



# State of New Hampshire

104A

## Office of the Child Advocate

Moira O'Neill  
Director

November 19, 2018

His Excellency, Governor Christopher T. Sununu  
and the Honorable Executive Council  
State House  
Concord NH 03301

### REQUESTED ACTION

1. Pursuant to RSA 4:8 Gifts to the State, **retroactively** authorize the Director of the Office of the Child Advocate, to accept a gift in the amount of \$1130.10 from Casey Family Programs, 250 Greenwich Street, Suite 46B, New York, NY for travel, meals and overnight accommodations for site visits to, and education regarding, the New Jersey Department of Child & Family Services' System of Care. The trip was July 9-11, 2018.
2. Pursuant to RSA 4:8 Gifts to the State, **retroactively** authorize the Director of the Office of the Child Advocate, to accept a gift in an amount not to exceed \$52,000.00 from Casey Family Programs, Seattle Washington for training, technical assistance, and development of a critical incident review instrument based in safety science for purposes of developing a system learning review process from Collaborative Safety, LLC, 8161 Hwy 100 #206, Nashville TN. Training took place in Manchester NH, October 25-26, 2018 and ongoing technical assistance will be available for up to 12 months.
3. Pursuant to RSA 4:8 Gifts to the State, **retroactively** authorize Moira O'Neill, Director of the Office of the Child Advocate, to accept a gift in an amount not to exceed \$400.00 from Voices for VT Kids, PO Box 261, Montpelier VT for convention, travel and overnight accommodation to attend and present a workshop at the 2018 Fall Child/Youth Advocacy Conference held in Stowe VT, November 14-15, 2018.

### EXPLANATION

With apologies, these requests are **retroactive**, as the Office of Child Advocate, a new state agency, was unaware until recently of the need to seek Governor and Council approval for gifts associated with work related travel and training.

1. The Office requests authorization to accept a gift from Casey Family Programs, a national organization whose mission is to provide and improve — and ultimately prevent the need for — foster care. Casey Family Programs partners with child welfare systems, families, policymakers, and courts to support practices and policies that safely reduce the need for foster care, increase the safety and success of children and strengthen the resilience of families.

This gift was a trip from New Hampshire to New Jersey to review and learn the NJ Department of Child & Family Services' System of Care. It was organized in coordination with the NH Department of Health and Human Services, Division of Children, Youth and Families, the Bureau of Behavioral Health, NH State Legislators and members of the Judiciary. Participation provided a means for identifying and promoting programs that will benefit New Hampshire children and enhance the Office's performance of duties assuring the best interests of children are protected, pursuant to RSA 170-G:18.

2. The Office requests authorization to accept a gift from Casey Family Programs, a national organization whose mission is to provide and improve — and ultimately prevent the need for — foster care. Casey Family Programs partners with child welfare systems, families, policymakers, courts and American Indian tribes to support practices and policies that safely reduce the need for foster care, increase the safety and success of children and strengthen the resilience of families.

This gift is training and technical assistance from Collaborative Safety, LLC for development of an Independent Systems Review process using a specially designed data collection instrument based in safety science. This process establishes a comprehensive, collaborative, multidisciplinary systemic analysis of critical incidents and other unexpected child outcomes. It will facilitate identification and improvement of systemic issues that may be limiting a department's ability to provide more successful child outcomes. It situates the Office to effectively monitor incidents and identify system improvements in accordance with oversight duties pursuant to RSA 170-G:18. The service contains:

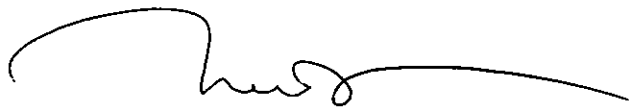
- Two (2) on-site consultation days, performed October 25-26, 2018, providing live technical support to the first Systems Learning Review,
- Ongoing support for nine (9) to twelve (12) months provided through directed learning and quarterly conference calls,
- Up to six (6) orientation meetings designed for DCYF staff and key stakeholders to introduce safety science concepts, old views and new views of safety and how the New Hampshire Office of the Child Advocate will lead incident reviews in the new model.

