

Fiscal Year 2019

CPAC ANNUAL REPORT

July 1, 2018 - June 30, 2019

State of Delaware



*Child Protection Accountability
Commission (CPAC)*

***Mission:** To monitor Delaware's child protection system to ensure the health, safety, and well-being of Delaware's abused, neglected, and dependent children.*

The Honorable John Carney, Governor
State of Delaware

Mary F. Dugan, Esq., Chair
Child Protection Accountability Commission

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**Secretary of the Department of
Services for Children, Youth, and
their Families**

16 Del. C. §931(a)(1)

The Honorable Josette Manning,
Cabinet Secretary

**Director of the Division of
Family Services**

16 Del. C. §931(a)(2)

Trenee Parker, Director

**Two Representatives from the
Attorney**

General's Office

16 Del. C. §931(a)(3)

Abigail Layton, Esq., Deputy Attorney
General, Director, Family Division
James Kriner, Esq., Deputy Attorney
General, Director, Special Victims Unit

Two Members of the Family Court

16 Del. C. §931(a)(4)

The Honorable Michael K. Newell,
Chief Judge

The Honorable Joelle Hitch, Judge

**One Member of the House of
Representatives**

16 Del. C. §931(a)(5)

The Honorable Valerie Longhurst,
State Representative

One Member of the Senate

16 Del. C. §931(a)(6)

The Honorable Bryan Townsend, State
Senator

**Secretary of the Department of
Education**

16 Del. C. §931(a)(7)

Susan Haberstroh, Director, Policy and
External Affairs

**Director of the Division of Prevention
and Behavioral Health Services**

16 Del. C. §931(a)(8)

Robert Dunleavy, LCSW, Director

**Chair of the Domestic Violence
Coordinating Council**

16 Del. C. §931(a)(9)

Maureen Monagle, Executive Director

**Superintendent of the Delaware
State Police**

16 Del. C. §931(a)(10)

Colonel Nathaniel McQueen,
Superintendent

Cpl. Adrienne Owen, Designee

**Chair of the Child Death Review
Commission**

16 Del. C. §931(a)(11)

Garrett Colmorgen, M.D., Chair

Investigation Coordinator

16 Del. C. §931(a)(12)

Jennifer Donahue, Esquire

Young Adult
16 Del. C. §931(a)(13)
Nicole Magnusson

**One Representative from Office of
Defense Services**

16 Del. C. §931(a)(14)

Kathryn Lunger, Esquire, Statewide
Director, Family Court Practice Group

**At-large Public Member - Interagency
Committee on Adoption**

16 Del. C. §931(a)(15)

Meg Garey, Member of Interagency
Committee on Adoption

**At-large Public Member - Law
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16 Del. C. §931(a)(15)

Captain Joseph Bloch, New Castle
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**At-large Public Member - Medical
Community**

16 Del. C. §931(a)(15)

Allan De Jong, M.D., Medical Director,
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**At-large Public Member - Child
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16 Del. C. §931(a)(15)

Randall Williams, Chief Executive
Officer, Children's Advocacy Center
of Delaware

**At-large Public Member - Child
Protection Community**

16 Del. C. §931(a)(15)

Janice Mink, Citizen
Dr. Elizabeth Higley, Citizen

**At-large Public Member - Child
Protection Community**

16 Del. C. §931(a)(15)

Ellen Levin, Citizen

**At-large Public Member - Child
Protection Community**

16 Del. C. §931(a)(15)

Ginger L. Ward, Outgoing Chair
Mary F. Dugan, Esquire, Chair

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Executive Summary

In Fiscal Year 2019, the Child Protection Accountability Commission (CPAC or the Commission) met quarterly to identify system challenges and advocate for system reform, to evaluate and recommend changes in policy, and to make legislative recommendations. Between quarterly Commission meetings, CPAC's various committees and workgroups, supported by CPAC staff, were engaged in substantive work, at the direction of the Commission, in a variety of areas, including: the ongoing review of practices followed by various system partners in their response to reports of abuse and neglect; the implementation of training in best practices for front line professionals who respond to reports of child abuse and neglect; the improvement of educational outcomes for children in foster care; various legislative initiatives, including crimes against children; infants with prenatal substance exposure and their families; mandatory reporting of child abuse; data utilization, and others. CPAC also continued in its service as Delaware's Citizen Review Panel (CRP), Children's Justice Act (CJA) Task Force and as a grant recipient from Casey Family Programs. CPAC and the Child Death Review Commission (CDRC) continued their collaborative statutory affiliation through Fiscal Year 2019.

CPAC accomplished the following in FY19:

- Trained over 15,400 educators, healthcare providers and members of the public on their statutory, child abuse mandatory reporting obligations through onsite and online training;
- Advocated to the Joint Finance Committee to request for additional resources for the following child welfare partners: Department of Justice Special Victims Unit, Office of the Investigation Coordinator, Division of Family Services, Children's Advocacy Center, Ivyane Davis Scholarship Fund, Family Court and Prevent Child Abuse Delaware;
- Presented to various local and national conferences on the implementation of Plans of Safe Care for infants with prenatal substance exposure;
- Conducted retrospective reviews in 80 death and near death cases of abused and neglected children, which resulted in 264 strengths and 285 findings across six system areas;
- Awarded scholarships through Children's Justice Act grant funds to 19 multidisciplinary team (MDT) members, who were able to attend national child welfare conferences;
- Hosted the Protecting Delaware's Children Conference for over 400 child welfare professionals and presented two outstanding performance awards to multidisciplinary team partners;
- Submitted the CJA Annual Progress Report and Grant Application and Three Year Assessment Report - Approved by the Administration on Children, Youth and Families on July 24, 2019.

CPAC's Fiscal Year 2019 achievements were realized due to the leadership of its Commissioners, Executive Director, staff and Chair, and to the commitment of the many agency representatives and members of the public who participate members of the public who participate with the Commission. CPAC gained three new Commissioners during the fiscal year, and said goodbye to its chair, Ginger L. Ward, and long-standing Commissioner, Janice Mink, who also chaired the Child Abuse and Neglect Panel.

Janice Mink was recognized by CPAC on November 14, 2018 for her 19 years of service as a CPAC Commissioner. Ms. Mink was presented with a tribute from the House of Representatives and Senate by Representative Valerie Longhurst, who also serves as a CPAC Commissioner. Additionally, Secretary Josette Manning presented Ms. Mink with a proclamation from Governor John Carney. Several CPAC Commissioners offered remarks about Ms. Mink's impact on the child welfare community, and Tania Culley, Esquire, Executive Director of CPAC, presented Ms. Mink with a service award. The Commissioners and staff wish to thank Ms. Mink for her service and leadership.



Figure 1. Janice Mink receiving a service award from CPAC Executive Director, Tania Culley.

Background & Purpose

Delaware's Child Protection Accountability Commission was established by an Act of the Delaware General Assembly in 1997 following the death of a 4-year-old boy named Bryan Martin. Bryan's death demonstrated the need for multidisciplinary collaboration and accountability in Delaware's child protection system. As a result, Delaware enacted the Child Abuse Prevention Act of 1997 (16 *Del. C.*, Ch. 9), which made significant changes in the way in which Delaware investigates child abuse and neglect. The Child Abuse Prevention Act also established an interdisciplinary forum for dialogue and reform. That forum is CPAC, which endeavors to foster a community of cooperation, accountability and multidisciplinary collaboration. CPAC brings together key child welfare system leaders, who meet regularly with members of the public and others, to identify system shortcomings and the ongoing need for system reform.



The Statutory Duties of CPAC (16 *Del. C.* §931(b)):

- 1) Examine and evaluate the policies, procedures, and effectiveness of the child protection system and make recommendations for changes therein, focusing specifically on the respective roles in the child protection system of the Division of Family Services, the Division of Prevention and Behavioral Health Services, the Office of the Attorney General, the Family Court, the medical community, and law-enforcement agencies.
- 2) Recommend changes in the policies and procedures for investigating and overseeing the welfare of abused, neglected, and dependent children.
- 3) Advocate for legislation and make legislative recommendations to the Governor and General Assembly.
- 4) Access, develop, and provide quality training to the Division of Family Services, Deputy Attorneys General, Family Court, law-enforcement officers, the medical community, educators, day-care providers, and others on child protection issues.
- 5) Review and make recommendations concerning the well-being of Delaware's abused, neglected, and dependent children including issues relating to foster care, adoption, mental health services, victim services, education, rehabilitation, substance abuse, and independent living.
- 6) Provide the following reports to the Governor:
 - a. An annual summary of the Commission's work and recommendations, including work of the Office of the Child Advocate, with copies thereof sent to the General Assembly.
 - b. A quarterly written report of the Commission's activities and findings, in the form of minutes, made available also to the General Assembly and the public.
- 7) Investigate and review deaths or near deaths of abused or neglected children.
- 8) Coordinate with the Child Death Review Commission to provide statistics and other necessary information to the Child Death Review Commission related to the Commission's investigation and review of deaths of abused or neglected children.
- 9) Meet annually with the Child Death Review Commission to jointly discuss the public recommendations generated from reviews conducted under § 932 of this title. This meeting shall be open to the public.
- 10) Adopt rules or regulations for the administration of its duties or this subchapter, as it deems necessary.

