



SANTA BARBARA COUNTY

# CHILD WELFARE SAFETY NET TASK FORCE

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GWYN LURIE, CHAIR

## **Report of the Santa Barbara County Child Welfare Safety Net Task Force**

**April 5, 2016**

1<sup>st</sup> District  
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2<sup>nd</sup> District  
Amy Zuchowicz

3<sup>rd</sup> District  
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4<sup>th</sup> District  
Dominick Palera

5<sup>th</sup> District  
Ralph Ybarra

## I. Background

**A**s the Child Welfare Safety Net Task Force<sup>1</sup>, we have been tasked with examining the systems that are in place to protect Santa Barbara County's most vulnerable children and ensure that these systems are performing at their highest levels.

Our goal is that no child in our County be allowed to fall between the cracks, as it is every child's right to have a safe, healthy and happy home from which to thrive, succeed and prosper. To that end, the Child Welfare Safety Net Task Force, as created by the Santa Barbara County Board of Supervisors on 4/14/2015, has been charged with conducting a holistic assessment of the strengths, weaknesses and gaps of the county's Child Welfare System and to produce a report for the Board of Supervisors which:

- ◆ Acknowledges what parts of the system are currently working well and why.
- ◆ Identifies and makes recommendations regarding areas of the system that could be improved.
- ◆ Identifies and makes recommendations regarding existing needs not currently addressed by the system and what could be done to fill those gaps.

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**W**e feel gratitude to live in a county whose leaders understand the vital importance of protecting the most voiceless and vulnerable among us, who understand that the health, success and quality of any community can, in large part, be measured by how it takes care of its children.

Given the manageable size of our county and the number of children<sup>2</sup> currently in the foster care system, compared to some of our neighboring counties, e.g. Los Angeles and Ventura, we feel we have the unique opportunity to ensure that not one of our children fall between the cracks. That each child not only gets through childhood, but thrives and goes on to have a successful life. You don't have to care about children, to understand that the implications of not

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<sup>1</sup> Each member of the Board of Supervisors appointed one member to the Task Force. Four members of the Task Force participated in the stakeholder interviews, resultant discussions and deliberations; they are the authors of this report.

<sup>2</sup> See Appendix A for statistics.

caring, of not strongly supporting our most vulnerable stakeholders, are far-reaching and potentially disastrous for all of us.

As part of its review the Task Force conducted public interviews with more than 87 individual stakeholders across all program areas related to Child Welfare in Santa Barbara County. Over the course of eight months the Task Force heard stories of courage, resilience, and hope. And too we repeatedly heard stories of frustration, exhaustion and pain. We came to understand that on our watch, some of our most at-risk children are not getting the support they need, and that that can and must change.

***But from every person, with whom we spoke, we heard optimism and hope and faith in a system that strives to and one day truly could protect and support every single one of the most voiceless and vulnerable among us: the children.***

### **WHAT'S WORKING: STORIES OF OPTIMISM, COURAGE AND HOPE**

Over the course of these past eight months we met caring, committed professionals and dedicated volunteers willing and wanting to work together for the well being of every child. We met amazing **resource parents** who provide long and short-term foster homes, and resilient **birth mothers**, who after working hard to be reunited with their children, are now engaged as Parent Partners to help other struggling birth parents

We learned of efforts made within **Child Welfare Services** to self-assess and make important changes that will benefit kids. In particular, we learned of efforts made within Child Welfare Services to improve services based on a trauma informed model and address the legal mandates of California's Continuum of Care Reform (CCR)<sup>3</sup>, which will eliminate group homes starting January 1, 2017. While it has long been the goal to place children in a family setting, this mandate makes recruiting and maintaining resource families a critical priority.

The County is moving forward with program changes and outreach activities and has received some state funding to implement this mandate through public relations efforts, but in order to be truly successful, more resources and focus must be given to not only recruiting more good resource families, but to retaining them by providing them with greater support to meet the needs for trauma informed care.

