIVE INVESTIGATORS

- A **Child Protective Investigator (CPI)** assesses allegations of child abuse, neglect, or abandonment; conducts investigations; ensures child safety; and connects families with necessary services.
- An **Adult Protective Investigator (API)** investigates allegations of abuse, neglect, self-neglect, and financial exploitation against vulnerable adults and the mitigation of the risk factors involved.
- **What qualifications are needed to become a CPI or an API?**
 - A bachelor's degree from an accredited college or university.
 - An associate degree or 60+ credit hours from an accredited college or university and two years of relevant, professional work experience.
 - A high school diploma or GED equivalent and four years of law enforcement experience or active military service.



CONTINUE THE MISSION IMPLEMENTATION

To implement the Continue the Mission initiative, the Department has partnered with **five** main stakeholder groups to attract and hire qualified candidates:

Florida Department of
Veterans Affairs

Florida's Colleges and
Universities

Career Source Florida

Partners from the Non-
Profit Sector

Department
Of Defence/SkillBridge
Program

To date, the Department has engaged in over **240** hiring events in support of the Continue the Mission initiative and active recruitment for CPIs and APIs.



HIRING

Since the launch of the Continue the Mission initiative, the number of veterans applying to become either a CPI or an API has nearly doubled, and the Department has hired numerous qualified members of the military and law enforcement community.

As of January 2025:

- The Department has hired **372** of those applicants to serve alongside our DCF workforce.



DEPARTMENT OF CHILDREN AND FAMILIES WORKFORCE INITIATIVES

Since FY 2022-2023, several workforce support initiatives have been implemented to improve recruitment, retention, and well-being of the API and CPI workforce.



Re-designed and enhanced CPI preservice training



Creation of the Workforce Wellness Team



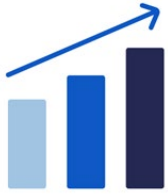
Increased Base Rate of Pay



CPI/API Rebranding Project



DEPARTMENT-WIDE RECRUITMENT EFFORTS



Recruitment strategies implemented over the past three years have reduced the CPI vacancy rate from **13%** to **11%** and the CPI Supervisor vacancy rate from **18%** to **14%**. The API vacancy rate also decreased from **16%** to **9%**. These strategies include:

- Hiring fairs: “On the spot” applications and interviews help identify qualified candidates (CPI/API)
- Virtual hiring events to reach individuals that cannot attend in-person hiring fairs (CPI/API)
 - 35% of all attendees have been recommended for an interview
- Creation of regional Retention Specialists (CPI/API)
- Round-table events to identify workforce needs and solicit feedback (CPI/API)
- “Lunch & Learn” events to address workforce wellness needs and offer opportunities for professional development (CPI)
- Improved work-life balance through the creation of “Weekend Units” (CPI/API)
- Entry and exit interviews and surveys to identify staff goals and identify effective methods of retaining skilled staff (CPI/API)
- “Stay” interviews to outline effective methods for retaining skilled staff (API)





QUESTIONS?

Office of Legislative Affairs
Sam Kerce – Samuel.Kerce@myflfamilies.com



The Florida Senate

APPEARANCE RECORD

February 11, 2025
Meeting Date

Senate Children, Families, & Elder Affairs
Committee

Deliver both copies of this form to
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Bill Number or Topic

Amendment Barcode (if applicable)

Name Brooke Bass Phone 850. 488. 9410

Address 2415 North Monroe Street Email Samuel.Kerce@myflfamilies.com
Street

Tallahassee FL 32303
City State Zip

Speaking: ☐ For ☐ Against ☒ Information **OR** Waive Speaking: ☐ In Support ☐ Against

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S-001 (08/10/2021)



ACUITY & PLACEMENT ARRAY

SENATE CHILDREN, FAMILIES AND ELDER AFFAIRS

Kate Williams, Deputy Secretary
Amanda VanLaningham, Deputy Assistant Secretary
Office of Child & Family Well-Being

February 11, 2025

OVERVIEW

Pursuant to section 409.986(1)(a), F.S., the Department contracts with Community-Based Care Lead Agencies for the delivery of foster care and related services. Associated responsibilities include:

Comprehensive oversight of the programmatic, administrative, and fiscal operations of the Lead Agencies by the Department.



