



Louisville, KY
November 17, 2015

Attendees

Kristin Johnson, Rachael Ratliff, Pat Stocker, Barbara Carter, Kim Reynolds, Jay Miller, Shari Cristoff, Lynette Ponder, Jessica Fletcher, Tara Glover, and Linda Handorf

Meeting Summary

Lynette Ponder with DCBS attended the meeting and discussed what the Jefferson Service Region is doing with regards to employee recruitment and screening. Ms. Ponder said that she sends a link to the video, *Is This Job for Me*, to potential interview candidates for frontline positions within DPP. She also provides them with a lot of information over the phone prior to scheduling an interview. The hope is that if candidates understand the responsibilities of the job for which they have applied, that they will be less likely to leave if they are offered the position, because they will have a good understanding of what job entails upon accepting it. Ms. Ponder also shared with the panel that Jackie Stamps, Jefferson SRA, directed her to implement one of the recommendations made by the panel in their 2015 annual report.

Jay Miller, Chair, discussed a cross-panel collaborative to evaluate the public's perception of DCBS. After much discussion, the panel agreed to take part in this effort. It will serve as one of two topics they are looking at for FY 2016. Jay will work to find a survey that can be used and will send it to panel members before the next meeting. At that meeting, the focus will be on how the evaluation should be conducted, timelines for completion, work assignments and team membership. There was some discussion about if this effort will focus on public perception of DCBS broadly or of Child Protective Services (CPS) specifically. Jay would prefer the latter. This is something he will discuss with the other panel chairs. Pat suggested that all legislators be evaluated regarding their perception of DCBS. Jay said this could be done as a sub-group evaluation.

The panel decided to conduct a pay analysis of entry-level human services (including social work) positions to determine how DCBS front-line social service positions compare in Louisville with regards to starting salary and benefits (health and retirement). The idea is to develop an info-gram using the data collected that DCBS can then use to bolster recruitment efforts. The info-gram will include a box that can be checked if employers offer tuition assistance or other non-monetary benefits. Barb Carter will send out a list of practicum opportunities for BSWs at Spalding which may serve as a resource for employers to contact.

Action Items

- Jay will distribute a survey that can be used to evaluate the public's perception of DCBS before the next meeting.
- Barb will send out a list of practicum opportunities for BSWs at Spalding.

Next Meeting

- **December 15, 2015 from 11:30am to 1:00pm** at the Kosair Cafeteria at Spalding University. The address is Kosair Shriner's Building, 812 South 2nd Street, 2nd floor, Louisville, KY.