

Enrich your career goals with training, technology

I hope that you're making great strides toward achieving your professional goals this year. The Mid-Year Evaluations we are completing this month provide a wonderful time for reflection and performance planning, and employees have an important role in the process. Providing feedback to your manager is essential by completing your self-review. I really want to encourage you to participate thoughtfully in this process and not just view it as an administrative task to check off your list. It's just one of many things you can do at this point in the year to help yourself grow professionally – read on for more ideas on that!

From the Commissioner



As a former supervisor, I know how mid-year evaluations can help staff make an effort to tackle unexpected challenges or change responsibilities that don't match up to their abilities or interests. Revisiting our professional goals is not just a formality; it is an opportunity for growth, development and reinvigoration. It allows us to realign aspirations, adapt to changing circumstances and refocus efforts towards what truly matters.

[Read more here](#)



Secretary announces CHFS IMPACT! - new leadership training

Secretary Eric Friedlander recently announced CHFS IMPACT! - a yearlong, 12-part training series designed to prepare CHFS staff for current and future leadership roles by providing a structured program of study of critical leadership topics.

[Read more here](#)



A DCBS Shoutout goes to Joann Etheridge! Joann is a Social Service Clinician II for the Central Intake Team. We spotlight Joann for going above and beyond her role through her service connecting with youth in out of home care to build a culture of warmth and something tangible in an uncertain experience for kids coming into OOHHC!

[Read more here](#)



Quilt by Joann Etheridge

Health inequities affect people across classes

Hello DCBS!

Public Health



Corner Public Health
Prevent. Promote. Protect.

Dr. Trinidad Jackson, Senior Advisor on Public Health

In May's newsletter, I mentioned human rights in

the context of public health justice. The Universal Declaration of Human Rights' preamble acknowledges that, "...disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind..."

Due to these egregious yet systemic violations, there are historical and current public health inequities that negatively impact people across political, social, and economic classes.

[Read more here](#)

DSR May scorecard reveals improvement

The Division of Service Regions has released the May 2023 Scorecard. Here are some of the highlights.

There were a total of 357 children that exited OOHK and in May; 159 of those children were reunified with their parents, 79 were adopted, 67 were placed with relatives, and 13 children chose to extend commitment.

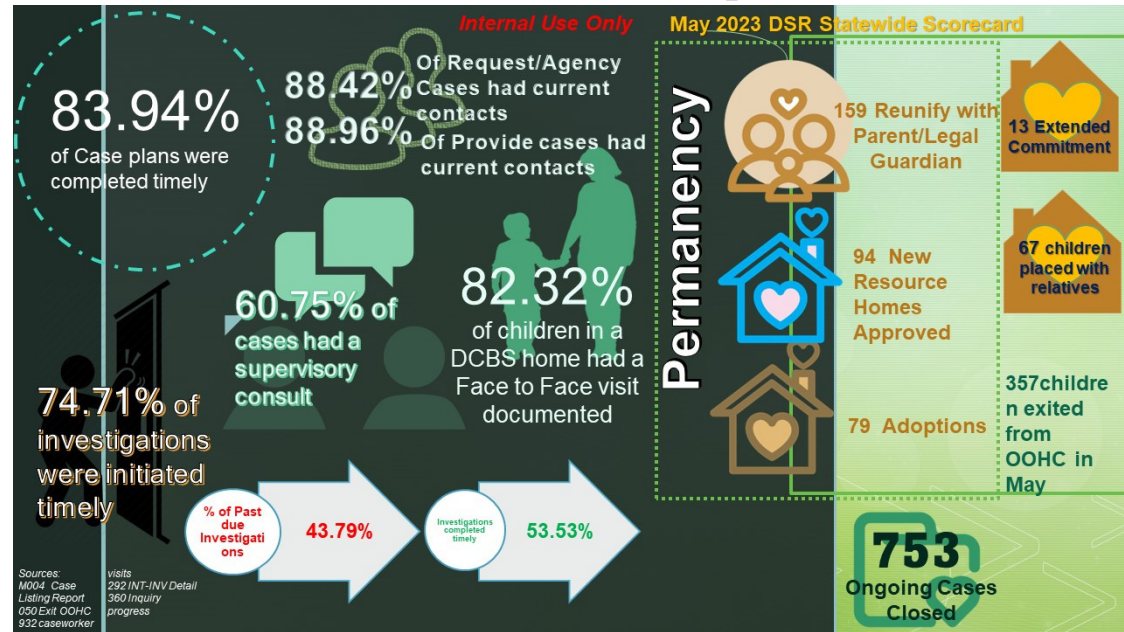
Our R&C Teams approved 94 new resource homes.

