

By the Committee on Appropriations; and Senator Simpson

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1                                   A bill to be entitled  
2       An act relating to the Department of Children and  
3       Families; amending s. 20.19, F.S.; revising duties and  
4       membership of community alliances; requiring the  
5       department to establish an Office of Quality;  
6       providing duties of the office; requiring the office  
7       to develop and submit a report to the Governor and the  
8       Legislature annually by a specified date; authorizing  
9       the department to adopt rules; amending s. 402.402,  
10      F.S.; deleting obsolete language; requiring the  
11      department to implement certain policies and programs;  
12      expanding requirements for an annual report required  
13      to be submitted by the department to the Governor and  
14      the Legislature; requiring that attorneys contracted  
15      with the department receive certain training; amending  
16      s. 409.988, F.S.; requiring community-based care lead  
17      agencies to identify an employee to serve as a liaison  
18      with the community alliance and community-based and  
19      faith-based organizations; requiring community-based  
20      care lead agencies to ensure that appropriate lead  
21      agency staff and subcontractors are informed of  
22      specified services and assistance; amending s.  
23      409.991, F.S.; defining the term "core services  
24      funds"; requiring the department to develop a  
25      methodology to identify and report the optimal level  
26      of funding for community-based care lead agencies;  
27      providing requirements for the allocation of core  
28      services funds; requiring the Secretary of Children  
29      and Families to submit a report to the Governor and

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30 Legislature annually by a specified date; providing  
31 requirements for such report; authorizing the  
32 department to adopt rules; requiring certain funding  
33 to be allocated based on the department's methodology,  
34 unless otherwise specified in the General  
35 Appropriations Act; amending s. 409.996, F.S.;

36 deleting a provision requiring the department to  
37 contract with the state attorney for certain services;  
38 authorizing the department to contract for the  
39 provision of children's legal services; providing  
40 requirements for contracted attorneys; requiring the  
41 department and contracted attorneys to collaborate to  
42 monitor program performance; requiring the department  
43 to conduct annual program performance evaluations;  
44 providing requirements for such evaluations; requiring  
45 the department to annually publish a report; providing  
46 requirements for such report; requiring the department  
47 to annually submit such report to the Governor and  
48 Legislature by a specified date; requiring the  
49 department to develop a statewide accountability  
50 system; requiring that such system be implemented by a  
51 specified date; providing requirements for such  
52 accountability system; requiring the department and  
53 lead agencies to promote enhanced quality service  
54 delivery; requiring the department to submit a report  
55 to the Governor and the Legislature annually by a  
56 specified date; authorizing the department to adopt  
57 rules; requiring the department to implement pilot  
58 projects to improve child welfare outcomes in

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59 specified judicial circuits; requiring the department  
60 to establish performance metrics and standards to  
61 implement the pilot projects; requiring lead agencies  
62 in specified judicial circuits to provide certain data  
63 to the department each quarter; requiring the  
64 department to review such data; authorizing the  
65 department to advance incentive funding to certain  
66 lead agencies that meet specified requirements;  
67 requiring the department to include certain results in  
68 a specified report; providing for future expiration;  
69 amending s. 1004.615, F.S.; requiring the Florida  
70 Institute for Child Welfare and the Florida State  
71 University College of Social Work to design and  
72 implement a child welfare practice curriculum;  
73 requiring the institute to disseminate the curriculum  
74 to certain state universities and colleges; requiring  
75 the institute to contract with a person or entity by a  
76 specified date to evaluate the curriculum and make  
77 recommendations for improvement; requiring the college  
78 to implement the curriculum during a specified school  
79 year; requiring the institute, in collaboration with  
80 specified entities and individuals, to design and  
81 implement professional development curriculum for  
82 child welfare professionals; providing requirements  
83 for such curriculum; requiring that such curriculum be  
84 available by a specified date; requiring the  
85 department to approve the curriculum before  
86 implementation; requiring the institute to establish a  
87 consulting program; providing that specified

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88 provisions are subject to an appropriation; requiring  
89 the department, in collaboration with the institute,  
90 to develop a proposal for a career ladder for child  
91 protective investigations staff; providing  
92 requirements for such career ladder; requiring the  
93 department to submit a proposal for such career ladder  
94 to the Governor and the Legislature by a specified  
95 date; providing appropriations; providing a short  
96 title; providing an effective date.

