

July 27-29, 2010
Bismarck, North Dakota
Ramkota Inn
Pre-Conference workshop:
July 26, 2010

2010 North Dakota Children's Justice Symposium



Sponsored by:
North Dakota Supreme Court
North Dakota Dept. of
Human Services –
Children and Family Services
Division

Monday, July 26, 2010

9 am – 8 pm Registration

Pre-Conference Workshop

10 am – 4 pm Managing Conflict in Wraparound Teams – Mary Grealish

This workshop will focus on how to identify, understand and resolve conflicts among participants in treatment planning processes. It will feature practical suggestions tied to different parts of the planning process and how to prevent conflicts or address them if they are not identified in time to prevent them. The session will also provide detailed strategies aimed at ensuring transparency and honesty as treatment plans are developed, while equally addressing the need for planners to behave with compassion and respect to consumers and families as they develop truly strength-based plans.

Please Note: Beginning at 1:00 pm on Monday, July 26, and continuing throughout the conference, Michelle Watne and Paulette Westrum will be available to answer FRAME related questions or provide individual consultation related to FRAME. No pre-registration is required.

Symposium Agenda

Tuesday, July 27, 2010

7:30 am Registration

9:30 Welcome: Justice Carol Kapsner, North Dakota Supreme Court and Carol Olson, Executive Director of the North Dakota Department of Human Services

CFS Update: Tara Muhlhauser, Director of the Children and Family Services Division

10:30 Plenary Workshop: *Bias in Decision Making in Child Welfare* - Dr. Rita Cameron Wedding
Dr. Cameron Wedding explains how bias can influence decision-making in all youth-serving agencies including child welfare, juvenile justice and education. Though we would like to believe that decisions regarding placement in child welfare, detention in juvenile justice or school suspensions are based solely on the facts, discretionary decision-making is highly susceptible to bias. Unconscious bias can distort perceptions of risk and delinquency because bias influences how decision makers describe what they see, interpret the reports they read and select the language that they use when filing reports. According to the Race Matters Toolkit (Annie E. Casey Foundation) “research across youth-serving systems shows that the more discretion that exists in decision-making, the more likelihood that youth of color, especially African American, Latino and Native American, will be treated more negatively than their white counterparts.” Colorblindness, stereotyping, implicit bias and institutional racism can create a bias effect that results in subtle differences in the application of policies and procedures and therefore how children and their families are served. Bias in decision making will explore the “bias effect” and provide participants with intervention strategies that can improve outcomes for youth in all systems.

12:00 pm Lunch on your own

1:30 – 3:00 pm

A Workshops

- A-1 Bridges Out of Poverty: Strategies for Professionals and Communities, Part I** – Jodi Pfarr
This seminar gives social service providers and communities key lessons in dealing with individuals from poverty. Topics include: increasing awareness of the differences in economic cultures, how those differences affect opportunities for success, developing an action plan to improve services to clients and improving retention rates for new hires from poverty. This seminar is based on the book *Bridges Out Of Poverty: Strategies for Professionals and Communities*, a collaboration between Ruby K. Payne, Philip DeVol, and Terie Dreussi Smith. This seminar is designed for employers, community organizations, law enforcement, faith based groups, counselors, health care professionals and social service providers.
- A-2 Working with Termination of Parental Rights Cases, Part I** – Michelle Paxton
Termination of parental rights often represents the best chance for a permanent home for those children whose parents are either unwilling or unable to remediate conditions that made the children unsafe. This training will provide an overview of the legal framework for terminations of parental rights actions and “nuts & bolts” suggestions and tools that will assist attorneys in filing and litigating TPRs. This session will highlight North Dakota statutory guidelines and case law relevant to TPR.
- A-3 Interviewing Pre-School Children, Part I** – Linda Cordisco Steele
Preschool children present particular challenges for Forensic Interviewers. Young children have less sex-specific knowledge, limited language skills, short attention spans, and may be more suggestible or easily confused when talking with unfamiliar adult conversational partners. This workshop will include current research on interviewing young children, a modified forensic interview protocol, and specific hands-on suggestions for conducting the interview.
- A-4 Multidisciplinary Team (MDT) Best Practice Response to Child Sexual Abuse and Identifying Corroborative Evidence from the Forensic Interview, Parts I & II** – Jerri Sites
Essential as a gauge for current practice, or setting goals for improvement, the purpose of this presentation is to serve as a guide for investigators to attain best practice standards in the investigation of child sexual abuse. Part I will involve interactive discussion regarding the roles of MDT members, and focuses on five basic tenants of a successful investigation: immediate collaboration; support for non-offending caregiver; forensic interview best practice; importance of therapy; and the critical need for corroboration of facts in these cases. Part II focuses on discussion of different types of corroborative evidence revealed in the forensic interview. Part III involves review and discussion of video clips from a forensic interview conducted by Ms. Sites, through utilizing a Corroborative Evidence Guide developed by Ms. Sites, a process will be provided by which investigators can more effectively identify points of corroboration exposed during the interview. These points may come in the form of idiosyncratic details; collateral witnesses and additional victims or witnesses who need to be interviewed; physical evidence; and corroborative details.
- A-5 Mediation in Families** – Faye Foote
In this workshop Ms. Foote will discuss the benefits of using mediation to avoid placements and to make transition from placement to home successful. She will also touch on how mediation can be used with placing agencies and families to help families be better self-advocates and how everyone’s expectations can be better understood by bringing them into the open. The mediation process can be used to help build relationships and trust between agencies and families.
- A-6 Testifying In Court for Social Workers** – Judge Donald Jorgenson
A district court judge gives social workers insight into preparing and delivering credible evidence in the form of oral testimony. Topics include witness preparation, use of available records, conferencing with legal counsel and appearance in court.

