



2006 Annual Report

Richland County Children Services Board
Safe Children Today Build Strong Families Tomorrow



Randy J. Parker, Executive Director of the Richland County Children Services Board recognizes Barb Murray, Executive Officer of the Mansfield Board of Realtors for providing a care bag program for children who come into the Agency's care.

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A Message from the Executive Director

Richland County Children Services Board experienced growth in several different areas in 2006. Calls to the Agency for services continue to increase steadily marking the highest to date. Reports of child abuse and neglect have risen 30 percent over a five-year period. We attribute these increases to community awareness and in turn respond with services that help children and families heal. In meeting the needs of the community the Agency has also experienced a six-percent growth in staff. Our commitment in 2006 has been to continue to provide a well-trained, educated workforce.

Throughout this report we hope to provide you with an understanding of how the Agency responds to the needs of the community focusing on our greatest asset – our children. We utilize a progressive plan that begins with community awareness with a focus on prevention services. When risk is identified we provide prevention and intervention services to maintain children in their own homes. When out-of-home placement is necessary we focus on reunification. If a child is not able to return home with his or her parent(s), we look to grandparents and other relatives to provide care for the child(ren). When the family is unable to meet the needs of the children, adoption becomes the alternative.

It is good to reflect on our accomplishments over the past year, however, we look forward to the future and continuing the tradition of improving the lives of children and families in Richland County.

Sincerely,

Randy J. Parker



Brittinea Ebony Spears (right) a graduate of Mansfield Senior High School attending Hocking College studying Culinary Arts was presented with a 2006 Rising Up and Moving On Award (RUMO) by former Auditor of Ohio, Betty Montgomery. RUMO Awards represent outstanding achievements in foster youth throughout Ohio.

BREAKING GROUND BUILDING FUTURES



Nancy Joyce, RCCSB Board Chair turns the first shovel of soil during the official ground breaking ceremony of the Richland County Children Services building expansion and renovation project.

Building A Strong Foundation

In 2005, RCCSB contracted with Steve Beilstein Architect (SBA) to complete a building assessment as to the functioning of the Agency within its current space. Employees were interviewed about their job duties, communication needs, and space needs.

In several areas of the building, staff were literally working on top of each other. The building was originally built in 1991 for 77 staff. In 2002, through re-designed work areas, the building was made to accommodate 97 employees. Current needs call for 109 staff, contractors, and volunteers. Workspace requirements were no longer in line with architectural guidelines reflected by 31 offices being occupied by 44 persons and shared desk space.

As a result of the study a building plan was introduced calling for additional square footage in three areas; additional work/office

space, education and training needs, and security.

RCCSB broke ground Monday, August 14, 2006 on a 2.7 million dollar expansion and renovation project. The project added a 13,733 square foot wing that will meet the needs of the building assessment.

Line staff and supervisors are realigned in redesigned work pods that will streamline communication and increase worker productivity. The training facility will be utilized not only by RCCSB staff, but will be available for community education and foster parent training. A secure parking area provides a protected, covered area for Agency vehicles and provides a safe entrance to the building for children and staff.

The entire cost of the building project will be paid for from existing funds. The project is scheduled to be completed in the summer of 2007.



Excavating crews began preparing the foundation for the secure parking area and addition on July 25, 2006.



The area known as "The Bullpen" held 16 workers and a copy station. Eight workers on each side worked back to back.



This picture shows the steel structure and wood framing that will become office space and the education/training wing.



Same area as above nearing completion. Redesigned cubicles allow for personalized workspace and access to supervisor offices.

Agency Adds Team to Provide Specialized Services to Families

In November 2006, Richland County Children Services Board (RCCSB) added seven Social Work staff and created a Protective Supervision Order (PSO) Unit. These positions were created due to the large number of court ordered cases.

The PSO Unit collaborates with Richland County Juvenile Court and families whose children are victims of child abuse or neglect. PSO Unit staff work with families and other professionals involved with the family to develop a case plan that is specific to the needs of the family.

The case plan consists of goals that address problems in family functioning which create risk to the child(ren). The case plan becomes a court order which requires cooperation from all parties noted in the case plan. The objective is to alleviate risk while maintaining children in their own homes.

Due to specialized services, such as this, RCCSB has seen a steady reduction in the number of out-of-home placements over the past five years.