Federal Mandates & Grants

Delaware's Citizen Review Panel and Children's Justice Act Grant

CPAC is designated as Delaware's "citizen review panel" as required under the federal Child Abuse Prevention and Treatment Act, 42 U.S.C. § 5106a(c) and Delaware's "state task force" as required under the federal Children's Justice Act, 42 U.S.C. § 5106c(c).

In Fiscal Year 2005, CPAC was first designated by the Department of Services for Children, Youth and Their Families, in its Child and Family Services Plan – Annual Progress and Services Report (APSR), to serve as Delaware's citizen review panel (CRP). Every year since, CPAC has been designated as the CRP. Federal law requires CPAC to evaluate the extent to which the State is effectively discharging its child protection responsibilities. CPAC does that in a variety of ways, including evaluating policies and procedures and reviewing child fatalities and near fatalities due to abuse or neglect. For more detail, please see Page 20.

In Fiscal Year 2008, CPAC became the CJA State Task Force, and in Fiscal Year 2013, CPAC became the recipient of the CJA Grant with fiscal management and oversight by the Criminal Justice Council. The CJA provides grants to States to improve the investigation, prosecution and judicial handling of cases of child abuse and neglect, particularly child sexual abuse and exploitation, in a manner that limits additional trauma to the child victim. This also includes the handling of child fatality cases in which child abuse or neglect is suspected, along with some cases of children with disabilities and serious health problems who also are victims of abuse and neglect. To be eligible for CJA funds, states are required to establish and maintain a multidisciplinary task force (the State Task Force). The State Task Force is responsible for making policy and training recommendations to carry out the objectives of the grant, for conducting a comprehensive evaluation every three years of the state's child welfare system, and for making recommendations for improvement of those systems. For more detail, please see Pages 5 and 19.

Casey Family Program's Grant

In January 2016, the Office of the Child Advocate (OCA), on behalf of CPAC, received a Casey Family Programs grant to improve education outcomes for youth in foster care. This grant was transferred from the Family Court to continue efforts that were previously underway in the state. Soon after receiving the grant, CPAC developed a strategic plan that focused on two main goals. First, CPAC targeted strategies and trainings to address the social and emotional needs of "system involved youth." Second, CPAC focused efforts to improve interagency cooperation and coordination of educational services for all system involved youth. To that end, CPAC has moved at a rapid pace to make significant progress on initiatives and collaborate with systems partners to improve school stability and academic supports for system involved youth, and particularly for children experiencing foster care. In January 2019, the grant transitioned from OCA to Children and Families First so that a new direction could be pursued with the grant. For more detail, please see Page 13.



Figure 2. Teri Lawler, Jessica Begley, and Eliza Hirst, Esq. presenting at the National Youth-at-Risk Conference in Savannah, Georgia in March 2019.

Delaware's Child Protection System

With CPAC's assistance, Delaware has continued to refine and improve its interdisciplinary approach to the protection of children. The approach, often referred to as the multidisciplinary team (MDT), relies on the collaborative intervention of various system partners. An essential participant in the MDT approach has been the Department of Services for Children, Youth and Their Families (DSCYF or the Children's Department), which is comprised of three service divisions - the Division of Prevention and Behavioral Health Services (DPBHS), the Division of Youth Rehabilitative Services (DYRS), and the Division of Family Services (DFS). Collectively these divisions are responsible for the provision of services to children who have suffered abuse, neglect, abandonment, delinquency, mental illness, or substance abuse.

As the child welfare agency, DFS is responsible for receiving and investigating reports alleging child abuse, neglect, or dependency. In FY19, DFS received 21,530 reports of child abuse, neglect or dependency. DFS screened in 8,839 of those reports, and substantiated 826 of the cases investigated, where a perpetrator was identified. These cases are often initiated when a child victim of abuse or neglect is first identified by a professional who interacts routinely with children, including members of the education, medical or law enforcement communities.

Multidisciplinary collaboration is frequently necessary. For reports that may involve a crime against a child, DFS and law enforcement will investigate jointly. As appropriate, cases will be referred to the Children's Advocacy Center of Delaware (CAC), where the MDT often formally convenes to conduct a forensic interview, medical examination or mental health screening of the child victim. Death and near death cases are also referred to CPAC for a retrospective review. In an effort to ensure system wide coordination, all cases involving serious physical injury and death or allegations of sexual abuse are also monitored by Delaware's Investigation Coordinator - a function that CPAC advocated for in the wake of the tragic events brought to light in the Bradley case. As a vital member of the MDT, the Criminal Division of the Department of Justice (DOJ) determines whether there is sufficient evidence to prosecute those responsible for inflicting harm on children. In July of 2013,

at the recommendation of a joint committee of CPAC and CDRC, the DOJ established the Child Victims Unit. In 2016, that Unit was expanded to handle all felony level, criminal child abuse cases involving the death or physical injury of a child, as well as all sexual abuse cases. It was renamed the Special Victims Unit. The Family Division provides legal representation to DSCYF in Family Court, and DOJ has designated several attorneys across its Divisions to pursue civil remedies against perpetrators of child abuse, including civil substantiations and licensure proceedings, thereby increasing the chances of protecting children where criminal remedies are either insufficient or unavailable.

Through frequent hearings, Family Court Judges were responsible for monitoring the children in the legal custody of DSCYF during Fiscal Year 2019. As of June 30, 2019, 598 children were in DSCYF custody, a 17% decrease from the prior fiscal year. Approximately 27% of these children were 4 years of age or younger; 14% were 5 to 8 years of age; 14% were ages 9 to 12; and 46% were 13 to 17 years of age. By county, 58% reside in New Castle County, 21% reside in Kent County, and 21% reside in Sussex County. Throughout the year, Family Court provided judicial oversight and OCA provided legal representation to 1,038 children. Nearly half of these children receiving legal representation were also appointed a Court Appointed Special Advocate to advocate for his or her best interest. A large number of these advocates are volunteers. Children in DSCYF custody also receive extensive care and support from the education, foster care, adoption and medical communities. Thus, Delaware relies on the collective resources of the Family Court, DOJ and OCA, as well as the Children's Department, the service providers, and the community, to provide safety, well-being and permanency for its most vulnerable children.



Figure 3. MDT Representatives, Jen Donahue, Esq. and Lt. Gerald Windish, presenting at the 35th International Symposium on Child Abuse in March 2019.

Committees

CPAC accomplished many of its FY19 goals through the work of its eight Committees: Abuse Intervention, Caseloads/Workloads, Child Abuse and Neglect Steering, Data Utilization, Education, Legislative, Joint Committee on Substance-Exposed Infants/Medically Fragile Children and Training Committee.

The Abuse Intervention Committee

Charge: To provide measurable oversight of CPAC's Children's Justice Act (CJA) grant activities by planning and administering the Three-Year Assessment, monitoring the progress of recommendations identified in the Three-Year Assessment Report and recommending to CPAC future system priorities related to the investigative, administrative and judicial handling of cases of child abuse and neglect.

Membership: The Committee was led by Abigail Layton, Esquire, Director of the Family Division at the DOJ. The membership includes representatives from the following agencies: Alfred I. DuPont Hospital for Children, CAC, CDRC, DOJ, DFS, Domestic Violence Coordinating Council (DVCC), and OCA and its Office of the Investigation Coordinator.

During the fiscal year, the Abuse Intervention Committee met to establish the activities which will be funded by CPAC from October 1, 2018 through September 30, 2019 utilizing federal CJA grant funds. These activities included: funding the Training Specialist position; hosting the Protecting Delaware's Children Conference; offering MDT scholarships to national child welfare trainings; facilitating in-person and web-based training for professionals on the recognition and reporting of child abuse and neglect; making web-based training available to the child welfare community through the online training system, surveys, training software and videography services; and attending the CJA Grantee Meeting and National Citizen Review Panel Conference. The progress on all of the aforementioned activities was included in the 2019 CJA Annual Progress Report and Grant Application, which was submitted to the Administration on Children, Youth and Families on May 31, 2019 and approved on July 24, 2019. The report is available on OCA's website at the following link: http://courts.delaware.gov/childadvocate/cpac/cja_taskforce.aspx.

In addition to the Administration on Children, Youth and Families, the Criminal Justice Council (CJC) continued to provide oversight of CJA grant funds. Since October 1, 2012, the CJC, with assistance from the Administrative Office of the Courts, has supported OCA in the management of the grant. This requires that OCA, on behalf of CPAC, submit quarterly fiscal and progress reports to the CJC, as well as an annual grant application for the specific grant period. As a result of the collaboration that has developed between the federal and state agencies, and with the assistance of its Executive Director and staff, CPAC has improved the manner in which the CJA grant is administered in the State of Delaware.



Figure 4. Delaware Team at the 35th International Symposium on Child Abuse in March 2019.

Committees

The Caseloads/Workloads Committee

Charge: To evaluate the caseloads and workloads of the DFS treatment workers and provide recommendations for change to CPAC, as appropriate.

Membership: The Committee is led by co-chairs, Sue Murray, Deputy Director of the Division of Family Services and Rachael Neff, Director of Special Court Programs at Family Court. The membership includes representatives from the following agencies: DFS, DVCC, Family Court, and OCA and its Office of the Investigation Coordinator.