A-7 Using Data in Child Welfare Practice – Diana English

This workshop will focus on effectively using data in child welfare practice to promote positive outcomes for children and families.

3:00 Afternoon Break

3:30 – 5:00 pm B Workshops

B-1 Bridges Out of Poverty: Strategies for Professionals and Communities, Part II – Jodi Pfarr

This seminar gives social service providers and communities key lessons in dealing with individuals from poverty. Topics include: increasing awareness of the differences in economic cultures, how those differences affect opportunities for success, developing an action plan to improve services to clients and improving retention rates for new hires from poverty. This seminar is based on the book *Bridges Out Of Poverty: Strategies for Professionals and Communities*, a collaboration between Ruby K. Payne, Philip DeVol, and Terie Dreussi Smith. This seminar is designed for employers, community organizations, law enforcement, faith based groups, counselors, health care professionals and social service providers.

B-2 Working with Termination of Parental Rights Cases, Part II – Michelle Paxton

Termination of parental rights often represents the best chance for a permanent home for those children whose parents are either unwilling or unable to remediate conditions that made the children unsafe. This training will provide an overview of the legal framework for terminations of parental rights actions and “nuts & bolts” suggestions and tools that will assist attorneys in filing and litigating TPRs. This session will highlight North Dakota statutory guidelines and case law relevant to TPR.

B-3 Interviewing Pre-School Children, Part II – Linda Cordisco Steele

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B-4 Multidisciplinary Team Best Practice Response to Child Sexual Abuse and Identifying Corroborative Evidence from the Forensic Interview, Parts II (cont.) & III – Jerri Sites

Essential as a gauge for current practice, or setting goals for improvement, the purpose of this presentation is to serve as a guide for investigators to attain best practice standards in the investigation of child sexual abuse. Part I will involve interactive discussion regarding the roles of MDT members, and focuses on five basic tenants of a successful investigation: immediate collaboration; support for non-offending caregiver; forensic interview best practice; importance of therapy; and the critical need for corroboration of facts in these cases. Part II focuses on discussion of different types of corroborative evidence revealed in the forensic interview. Part III involves review and discussion of video clips from a forensic interview conducted by Ms. Sites, through utilizing a Corroborative Evidence Guide developed by Ms. Sites, a process will be provided by which investigators can more effectively identify points of corroboration exposed during the interview. These points may come in the form of idiosyncratic details; collateral witnesses and additional victims or witnesses who need to be interviewed; physical evidence; and corroborative details.

B-5 Foster Youth Transitioning Into Adulthood – Darlene Hill, Margaret Schaar and Janna Stein

Former foster youth speak out on the challenges of being a teenager in foster care and transitioning from foster care to adulthood. These young adults describe their barriers to successful transition, as well as,

what social workers and the system can do to help secure a bright future. The information presented comes from a series of interviews done with youth North Dakota youth.