System Learning Review draws from the same sciences that safety-critical industries such as aviation and nuclear power use to improve systems and develop a culture of safety. It engages agency leadership, frontline staff, and other key stakeholders on safety science principles, supporting safety advancement and system change using an approach that moves away from a culture of blame and toward a culture of accountability. The principles of safety in aviation and nuclear power apply equally to child welfare where results of failure are no less catastrophic.

3. The Office requests authorization to accept this gift from Voices for Vermont's Children, a statewide organization that works closely with state and regional coalitions regarding child, youth and family issues – from child care and access to health care coverage for children and youth to juvenile justice and child welfare. The Director of the Office of the Child Advocate was asked to present a workshop at the 2018 Fall Child/Youth Advocacy Conference. The conference offered many workshops and networking opportunities related to policy advocacy on behalf of children and opportunities to build connections with other professionals across the region. The State of New Hampshire has been offered travel reimbursement for one member of the Office of the Child Advocate to attend the 2018 Fall Child/Youth Advocacy Conference November 15, 2018 in Stowe, Vermont.

The Office of the Child Advocate wishes for approval to **retroactively** accept these gifts. Your favorable action on these items would be appreciated. We will endeavor to be timelier with future requests.

Respectfully submitted,



Moira O'Neill  
Director

MO/kk

Attachments: NH/NJ site visit logistics email, Itinerary for flight NH/NJ/NH, Collaborative Safety LLC Initial Scope of Work Proposal, Collaborative Safety LLC Initial Scope of Work Proposal II, 2018 Fall Child/Youth Advocacy Conference Agenda.



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## **New Hampshire Office of the Child Advocate Initial Scope of Work Proposal**

### **Contractor Information:**

Collaborative Safety, LLC

8161 Hwy 100 #206

Nashville, TN 37221

916-548-5041

[sm@collaborative-safety.com](mailto:sm@collaborative-safety.com)

### **Proposal**

Collaborative Safety, LLC proposes the following initial scope of service:

1. Provide two (2) On-site Consultation Days
  - a. Provide live support to Systems Learning Review Team process. Provide introduction of scoring the SLR using the Collaborative Safety Systems Analysis Tool (SAT).
  - b. Cost: \$24,000
2. Ongoing Support (12 Months)
  - a. Directed Learnings (readings, videos), Discussions, and Quarterly conference call with Review of completed SLR
  - b. Cost: \$16,000
3. Conduct six (6) Orientation Meetings. (2 Hour Orientation)
  - a. Designed frontline staff and supervisors as well community partners.
  - b. Cost: \$12,000 (unlimited attendees per Orientation)

**Total Cost: \$52,000.00**



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## **Detailed Description of Work**

### Onsite Consultation

This specialized Onsite Consultation is to provide live technical support to the first Systems Learning Review. It also includes introduction of scoring the SLR using the Collaborative Safety Systems Analysis Tool (SAT). The purpose of scoring cases is to allow for the effective quantifiable communication of influencing factors on a case at all levels of the system. Systemic findings found within cases are scored. Systemic findings have specific definitions developed from relevant safety science literature. Using these definitions, systemic findings are identified within and across cases. The frequency of the systemic finding is determined by the amount of times it is identified across cases. The frequency of systemic findings informs opportunities for improvement and learning.

### Ongoing Support

Following the Implementation Calls and Support that occurred over the previous two months, Ongoing Support begins. Ongoing Support is provided through directed learnings and conference calls. Directed learnings occur monthly and include suggested readings, videos, and intergroup meetings. Conference calls occur quarterly and include a check in, Q&A and a review a completed Systems Learning Review.

### Orientation Meetings

Orientation Meetings are two-hour meetings that would involve New Hampshire DCYF staff across the state as well as other key stakeholders. The meetings are designed for DCYF staff and key stakeholders to introduce safety science concepts, old views and new views of safety and how the New Hampshire Office of the Child Advocate is going to conduct incident reviews in the new model.