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<sup>3</sup> SB 1013(Chapter 35, Statutes of 2012)

We witnessed the Child Welfare Department's openness to outside review and critique and want to thank **Social Services Director Daniel Nielsen & Deputy Director of Adult and Child Services Devin Drake** for helping to facilitate our work by making available to us the staff and resources necessary for our review. We appreciate them being there to answer questions when needed, and for stepping aside to allow us the privacy and independence to interview department staff and partner agencies. We could not have accomplished our work without the excellent support provided by **Amy Blaies**, who helped facilitate our work, provided information, set meetings, took minutes, and kept track of many details.

The Task Force views as hopeful and positive the efforts being made to implement the Quality Parenting Initiative (QPI), recent shifts statewide toward fewer restrictions on resource parents through the Prudent Parent Initiative, and reforms to the Resource Family Approval Process.

We recognize the critical role of the Juvenile Justice system, and want to thank **Judge Arthur Garcia** who granted us access to witness **Juvenile Court** proceedings, and discussed with us the important role that programs like the Drug Treatment Court play in maintaining and uniting families.

Positive changes are coming from the County's implementation of the "Katie A" state-wide legal settlement, which has expanded and improved mental health care for children in the Child Welfare System. We want to thank **Suzanne Grimesey, Chief Strategy Officer of Behavioral Wellness** (formerly Alcohol, Drug, and Mental Health Services (ADMHS)), for attending the majority of our meetings and assisting us with information and perspective about this complex subject.

We witnessed the collaborative work of the **Child Abuse Prevention Council (CAPC)** to provide vital services focused on prevention and early intervention to help keep families together. Representatives of the various member agencies and organizations meet on a regular basis to share information and to problem solve. All of the public agencies and community based organizations working with CAPC have adopted the nationally recognized research based "Strengthening Families Assessment Tool," to consistently assess families in need of service.

Our strong sense is that public agencies and private non-profit organizations throughout Santa Barbara County generally work well and cooperatively to address the highest priority needs of the community, and to collaborate on problem solving. In many instances, these organizations even try to collaborate on grant and funding proposals, striving to achieve the best outcomes for children. A special thanks to each and every one of these individuals,

organizations and agencies who gave of their time generously and spoke to us with openness and candor. In particular we want to express our gratitude and awe to the birth parents and resource families who shared their courageous personal journeys.

### **WHAT'S NOT WORKING: STORIES OF FRUSTRATION, EXHAUSTION AND PAIN**

We heard stories of overworked and under-supported **Child Welfare Social Workers** with too big caseloads, who do not have nearly enough time to spend with the very children they are there to protect. We heard of secondhand trauma and burnout, staffing turnover, and vacancies requiring a Master's Degree that cannot be filled. We heard countless stories of social workers training in Santa Barbara County and then leaving after two years for jobs in neighboring counties offering higher salaries, a lower cost of living and smaller caseloads.

We witnessed organizations working in silos, without the benefit of time or resources to sustain ongoing efforts to effectively integrate resources and have ongoing free-flowing communication with social workers and other agencies.

Virtually everyone we interviewed felt strongly that children are most successful when they are able to live in their own community in home-based family care settings, but there simply are not enough resource families to meet that need. Almost 1/3 of our County's children are sent out of the County for placement. We heard stories of children torn from their families and sent to live in group homes in other counties because our County does not have enough quality resource families to take them in and to care for them.

We heard of the difficulty, countywide, of locating housing which is affordable, and that often families that reunify and children that age-out of the foster care system struggle to find an affordable place to live. We learned of the frustration of relative caregivers, Grandparents, Aunts and Uncles, who cannot qualify as resource families because of State rules regarding the size of homes or number of bedrooms required for approval.

We heard from resource families, tasked with caring for a traumatized child, who have not been provided the necessary information, (and in some cases any information) to best support and care for the precious child with whom they've been entrusted. Resource parents told us stories of being stigmatized by and alienated from members of their own communities, while coping to recognize and deal with trauma induced behavior, and their own second hand trauma.

We heard from children in and aging out of the Child Welfare System, birth parents, resource families, and other important stakeholders in the community without access to clear and updated, and in some cases any, information that informs them of the many resources and multitude of programs available to support them.

We discovered that many children aging out of the Child Welfare System are also not aware of resources available to them, for education, housing, and extended health care coverage. And while many resources, including college scholarships are available not only to those aging out of the system, but also for former foster youth who were adopted by loving families, those in the greatest need remain unaware of these potentially life changing opportunities.

