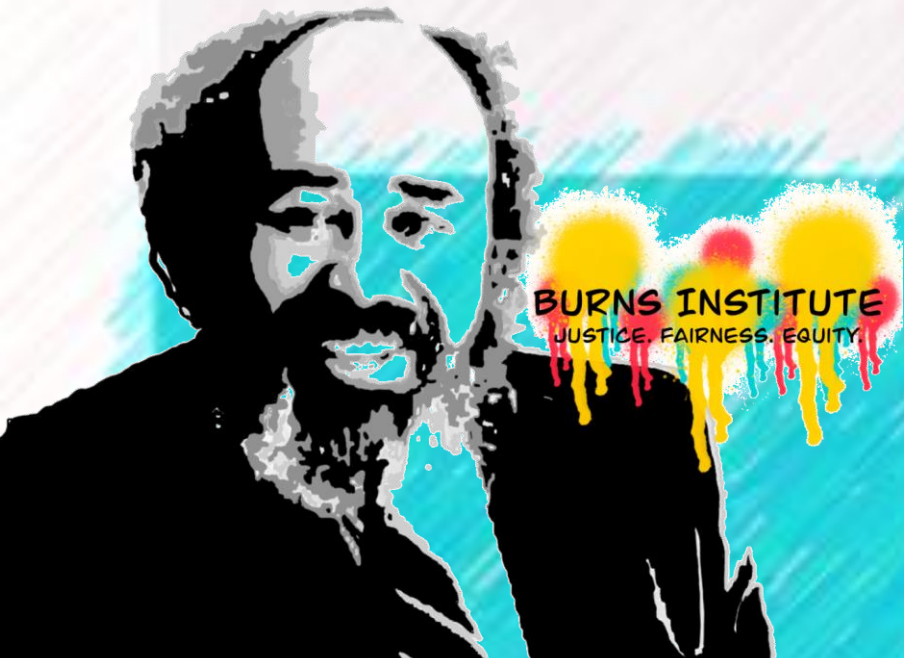



TST: Moving to Deconstruction of Ramsey County Child Protection and Foster Care

Date: March 17, 2022





AGENDA

- 
- ✓ Deconstruction – What We Mean by “Deconstruction”
 - ✓ Review “Upstream” Buckets – Reporting and Screening
 - ✓ Organizational Structure – Organizing to Do the Work
 - ✓ Methodology/Approach to Transformation
 - ✓ Establish Ad Hoc Committees – Organizing Selves to Do the Work

Moving to Deconstruction

- Purpose
 - Moving to Doing: planning, designing actionable implementation proposals
- Roles and Responsibilities
 - Political will and leadership in the implementation of transformative policies and structures; accountability
 - Developing implementation proposals, blue prints for transformative policies and structures
 - ❖ Strategies and tactics to overcome anticipated challenges
- Structure
 - Ad Hoc Committee's: focus and limited in time

Reporting – Ramsey County Child Protection and Foster Care

Focusing on those most Impacted: African Americans and American Indians (as demonstrated by data)

- Mandated
 - Eliminate
 - Law enforcement removals
- Voluntary
 - Anonymous (previously couldn't make anonymous allegations)
 - Integrity of reporting source
 - Memorializing the calls (calls not recorded)
 - Capturing language capacities of family being reported – not rely on assumptions
 - Data Integrity
 - Capturing race/ethnicity of reporter
 - Capturing race/ethnicity of family being reported – not rely on assumptions
 - Cross-sector intersection
- Reporting Sources
 - Focus, target sources with the highest percentage of cases screened out (e.g., Human/Social Services, Mental Health Practitioners, Law Enforcement)
- ICWA Compliance
 - Monitoring and supporting