When CPAC was first created, it convened a committee to codify caseload standards for DFS workers, supervisors and licensing specialists at the Office of Child Care Licensing. In 1998, the following caseload standards were enacted by Senate Bill 142: 14 cases per investigation worker plus 10%, 18 cases per treatment worker plus 10%, one supervisor for every five workers and 140 cases per licensing specialist plus 10%. CPAC pushed to further reduce these standards in 2004 when Senate Bill 265 was passed. It removed the “plus 10%” and required caseloads be calculated by regions and fully functioning workers. Despite these changes, CPAC continued to monitor the caseloads through the state’s child death and near death reviews, and in 2006, CPAC agreed to reconvene the Committee to look at caseloads for the entire child protection system. The Committee met for two years and presented its final report to CPAC in April 2008. During that time, legislation was passed lowering the DFS investigation caseload standard from 14 to 11 in July 2007. A separate bill was introduced recommending that the DFS treatment caseload standard be lowered from 18 to 12; however, the bill never made it out of committee due to the fiscal climate.

Over the next several years, CPAC continued to monitor caseloads at its quarterly meetings. Additionally, when state statutory authority to investigate and review deaths or near deaths of abused or neglected children was transferred to CPAC, the Child Abuse and Neglect (CAN) Panel began to track individual cases above the caseload standards for investigation and treatment. As a result, in FY17, CPAC recommended the Caseloads/Workloads Committee be reconvened in response to a recommendation that arose from the Joint CPAC/CDRC Retreat in September 2016. The charge of the Committee was to evaluate caseloads and workloads of the DFS treatment workers and provide recommendations for change to CPAC. Therefore, the Committee entered into a partnership with Delaware State University to accomplish a Caseload/Workload Study. During FY18, a survey tool was created, and treatment workers were asked to complete the survey daily for a period of four weeks. Over the past fiscal year a comprehensive report was written by the CPAC Caseloads/Workloads Committee. The final report and recommendations will be submitted to CPAC prior to the end of calendar year 2019.

The Child Abuse and Neglect Steering Committee

Charge: To supervise the confidential investigation and retrospective review of deaths and near deaths of abused or neglected children pursuant to 16 *Del. C.* §§ 932-935.

Membership: The Committee is led by Garrett Colmorgen, M.D., Chair of the Child Death Review Commission. The membership includes representatives from the following agencies: Alfred I. duPont Hospital for Children, CPAC, CDRC, CAC, Delaware State Police (DSP), DOJ, DSCYF, Family Court and OCA and its Office of the Investigation Coordinator.

CPAC is vested with state statutory authority to investigate and review deaths or near deaths of abused or neglected children. This responsibility was transferred from CDRC to CPAC on September 10, 2015. Then, at its meeting of October 14, 2015, CPAC ratified the Child Abuse and Neglect (CAN) Steering Committee and CAN Panel. In addition, CPAC authorized the CAN Panel to conduct the confidential investigations and retrospective reviews on behalf of CPAC and charged the CAN Steering Committee with providing oversight of these duties. As such, all activities of the CAN Steering Committee and CAN Panel are statutorily confidential. However, the statute allows for the Commission to release system-

Committees

wide findings or recommendations arising from an investigation and review to the Governor, General Assembly and public. In FY19, the CAN Steering Committee met quarterly to review and approve the work of the CAN Panel. In particular, the Committee approved the retrospective reviews conducted by the CAN Panel between April 2018 and March 2019. During this period, the Panel reviewed 80 cases – 48 initials and 32 finals. For the 48 cases reviewed for the first time, there were 34 near deaths and 14 deaths that occurred between September 2017 and October 2018. The 32 remaining cases had previously been reviewed and were awaiting the completion of prosecution. The result was 264 strengths and 285 findings across six system areas. At each quarterly Commission Meeting, CPAC Commissioners reviewed and approved the strengths and findings arising from the investigation and review of these 80 deaths and near deaths due to abuse or neglect. These reports were then submitted to the Governor, General Assembly and the public, and are available at the following link: http://courts.delaware.gov/childadvocate/cpac/cpac_reports.aspx.

In addition to the review and release of findings related to these cases, CPAC is charged with making system-wide recommendations and meeting with CDRC annually to discuss the work of the CAN Panel. CPAC accomplishes this through a joint retreat, which occurred in the last fiscal year and resulted in a new action plan. In its 2018-2019 Joint Action Plan, CPAC and CDRC established 5 prioritized recommendations for system improvement, along with 7 additional recommendations and 10 ongoing recommendations from the prior annual meeting. CPAC was tasked with addressing three of the five recommendations. The other two recommendations are prevention focused and assigned to CDRC. In FY19, CPAC received progress updates from its Commissioners on November 14, 2018 and May 22, 2019, and the progress made towards accomplishing these three recommendations is summarized below. The full action plan is also available at the following link: https://courts.delaware.gov/childadvocate/cpac/cpac_reports.aspx.

2018-2019 Joint Action Plan – CPAC’s Prioritized Recommendations

1st Prioritized Recommendation

Revive the CPAC CAN Best Practices Workgroup to integrate the following into MOU training, or in the development of protocols to address coordination of medical services and the MDT as follows:

- a. Develop a protocol or plan to coordinate hospital discharge between DFS, LE and the identified medical coordinator of care for children of any age who present to the hospital and where child abuse or neglect is suspected.
- b. Develop a protocol or plan for meetings between MDT and medical providers on immediate safety plan during child’s hospital admission.
- c. Develop a protocol or plan to seek medical examinations at the children’s hospital for victims, siblings and other children in the home, 6 months or younger, when child abuse or neglect is suspected; or contact the designated medical services provider within 24 hours if the examination occurred elsewhere.
- d. Develop a protocol or plan to assign a detective to review complaints of child abuse or neglect involving children, 6 months or younger, prior to closing the case.
- e. Consider other recommendations that were not prioritized as follows:
 - Assist the MDT in receiving all medical records, including preliminary and subsequent medical findings and photographic documentation of injuries, through use of the identified medical coordinator of care in the hospital.
 - Allow in-house forensic nurse examiners to be accessible to the MDT 24 hours a day in the children’s hospital and other hospitals in Delaware.
 - Provide a list of direct contact numbers for all forensic nurse examiner teams and identified medical coordinators of care to the MDT.

FY19 Update: A smaller working group met to draft the suggested revisions to the MOU. The Training Committee’s CAN Best Practices Workgroup is preparing to meet again in FY20 to review the suggested revisions for the coordination of medical services and safety planning during a child’s hospital admission. The Workgroup will also address the other policy and training recommendations related to the MDT.

Committees

2nd Prioritized Recommendation

Advocate for increased funding to the DOJ Special Victims Unit (SVU), which has statewide jurisdiction of all felony level, criminal child abuse cases including those involving serious physical injury, death or sexual abuse of a child to ensure the same level of victim service and MDT collaboration in all counties.

FY19 Update: Following CPAC's advocacy in the prior fiscal year, the SVU received a Kent County Deputy position in the FY19 budget. Additionally, in March 2019, the Executive Director and Chair sent a letter to the Joint Finance Committee of the Delaware General Assembly to express CPAC's funding priorities for the upcoming fiscal year. In its request, CPAC advocated for additional resources for the following child welfare partners: Office of the Investigation Coordinator (IC), OCA/CASA Program, Ivyane Davis Scholarship Fund, Prevent Child Abuse Delaware, Children's Advocacy Center, Family Court, DOJ Family Division and DFS Caseloads. CPAC did not receive many of its FY20 budget requests. On behalf of OCA, four positions were requested for the IC (3 MDT Coordination Specialists and one Deputy), two positions for the CASA Program (Training Director and Recruitment and Retention Director), and one position to manage the Ivyane Davis Memorial Scholarship Fund. Since funding was not received, OCA applied for and was awarded Victims of Crime Act Grant funding for two MDT Coordination Specialists and the CASA Training Director. In addition, while CPAC was tasked with the responsibility of administering the Ivyane Davis Memorial Scholarship Fund, funding was not appropriated to OCA in the FY20 State budget; however, DSCYF received the funding. Similarly, Prevent Child Abuse Delaware did not receive an increase in grant in aid funding as requested despite the statutory mandate for both CPAC and DFS to identify and maintain personal body safety instruction for approximately 75,000 children in pre-kindergarten through 6th grade. An increase in funding for the CAC was also not included in the FY20 State budget, nor was funding for the new courthouses in Kent and Sussex Counties. The DOJ Family Division did receive a Civil Deputy position, and DFS was given an additional 34 positions as well as hazard pay for front line staff and more flexibility in how these positions are compensated. While this recommendation has been completed, CPAC will continue to send its annual letter to the Joint Finance Committee.

3rd Prioritized Recommendation

Advocate for compliance with statutory caseload mandates as required by 29 *Del. C.* § 9015 and continue to work on promising practices and strategies for recruitment and retention of the child welfare workforce.

- a. Reconvene the CPAC Caseload/Workloads Committee to review treatment caseloads and state standards.
- b. Consider adjusting DFS caseloads based on complexity of the cases to better utilize staff strengths and balance workload.
- c. Explore the use of differential response for domestic violence, substance exposed infants, and chronic neglect cases accepted by DFS.
- d. Include caseloads in its prioritized list of CPAC funding requests to be submitted to the Governor and General Assembly each fiscal year.

FY19 Update: The CPAC Caseloads/Workloads Committee finalized its comprehensive report. The final report and recommendations will be submitted to CPAC in November 2019 for approval.

