



State Office for
SERVICES TO
CHILDREN AND
FAMILIES

FOCUS

MARCH 2001

Notes from the road...

Bobby Mink and DHS division heads have visited sites around Oregon to talk about reorganization. Here is a sampling of comments from those meetings:



“This is hard work. No other state has done this.”



“People with multiple needs are still falling through the cracks.”



“We are involving ... and will continue to involve ... clients, unions, partners, providers, etc.”



“People are nervous about what change means for them. I think everybody’s future is bright.”

Leaders Named to Plan Reorganization of DHS

“We have moved into an exciting new phase that requires vigorous leadership in discrete areas to successfully plan, implement, and manage the DHS reorganization,” stated DHS Interim Director Bobby Mink in a recent message to staff. “I am delighted that several of our colleagues have agreed to lead this difficult but critical work to benefit our clients, our employees, and the public who supports our services.”

Those named are:

- **Adults, Families, and Children:** SCF Administrator Ramona Foley. Jim Neely, AFS acting administrator, will work closely with Foley.
- **Health:** Barry Kast, MHDDSD Administrator. Administrators Barbara Cimaglio of OADAP, Hersh Crawford of OMAP, and Grant Higginson of the Health Division will work closely with Kast to integrate these services.
- **Seniors and People with Disabilities:** Roger Auerbach, SDSD Administrator. Bobby Simpson, Vocational Rehabilitation Division Administrator, and James Toews, who heads the DHS Office of Developmental Disability Services, will assist.
- **Field Operations:** Bill Fink, who has

had day-to-day DHS budget responsibility. Shirley Iverson, who has managed the AFS field system, will be his deputy.

- **Continuous System Improvement:** Lennie Bjornsen, formerly administrator of the Community Partnership Team. Clarice Bailey, who works with the DHS Cabinet, will assist.
- **Administrative Services:** Previously named was Cindy Becker, a veteran human services manager, to the Administrative Services post. Her deputy is Clyde Saiki, formerly of Human Resources/Organization Development.

These leaders will work with many employees and partners who serve on reorganization task groups.

“These are all people in whom I have a great deal of confidence, who understand the vision and the mechanics of integrating human services, and from whom a great deal is being expected,” said Mink.

Limited copies of the DHS Reorganization Plan Version 1.0 are available by contacting Donna Aman in the DHS Communications Office at 503-947-5107.

From the Administrator

by Ramona Foley

Communications are words and actions that, over time, build a relationship between individuals. Whether that relationship is positive or adversarial depends on the tone of our words and actions.

Our communication with others builds the foundation for critical decisions about children and families. This is perhaps most obvious during a legislative session when dollars and services to clients are at stake.

From now through June 2001, legislators will make important decisions about child welfare practices in Oregon. A legislator or legislative aide may call your branch for information.

If you get a call from a legislator, have someone return the call immediately. During session, legislators are very busy and want responses immediately. This portrays a positive image for your branch and our division. However, if you don't know the answer, don't be afraid to say so. Then find someone who has the answer and get back to the legislator's office promptly.

Be sure to contact Mickey Serice and let him know of any legislative contact. An e-mail with the

legislator's name, constituent name, and a brief summary of the situation will do. Mickey is also available if you need him to contact the legislator, meet with the legislator and constituent, etc.

The prompt contact you make with a legislative office when a call comes in goes a long way in helping us develop trust and confidence in our child welfare system. This responsiveness encourages legislators to call us to help them make those important decisions.

Constituent calls to legislators are increasing. However, the legislative offices appear to have a sincere interest in answering their constituents' concerns rather than dictating an outcome to SCF. This is a reflection of your positive contacts with legislators.

The jobs we do are tough. It is unusual that every party will agree with decisions. We will always have detractors. Remember that verbal attacks are not personal, but generated by the emotional nature of a case.

We want to try to resolve issues at the local level, if possible. If a legislator, community partner, or

client calls with a question, we want to be sure the branch manager has explained the process regarding child protective services and answered questions to the extent allowed by law on a specific case. At the same time, Central Office should be a resource to branches to handle these situations and coordinate responses for issues that may arise in different parts of the state.

