
Social Services Monthly Updates

The 2016 Summer Olympics in Rio de Janeiro, Brazil featured the world's most talented athletes, who clearly embodied the Olympic motto of "Citius, Altius, Fortius.", which is Latin for "**Swifter, Higher, Stronger**".

As we look at some of the characteristics found in these elite athletes, we should not be surprised to find many of these same attributes in staff who work in Departments of Social Services / Human Service agencies:

1. **Passion** - In Social Services, we have a dedicated passion for what we do - we are a "helping" profession
2. **Goal Orientated** - We have both the capacity and ability to work on tasks in the present and also with an end goal in mind
3. **Competence - Continuous Skill Development.**
We recognize that ongoing training with experiential education leads to increased competence and skill levels
4. **Individual & Team Performance** - Good teamwork creates synergy – where the combined effect of the team is greater than the sum of individual efforts. Working together a team allows individuals to apply perspectives, experience, and skills to solve complex problems, creating new solutions and ideas that may be beyond the scope of any one individual.
5. **Appreciation and Respect for Diversity** – The Olympics celebrates unity in diversity and was reinforced by the powerful Apple ad during the Olympics, which highlighted the "**Human Family**" poem by Maya Angelou – it closes with the following stanza:

I note the obvious differences
between each sort and type,
but we are more alike, my friends,
than we are unlike.

We are more alike, my friends,
than we are unlike.

We are more alike, my friends,
than we are unlike.

Maya Angelou

Wayne E. Black, Director, N.C. Division of Social Services

August 2016

Upcoming Events

September 13, 2016 (Tuesday) – Statewide DSS Director and Fiscal Officer Webinar /Conference Call from 9am to 11:15am. **Please note the change of date.** Please follow the link below to **register** for the meeting.

<https://attendee.gotowebinar.com/register/8660940330104624899>

Special Note: The recording of DSS Director/Fiscal Officer Webinar meetings are available at:

<https://www2.ncdhs.gov/dss/county/dssdirectormeetings.htm>.

On the Radar Screen:

2016 NCWorks Partnership Conference
October 5—7, 2016 @ Koury Convention Center, Greensboro, NC

Visit the conference [website](#) for details.



Registration Now Open!

Registration fee is \$225 — [REGISTER HERE](#)

29th annual NCWorks Partnership Conference: Collaborate to Innovate - features 3 general sessions and over 55 workshops.

North Carolina Emergency Management Association (NCEMA) - Fall 2016 Conference: October 9-12, 2016, Sea Trail Convention Center, Sunset Beach, NC

Social Services Institute:

October 19-21, 2016; Hickory Metro Convention Center, Hickory, NC

Continued... On the Radar Screen

Child Welfare Services Webinar: "Safety Plans are Changing: What You Need to Know"

On Thursday, **September 8, 2016**, from 2:00-3:30 p.m. the NC Division of Social Services, in partnership with the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work, will offer a 90-minute webinar regarding upcoming policy changes related to ensuring children are safe and parental rights are maintained. Safety resources have frequently been used by CPS to ensure safety, permanence, and well-being for children and their families. In response to growing concerns regarding the overuse of safety resources and especially the length of time children are remaining in them, North Carolina has reviewed and revised its policy around this practice.

This 90-minute webinar will provide an overview of impending policy changes, including the use of a new approach which we have termed "Temporary Parental Safety Agreement." Presenters: Arlette Lambert and Dee Hunt from the NC Department of Health and Human Services' Division of Social Services; Kevin Marino, Assistant DSS Director from Montgomery County; and Jamie Hamlet, Attorney for Alamance County HHS.

Registration and Training Credit for County DSS Child Welfare Professionals: To receive credit through ncswlearn.org, you **must** preregister for this webinar no later than August 31, 2016. You must preregister even if you are joining the webinar as part of a group. To preregister:

- ✓ Log in to your account* on <http://www.ncswLearn.org>,
- ✓ Select "Personalized Learning Portfolio (PLP),"
- ✓ Select the "Webinar" option, and click the "apply for registration" button.

To participate in this webinar a computer must have: (1) external speakers or headphones; (2) broadband Internet access; (3) latest version of Adobe Flash Player.