In May, statewide we closed 753 ongoing request/agency APS/CPS cases.

We have made improvements in the following outcomes from April to May in serving Kentucky Families, children, and vulnerable adults timely.

- Case plans completed timely
- The number of request case contacts entered timely
- Investigations initiated timely

There were some decreases



from April to May in the following areas:

- The number of provide case contacts entered timely
- The number of F2F visits documented in TWIST
- The number of cases with a documented consult entered into TWIST timely
- The number of past due investigations
- The number of investigations completed timely

This scorecard utilizes evaluation calculations for the following elements: Timely Initiations, Consults, Case plans, Timely Completion, Contacts, % Past Due, and Caseworker visits. It references the 050 Enter/Exit Statistic report for reasons in which children exited care; Parent reunification, adoption, etc.

The 360 inquiry report was used to look at the total number of new resource homes approved.

Lohr joins panel on involuntary hospitalizations of Ky youth

Our Chief Medical Officer Dr. David Lohr was part of the Kentucky Judicial Commission on Mental Health's Juvenile Justice Workgroup: Involuntary Hospitalization Panel, moderated by moderated by the Administrative Office of the Courts earlier this month. He was joined by representatives from the Department for Behavioral Health, Developmental and Intellectual Disabilities, the Department of Juvenile Justice and Peace Hospital.



DCBS Medical Director David Lohr, far left, joined Vicki Reed, Commissioner of the Department of Juvenile Justice; Amanda Florence, Director of the Assessment and Referral Center, Peace Hospital; and Dr. Allen Brenzel, Medical Director of CHFS Department for Behavioral Health, Developmental and Intellectual Disabilities for the panel discussion on Involuntary Hospitalization for Minors earlier this month as part of the Kentucky Judicial Commission of Mental Health.

SBSR bike drive helps foster children

In our Southern Bluegrass Service Region, staff recently celebrated the annual Bud Gates Bike Drive at Toyota South Richmond. Staff set up assembly lines to build bikes for area children in foster care. Thank you to our partner Toyota South for this amazing project and its positive effect on your community and youth in care!

Here are some fun images of this annual event!



Amanda Gehring named DSR Director

Amanda Gehring has been appointed to the position of Director of Service Regions effective June 21, 2023. She will serve in this role alongside Katy Mullins briefly until Katy's retirement at the end of July.

Amanda has worked for CHFS for 25 years. Amanda began her career as a child protective services frontline worker in Henry and Trimble counties. Amanda spent several years of her career with the Office of the Ombudsman, working in both complaint review and quality assurance.

Amanda made the transition to the DCBS Commissioner's Office in 2007 as an internal policy analyst.

In 2017, she was promoted to an Assistant Director position for the Division of Protection and Permanency. She has served as the Service Region Administrator in the Jefferson Service Region since 2019.

Amanda has earned a bachelor's degree in criminal justice and MSSW degree from the University of Louisville.

Amanda and her husband Will have a blended family of six children. She is a lifelong LSU fan and never misses a football game. She enjoys cooking and live music in her spare time.

Congratulations Amanda on your new role!



Amanda Gehring

Andrea Day named Director of Child Care

Andrea Day has been appointed Director of Child Care. Day had been detailed to the position since Aug. 1.