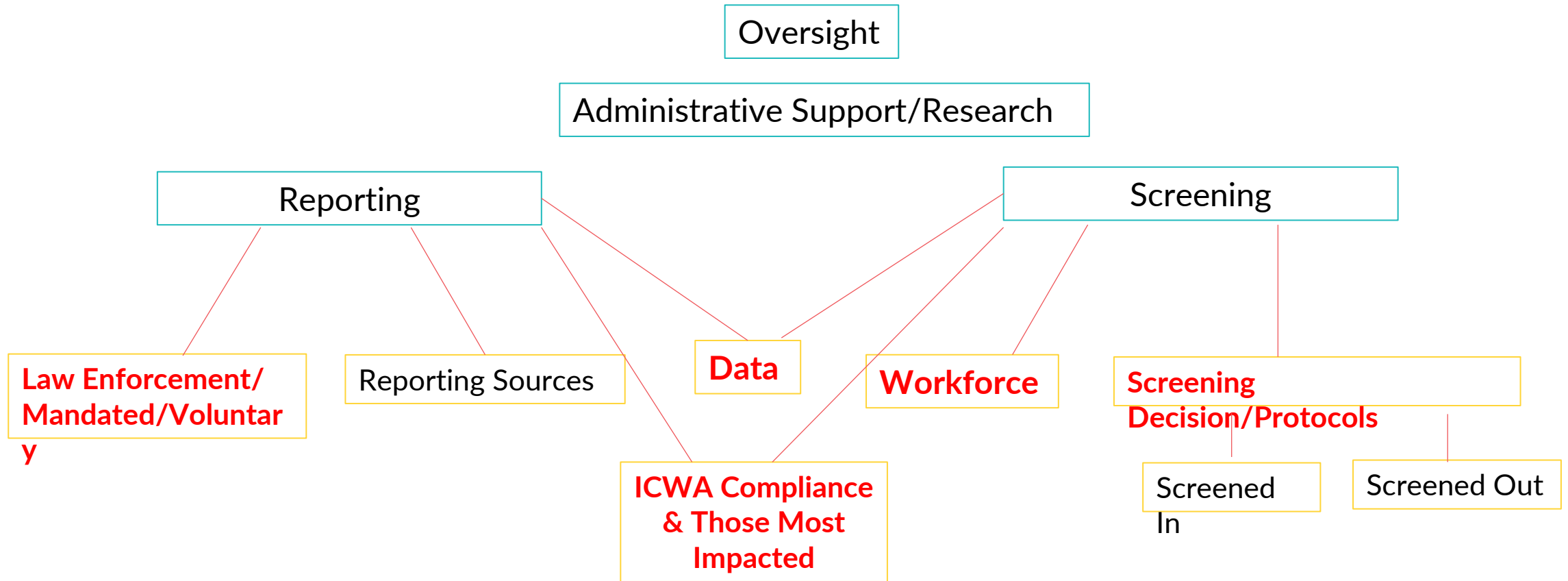
Screening – Ramsey County Child Protection and Foster Care

Focusing on those most Impacted: African Americans and American Indians (as demonstrated by data)

- Workforce
 - Composition
 - Criteria, characteristics, including language diversity
- Screening Decision
 - Lack of Multi-Disciplinary Team or collaborative decision making (MN statute & guidelines)
 - Plumb integrity of the allegation
 - Criteria
 - Neglect
 - Protocols and Practices
 - Identify and change discretionary
 - Manualize
- Data
 - Collecting demographics, including Tribal affiliation, at all decision points– not make assumptions
- Screened In
 - Interventions, referral for voluntary services, off-ramps to prevent further penetration
 - Cross-sector implications (ex: Child Protection and Children's Mental Health, 2 cases not open at same time)
 - Initial placement
 - Subsequent placement
 - Exit
 - Maltreatment finding
- Screened Out
 - Closed
 - Interventions, voluntary services (PSOP)
 - Eliminate consequences
- ICWA Compliance
 - Confirmation of information
 - Tribal notification
 - Cultural identification and practices