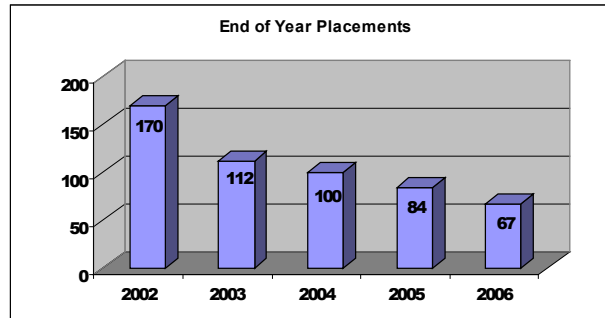
Kevin Wharton, PSO Unit Supervi-

sor, explains the reasoning behind the formation of the team as, "A number of PSO cases were spread across several different departments. We determined it would be best practice to combine the PSO cases and create a unit of caseworkers who are trained to manage the processes of PSO cases, who become proficient in working with Juvenile Court, and can engage and meet the specific needs of families who require court intervention."

The PSO Unit manages an average of 105 cases per month.



Kevin Wharton
PSO Unit Supervisor



Through specialized services RCCSB has been able to reduce the number of out-of-home placements by 60%.



Row 1: Patrick Ludwick, Kelley VanGilder
Row 2: Linda Cole, Charity Hamler, Jennifer Jacocks, Alison Hustack

RCCSB Receives National Adoption Award

The United States Department of Health and Human Services (HHS) established the Adoption Excellence Awards in 1997 to recognize outstanding accomplishments in achieving permanency for America's children waiting for adoption.

Richland County Children Services Board (RCCSB) received an Adoption Excellence Award in 2006 as recognition for decreasing the length of time that children in foster care wait for adoption. RCCSB shared in this honor with the Los Angeles County Department of Children & Family Services. Eleven other recipients from across the country received

awards in six different categories.

In 2006, the national average for adoption finalization within a 24 month period was 32 percent. RCCSB surpassed the national average by finalizing 44 percent of its adoptions within the same time frame.

Teresa Alt, Clinical Director for RCCSB, describes one of the keys to Richland County's success as simultaneously working a reunification plan while identifying the most appropriate placement that often leads to an adoptive home.

"We are able to cut the time down significantly by making a good placement in the beginning, by making sure that everybody is working together towards

the same goal, and by making sure relatives or foster parents are ready to adopt if the child becomes legally available," Alt explains.



Tim Harless, RCCSB Program Director (right) receives an Adoption Excellence Award from Wade Horn, Ph.D., former Assistant Secretary of the Administration for Children and Families (left) during an awards ceremony in Arlington, Virginia on November 28, 2006.

STRIVING FOR EXCELLENCE

Richland County Children Services Board (RCCSB) Social Work staff and supervisors attend an extensive training schedule throughout their employment. Social workers complete a minimum of 102 hours of training in their first year of employment and 36 hours annually in their area of assigned duty.

The State of Ohio has developed a standardized curriculum for child welfare providers (CORE training). These modules are provided in regions throughout the state. CORE competencies include the recognition of child abuse and neglect, risk assessment, case plan development, case management, and intervention and prevention strategies.

Child development, cultural diversity, and parenting skills are among additional topics available to social workers to increase their skill level. In the first two years of service social workers complete 12 hours in the area of domestic violence.

Currently the Agency's regional training site is in Columbus. RCCSB plans to offer these training opportunities locally with the addition of the education and training room. This will reduce the amount of travel time for staff and the expenses associated with frequent trips to Columbus.

Ohio is currently implementing a statewide integrated comprehensive approach to safety and risk assessment. These two systems are: Statewide Automated Child Welfare Information System (SACWIS) and Comprehensive Assessment Planning Model Interim Solution (CAPMIS).

The implementation of these systems requires staff to attend approximately 36 additional hours of instruction.

A new social worker spends a minimum of 174 hours in training their first two years of employment.

Supervisors receive 72 hours of training through six two-day modules in the areas of casework supervision, leadership, and organizational development. Supervisors are required to attend 30 additional hours of training each year in their area of supervision.

- In 2006, RCCSB experienced 12% turnover in its staff compared to 21.1% nationwide in child welfare agencies. (CWLA Nat'l. Fact Sheet 2006)
- 62% of administrative staff have master's degrees in their respective fields. 29% of supervisors hold master's degrees. An additional 14% of staff are enrolled in master's degree programs which represents a 5% increase over the previous year.
- 17% of the Agency's staff are licensed.