The Commission also discussed the six additional recommendations from the 2018 Joint Retreat; three of the recommendations have been completed. The IC has continued to meet with several jurisdictions over the last year to ensure that findings from the Child Abuse and Neglect (CAN) Panel are being addressed with local law enforcement agencies. In addition, the CPAC Training Committee released its training for medical providers in January 2019, which included recommendations for medical exams for siblings and other children in the household. The Delaware State Police facilitated doll re-enactment training on August 2, 2018 for statewide law enforcement agencies and additional trainings are being scheduled. CDRC's Home Visiting Committee will consider the recommendation regarding the encrypted evidence-based home visiting referral form for all pregnant women. The last two recommendations regarding home visiting were completed. During the next fiscal year, CPAC will continue to monitor its two remaining prioritized recommendations and reconvene its next joint retreat.

Committees

The Data Utilization Committee

Charge: 1. To assess the voluminous data presented to CPAC on a quarterly basis, and determine: (a) if it is the right data and if it is relevant; (b) if there is other data needed to monitor the child protection system; and (c) if the data or analysis is outcome driven; 2. To develop dashboards for measuring Delaware’s child protection system which will be reported out to CPAC on a quarterly basis; and, 3. To use the dashboards to inform system improvement and CPAC initiatives.

Membership: The Committee is chaired by Rosalie Morales, Chief Policy Advisor at OCA. The membership includes representatives from the following agencies: CPAC, DFS, Family Court, and OCA and its Office of the Investigation Coordinator.

During FY19, the Data Utilization Committee met on a quarterly basis to prepare the data dashboards. The data is organized into eight dashboards: 1. Caseloads; 2. Processing of Child Abuse Cases; 3. Children in DSCYF Custody; 4. Permanency Outcomes; 5. Extended Jurisdiction; 6. Dual Status Youth; 7. Education Outcomes for Children in Foster Care; and 8. Re-Entry/Recurrence of Maltreatment. At each CPAC meeting, the Committee provided quarterly reports of the data and presented system-wide child welfare trends.

To support the collection and assessment of data by CPAC, the Family Court authorized the use of federal Court Improvement Program (CIP) funding to hire a contractual employee in August 2015. Since then, the CPAC Data Manager has been housed at the OCA, and supports the work of CPAC and CIP. Specifically, the Data Analyst is responsible for performing the following activities: staffing the Data Utilization Committee; planning and conducting varied statistical studies on relevant issues that impact child well-being outcomes; working with stakeholders to collect already existing data related to child welfare measures; analyzing, interpreting and identifying child welfare data trends; and ensuring that the data received and presented by CPAC is in a format that is useful in the development of informed, and evidence based, policy. To further this goal, the Data Manager has been transitioning the dashboards to an online platform to create interactive dashboards, which will feature data over a longer period. CPAC hopes to transition to this online format in the next fiscal year to Tableau, an interactive data visualization platform. For now, the data dashboards continue to be presented in its original format and are highlighted over the next few pages.

Dashboard 1 summarizes the average caseloads of DFS investigation and treatment workers, reflecting the fundamental way in which caseloads impact the quality of service. Historically, caseload standards have been a critical data point that CPAC has monitored since its inception in 1997. As reflected in Figures 5 and 6, the statutory caseload standard is 11 for investigation workers, and 18 for treatment workers.

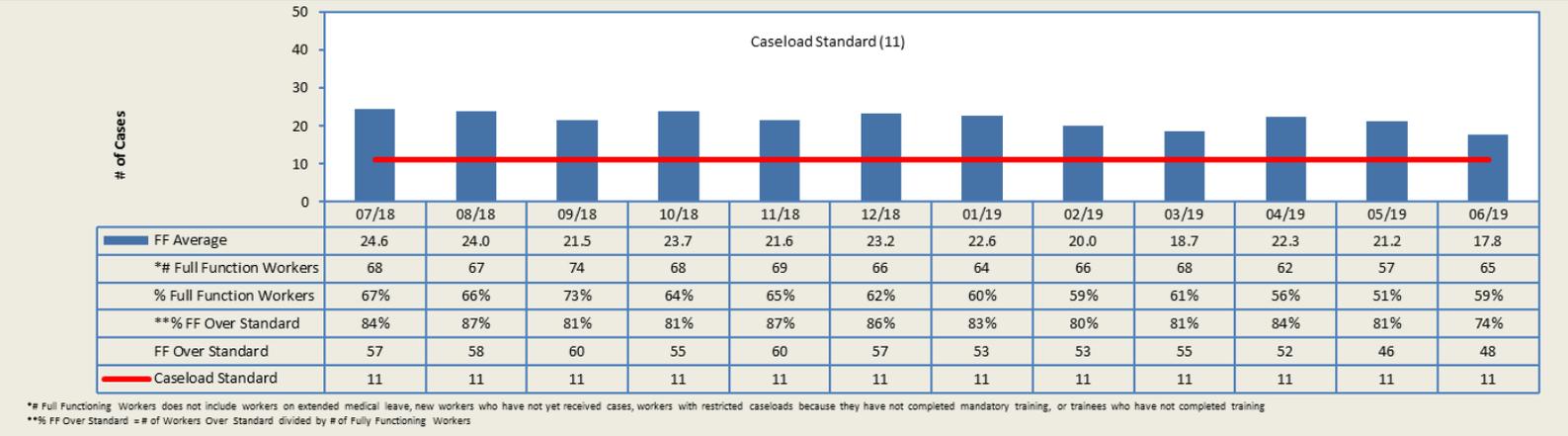


Figure 5. Statewide DFS Investigation Caseloads

Committees

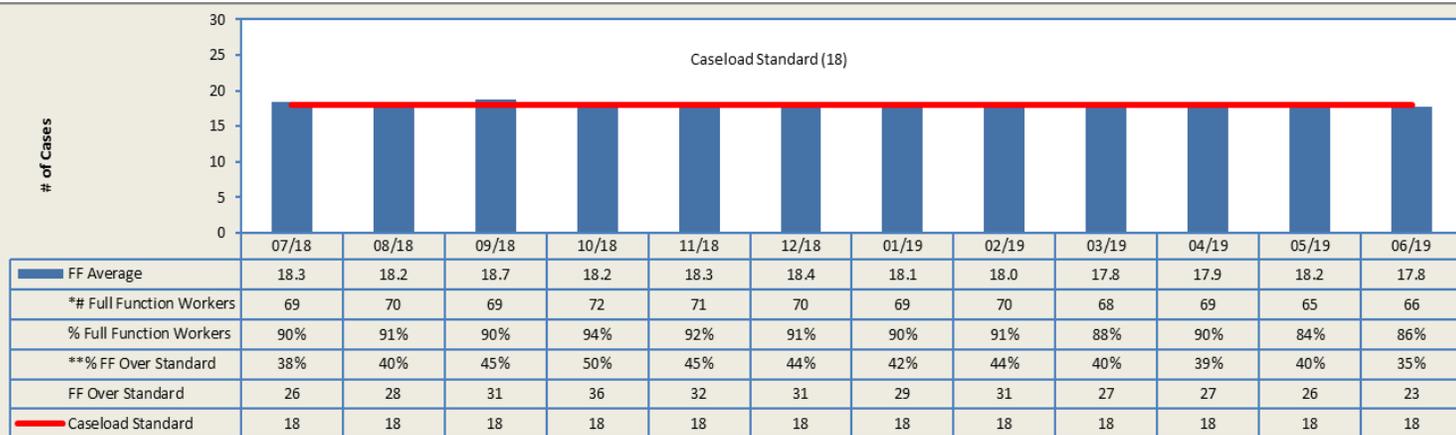


Figure 6. Statewide DFS Treatment Caseloads

Dashboard 2 contains reports on data collected from various child welfare agencies, including the agency’s involvement in intra-familial versus extra-familial reports of child abuse and neglect, and the outcome(s) in these cases. Dashboard 2 also presents the number of hotline reports received by the DFS Child Abuse and Neglect Report Line, together with (in addition to the number of reports received) the primary allegation type and case outcome. In addition, the dashboard features the number of cases opened and the civil and criminal case outcomes of cases closed by the Office of the Investigation Coordinator, which monitors and helps to coordinate all child death, near death, and sexual abuse cases to ensure a comprehensive, multidisciplinary civil and criminal system response.