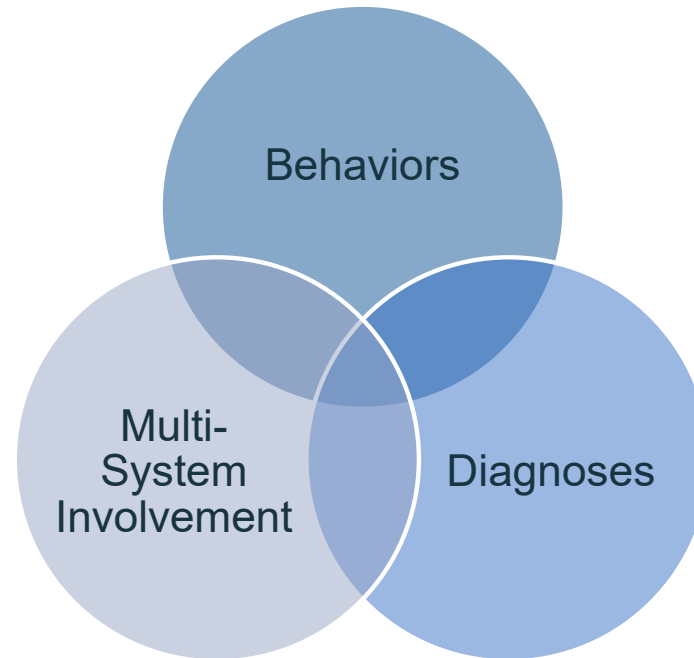
Lead Agencies provide vital child protection and child welfare services, including foster care, family preservation, independent living, family reunification, and related services.



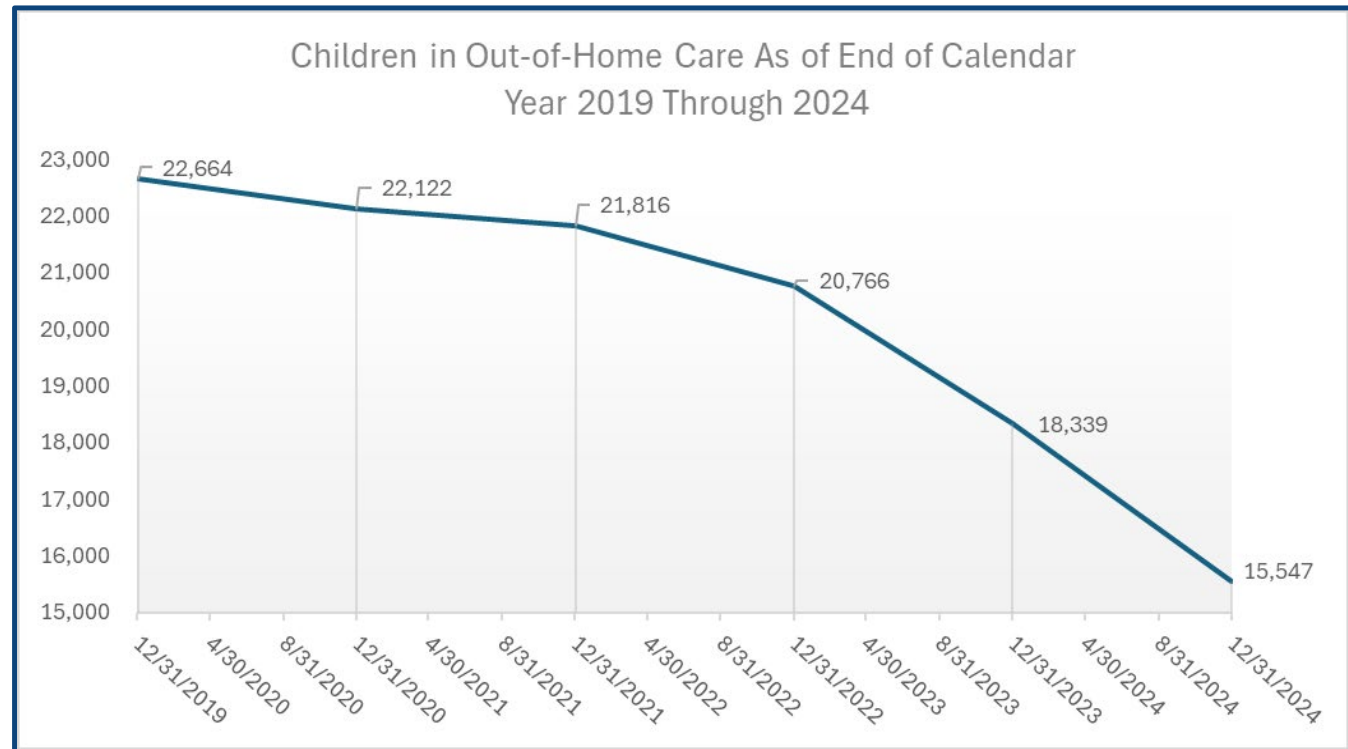
Collaborating with the Lead Agencies, community-based subcontractors, and the community alliance to protect the best interest of the children and families we serve.



WHAT IS "HIGH ACUITY?"