Agency Staff

Teresa Alt	Roland Flick	Alison Hustack	Jennifer McElvain	Stuart Seibel
Brenda Ammons	Kimberly Ford	Brandy Hutchinson	Tim Merle	Carol Sgambellone
Gina Bandy	Nicole Foulks	Terri Jacobs	Drew Miller	Terrie Sgro
Scott Basilone	Noah Fraley	Jennifer Jacocks	Joycelynn Moree	Lindsay Smouter
Carol Baxter	Kelly France	Michelle Johnson	Matthew Mott	Tiffany Sommers
Liz Bekeleski	Greg Frankenfield	Paula Johnson	Kelly Mott	Peter Stefaniuk
Brandi Berry	Ruth Frye	Sylvia Jordan	Cynthia Myers	Michelle Stiggle
Debbie Bowling	Kristin Galownia	Gregory Kahl	Dustin Nunn	Shawn Strong
Sarah Bradley	Carla Glover	Andrea Karpiak	James Nicholson	Heather Swanson
Sherry Branham-Foltz	Kevin Goshe	Mark Keck	Audrey Ousley	Maryann Syrek
Amber Braughton	Vickie Graves	Patricia Keever	Christole Page	Melissa Tucker
Beth Burns	Sharon Gray	Melissa Kilgore	Randy J. Parker	Carolyn Upperman
Dawn Butterman	Sheryl Groff	Monique Kilgore	Luann Payne	Kelley VanGilder
Larry Chaffin	David Hackedorn	Brianne Kindinger	Heather Petty	Pamela Varnes
Billie Chester	Charity Hamler	Andrew Leonard	Paul Pfeifer	Heather Vaughn
Teresa Coll	Nikki Harless	Jennifer Long	Davinette Phillips	Laura Wade
Ron Copenhaver	Tim Harless	Jennifer Lovra	Angie Poth	Rachel Wappner
Mary Cox	Holly Hartman	Patrick Ludwick	Donna Puckett	Sandra Watrous
Joan Day	Diana Haumesser	Jaclyn Luedy	Dusty Ramirez	Kevin Wharton
Cheri Denney	Doug Heestand	Patricia Markley	Alleen Rasberry	Carla Wilkinson
Christine Dunn	Elizabeth Hollar	Jennifer Marsh	Jenna Rejman	Kathleen Wukela
Jeanetta Elia	Vicki Hopp	Rhonda Massey	LaShaun Reuer	
Kristie Evans	Mike Houston	Kelly Matheny	Jill Risner	
Phil Farley	Pearl Howard	Anne Mathes	Carol Rissler	
Lori Feeney	Stephanie Hughes	Ruth Maurer	Katherine Schiraldi	

PINWHEELS FOR PREVENTION

Child Abuse Prevention Month

In April, Richland County Children Services Board (RCCSB), as part of Child Abuse Prevention Month, decorated the front lawn of the Richland County Courthouse with 2,182 multicolored pinwheels. Each pinwheel signifies a report of child abuse and neglect in Richland County in one year's time.

These precision placed markers, reminiscent of childhood, represent for children and families of Richland County a much darker side of life than their bright colors would suggest.

"There is an ugly truth behind this beautiful display...", was the sentiment described by Randy J. Parker, Executive Director of RCCSB and echoed by keynote speaker Georgia Taylor, Director of the Domestic Violence Shelter.

This eye catching display entitled "Pinwheels for Prevention" is a public awareness campaign hosted locally by RCCSB and the Shaken Baby Alliance, coordinated statewide through Prevent Child Abuse Ohio.



The 2,182 pinwheels planted in front of the courthouse represent the number of reports of child abuse and neglect in Richland County during 2004 (Ceremony held April 13, 2006).

Volunteers from service groups including The Retired and Senior Volunteer Program, Richland Newhope, and The Girl Scouts of Heritage Trails assembled the pinwheels at First United Methodist Church and planted each one in front of the courthouse.

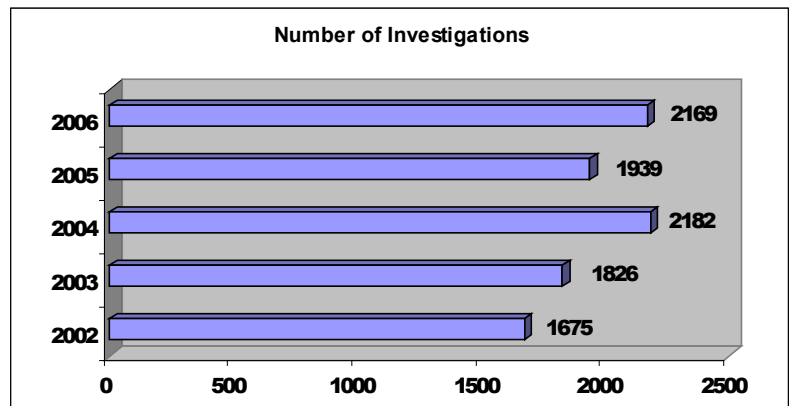
RCCSB received an average of 180 new reports of child abuse or neglect each month throughout 2006 which translates to 6 investigations every

day. Following the display in May the Agency saw a dramatic increase to 250 investigations.