97

98 Be It Enacted by the Legislature of the State of Florida:

99

100 Section 1. Paragraphs (b) and (d) of subsection (5) of  
101 section 20.19, Florida Statutes, are amended, and subsection (7)  
102 is added to that section, to read:

103 20.19 Department of Children and Families.—There is created  
104 a Department of Children and Families.

105 (5) COMMUNITY ALLIANCES.—

106 (b) The duties of the community alliance include, but are  
107 not limited to:

108 1. Joint planning for resource utilization in the  
109 community, including resources appropriated to the department  
110 and any funds that local funding sources choose to provide.

111 2. Needs assessment and establishment of community  
112 priorities for service delivery.

113 3. Determining community outcome goals to supplement state-  
114 required outcomes.

115 4. Serving as a catalyst for community resource  
116 development, including, but not limited to, identifying existing

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117 programs and services delivered by and assistance available from  
118 community-based organizations and faith-based organizations, and  
119 encouraging the development and availability of such programs,  
120 services, and assistance by such organizations. The community  
121 alliance shall ensure that the community-based care lead agency  
122 is aware of such programs, services, and assistance and work to  
123 facilitate the lead agency's appropriate use of these resources.

124 5. Providing for community education and advocacy on issues  
125 related to delivery of services.

126 6. Promoting prevention and early intervention services.

127 (d) The initial membership of the community alliance in a  
128 county, at a minimum, must ~~shall~~ be composed of the following:

129 1. A representative from the department.

130 2. A representative from county government.

131 3. A representative from the school district.

132 4. A representative from the county United Way.

133 5. A representative from the county sheriff's office.

134 6. A representative from the circuit court corresponding to  
135 the county.

136 7. A representative from the county children's board, if  
137 one exists.

138 8. A representative of a faith-based organization involved  
139 in efforts to prevent child maltreatment, strengthen families,  
140 or promote adoption.

141 (7) OFFICE OF QUALITY.—The department shall establish an  
142 enterprise-wide Office of Quality to ensure that the department  
143 and contracted service providers meet the highest levels of  
144 performance standards.

145 (a) Duties of the office include, but are not limited to,

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146 all of the following:

147 1. Identifying performance standards and metrics for  
148 department programs and all other service providers, including,  
149 but not limited to, behavioral health managing entities,  
150 community-based care lead agencies, and attorney services.

151 2. Conducting ongoing quality assurance reviews of  
152 department programs and contracted service providers on at least  
153 a quarterly basis using cases randomly selected by the  
154 department.

155 3. Strengthening the department's data and analytic  
156 capabilities to identify systemic strengths and deficiencies.

157 4. In consultation with the department's program offices,  
158 recommending unique and varied initiatives to correct  
159 programmatic and systemic deficiencies.

160 5. Collaborating and engaging partners of the department to  
161 improve service quality, efficiency, and effectiveness.

162 6. Reporting any persistent failure by the department or  
163 contracted providers to meet performance standards and  
164 recommending corrective actions to the secretary.

165 7. By each December 1, developing and submitting an annual  
166 report to the Governor, the President of the Senate, and the  
167 Speaker of the House of Representatives for the preceding fiscal  
168 year which encompasses all legislatively mandated statewide  
169 reports required to be issued by the department.

170 (b) The department may adopt rules to administer this  
171 subsection.