B-6 A Holistic View of the Indian Child Welfare Act and a Child Welfare Case Study with Unintended Consequences – Bernice Delorme

This workshop will present an overview of the Indian Child Welfare Act while addressing specific issues in relationship to the Act including: the scope of ICWA, jurisdictional issues, procedural protections in state court, the constitutionality of ICWA, existing Indian family doctrine, as well as, how ICWA relates to ASFA, domestic violence statutes, principles of international law and mental health issues. A case study will be presented.

B-7 The Role of the Lay Guardian ad Litem – Brad Swenson, Lanny Serrano and Hannah Balaban
A Guardian ad Litem(GAL) is supposed to do what? The roles and responsibilities of the GAL in the child welfare system will be presented.

5:00 pm Hospitality Reception in Courtyard

Wednesday, July 28, 2010

8:30 am Plenary Session: 20/20 Strategy: A Vision for America's Children - Diana English
Over the next 15 years, Casey will invest \$1.67 billion in our 20/20 strategy to improve the lives of children in foster care and ensure successful transition to adult life. Through Casey's commitment, and by partnering with a wide range of national and local child-serving organizations, political and civic leaders, and many others, our investment and solutions will focus on: 1) Reducing the number of children in foster care, and reinvesting the savings; 2) Increasing significantly the high school graduation rates for youth in care and the number of youth who earn two- or four-year vocational or college degrees; 3) Increasing the successful employment experience for youth while in care and after they have transitioned out of care; and 4) Improving mental health access for children in foster care and, ultimately, decreasing the number of youth who suffer mental health disorders; and increasing the number of youth through Medicaid coverage, up to age 25.

10:00 Morning Break

10:15 Plenary Session: Trauma's Role in Whatever Child Problem You're Concerned About – Dr. Ricky Greenwald
How trauma and loss events impact children in a way that leads to emotional and behavioral problems; phase model of trauma-informed treatment as a guiding framework for judicial, child welfare, and mental health intervention.

12:00 pm Lunch On Your Own

1:30 – 3:00 pm C Workshops

C-1 Intervening in the Best Interests of Trauma Exposed Children – Dr. Ricky Greenwald
The phase model of trauma-informed treatment will be used as a guiding framework for judicial, child welfare, and mental health intervention. Common practices across disciplines will be evaluated using this framework. Participants will analyze a sample case from the trauma perspective, and use the framework to develop a range of solutions.

- C-2 Emotional Injury and Recovery in Children Exposed to Domestic Violence, Part I** – Lundy Bancroft
 This workshop examines the emotional, behavioral, educational, and value-system effects on children of exposure to a man who abuses their mother, with a particular eye to research findings. Typical unhealthy family dynamics that result are also reviewed. The discussion then moves to the recovery and resilience process for children. Mr. Bancroft explains why the most commonly-accepted approaches to intervention can sometimes make conditions worse rather than better for children, and provides a road map to professionals for holding abusers accountable, empowering versus blaming the mother, and best-practice interventions for facilitating children’s safety, recovery, and healthy future.
- C-3 Interviewing Children and Youth with Developmental Disabilities, Part I** – Linda Cordisco Steele
 Interviewers often encounter children with special needs because of developmental, linguistic, or physical challenges. This workshop will include definitions of special needs children, address abuse risk and barriers to disclosure, as well as suggestions and strategies for conducting interviews.
- C-4 Navigating the Criminal and Civil Process of Child Abuse and Neglect Cases** - Lori Fluegel
 The presentation provides an overview of the criminal and civil process of child abuse and neglect cases to assist multidisciplinary team members to understand how their role interfaces with these processes. The presentation will explain the nuances of the Civil and Criminal process and how it impacts the multidisciplinary team member’s roles and responsibilities.
- C-5 Beginning the Work to Reduce Disparate Treatment of Children and Families of Color** - Judge Katherine Delgado and Judge Nan Waller
 The Courts Catalyzing Change Initiative is a national movement to reduce racial disproportionality and disparity in foster care. Participants will learn about the Initiative and strategies that have led to the reduction of disproportionality and disparity in various dependency court systems.
- C-6 Early Learning Guidelines** – Shonda Wild and Kathy Lampman
 Come and discover the best practices in caring for children using the ND Early Learning Guidelines (ELG). The ELG are the roadmap to an early childhood environment to ensure that it supports children’s development and learning. We will be talking about brain development related to the ELG.