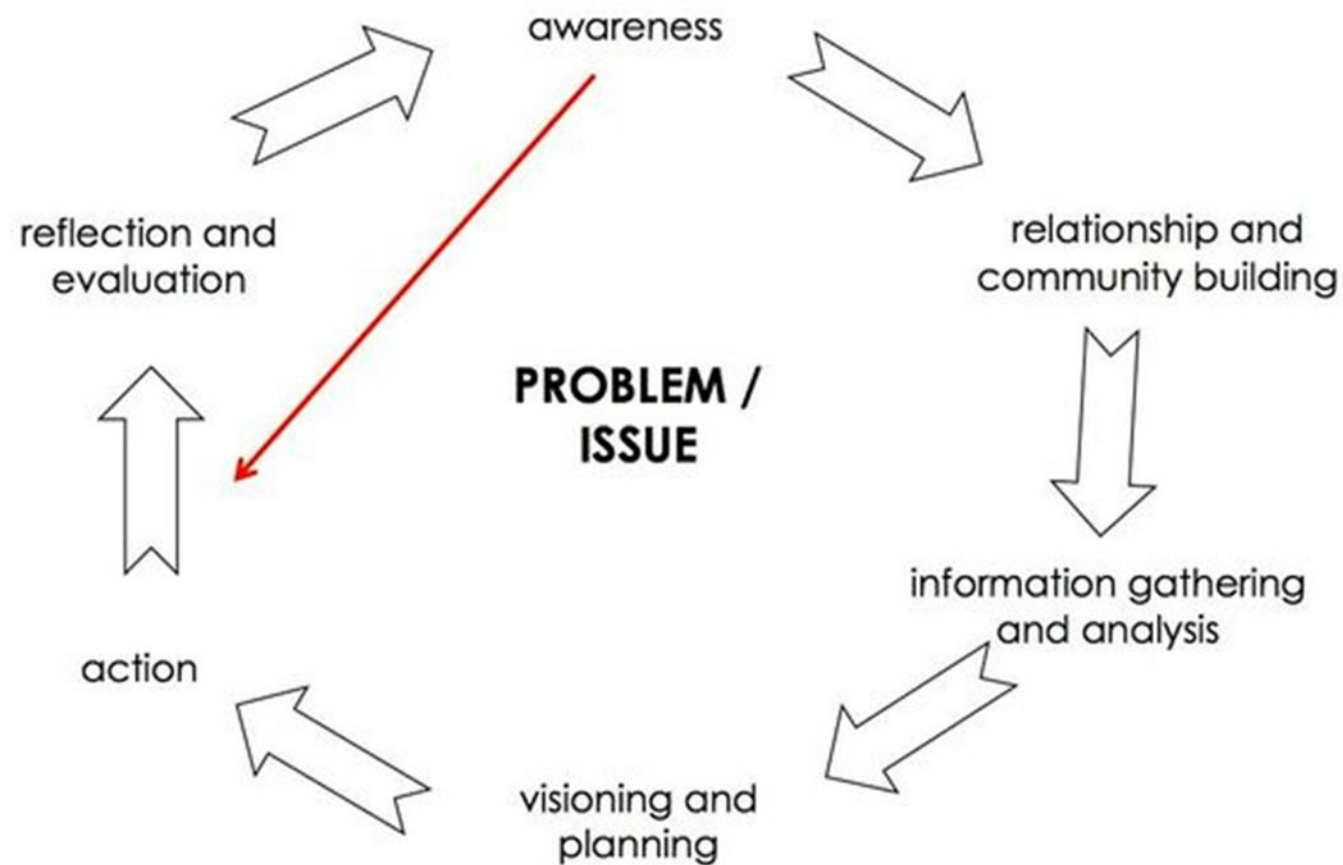
Deconstruction Organizational Structure

Focusing on those most Impacted: African Americans and American Indians (as demonstrated by data)



Prioritize committees in red
All committees are Ad Hoc

Effective Problem Solving





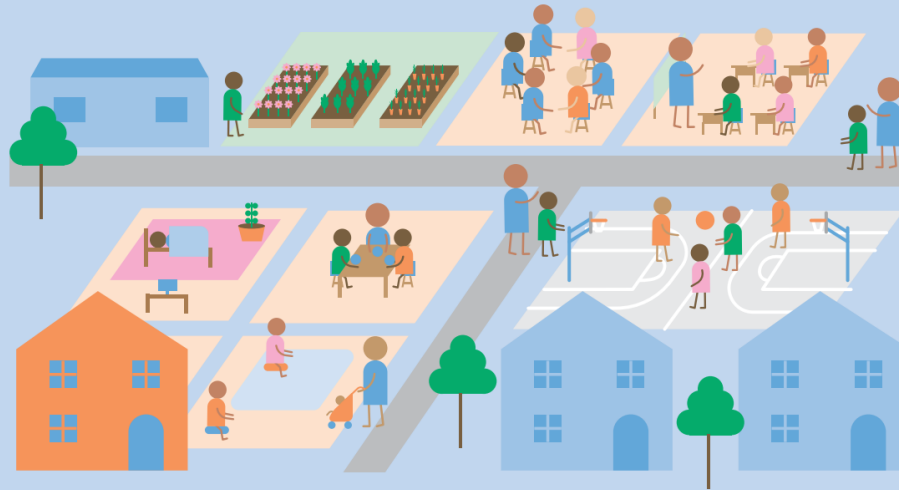
Methodology/Approach to Deconstruct and Renovate

What is Gone?