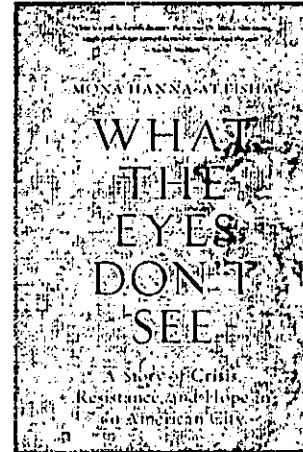


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## **Collaborative Safety Overview**

- Collaborative Safety draws from the same sciences that safety critical industries such as aviation and nuclear power use to improve systems and develop a culture of safety.
- Collaborative Safety is currently engaged with a number of state agencies in the U.S. supporting the development of enhanced review processes and promoting safety engagement and accountability.
- The review processes take an approach that departs from surface level understandings of how systems fail and seeks out the complex interplay of systemic factors.
- Collaborative Safety engages agency leadership, frontline staff, and other key stakeholders on safety science principles, supporting safety advancement and system change.
- Collaborative Safety uses an approach that moves away from a culture of blame and toward a culture of accountability. Years of research have shown that blame may decrease accountability, since it inhibits the ability of the organization to learn and improve.

# 2018 Fall Child/Youth Advocacy Conference



## November 15, 2018

Topnotch Resort, Stowe, Vermont

### Overview

Voices for Vermont's Children is presenting a one-day conference packed with information and resources to lay the groundwork for powerful policy advocacy on behalf of children. We'll share current research about policies that improve children's lives, and why it's critical to keep the whole child in mind while pushing for comprehensive solutions. After lunch we'll hone our skills with workshops on communications, building political power, and other legislative advocacy tools.

We are pleased to share that our keynote speaker is Dr. Mona Hanna-Attisha. Dr. Mona is a pediatrician, medical educator, activist and author of *What the Eyes Don't See*. She was named one of Time Magazine's Most Influential People in 2016 for her role in exposing the Flint, Michigan water crisis and her public health advocacy in response to the crisis.

## **Tentative Agenda**

*(Please note workshops are still in development)*

8:30-9:00     **Registration, coffee**

9:00-9:15     **Opening comments from Exec. Director Michelle Fay**

9:15-10:00    **Keynote: Dr. Mona Hanna-Attisha**

10:00-10:50   **Plenary Panel Discussion - Austerity or Equity? You can't have both.**

Dr. Mona and staff from Public Assets Institute will explore the consequences of austerity budgets on the health, safety and wellbeing of people, who bears the brunt of the harm from underfunding critical programs, and how to fight back against this frame in Vermont.

10:50-11:00   **Break**

11:00-12:30   **Policy Panel Breakout Sessions (choose one):**

**Health** - This panel will look at children's health policy from a number of angles. We'll explore how social determinants of health can be addressed and integrated into our health system with the use of community health workers; the continuing crisis of school water systems poisoned by lead and PFAS; and differences in children's access to food based on location, income, and other equity factors. (Panelists Dr. Breena Holmes, Director of Maternal/Child Health for the State of Vermont; Jen Duggan, Director of the VT office of the Conservation Law Foundation; and Katy Davis, Community Health Initiatives Director for Hunger Free Vermont. Moderator: Sarah Teel, Research Director at Voices.)