DHHS Update

Message from Rick Brajer, DHHS Secretary: Re: Sherry Bradsher retirement announcement

"When you've heard me say that some of the most professional and hardest working individuals I've served with have been here in State Government, one of the people that I'm thinking of is Sherry Bradsher. Therefore, it is with both regret and thanksgiving that I inform you of Sherry Bradsher's intent to retire from her position as Deputy Secretary. While I have anticipated her retirement for some time, we have worked together to establish a retirement date of October 1, 2016.

While I am genuinely happy for Sherry and her family, I also recognize that this decision leaves an important void for the department. Sherry's attention to detail, while keeping the broader picture in mind, has been invaluable to me and the team. Her leadership in tackling difficult issues is something that we have come to depend upon. Please join me in wishing her well and thanking her for her many years of incredible service to the citizens of North Carolina.

I do not have plans at the current time to fill the Deputy Secretary role, but instead, I have asked Claudia Horn, Senior Director for Employment Services and **Wayne Black, Senior Director for Social Services and County Operations**, to report to me directly and to join us as part of the DHHS Executive Team. Please join me in welcoming Claudia and Wayne to the team and extending our appreciation to them for accepting their expanded roles."

DHHS / DSS Organizational Change Announcement:

Excerpts from August 17, 2016 Dear County Director Letter (DCDL) from Sherry Bradsher, DHHS Deputy Secretary:

"As we move forward in the coming year and look for ways to improve upon our services to counties, we have determined one of the best next steps is to hire a permanent manager for county operations. This manager will

provide support to the Operational Support Team, the Local Business Liaisons and the Local Supports Managers. There will be continuous collaboration with NC FAST and enhanced communication and information sharing with the various Divisions and programs. This Manager will report to the DSS Division Director, Wayne Black. The DSS Division Director role will be expanded and thus the new role will be renamed to Senior Director for the Division of Social Services and County Operations.”

DSS Updates - Economic & Family Services

OFA Releases FY 2015 TANF and MOE Financial Data

The Office of Family Assistance (OFA) has posted the fiscal year (FY) 2015 Temporary Assistance for Needy Families (TANF) [financial data tables](#), along with an [interactive map](#), [national and state pie charts](#), and a [fact sheet](#). This year’s financial data reflects the addition of new expenditure categories and changes to the accounting method, offering more insight into how states actually spend their funds.

- In FY 2015, combined federal TANF and state maintenance-of-effort (MOE) expenditures and transfers totaled \$31.3 billion. Across the United States in FY 2015:
- 24.6 percent of TANF and MOE funds was spent on basic assistance,
- 6.5 percent was spent on work, education, and training activities; and
- 16.8 percent was used for child care (including funds transferred to the Child Care Development Fund).
- 26 states spent less than half of their TANF and MOE funds on the combination of basic assistance; work, education, and training activities; and child care. [OFA’s interactive map](#) shows the distribution of this spending by state.
- New spending categories reveal that states spent about 15 percent of TANF and MOE funds on the combination of child welfare services, pre-kindergarten and Head Start programs, and services for children and youth (including after-school programs and home visiting).
- 7.3 percent of TANF and MOE funds was spent on child welfare services, including child welfare or foster care services authorized solely under prior law. Five states spent more than 25 percent of their TANF and MOE funds on child welfare.
- Pre-kindergarten and Head Start spending accounted for 6.1 percent of total TANF and MOE funds, with four states spending more than 25 percent on these services.

View OFA’s [national](#) and individual [state pie charts](#) for more information on how states spent their TANF and MOE funds in FY 2015. Listed in the table below is a comparison of combined national (combined states) percentages) of expenditures vs. North Carolina percentages by activity for FFY14-15:

	Activity	National %	NC %
1	Basic Assistance	24.6%	9.2%
2	Work, Education, and Training	6.5%	1.5%
3	Child Care	16.8%	33.6%
4	Head Start / Pre-K	6.1%	17.4%
5	Child Welfare	7.3%	21.4%
6	Program Management	9.8%	12.1%
7	Transferred to SSBG	3.7%	2.2%
8	Refundable Tax Credits	8.1%	0.0%
9	Other	17.1%	2.6%
	Total	100%	100%

Child Welfare Services

NC CFSR Performance Improve Plan (PIP) Update

The Administration of Children and Families / Children Bureau (ACF/CB) has indicated that North Carolina's CFSR Performance Improvement Plan (PIP) as drafted has no additional feedback for improvements or additional clarity. Child Welfare staff are working to finalize the plan for measurement of the progress on the PIP. This measurement plan will be centered on the results of the case reviews conducted in accordance with the Onsite Review Instrument (OSRI). Participants for the various workgroups are being finalized by the NCACDSS committee chair persons. As soon as the participants are finalized, each workgroup will have a "kickoff" meeting to go over the expectations and elect workgroup leaders.