OUT-OF-HOME CARE POPULATION



OUT-OF-HOME CARE DISTRIBUTION BY AGE

	12/31/2019	12/31/2024	Difference
Ages 0-5	48.84%	43.04%	-5.8%
Ages 6-11	27.91%	28.22%	+0.31%
Ages 12-17	23.24%	28.74%	+5.5%



PLACEMENT ARRAY DATA

	12/31/2019	12/31/2024	Difference
Non-Relative	13.3%	8.5%	-4.8%
Relative	40.4%	22%	-18.4%
Level I	2.9%	20.3%	+17.4%
Level II-V	31.2%	33.1%	+1.9%
Group	7.8%	10.6%	+2.8%
Residential Treatment	0.6%	1.0%	+0.4%
Other	3.7%	4.6%	+0.9%



STRATEGIES



Stakeholder Feedback

Behavioral Qualified Residential Treatment Program (BQRTP)

Dually Served Collaboration

Local Review Team



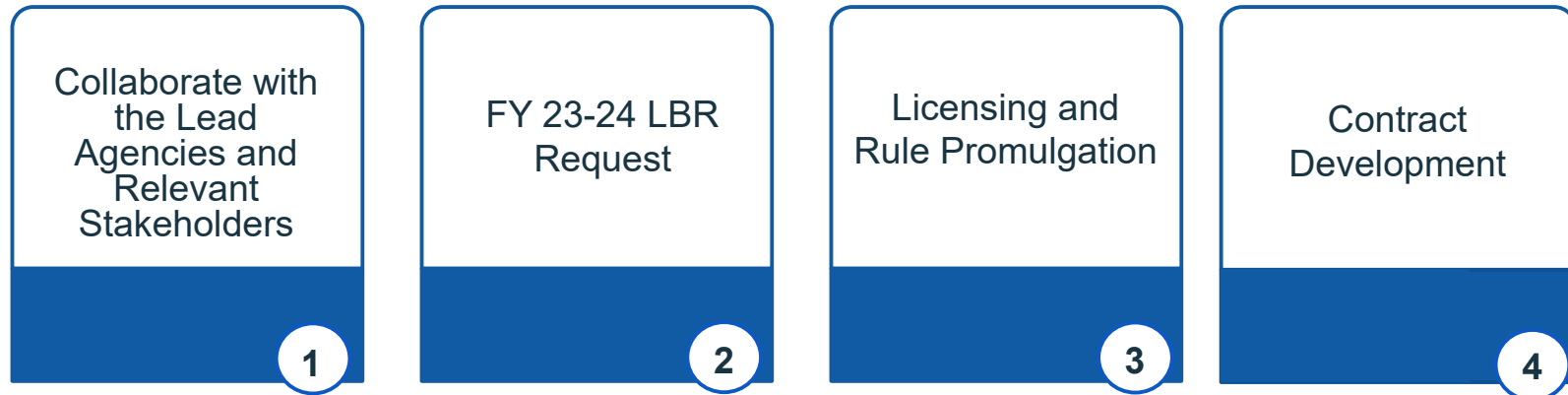
STAKEHOLDER FEEDBACK



- In 2023, the Department initiated a workgroup to discuss the placement continuum with partners, including AHCA, CBCs, and statewide providers.
- Specific topics included:
 - SIPP admissions
 - Rate analysis
 - Placement array and associated needs



BEHAVIORAL QUALIFIED RESIDENTIAL TREATMENT PROGRAM (BQRTP)



Current Status:

- ✓ 1 Licensed Home
- ✓ 3 Providers in Licensing Process
- ✓ 33 Additional Providers Expressed Interest



DUALLY SERVED YOUTH COLLABORATION

Local Collaboration

- ✓ Development and Implementation of Policy and Protocol Plans
- ✓ Implementation of Crossover Champions
- ✓ Pilot Program

Statewide Collaboration

- ✓ Dually Involved Youth Statewide Collaboration Meeting
- ✓ Quarterly Champion Chats
- ✓ Interagency Collaboration Trainings



LOCAL REVIEW TEAMS

- The Local Review Teams (LRTs) serve as a mechanism to convene other state agencies to coordinate medical, behavioral, and mental health services for children and families with complex needs in the community and those involved in the foster care system.
- FY 23-24 LRT data:
 - 1,662 LRT staffings were held involving 714 youth.
 - 90% of youth were diverted from entering out-of-home care.
 - Average age of child referred was 14 years old.
 - 44% have no DCF involvement at the time of the referral.
 - 83% are in the legal custody of their parent.





QUESTIONS?

Contact Sam Kerce, Sam.Kerce@myflfamilies.com



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Name Amanda Van Laningham

Phone 850.488.9410

Address 2415 North Monroe Street

Email samuel.kure@myflfamilies.com

Tallahassee

FL

32303

City

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