We learned of traumatized children waiting weeks to receive necessary mental health services. There seems to be a clear consensus amongst all stakeholders that any child who has been ripped from his or her home has experienced serious trauma and needs the immediate and ongoing support of mental health services. We consistently fall short of that goal.

## II. Necessary Action by the Santa Barbara County Board of Supervisors.

### THE CREATION OF A COUNTY CHIEF CHILD ADVOCATE POSITION:

Our top recommendation, and the only recommendation we ask the Board to consider immediately, is the establishment of an independent **County Chief Child Advocate Position** -- a single entity held accountable for what happens to at-risk children *before, during, and after* they are in the County's care.

Without a single entity charged with maintaining a holistic understanding of the County's complex story regarding at-risk children, guiding the County with regard to integrating resources across Departments for the benefit of children, and creating a multi-year plan for making sure that no child is lost, we fear that the success of reform will be difficult.

We ask the Board of Supervisors to appoint an **Oversight Team** to help write the job description for this position and to serve, at their pleasure, in an advisory capacity, to oversee the implementation of this recommendation.

It is our hope that the **County Chief Child Advocate** will be responsible for the implementation of our further recommendations:

1. Facilitating collaboration between County agencies, community organizations, faith-based organizations, and the community itself.

2. Overseeing the development and integration of a comprehensive county-wide multi-year strategic plan with the goal that, from birth to adulthood, not a single child falls through the cracks.
3. Bringing together the greater community around issues concerning at-risk youth, and promote a cultural shift that cultivates a supportive environment that benefits birth families, resource families, foster youth and all at-risk children in Santa Barbara County.
4. Facilitating better and ongoing communication between all stakeholders, including: the Santa Barbara County schools, Child Welfare Services, Mental Health, the Justice System, independent agencies and other non-profits serving children.
5. Producing a yearly “State of the County” report to present to the Board of Supervisors and the community at large.
6. Monitoring and addressing emerging issues, such as the growing and critical issue of child sex trafficking, and to monitor legislative proposals that can impact not only the Child Welfare System, but all at-risk children.
7. Specifically, monitoring and advocating for the following priorities:
  - a. Ongoing recruitment and support for resource families.
  - b. Social worker support including reduction of case-loads, increased support staff, educational incentives and more efficient technology that will keep social workers from being bogged down in paperwork and pulled from their most critical work.
  - c. Active and consistent disbursement of resource information for children, resource families, birth families, partner agencies and the general public.
  - d. Expediting Mental Health services and/or Occupational Therapy for foster youth and families, with a blanket consent for services to be signed by birth parents to avoid additional steps that serve only to slow down the process.
  - e. Expanded transitional and affordable housing opportunities for former foster youth, resource families, families working on reunification, and those that have reunified, through organization such as the Housing Authority and non-profit housing providers.

- f. Increased sharing of information between agencies, educators and caregivers including an up-to-date comprehensive “passport” of each child’s important information.
- g. Greater training of trauma informed care systems and practices for agencies, educators, caregivers, and the public.

### **III. Additional recommendations:**

1. There is a need to strengthen the training program for resource families on trauma induced behavior. Further, we must develop a system of professional support, including mentors and respite care, to help resource families address and cope with the wide range of behavioral issues that may emerge as a result of childhood trauma.
2. Support a sustained public relations campaign to bring together the greater Santa Barbara County community around the need to support resource families and the importance of the work they do. We must work to actively address and replace old, negative stereotypes of foster/resource families, with a more enlightened view of the important role these families play in protecting and supporting our community’s most at-risk youth.
3. Create a path for greater sharing of vital case information with partner agencies, so that those agencies that are tasked with providing supportive services, including counseling, have the information they need to best serve the needs of the child.
4. For families working on reconciliation, we must create a process to better facilitate healthy communication between resource parents and birth parents.
5. We must address the urgent need to recruit, train and retain Social Workers, including review of the recruitment program, incentives for retention, and a re-examination of existing salary steps to encourage experienced social workers to remain with the County. [See Appendix B for one such example].
6. Implement technology updates to make reporting and state mandated record keeping more user-friendly and less time consuming; explore possibility of adding clerical support staff to handle routine clerical matters, which will free up time for trained social workers to interact with foster children, resource families, birth parents and their community support network.