You may be familiar with the philosophy of, "We can handle bad news but not surprises." This means it's everyone's job to get in front of issues and manage them. A "heads up" about a potential problem gives us a chance to take corrective action. It is vital to work together to handle these situations.

This will be easier if we have already established a reputation – as many of you have – in the local community as responsive and credible.

We are all moving toward the same goal: smoother and better services at the frontline for clients.

The daily contacts that each of us make – our communications – lay the groundwork for future relationships and decisions.



March

celebrates ... St. Patrick's Day (3/17) ❀ ❀ ❀ ❀ ❀ ❀ ❀ ❀ ❀ ❀ ❀ ❀ ❀ ❀ ❀

Back to the Future: Reinventing Supervisory Training for Oregon in the Age of ASFA

by Bart Wilson, Grant Coordinator, Child Welfare Partnership ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

History

Supervising for Excellence in Oregon has returned to SCF after an eight-year break in service. From December 1989 through April 1993, Oregon CSD staff took part in the initial development of the Supervising for Excellence training coordinated by Washington State Northwest Institute for Children and Families. PSU faculty assisted in developing that pioneer curriculum, with training open to Washington, Oregon, and Idaho supervisors in public child welfare. The training was discontinued for Oregon supervisors when funding for out-of-state travel was curtailed, but it continues to flourish in Washington State.

Back to the present

That brings us back to the present. Recognizing the ever-changing environment of middle management and the current gap in specific training for child welfare supervisors in SCF, the agency began surveying the field about supervisory training needs in 1998. With funding new training always an issue, the Child Welfare Partnership applied for and received a Children's Bureau 426 Opportunity Grant to develop supervisory training for Oregon.

The design phase

As the training begins the design phase, we are guided by the knowledge that with ASFA and

Oregon's own Senate Bill 408, supervisors must streamline complex tasks to meet enhanced outcomes for safety, permanency and child well-being. At the same time, supervisors must help workers implement strengths-needs based practice within Oregon's System of Care.

To support SCF supervisors in synthesizing these roles, we are enhancing the original supervisory training package and have renamed it *Supervising for Excellence in Oregon: Strategies for Managing People, Process and Outcomes*. This curriculum will build on the original and very popular earlier version of the curriculum, with its emphasis on best practice, administrative, and leadership roles.

In addition, the curriculum will address how supervisors can use data to inform the work of their units and to make a case for additional field resources. We will also collaborate with the Annie E. Casey grant staff as Family to Family is introduced to Oregon. Many of our goals related to best practice tie safety, permanence, and well-being. Use of data for informed decision-making will be the same, and we hope to work closely to develop data management tools with the Casey project staff. It is also the goal of SCF administration that all initiatives build on and enhance one another to maximize impact for the field and use resources efficiently.

Meeting the need

To assure that *Supervising for Excellence in Oregon* meets the needs of SCF supervisors, the Child Welfare Partnership is convening an advisory group of supervisors, including one meeting with veterans of the original *Supervising for Excellence* curriculum. An Executive Committee has also been formed, including Partnership and SCF administration, to ensure the intent and focus of SB408, ASFA, SOC, and the Children and Family Reviews are addressed in the outcomes of the training.

First training this fall

The Child Welfare Partnership plans to inaugurate pilot training in October 2001. The training will include one week a month for three consecutive months, with supervisors housed in a residential setting to maximize opportunities for learning and networking. The grant can be extended for three years, which will allow for all current supervisors to attend the training.