172 Section 2. Section 402.402, Florida Statutes, is amended to  
173 read:

174 402.402 Child protection and child welfare personnel;

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175 attorneys employed by the department.-

176 (1) CHILD PROTECTIVE INVESTIGATION PROFESSIONAL STAFF  
177 REQUIREMENTS.-The department is responsible for recruitment of  
178 qualified professional staff to serve as child protective  
179 investigators and child protective investigation supervisors.  
180 The department shall make every effort to recruit and hire  
181 persons qualified by their education and experience to perform  
182 social work functions. The department's efforts shall be guided  
183 by the goal that ~~by July 1, 2019,~~ at least half of all child  
184 protective investigators and supervisors will have a bachelor's  
185 degree or a master's degree in social work from a college or  
186 university social work program accredited by the Council on  
187 Social Work Education. The department, in collaboration with the  
188 lead agencies, subcontracted provider organizations, the Florida  
189 Institute for Child Welfare created pursuant to s. 1004.615, and  
190 other partners in the child welfare system, shall develop a  
191 protocol for screening candidates for child protective positions  
192 which reflects the preferences specified in paragraphs (a)-(f).  
193 The following persons shall be given preference in the  
194 recruitment of qualified professional staff, but the preferences  
195 serve only as guidance and do not limit the department's  
196 discretion to select the best available candidates:

197 (a) Individuals with baccalaureate degrees in social work  
198 and child protective investigation supervisors with master's  
199 degrees in social work from a college or university social work  
200 program accredited by the Council on Social Work Education.

201 (b) Individuals with baccalaureate or master's degrees in  
202 psychology, sociology, counseling, special education, education,  
203 human development, child development, family development,

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204 marriage and family therapy, and nursing.

205 (c) Individuals with baccalaureate degrees who have a  
206 combination of directly relevant work and volunteer experience,  
207 preferably in a public service field related to children's  
208 services, demonstrating critical thinking skills, formal  
209 assessment processes, communication skills, problem solving, and  
210 empathy; a commitment to helping children and families; a  
211 capacity to work as part of a team; an interest in continuous  
212 development of skills and knowledge; and personal strength and  
213 resilience to manage competing demands and handle workplace  
214 stresses.

215 (2) SPECIALIZED TRAINING.—All child protective  
216 investigators and child protective investigation supervisors  
217 employed by the department or a sheriff's office must complete  
218 specialized training either focused on serving a specific  
219 population, including, but not limited to, medically fragile  
220 children, sexually exploited children, children under 3 years of  
221 age, or families with a history of domestic violence, mental  
222 illness, or substance abuse, or focused on performing certain  
223 aspects of child protection practice, including, but not limited  
224 to, investigation techniques and analysis of family dynamics.  
225 The specialized training may be used to fulfill continuing  
226 education requirements under s. 402.40(3)(e). Individuals ~~hired~~  
227 ~~before July 1, 2014, shall complete the specialized training by~~  
228 ~~June 30, 2016, and individuals~~ hired on or after July 1, 2014,  
229 shall complete the specialized training within 2 years after  
230 hire. An individual may receive specialized training in multiple  
231 areas.

232 (3) STAFF SUPPORT.—The department shall implement policies



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233 and programs that mitigate and prevent the impact of secondary  
234 traumatic stress and burnout among child protective  
235 investigations staff, including, but not limited to:

236 (a) Initiatives to encourage and inspire child protective  
237 investigations staff, including recognizing their achievements  
238 on a recognition wall within their unit.

239 (b) Formal procedures for providing support to child  
240 protective investigations staff after a critical incident such  
241 as a child fatality.

242 (c) Initial training upon appointment to a supervisory  
243 position and annual continuing education for all supervisors on  
244 how to prevent secondary traumatic stress and burnout among the  
245 employees they supervise.

246 (d) Monitoring levels of secondary traumatic stress and  
247 burnout among individual employees and intervening as needed.  
248 The department shall closely monitor and respond to levels of  
249 secondary traumatic stress and burnout among employees during  
250 the first 2 years after hire.

251 (e) Ongoing training in self-care for all child protective  
252 investigations staff.

253  
254 Such programs may also include, but are not limited, to formal  
255 peer counseling and support programs.