7. Establish an annual retreat for stakeholders for the purpose of information sharing and exploration of ways to continue to improve the Child Welfare System.
8. Identify and recruit additional bilingual and bicultural mental health service providers.
9. Work with physicians, nurses, midwives and other health care providers to encourage the early assessment of pre-natal substance abuse and the importance of providing early referrals for Occupational Therapy to infants and young children.
10. Encourage development of short term mental health placements within the County dealing with children with greater needs (Level 13).
11. Continue funding to Partner Agencies and those organizations focused on helping families address their needs keeping children from entering the Child Welfare System.
12. We must take a hard look at the growing tragedy of youth sex trafficking. There is a critical need to help get these young victims to a safe place, without criminalizing them.

#### **IV. Conclusion**

The genesis of this Task Force was steeped in the strong belief that our County's foster children must be protected and supported to the fullest extent possible. The size of our county, and the relative small number of at-risk children, makes it possible for us to work toward a culture and a system where every single child matters, and is protected and supported completely.

We believe that the short time we have had to take a holistic look at what is working and what is not has been a potentially game-changing gift to our County. But eight months is not enough time to drill down on the many important issues and systemic problems on which we have only begun to see clearly and understand.

The Child Welfare Safety Net Task Force is unanimous in its recommendation that the oversight provided by the County Chief Child Advocate will allow for the continuation of the important work of this Task Force that dared to imagine a system of which we could all feel proud and could be held up to the world as an example of a County that truly and successfully cares for all of its children.

We strongly feel that the creation of this position will dramatically improve the safety, health, well-being, and life success of the children of Santa Barbara

County if the Advocate is truly allowed to be independent. This will allow the Advocate to work both within the County structure and with partner agencies, and create and build alliances throughout the community to make sure no child falls through the cracks, and that every child in and out of the County's child welfare system can thrive.

Thank you for providing us with the time and resources that allowed us to dream of a system where every child matters, and would never, due to the failures of others, be left behind. Please help us to make this dream a reality.

Gwyn Lurie, Chair  
Dominick Palera, 4<sup>th</sup> District  
Veronica Sandoval, 3<sup>rd</sup> District  
Amy Zuchowicz, 2<sup>nd</sup> District

## Appendix A

### Who are the children in the Child Welfare System?

As of 10/1/2015 there were 447 children in out of home care.

<b>Ethnicity</b>		
White		33%
Black		5%
Hispanic		60%
Asian		2%
Native American		<1%
<b>Language</b>		
English		99%
Spanish/Mixteco		<1%
<b>Placement by Region</b>		
Santa Barbara	48	
Goleta	14	
Carpinteria	3	
South County Total	65	14.5%
Lompoc	66	
Solvang	8	
Buellton	2	
Los Alamos	3	
Total Mid County	79	17.7%
Santa Maria	152	
Guadalupe	12	
Total North County	164	36.6%
San Luis Obispo County	23	5.1%
Ventura County	32	7.2%
Other Counties	84	18.8%
Total Out of County	139	31.1%

Note these numbers change on a day-by-day basis, but there are generally somewhere between 400-500 children in the Child Welfare System at any given time.