Administrative/Dear County Director Letters issued in July / August 2016

July 12, 2016	CSS-07-2016	URL Change for Secure Connection to ACTS
July 19, 2016	CSS-08-2016	Reflections - Secure Connection Access of ACTS
July 20, 2016	EFS-FNSEP-13-2016	Food and Nutrition Services Employment and Training Convening "Building Opportunities for the Future with FNS E&T" Attachment 1 - Registration Form Attachment 2 - 2016 Convening Schedule
July 22, 2016	OST-31-2016	LTC and PML Issues Webinar
August 1, 2016	OST-32-2016	FNS, Medicaid, and Work First Courses Posted to Learning Gateway
August 1, 2016	CWS-03-2016	EVERY STUDENT SUCCEEDS ACT (ESSA): NEW FEDERAL LAW PROMOTING EDUCATIONAL STABILITY FOR YOUTH IN FOSTER CARE Attachment - Non-Regulatory Guidance: Ensuring Educational Stability for Children in Foster Care
August 11, 2016	OST-33-2016	Supplemental Security Income (SSI) Cases: A New Way of Managing
August 12, 2016	PM-REM-01-2016	County Holiday Schedule

CWS Dear County Director Letters (August) Summaries:

1. CWS-04-2016 | Foster Care Rates, Providers Participating in Cost Modeling SFY 2016-17 | Attachment: List of CPA and Residential programs eligible

In order to maximize the IV-E funds available for Foster Care services, the DHHS controller's office collects significant cost data and audit reports from any agency who accepts children placed by county agencies. These agencies partner to ensure all applicable costs are applied for the care of children. As county staff make critical placement decisions, this information can be included in the process to deepen the public – private partnership in caring for children served by the Foster Care program.

2. CWS-05-2016 | Temporary Parental Safety Agreements | Attachment: Listing of Training Events

This letter provides an overview of the implementation steps planned for the policy revision that will be effective January 1, 2017. In response to guidance provided by the North Carolina Attorney General’s office, the DHHS, Division of Social Services is working closely with county leadership via the NCACDSS committee for Child Welfare to address concerns and needs for ensuring this policy implementation is executed accurately. Many opportunities have been arranged for all North Carolina Child Welfare staff to participate in learning gatherings related to this policy.

3. CWS-06-2016 | Trauma Informed Leadership Training | Attachment: Informational Flyer for Trauma-Informed Leadership Training

In continuation of the Project Broadcast efforts, we are happy to offer an opportunity to advance the state of practice in North Carolina. Evidence is overwhelming that the root cause of many of the behaviors presented in Child Welfare emanate from unresolved trauma. Until we address the effects of trauma, we will not be able to achieve the goals of safety, permanency and well-being. Please review the letter and attachment for instructions on the process to apply for this learning collaborative.

DAAS Dear Director Letter: HB 1030: Temporary Payments to Facilities Approved to Accept SA

Dear Director Letter AFS 03-2016 was issued August 19, 2016 regarding the temporary facility payments. The letter provides information on the process for facilities to receive the payments from the State and the process by which the State will obtain the county match. Facilities will be paid \$34 per SA resident based on NC FAST information on the first business day of the month beginning in October. An NC FAST Help report, **20160801 SA BLANK FACILITY REPORT**, for county SA caseworkers has sent to county staff to enter the facility name where the SA recipient is residing. As a reminder, facility names must always be updated when a move is reported for an SA case. Questions about this report should be directed to the Special Assistance Listserv.