256 (4)~~(3)~~ REPORT.—By each October 1, the department shall  
257 submit a report on the educational qualifications, turnover,  
258 professional advancement, and working conditions of the child  
259 protective investigators and supervisors to the Governor, the  
260 President of the Senate, and the Speaker of the House of  
261 Representatives.

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262       ~~(5)~~~~(4)~~ ATTORNEYS EMPLOYED BY OR CONTRACTING WITH THE  
263 DEPARTMENT TO HANDLE CHILD WELFARE CASES.—Attorneys hired or  
264 contracted with on or after July 1, 2014, whose primary  
265 responsibility is representing the department in child welfare  
266 cases shall, within the first 6 months of employment, receive  
267 training in:

268           (a) The dependency court process, including the attorney's  
269 role in preparing and reviewing documents prepared for  
270 dependency court for accuracy and completeness.~~†~~

271           (b) Preparing and presenting child welfare cases, including  
272 at least 1 week shadowing an experienced children's legal  
273 services attorney preparing and presenting cases.~~†~~

274           (c) Safety assessment, safety decisionmaking tools, and  
275 safety plans.~~†~~

276           (d) Developing information presented by investigators and  
277 case managers to support decisionmaking in the best interest of  
278 children.~~†~~~~and~~

279           (e) The experiences and techniques of case managers and  
280 investigators, including shadowing an experienced child  
281 protective investigator and an experienced case manager for at  
282 least 8 hours.

283       Section 3. Paragraph (1) is added to subsection (1) of  
284 section 409.988, Florida Statutes, to read:

285       409.988 Lead agency duties; general provisions.—

286       (1) DUTIES.—A lead agency:

287       (1) Shall identify an employee to serve as a liaison with  
288 the community alliance and community-based and faith-based  
289 organizations interested in collaborating with the lead agency  
290 or offering services or other assistance on a volunteer basis to

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291 the children and families served by the lead agency. The lead  
292 agency shall ensure that appropriate lead agency staff and  
293 subcontractors, including, but not limited to, case managers,  
294 are informed of the specific services or assistance available  
295 from community-based and faith-based organizations.

296 Section 4. Section 409.991, Florida Statutes, is amended to  
297 read:

298 (Substantial rewording of section. See s. 409.991,  
299 F.S., for present text.)

300 409.991 Allocation of funds for community-based care lead  
301 agencies.—

302 (1) As used in this section, the term “core services funds”  
303 means all funds allocated to lead agencies operating under  
304 contract with the department pursuant to s. 409.987, with the  
305 following exceptions:

306 (a) Funds appropriated for independent living services;  
307 (b) Funds appropriated for maintenance adoption subsidies;  
308 (c) Funds allocated by the department for child protective  
309 investigative service training;

310 (d) Nonrecurring funds;  
311 (e) Designated mental health wrap-around service funds;  
312 (f) Funds for special projects for a designated lead  
313 agency; and

314 (g) Funds appropriated for the Guardianship Assistance  
315 Program established under s. 39.6225.

316 (2) The department shall use an objective, workload-based  
317 methodology to identify and report the optimal level of funding  
318 for each lead agency considering demand for each of the  
319 following:

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- 320       (a) Prevention services;  
321       (b) Client services;  
322       (c) Licensed out-of-home care costs; and  
323       (d) Staffing, using the ratio for case managers compared to  
324 the caseload requirements specified in s. 20.19(4)(c)2.
- 325       (3) The allocation of core services funds must be based on  
326 the following:
- 327           (a) The total optimal funding amount as determined by  
328 adding together the funding for prevention services, client  
329 services, licensed out-of-home care, and staffing.
- 330           (b) A comparison of the total optimal funding amount to the  
331 actual allocated funding for the most recent fiscal year to  
332 determine the percentage of optimal funding the lead agency is  
333 currently receiving.
- 334       (4) By November 1 of each year, the secretary must submit a  
335 report to the Governor, the President of the Senate, and the  
336 Speaker of the House of Representatives which includes the  
337 current funding level of each lead agency based on the optimal  
338 funding level as determined by using each lead agency workload  
339 using the department's methodology. The report must identify any  
340 lead agency that is persistently funded at less than the optimal  
341 funding level and recommend strategies to address the shortfall  
342 including, but not limited to, business process redesign, the  
343 adoption of best practices, and requesting additional funding.
- 344       (5) The department may adopt rules to establish the optimal  
345 funding levels for lead agencies.
- 346       (6) Unless otherwise specified in the General  
347 Appropriations Act, the department shall allocate any new  
348 funding for core services, based on the department's