Appendix B<sup>4</sup>

Current Santa Barbara	Current Ventura	Proposed Changes
<p><b>Social Services Worker:</b> Possession of a Bachelor’s degree including 30 semester or 45 quarter units of course work in social work, psychology, counseling, sociology, child development, geriatrics or other behavioral health sciences...,</p> <p><b>(\$21.13-\$25.80)</b></p>	<p><b>Child Welfare Social Worker I:</b> Possession of a Bachelor’s degree in Social Work(BSW); or a Bachelor’s degree in Human Services (HS), Sociology or Psychology with completion of a bachelor’s degree level internship with Ventura County Adult, Children Family Services:</p> <p><b>(\$22.50 - \$30-00)</b></p>	<p><b>Social Services Worker I:</b> Possession of a Bachelor’s degree including 30 semester or 45 quarter units of course work in social work, psychology, counseling, sociology, child development, geriatrics or other behavioral health sciences...,</p> <p><b>(\$21.13-\$25.80)</b></p>
<p><b>Social Services Worker Senior:</b> Possession of a Bachelor’s degree including 30 semester or 45 quarter units of course work in social work, psychology, child development, or other behavioral sciences; and two years of professional social work experience...,</p> <p><b>(\$23.12-\$28.23)</b></p>	<p><b>Child Welfare Social Worker II:</b> At least twelve (12) months experience as an HS Child Welfare Social Worker I with the county of Ventura Human Services Agency; or a Master’s Degree in Social Work (MSW), Human Services, Marriage, and Family Therapist (MFT) or a closely related field from an accredited university...</p> <p><b>(\$24.35 - \$32.47)</b></p>	<p><b>Social Services Worker II:</b> At least twelve (12) months experience as a Social Services Social Worker I with the county of Santa Barbara Human Services Agency; or a Master’s Degree in Social Work (MSW), Human Services, Marriage, and Family Therapist (MFT) or a closely related field from an accredited university...</p> <p><b>(\$23.12-\$28.23)</b></p>
<p><b>Social Services Worker Senior PSL:</b> Possession of a Bachelor’s degree including 30 semester or 45 quarter units of course work in social work, psychology, child development, or other behavioral sciences; and two years of professional social work experience...,</p> <p><b>(\$24.55 - \$29.97)</b></p>	<p><b>Child Welfare Social Worker III:</b> At least twelve (12) months experience as an HS Child Welfare Social Worker II with the county of Ventura Human Services Agency; or a Master’s Degree in Social Work (MSW), Human Services, Marriage, and Family Therapist (MFT) or a closely related field from an accredited university...</p> <p><b>(\$26.08 - \$34.77)</b></p>	<p><b>Social Services Worker III:</b> At least twelve (12) months experience as a Social Services Social Worker II with the county of Santa Barbara Human Services Agency; or a Master’s Degree in Social Work (MSW), Human Services, Marriage, and Family Therapist (MFT) or a closely related field from an accredited university...</p> <p><b>(\$24.55 - \$29.97)</b></p>

<sup>4</sup> NOTE: This Appendix is one example of possible approaches to addressing retention of experienced social workers, by allowing for possible greater advancement opportunities, similar to surrounding counties. **This is not a specific recommendation.**

<p><b>Social Services Practitioner:</b> Possession of a master’s degree from an accredited school of social work; or, equivalent...,</p> <p><b>(\$26.45 - \$32.30)</b></p>	<p><b>Child Welfare Social Worker IV:</b> At least twelve (12) months experience as an HS Child Welfare Social Worker III with the county of Ventura Human Services Agency; or a Master’s Degree in Social Work (MSW), Human Services, Marriage, and Family Therapist (MFT) or a closely related field from an accredited university...</p> <p><b>(\$28.01 - \$37.35)</b></p>	<p><b>Social Services Worker IV:</b> At least twelve (12) months experience as a Social Services Social Worker III with the county of Santa Barbara Human Services Agency; or a Master’s Degree in Social Work (MSW), Human Services, Marriage, and Family Therapist (MFT) or a closely related field from an accredited university...</p> <p><b>(\$26.24 - \$32.30)</b></p>
<p><b>Supervisor I:</b> Possession of a Bachelor’s degree including 30 semester or 45 quarter units of course work in social work, psychology, child development, or other closely related behavioral sciences: and three years of professional social services experience in a private public agency...,</p> <p><b>(\$26-45 - \$32-30)</b></p>	<p>(no classification for this position)</p>	<p>Eliminate classification</p>
<p><b>Supervisor II:</b> Possession of either a master’s degree from an accredited school of social work; or, a master’s degree from an accredited school in Marriage Family Counseling and three years of professional social work experience in an Adult or Child Protective Services program...</p> <p><b>(\$31.34 - \$38-26)</b></p>	<p><b>Child Welfare Supervisor:</b> At least eighteen (18) months experience as an HS Child Welfare Social Worker III and/or IV with the county of Ventura Human Services Agency; OR possession of a Master’s Degree in Social Work (MSW ; ) Human Services; Marriage, Family Therapy (MFT); counseling or a closely related field And at least sixty (60) months experience as a case management social worker in a public children’s protective services agency.</p> <p><b>(\$41.27 - \$42.24)</b></p>	<p><b>Social Services Supervisor:</b> At least eighteen (18) months experience as a Social Worker III and/or IV with the county of Santa Barbara; OR possession of a Master’s Degree in Social Work (MSW ; ) Human Services; Marriage, Family Therapy (MFT); counseling or a closely related field And at least sixty (60) months experience as a case management social worker in a public children’s protective services agency.</p> <p><b>(\$31.34 - \$38.26)</b></p>