[NC DSS 2016 Dear County Letters](#)

[NC DMA 2016 Dear County Letters](#)

[NC DHHS Controllers Dear County Letters](#)

[NC DCDEE Administrative Letters](#)

[NC DAAS Dear County Letters](#)

Fiscal Reminders

Local Business Liaisons (LBLs) – Observations / Technical Assistance

- Funding Authorization are being posted. Make sure you match to your county budget. Look for any Increases/Decreases that you may need to share with your Director or County Finance Officer.
- Remember to code 0 (Zero) TANF CPS/FC/Adopt before R (TANF) when applicable.
- Monitor and Track your MOE spending monthly. Make a plan on how your county plans to meet your MOE.
- Note that if you have a position and/or program operated or supervised by DSS that it requires overhead. This is a Federal requirement.
- Controller’s office changed web addresses. Link to Office of the Controller <https://www2.ncdhhs.gov/control/>
- Monitor your SA cost. How is the increase impacting your budget?

Upcoming Training Dates:

October 18 th & 19 th	Fiscal Officer’s Training (West)
November 3 rd & 4 th	Regional Meeting (Central)
November 17 th & 18 th	Regional Meeting (East)
December TBA	Regional Meeting (West)



DSS Fiscal Monitors – Observations / Technical Assistance

- All Automatic Data Processing equipment and software expenditures must be on an approved ADP Plan and are to be reported using the appropriate ADP Part II Code on the 1571.
- Agencies need to reconcile the salary and fringe costs on the Payroll Journal to their General Ledger to prevent over and under reporting of these costs.
- Expenditures and receipts reported on claimed 1571 need to be monitored until they have actually been paid and/or posted to the agency's General Ledger.

DMA Updates

The Fiscal Research Division's Budget Brief – NC 2016 Legislative Session Budget and Fiscal Highlights (August 15, 2016) notes that “the most significant HHS action is a \$319 million reduction to the Medicaid base budget. During the 2015 session the General Assembly budgeted \$3.9 billion in net appropriations to Medicaid for FY2016-2017. During the 2016 Session, the General Assembly reduced that amount to \$3.6 billion (about 7.9%) due to a Division of Medial Assistance forecast which was based on lower Medicaid enrollment and smaller increases in utilization and costs than what had been projected.”

DAAS Updates

Adult Services Annual Training Calendar

The Adult Services Training Schedule for FY 16-17 is now available online and can be accessed at the Division of Aging and Adult Services website: <http://www.ncdhhs.gov/divisions/daas/training-resources>. The schedule provides course descriptions and registration information for face-to-face and online trainings currently offered by the Division's Adult Services Section. A new training, Severe and Persistent Mental Illness (SPMI), has been added this year and will provide information on mental illnesses that impact older adults and adults with disabilities, as well as treatment options. Questions about specific training events may be directed to the contact person listed in the training schedule or to the DAAS Adult Services Listserv at DAAS.AdultServices@dhhs.nc.gov.

APS Annual Survey

The APS Annual Survey will be sent to counties and is due September 9th Please be on the lookout for the DDL letter with the survey and instructions.

Rethinking Guardianship: Building the Case for Less Restrictive Alternatives

*“When people go to file a petition, they should be given information, perhaps a brochure that **makes it clear what guardianship is and what alternatives exist.** Guardianship is SO serious and legally binding.” (Mother of an adult son currently under guardianship)*

“Some people that have guardians may need one for the rest of their lives if they have a severe incapacity. For others, like me, it should be limited. It depends on the situation.” (30-year old man seeking restoration)

Stories like these are shining a light on the importance of guardianship issues in North Carolina and the need for less restrictive alternatives. Guardianship essentially removes an adult's rights to manage his or her life decisions and places those decision-making responsibilities with a court appointed guardian.

Recent public guardianship information collected by DAAS reveals that no longer are frail elders the majority of people under guardianship in North Carolina. Out of more than 5,000 adults in the state who are served by a public guardian, nearly 3,000 (56%) are younger adults age 18-59 years old, the majority of whom (86%) have a primary diagnosis of intellectual and other developmental disabilities (I/DD) or mental illness. The state's guardianship

system, including statutes and data collection ability, has not kept pace with the needs of this new demographic; and guardianship laws, policies and procedures do not always receive uniform interpretation throughout the state.

In response to a growing call to action, the NC Division of Aging and Adult Services (DAAS), with a three-year grant from the NC Council on Developmental Disabilities, launched an initiative to create a sustainable infrastructure to effect long-term changes in NC's guardianship system and promote less restrictive alternatives, such as supported decision making and advance directives.