We rely on the individuals to call the Agency if they feel a child is at-risk of abuse or neglect. Call 419-774-4100 24-hours a day, seven days a week if you are concerned about the safety of a child.



Members of The Girl Scouts of Heritage Trails pose during the planting of pinwheels on the courthouse front lawn.



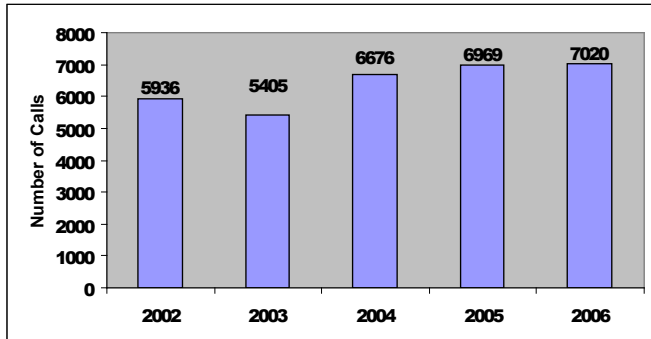
Richland County Children Services Board has seen a 30% increase of reports of child abuse and neglect over the past five years.

2006 REVENUE AND EXPENDITURES

Revenue		
Federal Funds	\$4,296,485	49.7%
State Funds	\$913,273	10.5%
Local Levy Funds	\$3,241,321	37.5%
Parental Support	\$18,881	0.2%
Other	\$179,663	2.1%
TOTAL	\$8,649,623	100%

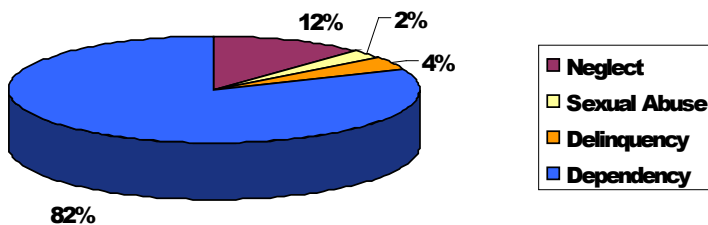
Expenses	
Personnel	\$5,130,888
Placement Services	\$1,075,167
Adoption Services	\$384,407
Purchased Services	\$617,035
Administrative Support	\$605,189
TOTAL	\$7,812,686
12/31/06 Resources Available	\$3,696,719

SCREENING STATISTICS



Calls to screening have increased by 18% over a five year period marking the highest number of calls to date.

2006 PLACEMENT STATISTICS



This graph depicts the reasons for out of home placements of children in Richland County.

“Dependent child” means any child who is homeless or destitute or without adequate parental care by reason of mental or physical condition of the child’s parents, guardian, or custodian; or whose condition or environment is such as to warrant the state, in the interests of the child, to assume the child’s guardianship.

Report Child Abuse and Neglect

Call 419.774.4100

24 hours, 7 days a week

www.richlandcountychildrenservices.org

Our Mission

Protect children at risk of abuse, neglect, or dependency;

Provide children the opportunity to live in a safe, nurturing, permanent family;

Strengthen and support families in meeting the needs of their children;

Join with the community to provide culturally sensitive services necessary to protect children, strengthen families, and promote well-being.

Executive Director

Randy J. Parker

Board Members

Nancy Joyce, Chair

Carol Payton, Vice Chair

Jon Bell, Secretary

Michael Spence, Treasurer

Ivy L. Amos

Connie Hoffman, MSW

Joe Palmer

Chuck Speelman

Dr. Colleen McKinney

Administrative Staff

Nikki Harless, MSW, LSW, *Director of Operations*

Teresa Alt, MSW, LISW, *Clinical Director*

Kevin Goshe, MBA, *Finance Director*

Tim Harless, *Program Director*

Mary Ann Syrek, PHR, *Human Resource Manager*

Pamela Varnes, *MIS Administrator*



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