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349 methodology, to achieve optimal funding for all lead agencies  
350 inversely proportional to each lead agency optimal funding  
351 percentage.

352 (7) Unless otherwise specified in the General  
353 Appropriations Act, the department shall consider a lead  
354 agency's funding level compared to its optimal funding level  
355 when allocating funding from the risk pool, as provided in s.  
356 409.990.

357 Section 5. Subsections (18) through (23) of section  
358 409.996, Florida Statutes, are renumbered (19) through (24),  
359 respectively, a new subsection (18) and subsections (25) and  
360 (26) are added to that section, and paragraph (a) of subsection  
361 (1) and subsection (17) of that section are amended, to read:

362 409.996 Duties of the Department of Children and Families.-  
363 The department shall contract for the delivery, administration,  
364 or management of care for children in the child protection and  
365 child welfare system. In doing so, the department retains  
366 responsibility for the quality of contracted services and  
367 programs and shall ensure that services are delivered in  
368 accordance with applicable federal and state statutes and  
369 regulations.

370 (1) The department shall enter into contracts with lead  
371 agencies for the performance of the duties by the lead agencies  
372 pursuant to s. 409.988. At a minimum, the contracts must:

373 (a) Provide for the services needed to accomplish the  
374 duties established in s. 409.988 and provide information to the  
375 department which is necessary to meet the requirements for a  
376 quality assurance program pursuant to subsection (19) ~~(18)~~ and  
377 the child welfare results-oriented accountability system

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378 pursuant to s. 409.997.

379 (17) The department shall directly ~~or through contract~~  
380 provide attorneys to prepare and present cases in dependency  
381 court and shall ensure that the court is provided with adequate  
382 information for informed decisionmaking in dependency cases,  
383 including, at a minimum, a face sheet for each case which lists  
384 the names and contact information for any child protective  
385 investigator, child protective investigation supervisor, case  
386 manager, and case manager supervisor, and the regional  
387 department official responsible for the lead agency contract.  
388 The department shall provide to the court the case information  
389 and recommendations provided by the lead agency or  
390 subcontractor. ~~For the Sixth Judicial Circuit, the department~~  
391 ~~shall contract with the state attorney for the provision of~~  
392 ~~these services.~~

393 (18) (a) The department may contract for the provision of  
394 children's legal services to prepare and present cases in  
395 dependency court. The contracted attorneys shall ensure that the  
396 court is provided with adequate information for informed  
397 decisionmaking in dependency cases, including, at a minimum, a  
398 face sheet for each case which lists the names and contact  
399 information for any child protective investigator, child  
400 protective investigator supervisor, and the regional department  
401 official responsible for the lead agency contract. The  
402 contracted attorneys shall provide to the court the case  
403 information and recommendations provided by the lead agency or  
404 subcontractor. For the Sixth Judicial Circuit, the department  
405 shall contract with the state attorney for the provision of  
406 these services.

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407       (b) The contracted attorneys shall adopt the child welfare  
408 practice model, as periodically updated by the department, that  
409 is used by attorneys employed by the department. The contracted  
410 attorneys shall operate in accordance with the same federal and  
411 state performance standards and metrics imposed on children's  
412 legal services attorneys employed by the department.