DAAS contracted with the UNC School of Social Work – Jordan Institute for Families to facilitate a diverse statewide work group using the collective impact model. Now in Year Two of the grant, the work group is engaged in focused action around the following outcomes, which constitute the Common Agenda for the effort:

1. A system that is less restrictive and based on best practices
2. All stakeholders are identified and engaged
3. Options and pathways toward guardianship and alternatives are understood and communicated
4. The system is held accountable
5. Information is easily available and accessible

In addition to statewide efforts, the initiative selected Catawba County in Year Two as a pilot site for more extensive data collection and action. Following a kick-off event in summer, Catawba County partners, including DSS, Partners Behavioral Health and others are prioritizing next steps. These steps may include recruiting and training volunteer supported decision makers and focusing on educators who may not be aware of alternatives to guardianship as they coach parents of children with special needs transitioning into adulthood.

Accomplishments to date include 1) draft recommended revisions to the NC G.S. 35A to promote the use of less restrictive alternatives to guardianship; 2) website development to provide comprehensive information and resources; 3) data and story collection for ongoing insight and understanding; and, 4) a guardianship curriculum developed for private guardians.

During the final year of the grant, stakeholders will continue to advance and sustain these accomplishments; seek ways to “get the word out” across the state; and identify a back bone entity to carry on the initiative’s important work. Kent Flowers, Craven County DSS Director, represents the NC Association of County DSS Directors on the workgroup.

Workforce Innovation & Opportunity Act (WIOA) Update

The US Departments of Labor and Education have determined that NC's 4-year Workforce Innovation and Opportunity Act (WIOA) Unified State Plan, which was submitted on April 1, 2016, is "substantially approvable". NC's Unified State Plan covers the period of July 1, 2016 through June 30, 2020. NC's Unified State Plan is subject to correcting identified plan deficiencies set forth in [“Attachment A”](#).

New Faces at DHHS (DSS and MH/DD/SAS)



DSS Child Welfare Services – Welcomes Lydia Duncan !!!

Lydia Duncan joined the Division of Social Services as the Team Lead for Staff Development. She has over 18 years developing and managing statewide training initiatives.

Prior to her move to North Carolina, Lydia worked for the Rutgers University's Institute for Families – New Jersey Child Welfare Training Partnership.

Dr. Jason Vogler is currently the Interim Senior Director of the North Carolina Division of Mental Health, Developmental Disabilities, and Substance Abuse Services (DMH/DD/SAS). Dr. Vogler was born in Winston-Salem, NC. He obtained his Bachelor of Arts in Psychology from the University of North Carolina at Chapel Hill and his doctorate in Psychology from the University of Nebraska, Lincoln. Dr. Vogler is a Licensed Psychologist.

In December 2015, he joined DMH/DD/SAS as the Assistant Director with responsibility for Community Services and Supports which includes adult and child mental health services, intellectual/developmental disability services, traumatic brain injury services, deaf services, diversion services, crisis services, and the Transitions to Community Living Initiative.

His professional involvement has included membership in the Association for Behavioral and Cognitive Therapies (ABCT), the North Carolina Psychological Association, and consulting as an expert in the assessment and treatment of serious mental illness, mental health policy, program development, and supported employment.



DHHS MH/DD/SAS - Jason E. Voaler, Ph.D., CSSBB

Did you Know? -

ADULTS WITH DISABILITIES ARE TWICE AS LIKELY TO LIVE IN POVERTY AS THOSE WITHOUT A DISABILITY

People with disabilities face many barriers to economic success — low expectations, discrimination and a complex public support system that often limit employment opportunities and upward mobility. **Millions of American adults with disabilities are caught in this endless poverty cycle.**

At National Disability Institute (NDI), we believe no one with a disability should live in poverty. That's why we started the **DISABLE POVERTY** campaign. **In the next 10 years, we are committed to:**

▲ INCREASE the use of mainstream banking products and services among Americans with disabilities by 50%

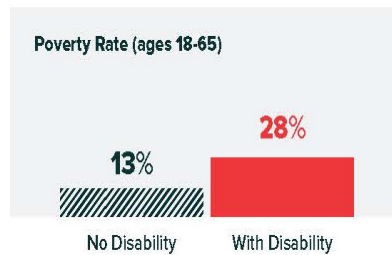
▼ DECREASE the number of working-age adults with disabilities living in poverty by 50%

Here are how the numbers on disability and poverty in America break down:



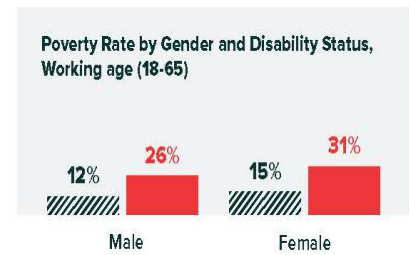
POVERTY

Poverty and disability are interrelated.