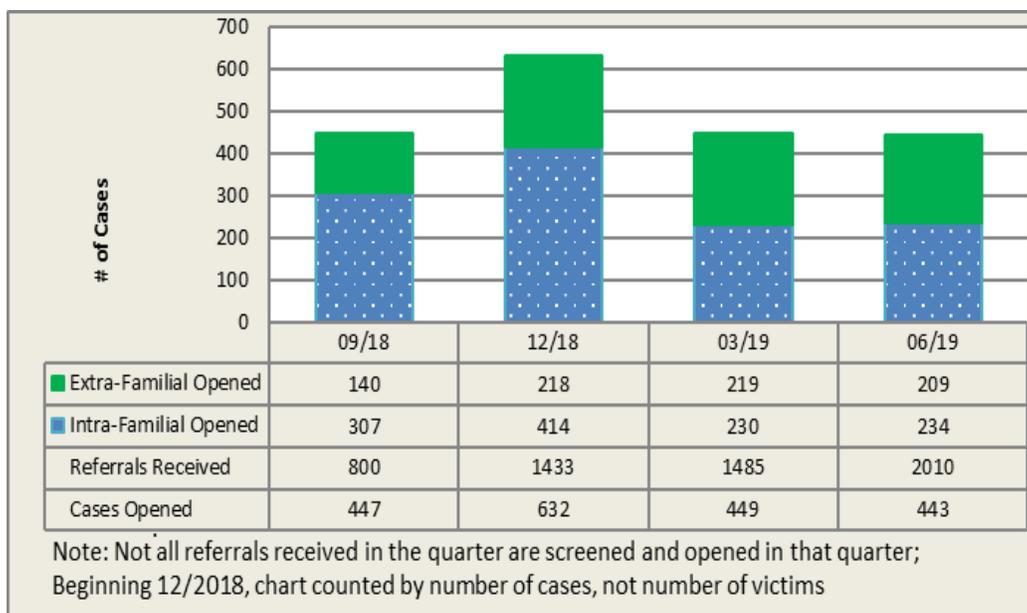


Figure 7. Investigation Coordinator Cases Opened

Thus, as shown in Figure 7, over the period April-June 2019, the Investigation Coordinator initiated tracking on 209 extra-familial cases and 234 intra-familial cases. To ensure that other child welfare agencies have knowledge of these complex cases, the Investigation Coordinator’s statistics are compared with data provided by the following agencies: the CAC (when a forensic interview or medical exam is needed); the Child Abuse and Neglect Panel, which is responsible for reviewing deaths and near deaths of children who are victims of abuse or neglect; and the DOJ Special Victims’ Unit, which is responsible for prosecuting child death and near death cases and all sexual abuse cases.

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Tracking court outcomes for all children in DSCYF custody is equally significant. Thus, Dashboard 3 includes profiles of children in DSCYF custody, the number of children represented by OCA, and the time it takes for a child to be represented. As shown in Figure 8, the number of children in foster care in Delaware has been decreasing gradually. Further, as of the end of the fourth quarter of FY19, youth ages 13-17, represent most of the children in custody at 46%. The next highest percentage of children in custody is the 0-4 age range at 27%.

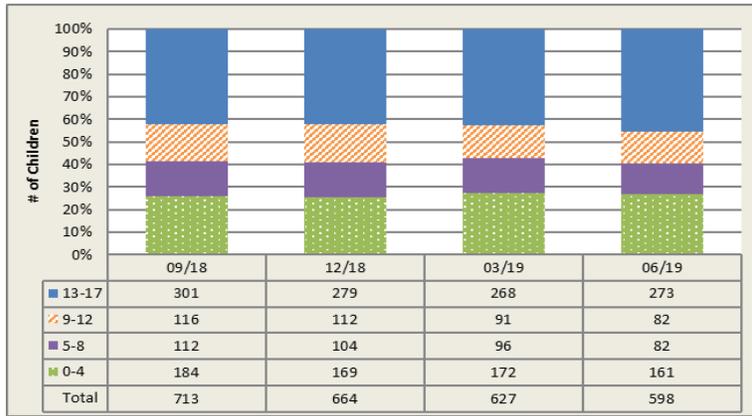
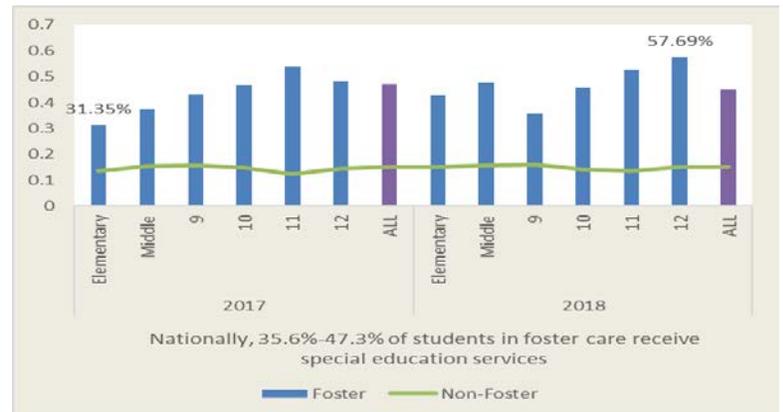


Figure 8. Ages of Children in DSCYF Custody at End of Quarter

The CPAC Data Manager worked with the Delaware Department of Education (DOE) to establish business rules behind the education data points for Dashboard 7. This effort resulted in updated data points for the education Dashboard. As shown in Figure 9, the number of children receiving special education services was much higher for students in foster care as compared to those students not in foster care.

Figure 9. Two Year Comparison of Special Education Rates



One of the new measures obtained from DOE was chronic absenteeism, or students marked as absent from school more than 15 times in a school year. In general, students in foster care had a higher rate of chronic absenteeism than those students not in foster care (Figure 10). Only elementary ages children (Kindergarten through 5th grades) in 2018 showed foster students with a lesser proportion of students with chronic absences.

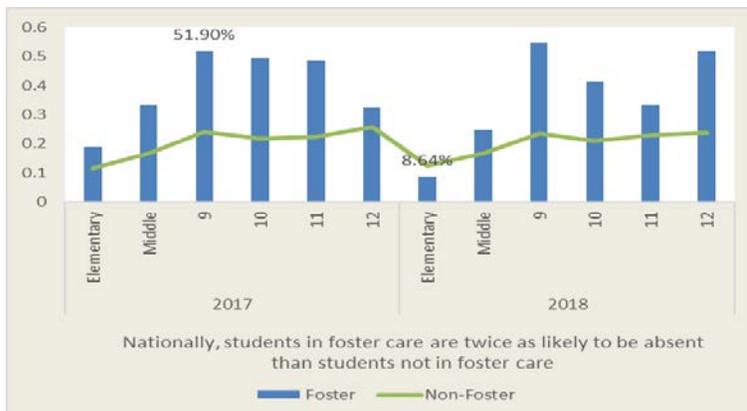


Figure 10. Two Year Comparison of Chronic Absences (more than 15 absences in the school year)

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The Education Committee

Charge: 1. To implement the MOU between the DSCYF and the Department of Education (DOE), its school districts, and its charter schools, which focuses on the movement of children in foster care in and out of schools and the sharing of information. In addition, a training curriculum around the MOU should be developed and available to all new persons as they come into the system; 2. To improve collaboration overall between the child welfare system and education, and ensure that it is available on an ongoing basis, including in a web-based format; and 3. To look at educational outcomes for children in foster care and explore ways to improve those outcomes.

Membership: The Committee is chaired by Susan Haberstroh, Director of School Support Services at DOE. Its membership includes representatives from the following agencies: Appoquinimink School District, Brandywine School District, CPAC, Children and Families First, DOE, DSCYF, DFS, DPBHS, Family Court, the Governor’s Advisory Council for Exceptional Children, OCA, the Parent Information Center of Delaware, the University of Delaware Positive Behavior Support Program and Woodbridge School District.

In FY19, the Education Committee met quarterly to accomplish the goals of its three workgroups: MOU, Data, and Nonacademic Training. The first workgroup under the Committee is responsible for revising and implementing the MOU between the DSCYF and the Department of Education. The MOU Workgroup began meeting again in January 2017 to revise the existing MOU. The MOU was finalized on July 1, 2018, and is being monitored for future revisions.

The second workgroup, Data, is charged with advocating for successful educational strategies for children in foster care along with making recommendations for system improvement. The Workgroup established definitions for selected data that will be consistent year after year. The Data Workgroup has received some preliminary data, but is still working to ensure that the definitions and the data provided comport with the data sets to be reviewed. The data includes graduation rates, attendance, discipline, and proficiency on state tests. Other data is currently on the DOE website as part of federal Every Student Succeeds Act (ESSA) reporting requirements. This workgroup also monitors the “Dashboard report,” which is a summary of student data including school placements, grades, credits, discipline, and attendance. The Dashboard report is required at all dependency/neglect hearings involving school-age children.

The final workgroup is the Nonacademic Training group that was tasked with consolidating and streamlining nonacademic training requirements for educators. Erin’s law requires child abuse prevention training for all students Pre-K through 6th grade. The committee approved several curricula to be available for various schools and many other nonacademic trainings are available on-line for educators. The Workgroup also convened to formalize a training on trauma and the impact on learning, which educators can take for credit as an alternative to mandatory reporting for child abuse (as long as they have completed the child abuse reporting training). The training is a one hour module that is available online for educators and became available at the start of the 2019-2020 school year.



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The CPAC Education Committee also oversaw the Delaware Compassionate Schools Learning Collaborative, which was grant funded through Casey Family Programs until December 2018. The purpose of the grant was to improve educational outcomes for youth in foster care. In 2019, the grant transitioned from OCA to Children and Families First, and the direction of the grant changed. CPAC approved a strategic plan in March 2016, which identified two goals: to implement school programs and strategies that address the emotional and social needs of foster youth and create an optimal learning environment for at-risk youth, and to improve interagency cooperation and coordination of services to maximize student services and school stability for children in foster care. By the conclusion of FY 2019, about 8000 educators were trained on the Compassionate Schools curriculum.