413       (c) The department and contracted attorneys providing  
414 children's legal services shall collaborate to monitor program  
415 performance on an ongoing basis. The department and contracted  
416 attorneys, or a representative from such contracted attorneys'  
417 offices, shall meet at least quarterly to collaborate on federal  
418 and state quality assurance and quality improvement initiatives.

419       (d) The department shall conduct an annual program  
420 performance evaluation which shall be based on the same child  
421 welfare practice model principles and federal and state  
422 performance standards that are imposed on children's legal  
423 services attorneys employed by the department. The program  
424 performance evaluation must be standardized statewide and the  
425 department shall select random cases for evaluation. The program  
426 performance evaluation shall be conducted by a team of peer  
427 reviewers from the respective contracted attorneys' offices that  
428 perform children's legal services and representatives from the  
429 department.

430       (e) The department shall publish an annual report  
431 regarding, at a minimum, performance quality, outcome-measure  
432 attainment, and cost efficiency of the services provided by the  
433 contracted attorneys. The annual report must include data and  
434 information on the performance of both the contracted attorneys'  
435 and the department's attorneys. The department shall submit the

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436 annual report to the Governor, the President of the Senate, and  
437 the Speaker of the House of Representatives no later than  
438 November 1 of each year that the contracted attorneys are  
439 receiving appropriations to provide children's legal services  
440 for the department.

441 (25) In collaboration with lead agencies, service  
442 providers, and other community stakeholders, the department  
443 shall develop a statewide accountability system based on  
444 measurable quality standards. The accountability system must be  
445 implemented by July 1, 2021.

446 (a) The accountability system must:

447 1. Assess the overall health of the child welfare system,  
448 by circuit, using grading criteria established by the  
449 department.

450 2. Include a quality measurement system with domains and  
451 clearly defined levels of quality. The system must measure the  
452 performance standards for child protective investigators, lead  
453 agencies, and children's legal services throughout the system of  
454 care, using criteria established by the department, and, at a  
455 minimum, address applicable federal- and state-mandated metrics.

456 3. Align with the principles of the results-oriented  
457 accountability program established under s. 409.997.

458 (b) After the development and implementation of the  
459 accountability system under this subsection, the department and  
460 each lead agency shall use the information from the  
461 accountability system to promote enhanced quality service  
462 delivery within their respective areas of responsibility.

463 (c) By December 1 of each year, the department shall submit  
464 a report on the overall health of the child welfare system to



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465 the Governor, the President of the Senate, and the Speaker of  
466 the House of Representatives.

467 (d) The department may adopt rules to implement this  
468 subsection.

469 (26) Subject to an appropriation, for the 2020-2021 and  
470 2021-2022 fiscal years, the department shall implement a pilot  
471 project in the Sixth and Thirteenth Judicial Circuits,  
472 respectively, aimed at improving child welfare outcomes.

473 (a) In implementing the pilot projects, the department  
474 shall establish performance metrics and performance standards to  
475 assess improvements in safety, permanency, and the well-being of  
476 children in the local system of care for the lead agencies in  
477 those judicial circuits. Such metrics and standards must be  
478 aligned with indicators used in the most recent federal Child  
479 and Family Services Reviews.

480 (b) The lead agencies in the Sixth and Thirteenth Judicial  
481 Circuits shall provide performance data to the department each  
482 quarter. The department shall review the data for accuracy and  
483 completeness and then shall compare the actual performance of  
484 the lead agencies to the established performance metrics and  
485 standards. Each lead agency that exceeds performance metrics and  
486 standards is eligible for incentive funding.

487 (c) For the first quarter of each fiscal year, the  
488 department may advance incentive funding to the lead agencies in  
489 an amount equal to one quarter of the total allocated to the  
490 pilot project. After each quarter, the department shall assess  
491 the performance of the lead agencies for that quarter and adjust  
492 the subsequent quarter's incentive funding based on its actual  
493 prior quarter performance.

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494 (d) The department shall include the results of the pilot  
495 projects in the report required under s. 20.19(7). The report  
496 must include the department's findings and recommendations  
497 relating to the pilot projects.