Andrea has held various positions within CHFS since April 2000. She began her career as a Social Service Worker I in Scott County. She moved to the Complaint Review Branch in the Office of the

Ombudsman in March 2005, where she served as a Citizen Assistance Specialist and then was promoted to Complaint Review Branch Manager in August 2008. In October 2017, Andrea joined the Division of Child Care as the Professional Development Fitness Determination Section Supervisor and was responsible for rolling out the federally required background check process for child care providers.

In May 2019, Andrea was named as the DCC Assistant Director. Andrea graduated from Berea College in 1999 with a degree in Sociology and a minor in Political Science. Andrea lives in rural Scott County with her husband, daughter and son. They enjoy traveling and live music.

Congratulations, Andrea!



Andrea Day



EEAP helps staff continue learning

The Employee Educational Assistance Program (EEAP) allows qualifying full-time staff to get tuition assistance to start or continue their higher education. This assistance can go toward courses and programs that have a clear and direct relationship to the cabinet's mission and to staff improving their effectiveness in their current role or gaining new skills for a future position.

Staff Assistant Marjorie Shular, our department Human Resources Coordinator, has provided an overview of the policy and links to the information in the Personnel Procedures Handbook, KAR, etc., for staff to assist them with questions they may have.

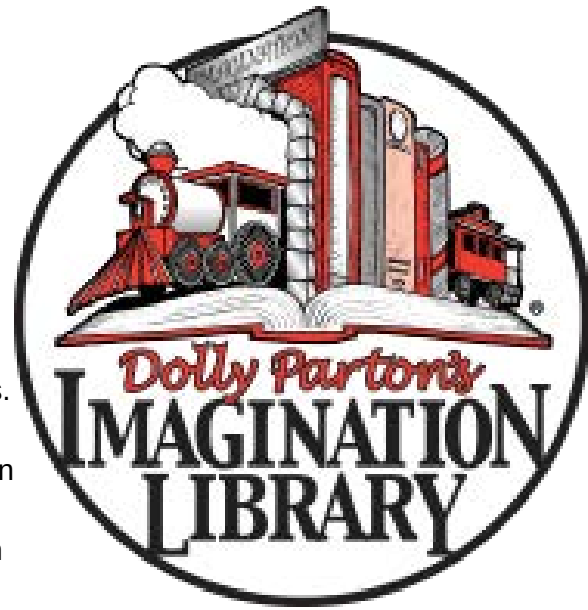
Read more [here](#)

JSR visitation rooms add books from Dolly Parton's Imagination Library

Earlier this month, Maria, a representative from Dolly Parton's Imagination Library delivered a bundle of children's books to the Jefferson Service Region for its visitation rooms for kiddos in out of home care and their families.

Inspired by her father's inability to read and write, Dolly started her Imagination Library in 1995 for the children within her home county. Today, her program spans five countries and gifts over 2 million free books each month to children around the world. Children can participate from birth until they begin school. DPIL also provides books to community program.

Thanks to the Division of Service Regions Racial Equity Team and Jefferson staff for putting this in motion, and thank you DPIL!



Top: Pictured below Diane Watson, Jefferson Service Region, Maria with Imagination Library of Louisville; and Noelle Milburn, Jefferson Service Region. **Above left:** Maria with Imagination Library of Louisville, Noelle Milburn and Sandy Ray, Jefferson Service Region. **Above right:** Maria with Imagination Library of Louisville, Noelle Milburn, Patricia Franke and Sandy Ray, Jefferson Service Region.

TRSR retreat includes fun, self-care ideas, strategic planning and CQI support

Two Rivers Service Region staff recently held their spring retreat. Division of Protection and Permanency, Division of Family Support and Division of Service Regions staff gathered for the three-day event, and about 150-200 people attended each day. It was an opportunity for staff to attend breakout sessions to brainstorm on strategic planning for the region focusing on outcomes for families and children. CQI Specialists provided data and ongoing support to assist with monitoring of regional, state and federal goals and outcomes. The retreat also included self-care and various team building exercises.