For more information

For more information, please contact Judy Miller, SCF Training Manager, or Marilyn Webb, CWP Training Director. Bart Wilson is coordinator for the grant and available to answer questions or discuss the project. (Phone 503-725-8017; e-mail: wilsonb@cwps.wa.gov)

MSW Distance Learning Opportunities Still Available

by Dana Torrey, Child Welfare Partnership,
PSU Graduate School of Social Work

If you thought you missed the deadline for the Graduate School of Social Work and are interested in pursuing your graduate degree in Pendleton or Medford, there is good news. Employees of SCF still have the opportunity to enroll in the Distance Graduate Education Option offered by the Child Welfare Partnership at Portland State University's Graduate School of Social Work. Please check with your branch manager for approval, then submit your application to the Graduate School of Social Work and the Child Welfare Partnership for the 2001-2004 cohort by May 15, 2001. Applications are being reviewed as they are received and interested individuals are encouraged to apply as soon as possible. Don't miss this exciting chance to earn your M.S.W. and be part of a growing number of professionally trained child welfare workers. For more information or to request an application, contact Heather Schaefer at 503-725-8065.

Ledesma Awarded CWLA Scholarship

Kathy Ledesma, SCF's Adoption and Permanency Manager, has been awarded a \$5,000 scholarship by the Child Welfare League of America. With financial support from the Freddie Mac Foundation, this scholarship is for the professional education of master's degree candidates in social work. Recipients must have demonstrated a commitment to serving children, youth, and their families, and have a desire to pursue and integrate an M.S.W. degree into their child welfare careers. The 10 winners from across the U.S. were also rated on their accomplishments and contributions in child welfare and their leadership abilities. SCF will match this scholarship for Ledesma to continue her master's studies at Portland State University.

Kudos

TO: MIDTOWN SUPPORT
STAFF..

Who volunteered to work on preparing the branch for the Child and Family Review (federal audit). They are pitching in to get all our files correctly filed for review by our Clean Sweep temp and doing their regular jobs at the same time. We would be lost without them. Thanks, team!

- Judy Griswold, Midtown SCF

HB2431 Proposes Scholarships for Foster Youth

HB2431 provides college scholarships for former foster children. The dollar appropriation of \$150,000 in this legislation is not in the Governor's Budget and, for that reason, SCF must oppose this bill. The following information was provided to the legislature by SCF. Often, youth leaving the care and custody of the state have little or no family support or financial resources of their own. At 18 years of age, they often become emancipated from the state child welfare system, may be requested to leave the foster family home, and are expected to make it on their own.

If HB2431 becomes law, SCF anticipates approximately 143 youth becoming eligible for the program in the first year. We project 48-50 youth becoming eligible on an annual basis thereafter. Some of these youth may choose not to participate in the scholarship program or may choose to attend an institution of higher education in another state for which they would not be awarded this scholarship. The bill projects the \$150,000 appropriation would allow the Oregon Student Assistance Commission to serve 30 youth annually.

This bill is being promoted by former foster child, Adam Cornell.

Establishing Legal Paternity Not an Easy Task

by Connie Guyer, Central Office Child Support Unit

Those of you who have been through the process of establishing legal paternity for a child in SCF custody know how complicated this can be.

You may need to know legal paternity for possible placement with dad or dad's relatives, to receive Social Security benefits through a parent's account, or to terminate parental rights if the plan for a child is adoption.

In the past, SCF branches paid for parentage tests when it was determined that paternity testing was needed to identify a potential father.

SCF should not routinely be paying for paternity testing.

Legal paternity can only be established through Vital Statistics in the Health Division, the Division of Child Support, or the court.

Sometimes we are told by the court that paternity must be established. We often decide to pay for the test. **PLEASE DO NOT DO THIS.** The Division of Child Support (formerly Support Enforcement Division – SED) is the preferred method to establish legal paternity. If the court orders the state to pay for the test, the first step is to contact DCS.

It has been common practice for our branches to set up blood or genetic testing to determine who

is the father. Genetic or blood tests alone do not establish legal paternity – not to be confused with biologically linking a person to a child.

Blood or genetic tests alone do not establish legal paternity.

Through an agreement with DCS, our requests for paternity must be in writing. The request should include information identifying the mother, the child, and the alleged father for whom the paternity action is being requested. Be sure to send a copy to the Children's Benefit Unit at SCF Central Office. DCS will arrange for the parentage tests and pay for them up front.