Figure 11. First Spouse Tracey Q. Carney, Eliza Hirst, Esq., and Kirsten Olson pictured with the First Chance Award

In addition, the Department of Education created a position in Trauma Informed Practices and Social and Emotional Learning, which one of the founders of the Delaware Compassionate Schools Learning Collaborative is now leading. Through these trainings, educators learn how trauma impacts brain development, the importance of relationships with students, and strategies to foster safe learning environments. The Compassionate Schools Learning Collaborative, which is comprised of schools all over the state with a focus on improving education outcomes and connections for at-risk students, including students experiencing foster care. The Learning Collaborative has also developed partnerships with the University of Delaware/Department of Education DE-Positive Behavior Supports (PBS) Project and Children and Families First to administer trainings and evidence-based strategies to help educators understand how to work with at-risk students. Members of the Project have presented locally and nationally on trauma informed practices including at the Delaware State Education Association Annual Conference, the Delaware Family Court Annual Retreat, the National At Risk Youth Conference, the National Trauma Informed Schools Conference, the National Association of Counsel for Children, and the biannual American Bar Association Children and the Law Conference.

As a result of this collaborative work, the Delaware State Education Association is administering a three year grant on creating trauma informed schools in 5 priority schools in Wilmington. In addition, many members of the CPAC Education Committee involved in the trauma work received the 2019 First Chance Delaware Foundation Award from Delaware's First Spouse, Tracey Q. Carney including Deb Stevens, Kirsten Olson, Eliza Hirst, and Teri Lawler.

The Legislative Committee

Charge: To review proposed legislation related to child protection and make recommendations to the full Commission for action.

Membership: The Committee is led by Tania Culley, Esquire, Child Advocate. The membership includes representatives from the following agencies: DOJ, DFS, DSCYF, DVCC, Family Court, the Delaware House of Representatives, Office of Defense Services, and OCA and its Office of the Investigation Coordinator.

In FY19, the CPAC Legislative Committee continued its review of Senate Bills 209 and 210 which proposed to restructure and streamline the criminal code, including crimes against children. In FY19, the CPAC Legislative Committee reviewed the changes to physical child abuse and child sexual abuse and made recommendations for action to the full Commission in August 2018. CPAC sent a letter expressing its concerns with the legislation as written and requested changes.

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The legislation did not move forward during FY19. CPAC, and members of the Committee, also attended a ceremonious bill signing of House Bill 140, known as Aiden's Law, in September 2018, and had its efforts recognized at a Beebe event in May 2019. Staff for the Legislative Committee also monitored other legislation throughout the fiscal year.

The Joint Committee on Substance-Exposed Infants/ Medically Fragile Children

Charge: To a) establish a definition of medically fragile child, inclusive of drug-exposed/addicted infants; b) draft a statute to mirror the definition as needed and consider adding language to the neglect statute; c) recommend universal drug screenings for infants in all birthing facilities in the state; d) review and revise the DFS Hospital High Risk Medical Discharge Protocol to include all drug-exposed and medically fragile children. It shall include: responding to drug-exposed infants and implementing the Plan of Safe Care per CAPTA; and, involving the MDT in ongoing communication and collaboration for medically fragile children; referring medically fragile children to evidence based home visiting programs prior to discharge; and, reviewing and including the Neonatal Abstinence Syndrome (NAS) Guidelines for Management developed by Delaware Healthy Mother & Infant Consortium's (DHMIC) Standards of Care Committee.

Membership: The Committee is led by co-chairs Allan De Jong, M.D., Medical Director of the Children at Risk CARE Program at Alfred I duPont Hospital for Children, and Jennifer Donahue, Esquire, Investigation Coordinator. The membership includes representatives from the following agencies: Bayhealth Medical Center, Beebe Healthcare, Brandywine Counseling & Community Services, CDRC, Child Development Watch, Children & Families First, Christiana Care Health Services, Connections, DHSS, DOJ, DFS, Division of Public Health, March of Dimes, Nanticoke Health Services and OCA.

The Joint Committee on Substance-Exposed Infants/Medically Fragile Children was created in FY15 in response to a number of recommendations that arose from the Joint CPAC/CDRC Retreat in January 2015. As a result, the charge of the Committee was to implement the recommendations from the CPAC/CDRC 2015 Action Plan, which included implementing universal drug screenings for infants in all birthing facilities in the state and revising the Hospital High Risk Medical Discharge Protocol. After CPAC/CDRC approved its 2016-2017 Action Plan, the Committee was further tasked with developing a template for the required Child Abuse Prevention and Treatment Act (CAPTA) plan of safe care and identifying the responsible agencies for initiating and monitoring the plan of safe care. In FY18, the Committee continued to receive In-Depth Technical Assistance for Substance Exposed Infants (SEI-IDTA) through the National Center on Substance Abuse and Child Welfare (NCSACW) until November, 2018.



In FY19, Delaware continues to participate in NCSACW training webinars and as “mentors” to other states that are in the process of implementing Plans of Safe Care protocols. In October 2017, the Committee supported the implementation by DFS of the Plan of Safe Care Pilot Program in two birthing hospitals in Sussex County. The Pilot Program was expanded in January 2018 to include Kent County hospitals. In early FY19, the New Castle County hospitals fully implemented the protocol.—As such, as of September, 2018, all 6 birthing hospitals have implemented the Plan of Safe Care protocol. Thanks to the leadership at DFS, under the direction of Trenee Parker, Delaware is the first state to have statewide implementation in all

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birthing hospitals. In addition, in early FY19, DFS created a statewide specialized unit of 10 social workers and 4 supervisors to specifically handle SEI cases. This development has greatly improved collaboration and communication between DFS workers and hospital staff to ensure that each infant with substance exposure receives a Plan of Safe Care.

Presently, the Committee continues to monitor the implementation of a federal Regional Partnership Grant award to increase the well-being of and to improve the permanency outcomes for children affected by substance abuse. It is a prenatal intervention model that will target pregnant women who are engaged in medication assisted treatment to provide wraparound, multidisciplinary services, including a home visiting nurse, peer recovery coach and parenting classes. Children and Families First is the lead agency for the grant, and the model of care is Delaware's H.O.P.E. Model – "Healthy Outcomes with Parent Engagement." The Committee also remains a steadfast partner with Director Parker and her DFS team, whose commitment of personnel, time and resources to improve services and resources for these infants and their families cannot be understated.

As mentioned previously, Governor Carney signed Aiden's Law in June 2018. Aiden's Law, which originated in the Joint Committee on Substance-Exposed Infants/Medically Fragile Children, formalizes a uniform, collaborative response protocol for the development of a Plan of Safe Care (POSC) for infants with prenatal substance exposure (IPSE) and their affected family or caregivers. A formal ceremony to celebrate the countless accomplishments of the entire Delaware team took place in October 2018 and was well attended by the entire multidisciplinary team of agencies, hospitals and partners who contributed to this very important initiative. As one of the first states to fully implement Plans of Safe Care, Delaware has been invited to present at various local and national conferences. During FY19, the SEI Committee, represented by Trenee Parker and/or Jennifer Donahue, presented at the following conferences: FRIENDS National Center for Community Based Child Abuse Prevention Grantee Meeting, in Washington, DC in July, 2018; Strategic Prevention Framework Partnerships for Success State Epidemiological Workgroup in Wilmington, DE in December, 2018; 35th International Symposium on Child Abuse in Huntsville, AL in March, 2019; Protecting Delaware's Children Conference in Dover, DE in April, 2019; Ray E. Helfer Society Annual Pediatrics Conference in Orlando, Florida, in April, 2019; and the Division of Family Services and Home Visiting Professionals Conference, in Dover, Delaware, in June, 20, 2019.

In FY19, neonatologist and Committee member, Dr. David Paul of Christiana Care, was successful in securing Benten Technologies for the development of a mobile application for Plans of Safe Care. Tony Ma of Benten Technologies has applied for and was awarded preliminary federal funding for this unique initiative. The SEI Committee continues to meet on a quarterly basis to address the identified FY19 goals of overseeing the mobile Plan of Safe Care app, DE HOPE grant, and the development of a proposed "medical plan of safe care" for certain populations of women and infants.



Figure 12. Jen Donahue, Esq. & Trenee Parker presenting on Prenatal Substance Exposure at the 35th International Symposium on Child Abuse in March 2019

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The Training Committee

Charge: To ensure the training needs of the child protection system are being met through ongoing, comprehensive, multidisciplinary training opportunities on child abuse or neglect.

Membership: The Committee is chaired by Rosalie Morales, Chief Policy Advisor at OCA. The membership includes representatives from the following agencies: CAC, CDRC, Delaware Coalition Against Domestic Violence, DOJ, DSCYF, DVCC, Family Court, Prevent Child Abuse Delaware (PCAD), and OCA and its Office of the Investigation Coordinator.

CPAC's statewide training initiatives are monitored and evaluated by 6 workgroups under the Training Committee: Mandatory Reporting; ChildFirst/MDT; Child Abuse and Neglect (CAN) Best Practices; Cross-Education; MDT Case Review; and Joint Conference. The first workgroup under the Training Committee is responsible for providing oversight of the existing mandatory reporting training programs for educators, medical professionals, general community and professional audiences, law enforcement and the DOJ. With the assistance of the Training Specialist, the Workgroup maintains the number of professionals trained, evaluates and revises the programs, and develops curricula for other disciplines as needed. In terms of coordination, the DSCYF Center for Professional Development has been responsible for coordinating the mandatory reporting trainings for general/professional audiences and school personnel. Generally, mandatory reporting training programs do not require the use of CJA grant funds unless onsite training is requested by medical professionals. In such cases, a medical expert is paid a nominal fee to co-present the training with DSCYF or OCA staff. Since the statutory obligations to complete the training are unique for law enforcement and the DOJ, the training programs are directly provided by law enforcement agencies, DOJ or the Beau Biden Foundation. Police officers are obligated to complete the training as a requirement of initial employment per 11 *Del. C.* § 8404(a), and every Deputy Attorney General in the Criminal and Family Divisions is required to complete the training every three years per 29 *Del. C.* § 2511(a)(3).