3:00 pm Afternoon Break

3:30 – 5:00 pm D Workshops

- D-1 The Level Playing Field** – Lee Ann Barnhardt
 What is privilege and how does it impact our daily lives at work and in social situations? This experiential session addresses the multi-generational impact of oppression and privilege and offers participants a concrete experience to deepen their own reflective observation of cultural power and privilege in a personal way. Participants will actively take part in a group exercise and then process the experience through discussion. **This session is limited to 25 participants.**
- D-2 Emotional Injury and Recovery in Children Exposed to Domestic Violence, Part II** – Lundy Bancroft
 This workshop examines the emotional, behavioral, educational, and value-system effects on children of exposure to a man who abuses their mother, with a particular eye to research findings. Typical unhealthy family dynamics that result are also reviewed. The discussion then moves to the recovery and resilience process for children. Mr. Bancroft explains why the most commonly-accepted approaches to intervention can sometimes make conditions worse rather than better for children, and provides a road map to professionals for holding abusers accountable, empowering versus blaming the mother, and best-practice interventions for facilitating children’s safety, recovery, and healthy future.

- D-3 Interviewing Children and Youth with Developmental Disabilities, Part II** – Linda Cordisco Steele
Interviewers often encounter children with special needs because of developmental, linguistic, or physical challenges. This workshop will include definitions of special needs children, address abuse risk and barriers to disclosure, as well as suggestions and strategies for conducting interviews.
- D-4 The Child in the Courtroom: Preparing the Child for the Courtroom Experience** – Lori Fluegel
This presentation will explore the best practices and different approaches to reduce the stress level in child victims, to help the child understand the nature and seriousness of the proceedings to be prepared for a deposition and or trial. It will discuss how to improve the child’s ability to answer questions in court in the most accurate and complete and truthful manner, in order to maximize the child’s ability to be perceived as a credible witness.
- D-5 Youth Cultural Achievement Program** – Dave McGeary and Royce Irwin
The Youth Cultural Achievement Program (YCAP) is a pilot program in the Bismarck and Mandan area to address the disproportionate contact of Native American Youth in the Juvenile Justice System. YCAP was born as a result of a study by an out-of-state consultant who investigated case files in Burleigh County Juvenile Court. The study was completed as part of North Dakota’s compliance with Federal funds through the Office of Juvenile Justice and Delinquency Prevention Act. The intent or goals of the program are: 1) Keep at risk Native American youth out of the juvenile justice system and child welfare system; 2) Ensure that youth who come in contact with either system receive the least restrictive services; 3) Prevent out-of-home placement; and 4) Create and/or enhance cultural programming for at risk Native American youth. The program focuses on several different points along the continuum including prevention, diversion and post adjudication, through crisis management, case management and interagency support.
- D-6 Making Physical Restraints Obsolete** – Jay Johnson and Mike Gooch
Historically, restraints have been viewed as a necessary tool in controlling aggressive acting out adolescents. They are done to prevent harm to the client or others and sometimes, to prevent property damage. Restraints often interfere with the therapeutic relationship; can cause injury to staff and children, cause trauma in the child being restrained and those around him. Home on the Range, a residential child care facility in Western North Dakota is working to eliminate the need for therapeutic restraints within the residential milieu and has been able to reduce restraints by 94% since 2006. This workshop will present steps to achieving this goal as well as data supporting the outcomes and provide a forum to discuss how similar concepts can be employed at other facilities

**The Alliance for Children’s Justice
invites you to attend a reception in the
Grand Ballroom
Alliance Keynote Address: Lundy Bancroft
5:15 pm**

Thursday, July 29, 2010

- 8:00 am** **Continental Breakfast and Table Topics**
- 8:45** **Plenary Session: *Emotional Injury and Recovery in Children Exposed to Domestic Violence***
– Lundy Bancroft

- 10:00** **Break**
- 10:15** **Closing Remarks:** Tara Muhlhauser, Director of the Division of Children and Family Services
- 10:30** **Closing Plenary: *You Don't Know Me Until You Know Me* – Michael Fowlin**
A one-person show that deals with the issues of race, discrimination, violence prevention, personal identity, suicide, gender equity, homophobia, and the emotional pain felt by special education children. In a gripping, fast paced, 75-minute performance, Michael Fowlin slips in and out of nine characters, both male and female, who "share their stories." The characters share their stories in an often humorous, but at times, heartbreaking manner.
- 12:00 pm** **Conference Ends**