When DCS establishes paternity, many legal steps are taken. When SCF has already had parentage testing done, it causes confusion and delay in some cases.

DCS can bill the legal father after paternity is established. If it is determined that the person is not the legal father, they will not be billed.

DCS facilitates the paternity establishment process, including the paternity order, informing Health Division Vital Statistics, and paying for the change of the birth certificate.

When the courts establish paternity, they are not bound by

Takin' Care of Business



law to inform Health Division Vital Statistics about the paternity to get the birth certificate changed.

To speed up the establishment of paternity, the worker may send form FLS 112 completed by the mother to the local DCS branch with a request to establish paternity and a child support order. In some cases, this may shorten the establishment process by 90 days.

Many of our families are involved with AFS. When paternity has not been established, AFS requires that mothers fill out a paternity affidavit. You can also check support screens or call your local AFS office to see if an FLS 112 form is on file.

A completed form FLS 112 may speed the establishment of paternity.

Paternity can also be established by voluntary affidavit or in ways other than by genetic testing and, as a LAST resort, SCF funds may be used to pay for the paternity tests.

Please continue to use your branch experts, Central Office Legal Assistance Specialists, and the Child Support Unit to determine the best way to establish paternity, particularly in complicated cases. If you have other questions, please call Connie Guyer, Child Support Coordinator, at 503-945-6865.

Support FOR FAMILIES

Clackamas Foster Parents Receive Grant

by Linda Presnell, President, Clackamas County Foster Parents Association

The Clackamas County Foster Parents Association is proud to announce that we have written our very first grant and have been approved in the amount of \$12,000. These funds are specifically intended for our clothes closet. This closet is not only for clothing, but lice kits, hair dryers, furniture, hygiene kits, supplies, diapers, car seats, etc.

The lice kits were a large part of our intention with the grant as well as setting up six satellite closets. The satellite closets are to aid families in having closer access to supplies. Driving an hour is a hardship in an emergency.

As for the lice kits, we recognize how expensive they are and will be supplying them to families very soon.

Another part of the project will be furniture and car seats. These donations will be given with the understanding that when no longer needed they are property of the CCFPA and are to be returned in good condition so another family can use them.

With the car seats, our hope is an exchange program of sorts. When infants grows out of their

car seats, they would be exchanged (in good condition) for a toddler seat, etc.

We are very proud of the services we will be providing to foster parents. We want our closets to be professional and friendly with easy access.

Media Supports Children and Families

KWIP Radio

Spanish language radio KWIP in Dallas, Oregon, recently interviewed certifier Marcela Susee-Rojas at Marion SCF for a talk show. Susee-Rojas has received 15 calls generated from the airing of that interview. KWIP is also working with Susee-Rojas to distribute recruitment flyers and run a PSA (public service announcement) to recruit Spanish-speaking foster and adoptive parents. From the children of Oregon – **THANK YOU!**



Training Available to Adoptive Families

The Oregon Post Adoptive Resource Center offers training to families throughout the state who have adopted SCF children. The trainings shown here are on Saturdays with subsidized child care available. ORPARC offers \$100 to adoptive families who travel 100 or more miles, as they work with motels to offer families discounts.

MEDFORD

Saturday, April 21, *Parenting Through the Teen Years*, at the Smullen Center. This training will utilize local professionals on specific topics of interest to adoptive parents of teens, such as anger management, discipline, school issues, formation of identity, and self-destructive behavior. A youth group for adopted children 11 and up that

is both social and issues-focused is planned. Child care is available for younger children.

BEND

Saturday, April 28, *Post Traumatic Stress Disorder Expressive Strategies Workshop* at the Phoenix Inn (rooms discounted for adoptive/foster families). Many adopted children have had deeply painful and frightening experiences in their young lives. Yet we know the memories and hurt don't end when the trauma does. Some children develop Post Traumatic Stress Disorder. Children with PTSD need ways to express and heal those memories over time. Dance, music, and art therapists will assist parents in exploring the healing potential of these therapies.