498 (e) This subsection expires July 1, 2022.

499 Section 6. Present subsections (6) and (7) of section  
500 1004.615, Florida Statutes, are renumbered as subsections (9)  
501 and (10), respectively, and new subsections (6) and (7) and  
502 subsection (8) are added to that section, to read:

503 1004.615 Florida Institute for Child Welfare.—

504 (6) The institute and the Florida State University College  
505 of Social Work shall design and implement a curriculum that  
506 enhances knowledge and skills for the child welfare practice.  
507 The institute and the college shall create the curriculum using  
508 interactive and interdisciplinary approaches and include  
509 opportunities for students to gain an understanding of real-  
510 world child welfare cases. The institute shall disseminate the  
511 curriculum to other interested state universities and colleges  
512 and provide implementation support. The institute shall contract  
513 with a person or entity of its choosing, by November 1, 2020, to  
514 evaluate the curriculum and make recommendations for  
515 improvement. The college shall implement the curriculum during  
516 the 2021-2022 school year. This subsection is subject to an  
517 appropriation.

518 (7) The institute, in collaboration with the department,  
519 community-based care lead agencies, providers of case management  
520 services, and other child welfare stakeholders, shall design and  
521 implement a career-long professional development curriculum for  
522 child welfare professionals at all levels and from all

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523 disciplines. The professional development curriculum must  
524 enhance the performance of the current child welfare workforce,  
525 address issues related to retention, complement the social work  
526 curriculum, and be developed using social work principles. The  
527 professional development curriculum shall provide career-long  
528 coaching, training, certification, and mentorship. The institute  
529 must provide the professional support on a continuous basis  
530 through online and in-person services. The professional  
531 development curriculum must be available by July 1, 2021. The  
532 Department of Children and Families must approve the curriculum  
533 prior to implementation. This subsection is subject to an  
534 appropriation.

535 (8) The institute shall establish a consulting program for  
536 child welfare organizations to enhance workforce culture,  
537 supervision, and related management processes to improve  
538 retention, effectiveness, and overall well-being of staff to  
539 support improved child welfare outcomes. The institute shall  
540 select child welfare organizations through a competitive  
541 application process and provide ongoing analysis,  
542 recommendations, and support from a team of experts on a long-  
543 term basis to address systemic and operational workforce  
544 challenges. This subsection is subject to an appropriation.

545 Section 7. The Department of Children and Families, in  
546 collaboration with the Florida Institute of Child Welfare, shall  
547 develop an expanded career ladder for child protective  
548 investigations staff. The career ladder shall include multiple  
549 levels of child protective investigator classifications,  
550 corresponding milestones and professional development  
551 opportunities necessary for advancement, and compensation

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552 ranges. The department must submit a proposal for the expanded  
553 career ladder to the Governor, the President of the Senate, and  
554 the Speaker of the House of Representatives no later than  
555 November 1, 2020.

556 Section 8. (1) For the 2020-2021 fiscal year, the sum of  
557 \$8,235,052 in recurring funds is appropriated from the General  
558 Revenue fund to the Department of Children and Families for  
559 incentive funding for the pilot projects required in s.  
560 409.996(25), Florida Statutes, as created by this act.

561 (2) For the 2020-2021 fiscal year the sum of \$5,350,000 in  
562 recurring funds from the General Revenue Fund is appropriated to  
563 the Department of Children and Families, and 2,907,885 in rate  
564 is authorized for the establishment of the Office of Quality, as  
565 required in s. 20.19(7), Florida Statutes. The department is  
566 authorized to reassign up to 125 currently authorized positions  
567 and submit budget amendments pursuant to chapter 216, Florida  
568 Statutes, for the Office of Quality to administer and implement  
569 the provisions of this act.

570 Section 9. Sections 1., 2., and 3. of this act may be cited  
571 as the "State of Hope Act."

572 Section 10. This act shall take effect upon becoming a law.