

HOUSE BILL REPORT

HB 1631

As Reported by House Committee On:
Human Services & Early Learning
Appropriations

Title: An act relating to supporting child welfare workers.

Brief Description: Supporting child welfare workers.

Sponsors: Representatives Senn, Caldier, Entenman, Ortiz-Self, Frame, Slatter, Appleton, Corry, Goodman, Jenkins, Davis, Pollet and Leavitt.

Brief History:

Committee Activity:

Human Services & Early Learning: 2/5/19, 2/8/19 [DP];
Appropriations: 2/27/19, 2/28/19 [DPS].

Brief Summary of Substitute Bill

- Requires that the Department of Children, Youth, and Families (DCYF) submit reports to the Legislature regarding workplace culture, a training improvement plan, and a workload model for standardized ratios for staff.
- Requires the DCYF to provide self-care training for child welfare workers and incorporate trauma-informed care and reflective supervision in training.

HOUSE COMMITTEE ON HUMAN SERVICES & EARLY LEARNING

Majority Report: Do pass. Signed by 12 members: Representatives Senn, Chair; Callan, Vice Chair; Frame, Vice Chair; Dent, Ranking Minority Member; Eslick, Assistant Ranking Minority Member; McCaslin, Assistant Ranking Minority Member; Corry, Goodman, Kilduff, Klippert, Lovick and Ortiz-Self.

Staff: Luke Wickham (786-7146).

Background:

Department of Children, Youth, and Families.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

The Department of Children, Youth, and Families (DCYF) was created in 2017. In 2018 the DCYF assumed responsibility over child welfare and early learning functions previously held by the Department of Social and Health Services (DSHS) and the Department of Early Learning. On July 1, 2019, the DCYF assumes responsibility over juvenile justice programs currently administered by the DSHS.

Child Welfare Workers.

Child welfare is defined as a continuum of services that keep children safe and provide support for families in caring for their children. Child welfare services in the state are provided by the DCYF. There are various social workers working for the DCYF who carry out child welfare related responsibilities, including those who work for Child Protective Services (CPS), Family Assessment Response (FAR), and Child and Family Welfare Services (CFWS). The official job classification for these DCYF employees is social service specialist.

Child welfare workers that assist families must have a bachelor's or master's degree. These DCYF employees must submit to a background check and complete core training requirements after being hired. The initial core training for child welfare workers spans eight weeks and includes learning in the classroom and in the field. The Alliance for Child Welfare Excellence, a collaboration between the University of Washington, the University of Washington Tacoma, and Eastern Washington University, provides this core training and ongoing training for child welfare workers.

Child Protective Services.

If an individual suspects that a child has been abused or neglected, that abuse or neglect can be reported to a CPS office or to law enforcement. There are many individuals who are identified in statute as mandated reporters of abuse or neglect.

The CPS will then determine whether the report of child abuse or neglect is credible and whether the report meets the sufficiency screening criteria:

- The victim must be under 18 years of age.
- The allegation must meet the definition of abuse or neglect.
- The alleged subject must have the role of parent/caregiver.

Family Assessment Response.

Reports of low to moderately low risk allegations of child abuse or neglect, where there is no indication of immediate danger, will receive a CPS FAR. These reports require a 72-hour face-to-face contact with the child victim.

The FAR is an alternative to the traditional CPS investigation. The FAR services are voluntary and no findings of abuse or neglect are made. The FAR cases must be closed within 45 calendar days from the date the intake was received unless the parent or caregiver receiving services consents to the case remaining open for up to 120 calendar days.

Dependency Court Process.

Anyone, including the DCYF, may file a petition in court alleging that a child should be a dependent of the state due to abuse, neglect, or because there is no parent, guardian, or custodian capable of adequately caring for the child. A court will hold a shelter care hearing

within 72 hours of the child's removal and determine if the child can return home. If the child remains out of the home, there will be a dependency fact-finding hearing within 75 days of the filing of the petition.

If the child is found to be dependent, the court will conduct periodic reviews. During this court process, a CFWS social worker will provide services to the family and assist the child in reunification and permanency efforts.

Summary of Bill:

Training.

The DCYF and any external entity providing training to child welfare workers must provide a report on the current child welfare worker training to the Legislature by September 1, 2019. Following this report, the DCYF must provide a training improvement plan to the Legislature by January 1, 2020. Child welfare worker training must include self-care for child welfare workers. Child welfare workers must support victims of domestic violence while those victims continue to care for their children, when possible.