What is New or Transformed?

- *What is Gone?*
- *Why is the policy Gone?*
- *What is New or Transformed in its place?*
- *What are the impacts on the workforce to the particular function?*
- *Who will assume the new or transformed functions?*
- *Where will the function live?*
- *How will agencies/community need to work cross-sector to apply the new design component?*
- *What aspects of the current budgeting/funding structure need to change in order to apply the new design?*
- *Obstacles or challenges to having the particular policy or function Gone?*
- *Is new local/state/federal legislation needed?*

Los Angeles County: Youth Justice Reimagined



Recommendations of the Los Angeles County
Youth Justice Work Group

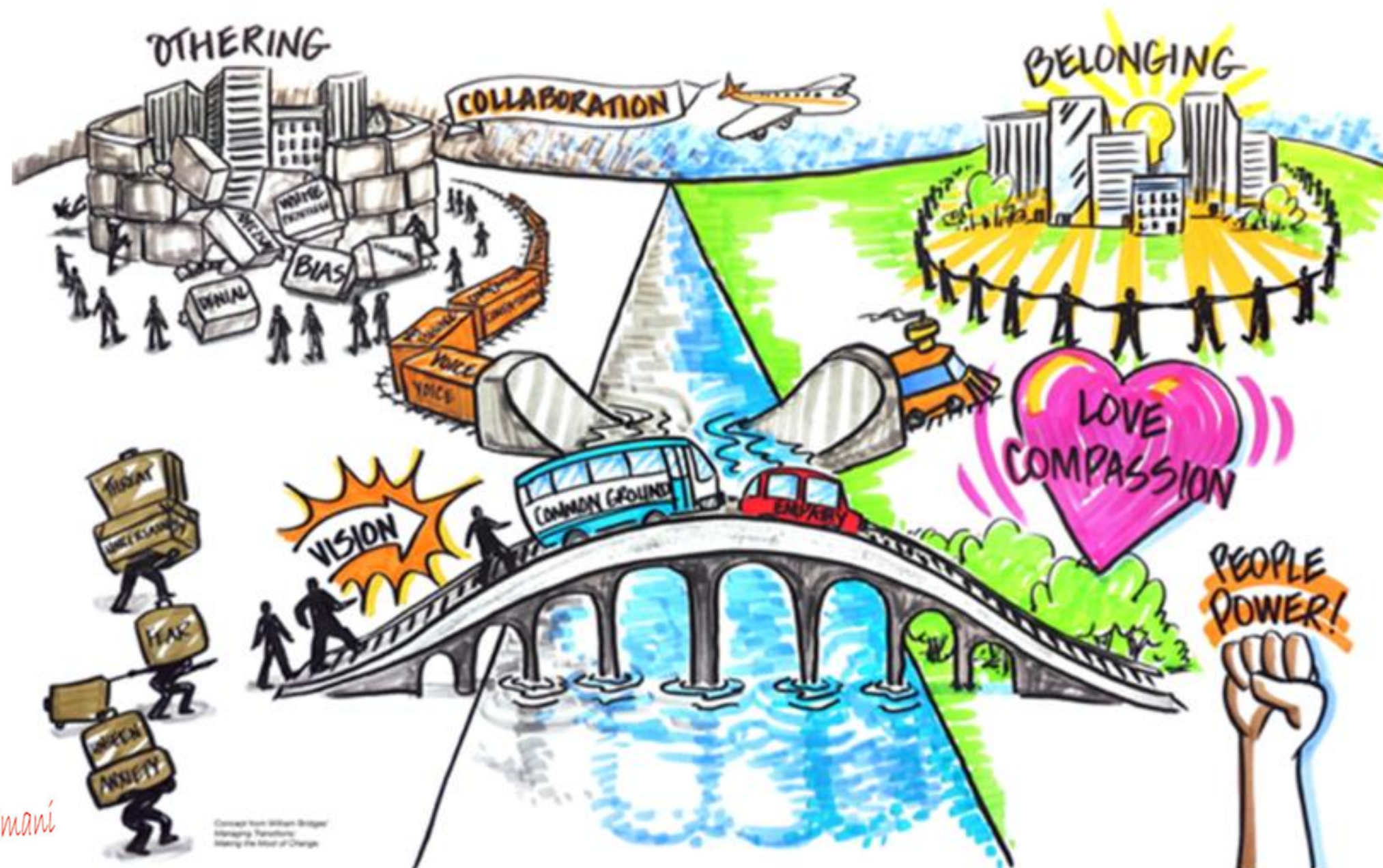
W. Haywood Burns Institute
October 2020



[See Report Here](#)

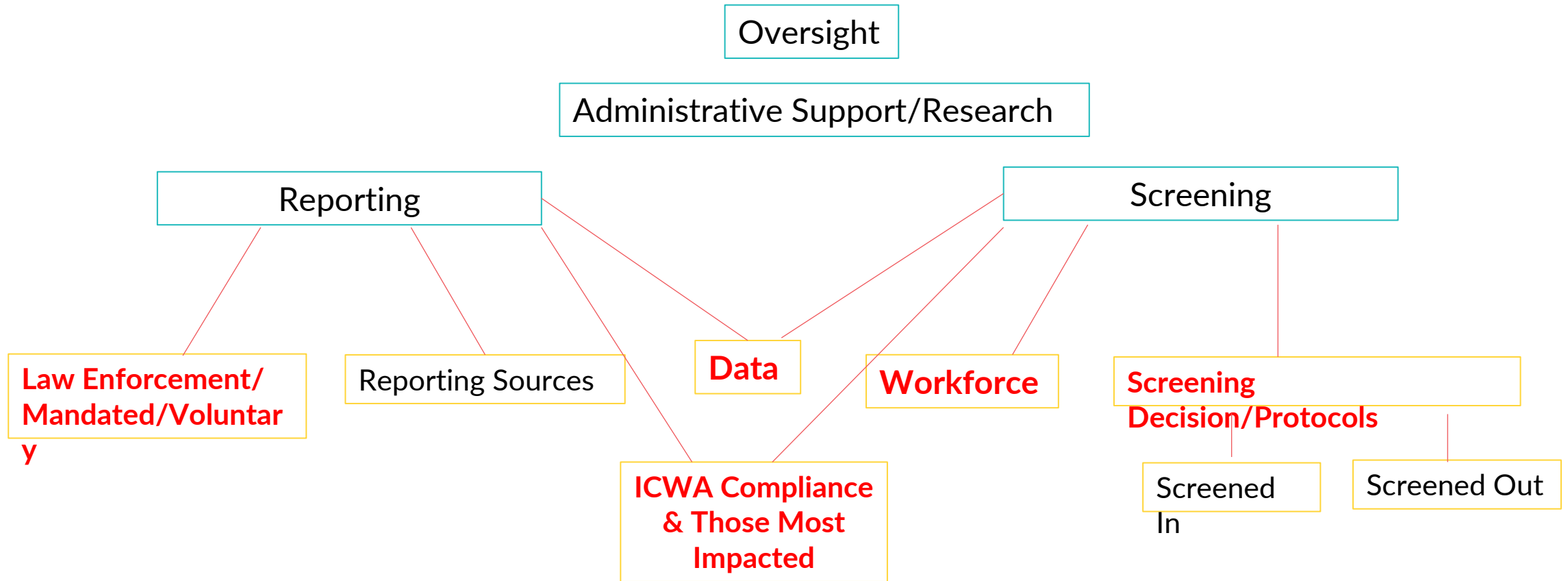


A BETTER POSSIBILITY



Deconstruction Organizational Structure

Focusing on those most Impacted: African Americans and American Indians (as demonstrated by data)



Prioritize committees in red
All committees are Ad Hoc