Play Therapy Helps Children and Parents

by Marita Baragli and Roberta Charlton, Yamhill SCF

Filial therapy in Yamhill County continues in the spirit of successful partnerships and creative approaches to working with children and families.

Filial therapy teaches parents and foster parents how to interact with their children using play therapy techniques. It was developed by Dr. Louise Gurney and Dr. Bernard Gurney as a treatment for children with social, emotional, or behavioral problems.

Yamhill SCF is working with Family and Youth, the local children's mental health program, on this project. Family and Youth has dedicated a primary therapist (LCSW) to work with eight SCF families and 12 children for two hours a week for a six- to nine-month period to improve parent-child relationships, return children home sooner, and maintain the child at home once they are returned.

SCF is dedicating two Human Services Assistants to work as co-therapists and thus gain invaluable training and consultation with the therapist. The HSAs will be able to incorporate their newly gained skills into visitations with other parents.

The branch is providing child care for the children and has purchased educational toys for each of the families to work with during the sessions and to take home to implement new skills.

Yamhill Branch has made many changes in parent-child visitations as well.

- HSAs have developed individual plans for every family, taking into consideration safety of the children, age, interests, and parental cooperation.
- Visits are held at home and at relatives' homes, and include outings to many different child friendly facilities such as

parks, fairs, the Enchanted Forest, and Gilbert House. HSAs have convinced several child-focused programs to provide free tuition/entrance for parents and children during visitations.

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Everything you wanted to know...

Q. Can we develop an ongoing “practice group” to stay in touch with what is working and not working in the state?

The plan is to have a “Stuff That Works” conference every other year and really focus on best practice. The next one will be held in calendar year 2001.

Ongoing groups would probably be most effective if they were locally based opportunities to share information and were specific to program areas such as Adoptions, CPS, etc.

Q. Training needs to be specific and brought to the field.

Core training sessions offered by the PSU Partnership have not been fully enrolled when offered in the field as they generally target very specific classifications of staff such as caseworkers, CPS workers, and screeners. We do offer System of Care training on a regional basis and hope to expand other local training opportunities through partnership with other DHS divisions and through the use of technology to develop distance learning opportunities. The current move to consolidate some training functions in DHS should result in the availability of more generic or organiza-

These are the responses to your questions and suggestions. Future issues of the newsletter will contain more responses.

tional leadership training at the regional level. We have been working with the PSU Partnership to develop more specific training for HSAs and certifiers. Both should be available early next year. The Partnership has just received a federal grant for supervisor training related to ASFA and will convene a planning group to ensure it meets the needs of the field.

Q. Assign all Comprehensive Branch Reviews for follow up.

Recently, Leslie Schockner and her staff discussed this and other issues. In addition, our Operations Committee discussed this same concern. Recently, we compared notes and developed a plan. Central Office staff will handle all branch review recommendations identified as “Regional Office” or “Central Office” concerns in a way similar to how branches handle their branch findings. As we research and develop action plans for these recommendations, regional office and Central Office staff will report findings to our Operations Committee, regional administrators, branch managers, and staff. We will also print our results in the *Focus* newsletter. In addition, as we move through our first federal

Child and Family Service Review (CFSR) process, we plan to align our existing Comprehensive Branch Review process with the CFSR to minimize workload for the field.

Q. Some offices need more vehicles to facilitate increases in contact with foster kids in the field.

HB3705 was passed by Oregon legislators a few years ago. This legislation, in part, states that a state agency may not own or be assigned a standard passenger vehicle that is driven fewer than 681 miles per month as of January 2000. If a branch is accumulating more than 681 miles on every vehicle assigned to that branch and the branch budget allows for additional vehicles, a request may be made with the Motor Pool for an additional vehicle. Several branch offices have unique ways to “manage” their pool of cars to assure that “low mileage” cars are used before “high mileage” cars as the end of a month approaches. This allows branches to keep their “fair share” of state vehicles. If you would like to discuss ideas in this area, please contact Mickey Serice at 503-945-5687.