The DCYF must implement a curriculum for supervisors, develop specialized training for child welfare workers, and incorporate trauma-informed care and reflective supervision in training.

Department of Children, Youth, and Families Reports.

The DCYF must convene a technical workgroup to develop a workload model including standardized ratios for supervisors, clerical, and other child welfare worker support staff, and child welfare caseload ratios by case type and provide a report on this model by December 1, 2019.

The DCYF must provide a report on efforts to improve workplace culture to the Legislature by December 1, 2019.

Critical Incident Protocol.

The DCYF must create dedicated positions to assist with the caseload of child welfare workers that need to take leave or a reduction in caseload following a critical incident. The DCYF must provide a critical incident protocol and peer counseling for child welfare workers.

Other Department of Children, Youth, and Families Requirements.

The DCYF must make a concerted effort to increase efficiency through reducing paperwork.

The DCYF must develop a scientifically based method for measuring direct service time of child welfare workers and contracted resources.

Appropriation: None.

Fiscal Note: Requested on February 1, 2019.

Effective Date: The bill takes effect 90 days after adjournment of the session in which the bill is passed.

Staff Summary of Public Testimony:

(In support) Many social workers are going through really difficult situations and often have to quickly move on to the next case. The DCYF is also having trouble hiring new social workers. Self-care, trauma-informed care efforts and other components of this bill will help support child welfare workers and improve recruitment efforts for those positions. There is a need for mental health checkups for first responders, often called a "check up from the neck up." Learning how to cope with stress will help prevent damage to child welfare workers. The timing is right to take a hard look at the training for child welfare workers. It is essential to support the individuals who are involved with very difficult circumstances. The expectations of child welfare workers are very high. There is very little support for these individuals. In order to support the families involved in the child welfare system, the caseload of child welfare workers must be low enough to take the time to develop meaningful relationships with families.

(Opposed) None.

Persons Testifying: Representative Senn, prime sponsor; Erica Hallock, Fight Crime: Invest in Kids; Matt Zuvich, Washington Federation of State Employees; and Laurie Lippold, Partners for Our Children.

Persons Signed In To Testify But Not Testifying: None.

HOUSE COMMITTEE ON APPROPRIATIONS

Majority Report: The substitute bill be substituted therefor and the substitute bill do pass. Signed by 31 members: Representatives Ormsby, Chair; Bergquist, 2nd Vice Chair; Robinson, 1st Vice Chair; Stokesbary, Ranking Minority Member; MacEwen, Assistant Ranking Minority Member; Rude, Assistant Ranking Minority Member; Caldier, Chandler, Cody, Dolan, Dye, Fitzgibbon, Hansen, Hoff, Hudgins, Jinkins, Kraft, Macri, Mosbrucker, Pettigrew, Pollet, Ryu, Senn, Springer, Stanford, Steele, Sullivan, Sutherland, Tarleton, Tharinger and Ybarra.

Staff: Mary Mulholland (786-7391).

Summary of Recommendation of Committee On Appropriations Compared to Recommendation of Committee On Human Services & Early Learning:

The requirement that the Department of Children, Youth, and Families (DCYF) create dedicated positions to assist with the caseloads of other child welfare workers following a critical incident is removed. The DCFY must develop an evidence-informed curriculum for supervisors rather than an evidence-based curriculum. The act is null and void unless funded in the budget.

Appropriation: None.

Fiscal Note: Available.

Effective Date of Substitute Bill: The bill takes effect 90 days after adjournment of the session in which the bill is passed. However, the bill is null and void unless funded in the budget.

Staff Summary of Public Testimony:

(In support) Child welfare caseworkers have very tough jobs, and turnover is high. Texas did a study and found that it cost \$54,000 every time a caseworker left and needed to be replaced. The study also found that children with a consistent caseworker had a 75 percent chance of achieving permanency within one year, while that figure dropped dramatically when the child's case was managed by more than one caseworker. One can either pay now or pay later when it comes to retaining child welfare caseworkers. Costs are reduced when caseworkers use fewer sick days, do not experience burnout, and do not develop unhealthy coping mechanisms associated with stress.

(Opposed) None.

Persons Testifying: Laurie Lippold, Partners for Our Children; and Erica Hallock, Fight Crime: Invest in Kids.

Persons Signed In To Testify But Not Testifying: None.