**Economic Security** - This panel will explore the human rights of the children, women and families who are actively disadvantaged by current economic policies, and work to understand the political context in which these choices have been made. Topics will include welfare/Reach Up, paid family leave, minimum wage, and access to

child care. (Panelists: Dr. Felicia Kombluh, Associate Professor of History and Gender, Sexuality, and Women's Studies at UVM; Karen Tronsgard-Scott, Executive Director of the Vermont Network Against Domestic and Sexual Violence. Moderator: Michelle Fay)

**Education - Foundations of Education Equity: School Funding and State Education Policy.** This interactive workshop highlights two legislative proposals that will advance equity in our schools and communities. Learn about proposed school finance changes and about "ethnic & social equity in schools" legislation. Discover how these proposals will help to address systemic inequities and what you can do to help advance them. (Panelists: Amanda Garces, Immigrant Rights Activist; Stephanie Yu, Deputy Director, Public Assets Institute. Moderator: Carlen Finn)

**Community & Family** - In this session, we will look at the current state of child protection and juvenile justice in Vermont. We will hear from Dr. Moira O'Neill who will give us insight into newly established Office of Child Advocate in New Hampshire and hear ways in which an advocate can lay the ground work for system reform. We will spend time looking at opportunities and fears for the years ahead. Moderator: Amy Brady, Policy Associate at Voices.

12:30 - 1:30 **Lunch - roundtable discussions and book signing by Dr. Mona**

1:30 - 2:30 **Breakout Workshops (choose one):**

**Building Power** - Amy Shollenberger from Action Circles will guide participants through an exercise to identify existing and potential sources of political power.

**Community Organizing and Popular Communication for Social Change** - Immigrant rights activist Amanda Garces will lead this workshop on countering institutionalized inaction with community and collaboration. Using the example of the Vermont Coalition for Ethnic and Social Equity in Schools, Amanda will share how we can make



social change by drawing on the experience and wisdom of impacted communities.

**Centering Equity in Public Policy:** Participants will gain skills in how to build public policy that reverses structural inequities that get in the way of kids reaching their full potential. Presenters: Rep. Kiah Morris, Sarah Teel (Voices' Research Director), and Michelle Fay (Voices' Exec. Director) will share equity toolkits developed by the Annie E. Casey Foundation and Race Forward to generate policies that assure EVERY CHILD receives what they need to thrive.

**Nothing about me without me** - The past year has shown the power of youth voice in bringing about real change, with the historic passage of gun safety legislation and the raising of the Black Lives Matter flag at a number of schools. Voices is developing a Youth Advisory Council to help ground our policy agenda in the self-identified needs of young Vermonters. Come learn from youth about how to engage them in policy decisions that impact them and support their leadership.

2:30-2:45 **Break**

2:45-3:45 **Breakout Workshops (choose one)**

**Storytelling for Social Impact** - View the short documentary film "I Am From Here" about institutional racism in Vermont schools. Directed by Bess O'Brien and produced by the Vermont NEA. Martha Allen, the Vermont NEA's equity coordinator will share the process behind the film and how the NEA is using it in their efforts to eliminate racism in schools.

**Whose Government? Our Government!** - How can we move from transactional relationships with policymakers to transformative, inclusive governance? In this session we'll learn to identify and support champions who will elevate the voices of marginalized people. We'll also strategize how to hold leaders accountable for failing to dismantle racism, sexism, homophobia and other forms of oppression both in the policies they advance and the way they engage with stakeholders (or

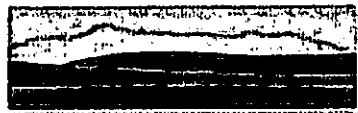
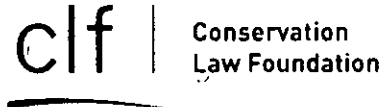
don't). Former State Representative Kiah Morris and Voices' Executive Director Michelle Fay will prepare advocates to step into their own power to demand better leadership and inclusive institutions.

3:45-4:00    **Wrap up & door prizes**

REGISTER NOW

# Sponsors

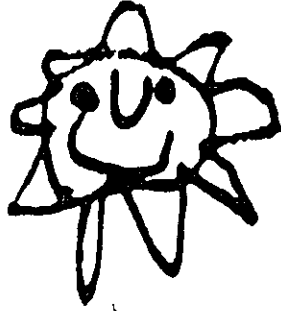
Learn about sponsorship opportunities [HERE](#).



**Doug Racine**

**Turrell Fund**

**Voices**  
for Vermont's Children



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