If you wish to submit a question or make a suggestion, please send an e-mail to your branch manager, regional administrator, Don Probasco, or Mickey Serice.



**Free Video Conference Series:
Recognizing & Reporting
Child Abuse**

- **May 17, 2001: Is it Psychological Maltreatment?**
- **June 21, 2001: Is it a Reportable Parental Disability?**

Hosted in 24 locations around the state. For detailed site information, log on to www.welfareacademy.org. If you are unable to access the Internet, contact Jo Noffsinger at 503-945-6687.

This series will be taped for later use. Please contact Lisa Harnisch at Central Office and let her know which session you would like to receive. (Currently available are these sessions: January 18, 2001 –Reporting Obligations: The Legal Framework; February 15, 2001 – Is it Physical Abuse?; March 15, 2001– Is it Sexual Abuse?; April 19, 2001: Is it Physical Neglect?)



SYSTEM OF CARE WORKSHOP #2

Building & Working in a Team Environment

All workshops from 9:00 a.m. to 4:00 p.m.
with Neil Brown or Pat Miles

NEW!

Primarily for phase III & IV branches, but all branches are encouraged to attend. Content geared for supervisors, leaders or facilitators and will include building skills around collaboration in family centered teams and working in teams, and effective communication strategies.

• **APRIL 5 •**

Salem at the Best Western Mill Creek Inn
LaGrande at Eastern Oregon University

• **APRIL 6 •**

Roseburg at the Douglas County Library
McMinnville at the Community Center

• **APRIL 13 •**

Medford, at the Public Works Auditorium
Prineville, at the Crook County Library

• **APRIL 25 •**

Hillsboro location TBA

Please register with Riane Schoonover through e-mail. She needs your name, title, branch, date and location attending.



The SCF Training Calendar is located at:

http://scfinfo.hr.state.or.us/SCFInformation/Training/Training_hm.htm

CET Conference

April 10-11 at Hood River Inn

The event will feature a variety of topics important to CETs, including a major presentation by Dr. Matt Modrcin on Mediation, remarks from Ramona Foley on the 24-Hour Response and ASFA, a panel discussion on the CET Supporting Workers/Families In Transition, Lois Day on New Worker Training, a general discussion revolving around the CET's Role Balance, and cracker barrel sessions. The conference promises to be fun and informative for all!

Violence Against Women and the Messages Society Sends Men & Boys featuring Jackson Katz June 13, 2001 at Western Oregon University, Monmouth

Jackson Katz is one of America's leading anti-sexist male activists. This conference presents solution focused prevention and intervention information that will help staff and partners better serve clients. This training is free. Call 503-378-5707x221 for more information.

Training information and course registration offered by Portland State University's Child Welfare Partnership is available on-line at: <http://www.cwporegon.com>

Kudos ★ ★ ★ ★ ★

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Strategic Planning for Policy Council

by Barbara Carranza, SCF Policy Manager

Policy Council members met in late February to review their function and changing environment. As they hope you already know, the Policy Council members represent field, program, and management operations, as well as staff from research, Indian Child Welfare Act, and System of Care. They have been developing efforts and strategies to address issues they hear about and know to be problematic. Three of those issues are discussed here.

MAPPING POLICY

Several SCF staff and Policy Council members have expressed keen interest in implementing a special project to analyze the current organization of policy. The desired outcome is a road map for staff to follow in the time line of an SCF case. This document would assure that staff know which policies are critical at each decision point in a case. The long-range goal is that policy could be reorganized in a more logical sequence, making sure all pertinent policy issues are addressed and redundancies are removed. Work will begin on this project by April.

ANNUAL PLAN

Policy Council members have determined that policy revisions should be released no more often than quarterly. At a specific time each quarter, field staff could anticipate the new and or revised information. In addition,

staff would know what policies are being reviewed/discussed in each quarter prior to their release, with an organized opportunity to participate in the discussion and decisions.