<p><b>Benefits:</b></p> <ul style="list-style-type: none"> <li>-Medical, Dental and Vision Insurance</li> <li>-Pension Trust Retirement Fund</li> <li>-Deferred Compensation Plan</li> <li>-Flexible Spending Section 125 Plans</li> <li>-Paid Personal, Sick and Vacation Days</li> <li>-Paid Holidays</li> <li>-Employee Assistance Program</li> <li>-Alternate Transportation Benefit (TDM)</li> </ul>	<p><b>Benefits:</b></p> <ul style="list-style-type: none"> <li>-Medical, Dental and Vision Insurance</li> <li>-Pension Trust Retirement Fund</li> <li>-Deferred Compensation Plan</li> <li>-Flexible Spending Section 125 Plans</li> <li>-Paid Personal, Sick and Vacation Days</li> <li>-Paid Holidays</li> <li>-Employee Assistance Program</li> <li>-Work Life Benefits</li> </ul>	<p><b>Benefits:</b></p> <ul style="list-style-type: none"> <li>-Medical, Dental and Vision Insurance</li> <li>-Pension Trust Retirement Fund</li> <li>-Deferred Compensation Plan</li> <li>-Flexible Spending Section 125 Plans</li> <li>-Paid Personal, Sick and Vacation Days</li> <li>-Paid Holidays</li> <li>-Employee Assistance Program</li> <li>-Alternate Transportation Benefit (TDM)</li> <li>-Educational Incentive (2% for Master's degree) in approved field of study</li> </ul>
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(Proposed changes are in red)

Changes are reflected to make an easier career path in order to retain workers while still rewarding those who continue their educational path.

## Appendix C

### Meetings of the Child Welfare Safety Net Task Force:

July 27, 2015	initial meeting
August 4, 2015	Orientation
August 11, 2015	Orientation
August 26, 2015	
September 2, 2015	
September 24, 2015	
October 8, 2015	Experts, Resource Family Association
October 27, 2015	CASA, Parent Partners & Birth Parents, Social Workers
November 5, 2015	
November 9, 2015	Juvenile Court, Juvenile Probation Officers
November 19, 2015	Child Abuse Prevention Council (Subcommittee)
December 1, 2015	Resource Family Recruiters, Casa Pacifica,
December 16, 2015	Birth Parents
January 13, 2016	Mental Health Staff, CALM, DVS
January 21, 2016	Network of Family Resource Centers, IV Youth Projects, First 5
January 26, 2016	Community Action Commission
February 3, 2016	California Youth Connection/Foster Youth
February 13, 2016	
March 8, 2016	

### Stakeholders:

Orientation meetings (7/27/2015, 8/4/2015 & 8/11/2015)

- Devin Drake, Deputy Director of Adult and Child Services
- Amy Krueger, Division Chief, Adult and Children Services
- Sandra Copley, Public Health
- Barton Clark, Juvenile Probation
- Megan Rheinschild, District Attorney (CSEC)
- Rita McGraw, SB Victim/Witness Assistance Program
- Biannett Vargas & Kary O'Brien, researchers on human trafficking in SB County
- Toni Lorien, County Counsel
- Teresa Johnes, First 5
- Barbara Finch, Kids Network
- Suzanne Grimmersey, Alcohol, Drug & Mental Health Services (ADMHS)
- Julie DeFranco, Child Welfare Services

Experts (10/8/2015)

- Leslie Gilbert-Lurie, Chair, Los Angeles Blue Ribbon Task Force on Child Safety
- Janis Spire, Executive Director, Alliance for Children's Rights

Resource Family Association Representatives (10/8/2015)

- Three individuals

Court Appointed Special Advocates (10/27/2015)

- Kim Davis, Executive Director
- Maria Landeros Rico
- Valerie Amador
- Lisa Murray
- Susan Galluzo