Since July 2018, DSCYF and OCA staff have provided onsite training to 186 professionals using the mandatory reporting training for general audiences, titled *How to Identify and Report Child Abuse and Neglect in Delaware*. Additionally, 567 participants completed the online training and survey through OCA's online training system. The Workgroup also developed an advanced mandatory reporting training which was provided to 54 professionals.

For school employees, the training requirements for the detection and reporting of child abuse changed in August 2017 as a result of Senate Bill 102. Under the new requirements, school employees are required to receive 3 hours of child abuse and child safety awareness, prevention, detection, and reporting every 3 years, and new employees must receive 1 hour within 30 days of employment. This legislation gives school districts and charter schools flexibility in meeting non-academic training needs such as this one. For this purpose, CPAC has partnered with DSCYF and members of the Mandatory Reporting Workgroup to update the school training. During the fiscal year, DSCYF and OCA staff have provided the onsite school training, *How to Identify and Report Child Abuse and Neglect in Delaware: School Training*, to 120 professionals. Additionally, approximately 7,691 teachers and other school staff completed the online training and survey. Each year, OCA staff partners with DOE to make the training available on DOE's Blackboard course management system. DOE is responsible for providing the Workgroup with the number of professionals trained, while CPAC maintains and collects the evaluation results through Survey Monkey. Another 406 professionals, mostly from private schools and community organizations, completed the training on OCA's online training system.

For initial employment and as part of the license renewal process, professionals covered under the Medical Practice Act and other healthcare providers are required to complete training on the recognition of child sexual abuse, physical abuse, exploitation, and domestic violence, as well as the reporting obligations under the Medical Practice Act and section 903 of Title 16. Physicians are required to renew their license every two years, and the most recent renewal period occurred between January and March 2019. As a result, in FY19, 4,923 healthcare professionals completed the online training and

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survey through OCA's online training system, and another 1,486 completed the training on Christiana Care's training system. CPAC previously partnered with Christiana Care to make the training easily accessible to their staff.

Additionally, the Workgroup approved two thirty-minute, online and onsite supplemental trainings. Minimal Facts was developed to give professional reporters guidance on how to ask children questions that will assist them in making a clear and concise report to the DFS Report Line. In addition, a mandatory reporting refresher training was developed to give professional reporters the opportunity to refresh their knowledge on the statutory, child abuse mandatory reporting obligations. In FY20, CPAC plans to transition the online supplemental trainings and the online mandatory reporting training programs for various audiences to the Delaware Learning Center, ending its contract with the TraCorp Learning Management System. Lastly, the Workgroup approved a Mandated Reporter Resource Guide. The resource guide features frequently asked questions, information about making a report, the mandatory reporting law, community resources, and a handout with Minimal Fact questions and the DFS Report Line information. It is available in both English and Spanish on the OCA website at the following link: <https://courts.delaware.gov/childadvocate/training.aspx>.

In FY19, the second workgroup under the Training Committee, ChildFirst/MDT, reestablished a relationship with the organization responsible for the ChildFirst® Forensic Interview Protocol and Program, the Zero Abuse Project. In addition, the Workgroup contacted other ChildFirst® State Programs to gain a better understanding of the five-year old protocol and the changes to the forensic interview program. During the next fiscal year, the Workgroup plans to make a recommendation to CPAC about renewing our status as a ChildFirst® State, and transition to the ChildFirst® Protocol.

CAN Best Practices, the third workgroup under the Training Committee, was responsible for updating the MOU for the Multidisciplinary Response to Child Abuse and Neglect (MDT Best Practices MOU). The revised MOU was finalized in FY17, and training was provided to multidisciplinary team members in FY18. During the fiscal year, a smaller working group met to draft the suggested revisions to the MOU that were recommended as part of the 2018-2019 Joint Action. The Workgroup will begin meeting again in FY20 to review the revisions.

During the fiscal year, the Cross-Education Workgroup finalized several online presentations for the Introduction to Child Welfare Agency/Services series. The 101 trainings are as follows: Family Court, Child Death Review Commission, Children's Advocacy Center, Domestic Violence Coordinating Council, and Office of the Child Advocate. The trainings are in the process of being transitioned to the Delaware Learning Center. As a result, this workgroup has completed its charge of providing cross education on the roles and responsibilities of individual agencies and programs.

The fifth workgroup, MDT Case Review, reconvened in FY19 to evaluate the implementation of the new protocol. As a result, updates were made to the MDT Case Review Protocol and Case Review Confidentiality Agreement, and a MDT referral form was developed for the case review process. The Workgroup plans to continue monitoring the protocol during the next fiscal year.

The last workgroup under the Training Committee is responsible for planning and organizing the Protecting Delaware's Children conference. On April 2, 2019, CPAC, with support from Family Court and other partner agencies, hosted the conference at the Dover Downs Hotel and Casino. The conference provides ongoing comprehensive training to professionals who investigate, prosecute or otherwise respond to child abuse or neglect cases involving death, serious physical injury, physical injury, human trafficking of a child, torture or sexual abuse. Over 400 professionals, including case workers, judges, attorneys, police officers, health care professionals and educators, attended the conference. CPAC has been hosting this multidisciplinary conference with its partner agencies since 2008



Figure 13. Tania Culley, Megan Caudell, and Rosalie Morales at the Protecting Delaware's Children Conference

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highlighting current issues and trends in child welfare that are primarily identified through retrospective reviews of child abuse deaths and near deaths. The conference featured two keynote speakers and 14 workshops on topics including childhood sexual abuse, investigating child homicide cases, social media, positive parenting interventions, infants with prenatal substance exposure, domestic violence, trauma-responsive approaches, commercial sexual exploitation, and child welfare caseloads.

A tradition was started this year with the addition of an award ceremony. Two Outstanding Performance Awards were presented at the conference to a team from the Division of Family Services and an individual from the child welfare community. The first award, Child Welfare Professional of the Year, was for an individual who has positively impacted children and families in Delaware, and the award was presented to Detective Brad Cordrey from the Georgetown Police Department. Detective Cordrey was nominated, because he goes beyond the scope of his criminal investigations to ensure that children are safe in their homes. In one particular case, Detective Cordrey reached out to multiple community providers to make sure the child victim had necessary medical and educational supports in place prior to closing his criminal investigation. Detective Cordrey has consistently demonstrated concern for the child's overall safety and well-being making him a valuable MDT partner.

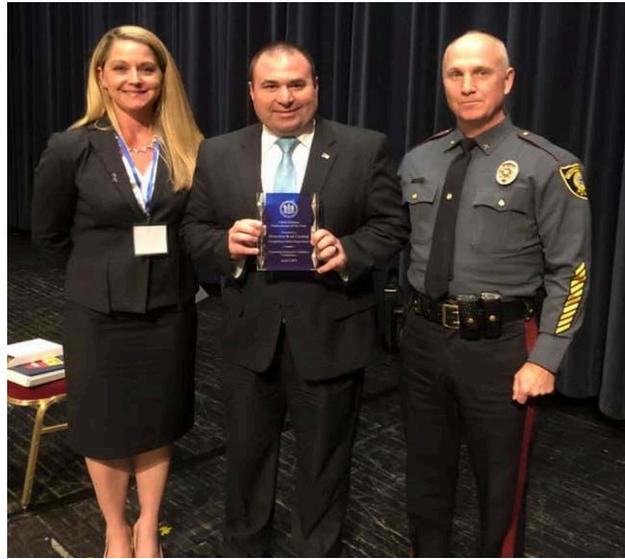


Figure 14. Jen Donahue, Detective Cordrey and Chief R. L. Hughes at the Protecting Delaware's Children Conference

The second award was presented to the DFS Unit that has demonstrated excellence and outstanding performance. The award recipient was the

New Castle County Serious Injury/Sexual Abuse Unit, which is led by Supervisor Jaime Zebroski. The unit members are as follows: Victoria Casper, Abigail Leary, Amberlyn Lowry, Kaela Mason, Amanda Pedicone and Jason Welding. This unit was nominated because the workers manage a variety of complex, emotional, and often horrifying cases in a professional manner while making sure child safety is their number one priority. In addition, the unit members work around the clock to meet the individual needs of each family using a strengths-based approach and by working to promote safety, stability and well-being for the children served. The unit members also have a strong partnership with many outside organizations such as the Children's Advocacy Center, Al DuPont Children's Hospital, multiple police agencies, the FBI and the Attorney General's office. Thanks to the award recipients and other professionals in attendance, the conference was a great success.



Figure 15. Jen Donahue, Trenee Parker and the DFS New Castle County Serious Injury/Sexual Abuse Unit at the Protecting Delaware's Children Conference

Lastly, the Training Committee continued to provide oversight for the Protecting Delaware's Children Fund. The fund was established by CPAC to garner revenue to support ongoing child abuse prevention and awareness activities within the state. In FY19, CPAC continued to receive donations through license plate sales, personal income tax contributions, and web-based payments on the OCA website. Funds were used to support a speaker at the Protecting Delaware's Children Conference, community giveaways with the Stop Child Abuse logo, and the annual campaign for Child Abuse Prevention Month. In April 2019, CPAC again partnered with multiple agencies to develop the annual campaign for Child Abuse Prevention Month, and \$5,000 from the Protecting Delaware's Children fund was contributed. Nine billboards were featured through Clear Channel – 2 in Kent, 2 in Sussex, and 5 in New Castle County with 2 in the city of Wilmington. The campaign helped to raise awareness about Delaware's statutory, child abuse mandatory reporting obligations.