REGIONAL OFFICE POLICIES

Many policies now reference regional offices for functions of review or approvals. Regional staff and others have reviewed these policies to determine what is the best recommendation for carrying out these functions after July 1, 2001. Policy Council members plan to make these revisions in the simplest manner possible. You can anticipate information on these changes in the next few months.

If you want to know more about any of these issues, please contact me at 503-945-6649.

TO: SUE PETERSEN, EAST MULTNOMAH

I don't even know where to begin to thank you for your part in the reality of the adoption of Jonathon and Amber. Your agency, beginning with Charro [Keeney], has been absolutely wonderful through some very difficult times. You have afforded Amber and Jonathon the love and care they so much deserve. I also believe that you have been instrumental in Ramanda's life and her apparent choice to end her drug addiction. And throughout, you have shown nothing but concern, care, and support for our decision as a family to adopt the babies. What we would have done, what may have become of Amber and Jonathon's lives, I even hate to venture a guess at, if you had not been part of the intervention. Once again, we thank you for all you have done, from the bottom of our hearts.

– Adoptive family of Jonathon and Amber

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New ESAP Coordinator Named

Lynn Lillibridge is SCF's new Employee Suggestion coordinator. ESAP encourages and rewards state employees' creativity and ideas for improved efficiency and effectiveness. ESAP was originally established in 1955; suspended during the 1967-69 biennium; and re-established in 1980. The seven-member Employee Suggestion Awards Commission is appointed by the Governor and charged with reviewing employees' suggestions which are recommended for adoption by agencies to determine if the suggestion is eligible for an award under the program. Since 1980, ESAP has received over 12,500 employee suggestions. These suggestions have saved millions of dollars and countless hours of work time. For more information or guidelines, contact Lynn Lillibridge at 503-945-5651 or visit the ESAP Web site at www.hr.das.state.or.us/suggestions.



SALLY DOERFLER,
WASHINGTON SCF

Sally Doerfler began her career with the state of Oregon in 1992 as a caseworker in Washington Branch. Her promotion to protective services supervisor marked the beginning of her tenure as an enthusiastic, dedicated leader for a team of protective services workers and mentor to new workers. Her professionalism established the benchmark in Washington Branch for the highest standards possible in the protection of abused and neglected children. She achieved a reputation of putting kids first and keeping them safe. Sally Doerfler retired on 2/16/01.



FOCUS

Focus is a publication for the employees of the State Office for Services to Children and Families Oregon Department of Human Services, 500 Summer Street NE, E25, Salem, OR 97301-1098.

Ramona Foley, SCF Administrator
Geneve Valleau, Editor

If you would like to suggest articles for the *Focus* newsletter, please contact Geneve Valleau at 503-945-6657. You may also contact her by e-mail or at the address listed above.

Metro ICWA Conference Shows Partnership

from Bernadette Enbysk, N/NE Branch

The Metro ICWA Conference on January 25 brought together many partners to show our commitment to good practice with Native American families. The conference was sponsored by N/NE Branch and open to all branches in the Metro Region.

My heartfelt thanks to those who helped make this possible:

- Donna Murray and Connie McCloud were responsible for the incredible fry bread that was cooked the morning of the conference.
- Shirleen Sutton's husband, Will, provided a great main dish of salmon, turkey, and

- other barbecued meat.
- Karli Solari and Mary Wright jumped in with both feet to facilitate the meal and conference.
- Terry Ahseln registered participants.
- Lea Ann Moore arranged for the Fool Soldiers, who provided an excellent cultural presentation.
- Ben Kemp organized the written materials; Kathy Seubert supervised distribution and managed sign-up for resources.
- Lee Coleman from Metro Region represented Maceo Pettis and the branch.

- Joanne Riley and Rick Acevedo kept the discussion moving.
- Brian Dobbs and Karli Solari also got excellent photos of the dancers (and the diners).
- Last but not least, thanks to staff from Metro Region who brought food and enthusiasm to the gathering.

Drummers at ICWA Conference.



If you need this document in an alternate format, please contact the editor at the address listed above.