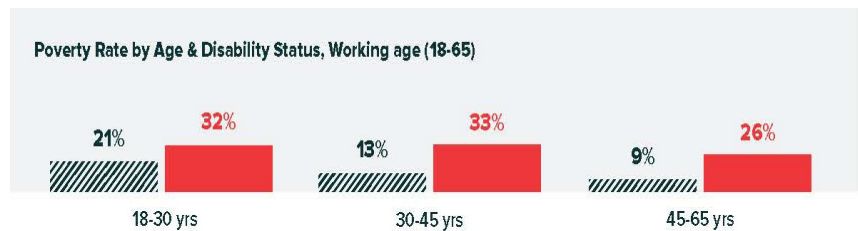
GENDER

Women with disabilities are significantly more likely to live in poverty.



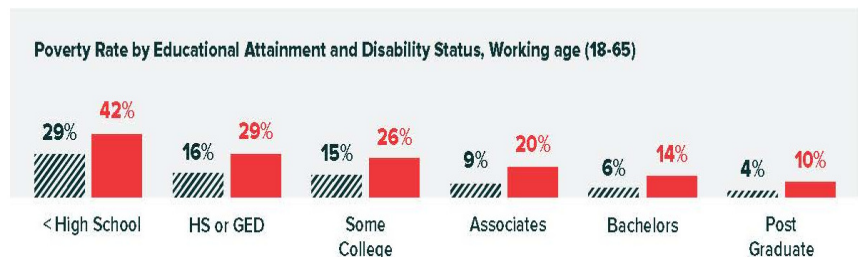
AGE

The disparity in the poverty rate between people with and without disabilities grows with age.



EDUCATION

As the educational level increases among people with disabilities, the poverty rate declines.

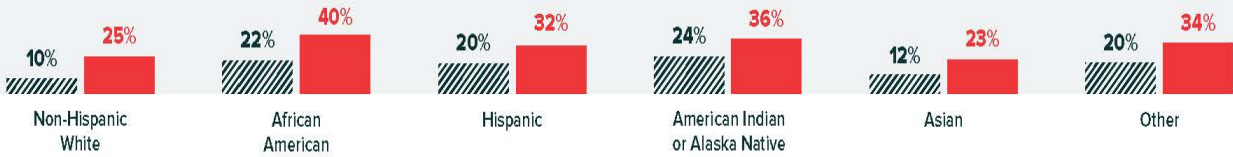




RACE

People of color with and without disabilities are more likely to be living in poverty than the Non-Hispanic White population.

Poverty Rate by Race and Disability Status, Working age (18-65)



BANKING

Being banked is a critical component of financial security and a pathway out of poverty for people with disabilities.

46% of households headed by an adult with a disability **were unbanked or underbanked** in 2013, compared to 29% of households headed by an adult without a disability.

18% of households headed by a working-age person with a disability **were unbanked**, while 28% were underbanked.

47% of households headed by working-age persons with a disability were significantly **more likely to report using alternative financial services** (such as payday lenders) than 35% of households headed by those without a disability.

47% of households headed by working-age persons with a disability were **significantly less likely to have a savings account** compared to 73% of households headed by those without a disability.

DISABLED POVERTY

Through words and actions, we can break down the financial barriers that keep the nearly one in three Americans with disabilities living at or below the poverty line.

**TAKE THE PLEDGE AT
DISABLEDPOVERTY.ORG**

National Disability Institute | realeconomicimpact.org

Source: National Disability Institute analysis of the U.S. Census Bureau 2013 American Community Survey Public Use Microdata Sample and 2013 FDIC National Survey of Unbanked and Underbanked Household

Click on links below:

[Disable Poverty Page 1](#) and [Disable Poverty Page 2](#)



 Nothing Compares 