Parent Partners/Birth Parents (10/27/2015)

- Three individuals

County Social Workers (10/27/2015)

- Susan Tognazzini
- Sandy Garcia-Cuevas
- Debbie Vallejo
- Rae Vargas
- Cheyenne Barrick

Juvenile Court Proceedings (11/9/2015)

- Judge Arthur Garcia

Juvenile Probation Officers (11/9/2015)

- Barton Clark, Senior Probation Officer
- Santiago Jimenez, Supervisor Officer (Placement)
- Blanca Lopez, Supervising Officer (School Based Officer)
- Monica Ramos, Juvenile Probation Officer (Investigation)
- Maria Mendoza, Juvenile Probation Officer (Investigator)

Child Abuse Prevention Council (11/19/2015)

- Norma Melendez – Community Action Commission
- Karin Powers – North County Rape Crisis & Child Protection Center
- Joey Carrol – Tri-Counties Regional Center
- Suguey Sanchez- Santa Maria Valley Youth & Family Center
- Ambar Moran – SMVYFC – Healthy State CAN Family Advocate
- LuAnn Miller – Isla Vista Youth Projects
- Forence Bednersh – Santa Barbara County Education Office
- Tracy Lang Wood – Community Action Commission



- Alma Marquez – Santa Maria Valley Youth & Family Center/SM-Bonita School District
- Teresa Segovia – Carpinteria Children’s Project
- Refugio Rodriguez – ADMHS
- Arcella Sencion – Santa Ynez Valley People Helping People
- Teresa Rodrigue-Johnes – First 5
- Deborah Holmes – CALM

Resource Family Recruiters (12/1/2015)

- Gustavo Prado, Department Business Specialist SBC Child Welfare Services
- Anastasia Stone – County Contracted Foster Parent Recruiter

Casa Pacifica (12/1/2015)

- Tom Sodergren, Director of Community Services
- Shana Pompa, LMFT, Wraparound Program Manager
- Marika Collins, Special Projects & Public Policy Officer
- Melissa Flavin, Assistant Director of Residential Services

Birth Parents (12/16/2016)

- Six individuals

Alcohol Drug & Mental Health Services Staff (ADMHS) (1/13/2016)

- Lisa Conn, MFT
- Jason Tarman
- Kattya Manning, LMFT, Katie A Clinician

CALM (1/13/2016)

- Deborah Holmes, Chief Program Officer & Licensed Clinical Social Worker
- Scott Whitely, Psychologist & Regional Manager for Santa Maria
- Jessica Adams, Psychologist & South County Director of Treatment and Prevention
- Alana Walczak, CALM CEO
- Anita Fernandez-Low, LCSW

Domestic Violence Solutions (1/13/2016)

- Charles Anderson, Executive Director
- Matias Bernal, Residential Program Manager
- Susan Magallanes, Lead Advocate Santa Barbara Shelter
- Kayla Lopez, Lead Second State Advocate

Network of Family Resource Centers (1/21/2016)

- LuAnn Miller, IV Youth Projects
- Teresa Johnes, First 5

Community Action Commission (1/26/2016)

- Tracy Land Wood, Program Manger Family & Youth Services
- Heather Boyd, Rehab Specialist
- Martha Coracero, Front Porch Case Manager
- Joyce Ruiz, Program Manager for CA Gang Reducation, Intervention, Prevention (CalGRIP) Youth Corps, Teenage Pregnancy & Parenting Program, CA Personal Responsibility Education Program (CalPREP), Safe Care and Front Porch
- Cesar Arroyo, Program Manager for Home Connection Finder, CalGRIP, Youth Offender Block Grant (YOBG), transportation/visitation
- Ana Bueno, Transportation/Visitation Case Aide;
- David Scott, Program Manager for Rehab Specialists and Family Wellness
- Roberta Thompson, Home Connection Finder, Extended Kinship Coordinator
- Alena Cansler, Family Wellness, Mental Health Practitioner

California Youth Connection (2/3/2016)

- Nathan Escobedo, CYC Chapter President SBCC
- Judy Osterhage, SBCC Foster and Kinship Care Education Program Manager, Guardian Scholars Program Manager