

Session 1 Report

Theme: Develop a Common Vision for Team's Work

District Team # 1

Reported by: Judge Alan D. Allbee

Team Assets – List those attributes of the team that are created by coming together in providing children's justice and related services.

1. Ability to problem solve from a "systems perspective" with a broad base of support and without private agenda's.
2. Benefit from years of experience but willing to consider new ideas, i.e., have an "experimental mindset."
3. Willingness to compromise and prioritize to accomplish three reasonable goals annually.
4. Openness to include other stakeholders on team – foster child, mental health, substance abuse, domestic abuse, medical and education professionals.
5. Ability and willingness to use existing DHS community-based forums for collaboration.
6. Ability to "sell" ideas to a broad constituency with a focus on improving the foster care system, but being mindful of benefits that may accrue to individual stakeholders, i.e., "working smarter, not harder."
7. Decrease resistance to and increase potential for success of innovations by understanding the legal and ethical requirements of each individual stakeholder.
8. Eliminating "turf battles" by focusing on the bigger picture.
9. Fostering the free exchange of ideas without fear of criticism, i.e., having a "climate of openness."
10. Avoiding professional "burn out" and providing renewed vigor by virtue of a common vision and consistent, though perhaps small, successes.

Synergies – How coming together to work as a team creates capacity greater than working separately.

1. Have the ability to accomplish things collectively that one stakeholder alone could never accomplish in the long-term.
2. The process of collaboration will improve the relationships among the stakeholders with resultant increased support to accomplish joint goals and improve collegiality.
3. Have the ability to motivate all component parts (stakeholders) by common vision.

4. Expands opportunities and motivation for creativity if all can see the potential for positive change.
5. Need to institutionalize change to ensure it continues after charismatic leaders are gone.

Individual Members Impacts the Challenge – What specific contributions does each member make to improving services to children through the system?

1. Judge, by virtue of his or her office, is a leader and convener.
2. Direct service providers have specialized education, training, and experience with evaluation and treatment of children and families, including “functional family therapy.”
3. Years of experience in the juvenile court – many 25 to 30 years each.
4. Foster parent perspective – with the child 24 – 7 and more frequent contacts with parents.
5. Chief Judge and court administration directs necessary judicial resources to the juvenile court and is accepting of need judicial time for extra-judicial duties, e.g., community & state meetings.
6. Attorneys have experience in advocating for agency (DHS), parents, and children.
7. CASA gives a lay perspective, has “street smarts,” and has deeper insight into children and families due to more extensive contact than other stakeholders.
8. Attorneys have empathy for the children and parents they represent.
9. Stakeholders are also parents and community volunteers and leaders.
10. Many team members have experience and training as adult educators.
11. Ability to take systemic improvement recommendations and suggestions to DHS case managers or child protective workers and the local bar.
12. Computer expertise – Internet training and information sharing.
13. International experience in social work in U.S. and previously in Canada.
14. Diversity of age, gender, race, and urban vs. rural.
15. District Court Clerk with responsibility in two counties with prior experience as a classroom teacher.

Session 2 Report
Theme: Consideration of a New Normal

District Team # 1

Reported by: Judge Alan D. Allbee

Describe the relevance of New Normal to the District:

Best practice will become the standard below which we will not fall. It means “raising the bar” and continuing to demand the best efforts from all stakeholders resulting in better outcomes for children and families.

Identify unique and/or primary attributes and needs of the District to be addressed by creating a new normal:

There exist needs to (1) improve “child safety” by reducing second incidents of abuse, (2) expedite “permanency” for children in foster care by reducing the amount of time children spend in foster care before returning home, and (3) improve “child well-being” by encouraging expansion of the CASA program to all counties in the District.

Creating a New Normal: What will be required in the District to create a new normal?

On-going communication, education, and collaboration among all stakeholders.

How will the District Team work and work together – differently – in a new normal?

Meeting regularly and feeling confident in the willingness to share concerns and identify problems without fear of rejection or humiliation and to resolve the problems in order to improve the working of the juvenile court and child welfare system.

Session 3 Report
Theme: Plan of Action/Catalyst for Change

District Team # 1

Reported by: Judge Alan D. Allbee

Vision for our District Team:

Further child-focused goals by adoption of specific improvement initiatives designed to foster “child safety”, expedite “permanency” for children in foster care, and improve child “well-being” by encouraging the expansion of the CASA program across the District.

List additional agencies, organizations, or functions necessary to complete the Team:

1. Foster child from the new Waterloo “Elevate” chapter.
2. CASA/FCRB coordinators – Dubuque and Waterloo.
3. Education and Area Education Agency personnel.
4. Mental health and substance abuse professionals.
5. Domestic violence agency.

Governance of the District Team – How will the Team be organized and operate?

Title – “First District Children’s Justice Summit Team”

Co-chairs: Judge Alan D. Allbee, West Union, and Juvenile Public Defender Linnea Nicol, Waterloo, elected by Summit Team.

With the addition of the above-listed stakeholders, the District Team will be complete.

We will form sub-committees and/or work groups assigned to specific tasks to be accomplished over the next year.

Following our initial district meeting, we will expand the number of team participants so that each stakeholder group is represented on sub-committees and/or work groups.

We will consider division into three geographical regions involving DHS decat groups and/or judicial assignment regions.

We will consider the use of existing DHS decat meetings as forums for collaboration.

Communication – Describe communication expectations and structures related to:

- **Team development**
Summit team at Des Moines has made recommendations as to additional stakeholders necessary to form the District team.
- **Information sharing**
E-mail, letter, in-person meetings, website.
- **Decision making**
Decisions will be by consensus of the District Team as finally determined.
- **Services through the system**
Stakeholders will pledge their cooperation in making services available to the extent feasible.

**District Team Action Plan
April – October 2007**

Activity	Completion Date	Person Responsible	Notes
Process mapper invited	3/30/07	Attorney Nicol	Oral request to Barber
Funding Request for District Mtg	3/30/07	Attorney Nicol	Hand delivered to CJI
CFSR Data Specialist retained	3/30/07	Attorney Nicol	DHS SAM – Klenk
Summit Reports (3)	4/4/07	Judge Allbee	E-mail to team for input.
Invite additional District TEAM members	4/9/07	Judge Allbee	Shirley Hoefer – CASA/FCRB Renee Else – CASA/FCRB
Invite additional District TEAM member	4/9/07	Attorney Nicol	Foster Child from Elevate Chapter in Waterloo
Invite additional District TEAM member	4/9/07	Attorney Nicol	Tom Eauchus – BI Hwk Grundy Mental Health
Meeting of Co-Chairs	4/9/07, 3:30 pm	Allbee & Nicol	Courthouse, West Union Conference in Barber
Preparation of Agenda for First District Meeting	4/9/07	Allbee & Nicol	Distribute by e-mail to TEAM members
Reserve Room @ Bill's Smoke House, Independence	4/9/07	Linda Nilges	Personal or telephone call
First District TEAM meeting @ Bill's Pizza & Smoke House	4/30/07, 12 to 4	Nicol & Allbee	1. Review CFSR Data 2. Process Mapping 3. County Assessments 4. Select 3 improvements and assign work groups
Work Group Meetings	May - June	Various	3 work groups
Work Group Reports	July	Various	3 work groups
Second TEAM meeting	August	Nicol/ Allbee	Work group reports – TEAM approves specific plan