Children's Justice Act Task Force

The Child Abuse Prevention and Treatment Act (CAPTA) requires that states establish both a multidisciplinary Citizen Review Panel (CRP) and a Children's Justice Act (CJA) Task Force. In Delaware, CPAC serves as the federally mandated Citizen Review Panel and CJA State Task Force. Further information about each will be provided over the next few pages.

The Children's Justice Act Task Force

Background: The Children's Justice and Assistance Act of 1986 was a set of amendments to CAPTA, which were enacted to encourage states to adopt reforms to improve the legal and administrative handling of child abuse cases, particularly cases of child sexual abuse. The CJA amended the Victims of Crimes Act of 1984 to add to the funding available under the Crime Victim's Fund and required that specified portions of such funds be used for CJA Grants to states. CPAC became the CJA Task Force in Fiscal Year 2008.

Statutory Requirements: The CJA provides grants to states to improve the investigation, prosecution and judicial handling of cases of child abuse and neglect, particularly child sexual abuse and exploitation. This also includes the handling of child fatality cases in which child abuse or neglect is suspected, along with some cases of children with disabilities and serious health problems who also are victims of abuse and neglect. To be eligible for CJA funds, states are required to establish and maintain a multidisciplinary task force (the Task Force). The Task Force is responsible for making policy and training recommendations to carry out the objectives of the grant, for conducting a comprehensive evaluation every three years of the state's child welfare system, and for making recommendations for improvement of those systems.

CPAC's CJA Task Force Accomplishments in Fiscal Year 2019

- The Training Coordinator (a position funded under the CJA) staffed the Training Committee; finalized a 3 in 1 Mandatory Reporting Training – a combined web-based training program for medical professionals, educators and general professional audiences; updated the in-person Mandatory Reporting Trainings; finalized several online presentations for the Introduction to Child Welfare Agency/Services series; developed a Resource Guide for Reporting Child Abuse and Neglect in Delaware, a handout with Frequently Asked Questions for Trainers and a survey for Report Line workers; managed the online training system; maintained the number of professionals trained by CPAC; and helped organize and facilitate the Protecting Delaware's Children Conference.
- Over 15,400 educators, healthcare providers and members of the public were trained on their mandatory reporting obligations.
- Provided training on the MDT Best Practices MOU to the Civil and Criminal Deputy Attorneys General at the Department of Justice in October 2018 and DFS staff in August and October of 2018.
- Facilitated the Protecting Delaware's Children Conference on April 2, 2019 for approximately 400 professionals from the child welfare community.
- Awarded scholarships to 19 MDT members attending the 30th Crimes Against Children Conference from August 13-16, 2018; Sixteenth International Conference on Shaken Baby Syndrome/Abusive Head Trauma from September 16-18, 2018; and the 35th International Symposium on Child Abuse from March 19-21, 2019.
- Presented on the MDT Best Practices MOU at the 30th Annual Crimes Against Children Conference and the 35th International Symposium on Child Abuse to support other states in implementing best practice guidelines. A presentation was also given on Infants with Prenatal Substance Exposure and their Families at the Symposium by the DFS Director and Child Abuse Investigation Coordinator.
- CAN Panel, with oversight from the CAN Steering Committee, conducted retrospective reviews on 80 death and near death cases of abused and neglected children, which resulted in 264 strengths and 285 findings across six system areas.

Reports

The CJA Annual Progress Report & Grant Application is available at:

https://courts.delaware.gov/chiladvocate/cpac/cja_taskforce.aspx

Citizen Review Panel

Citizen Review Panel

Background: In 1996, Congress amended CAPTA and required states that receive grants for Child Abuse and Neglect Prevention and Treatment Programs to establish Citizen Review Panels (CRP) by July of 1999 in order to continue receiving funding. The amendments allowed states to designate one or more existing entities established under State or Federal law, such as child fatality panels. From 1995 through 2004, CDRC served as Delaware's CRP. Then, in 2004, CPAC was designated as the CRP. DSCYF's 2018 Annual Progress and Services Report, which designates CPAC as the CRP, is available at: https://kids.delaware.gov/pdfs_archive/fs/fs-cfsp-apsr-2018.pdf.

Statutory Requirements: Although CAPTA defines the functions of the CRP broadly and generally, it requires panels to meet at least quarterly and to maintain confidentiality. More importantly, the purpose of CRPs is to evaluate the child protection agency's performance in four key areas: the state CAPTA Plan; coordination with Title IV-E foster care and adoption programs; review of child fatalities and near fatalities, and; to require responses to the recommendations from those reviews. CAPTA also mandates that CRPs examine the policies, procedures and practices of the child protection agencies and gives panels the authority to examine specific cases, where appropriate.

CPAC's CRP Accomplishments in Fiscal Year 2019

- As a continuous quality improvement activity, the Division of Family Services held an annual stakeholder meeting on March 27, 2019 to present program accomplishments and priorities, review performance measures, and gather stakeholder input to inform the coming year's strategic planning. One hundred nine stakeholders were invited. Sixty stakeholders attended representing community service agencies, advocates, Family Court, Administration for Children and Families Region III, foster parents, caseworkers and the Chief of the Nanticoke Indian Association. Representatives from the DFS sister divisions, Division of Prevention and Behavioral Health Services (DPBHS) and the Division of Management Support Services (DMSS), were in attendance. The DFS Director, Deputy Director, regional administrators and program managers were also present. The agenda included a review of the agency's mission and vision, guiding principles, contextual data, population statistics and performance measures. The group provided input on child welfare strengths and areas of concern.
- CAN Panel, with oversight from the CAN Steering Committee, conducted retrospective reviews on 80 death and near death cases of abused and neglected children, which resulted in 264 strengths and 285 findings across six system areas.
- The IC received 5,417 referrals from the Division of Family Services, Delaware Criminal Justice Information System and the Children's Advocacy Center and opened 1,918 cases to monitor. Of the cases opened, 93% (1,776) alleged child sexual abuse, 1% (28) alleged juvenile trafficking, 4% (81) involved a serious physical injury to a child, and 2% (33) were child deaths.

Reports

This report serves as the Annual Report for Delaware's Citizen Review Panel. Findings and recommendations stemming from the review of child abuse and neglect death and near death cases are available at the following link: https://courts.delaware.gov/childadvocate/cpac/cpac_reports.aspx. The State responds to these reviews through its participation in an annual meeting between CPAC and CDRC, which discusses the findings and recommendations resulting from the reviews of child abuse and neglect death and near death cases. As such, the State contributes to the action plan developed to address the priority areas for the upcoming year.

Opportunities for the Future

In Fiscal Year 2019, CPAC accomplished much as both a federally mandated CRP and CJA State Task Force. As the CRP, the CAN Steering Committee provided oversight for the CAN Panel reviews and made several system-wide findings and strengths to the Governor, General Assembly and Public. In addition, CPAC continued to monitor the 2018-2019 Joint Action Plan and the 5 prioritized recommendations for system improvement, along with 7 additional recommendations and 10 ongoing recommendations from the prior annual meeting. CPAC will continue to monitor its few remaining recommendations in FY20.

In its State Task Force role, CPAC submitted its CJA Annual Progress Report and Grant Application to the Administration on Children, Youth and Families in May 2019. The report provided an update on the prior's years performance and identified the proposed activities for the next award period. CPAC will continue to provide oversight of these activities. In addition, to remain eligible for CJA grant funds, CPAC will submit an Annual Progress Report and Grant Application in May 2020.

At the same time, the Training Committee, with the support of its workgroups and the Training Specialist, will carry out the training initiatives identified in the federal grant application, including ongoing comprehensive training to multidisciplinary team members and others involved in the judicial and administrative handling of child abuse cases. CPAC plans to consider renewing its status as a ChildFirst® State, which will allow for regular training on the ChildFirst® forensic interview training protocol. The CAN Best Practices Workgroup will reconvene in FY20 to address the Joint Action Plan recommendations, and the MDT Case Review Workgroup will continue to evaluate the implementation of the MDT Case Review Protocol.



The Joint Committee on Substance-Exposed Infants/Medically Fragile Children will monitor plans of safe care for infants with prenatal substance exposure and their families and the Regional Partnership Grant awarded to Children and Families First.

The remaining CPAC Committees have identified future goals of their own. In Fiscal Year 2019, the Data Utilization Committee plans to transition to Tableau to present the system-wide child welfare trends over a longer time period. Meanwhile, the Education Committee will continue to monitor the MOU between the DSCYF and the Department of Education, the educational success of children in foster care and the implementation of personal body safety instruction for children.

Over the next year, CPAC, through its various committees, will prioritize these goals while maintaining its commitment to current initiatives. CPAC will also continue its collaborative affiliation with CDRC by meeting annually to monitor and implement findings or recommendations from the state's child death and near death reviews. Finally, CPAC will strive to foster the collaborative relationships between its child welfare partners to ensure safety, well-being and permanency for all children in Delaware's child protection system.

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