Everyone was encouraged to dress in a theme. CQI Specialists Terri Gibson and Tiffany Combs of the Field Quality Branch created clever “PIVOT” T-shirts for the event! (See photo, right). Check out these other fun photos from the event!



DSR installs lifesaving devices in county offices

There is some very exciting news regarding the addition of life-saving equipment for DCBS offices. Earlier this year, the Safety and Facilities Branch along with the Commissioner's Office, initiated a request to procure Automated External Defibrillators (AEDs). Fortunately, these were purchased and received this past June. Ultimately, these would go in every DCBS office and Neighborhood Places, throughout the state; no matter how large or small the number of staff. These AEDs were selected for their ease of use, as well as life-saving effectiveness. The first person to respond to a sudden cardiac arrest patient might be a coworker, a caregiver, or even a bystander. The device provides both visual and verbal prompts to guide you through the entire resuscitation process, so you don't need to be an expert. The AED can be used on all age groups down to 1 year of age. The ease of these devices is demonstrated on the link for Learn & train HeartSine: <https://heartsine.com/support/aed-training-videos/>.

The Safety and Facilities Branch would like to thank Tim Driskell (Safety Administrator, Commissioner's Office) and Perry Jenkins (Construction Superintendent, Department of Facility Management), for installing each and every one of these! Having these life-saving machines in offices further increases a



culture of safety and responsiveness within our service regions.

On another note, we are always in need of First Responders; and have had the mindset of "the more the merrier" when augmenting our first aid and safety teams, in each of our offices! If you are interested in becoming First Aid and CPR-trained member, please contact your region's Safety Administrator or the Safety and Facility Branch Manager, Brian Baker, at briank.baker@ky.gov.

Desirea Rhodes named Jefferson Acting SRA



Desirea Rhodes

Desirea Rhodes has been named the Acting Jefferson Service Region Administrator.

Desirea began her career with DCBS in June 1990 as an entry level worker in investigations. During her 33 years with the department, she has worked in many offices in various capacities, including an Ongoing Services worker, a Recruitment and Certification clinician, an Adoptions Specialist and Family Service Office Supervisor, a Permanency and Quality Clinical Associate, and most recently Chief Jefferson Service

Region Administrator Associate for Protection and Permanency.

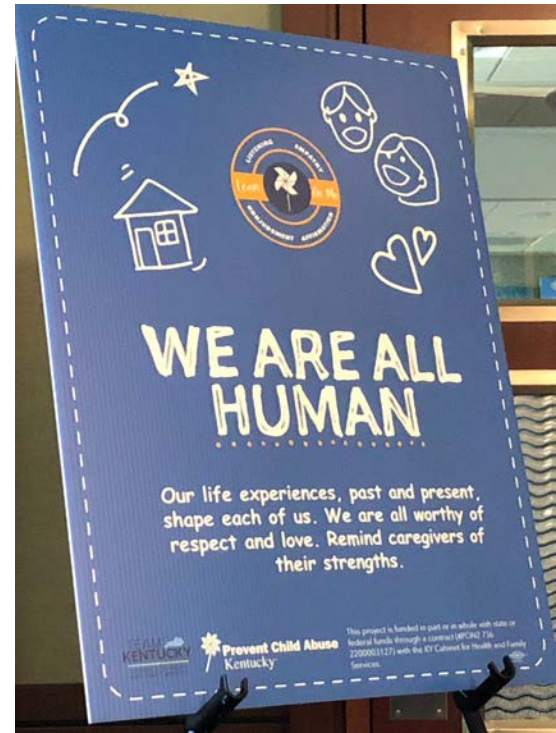
Desirea has her bachelor's in Psychology from the University of Louisville and her masters in Social Work from Spalding University.

She is a mother to two sons, Jesse and Shane, and one spoiled boxer. She enjoys crafts, painting and cooking to blow off stress as well as frequent girls' trips with friends.

Congratulations Desirea on your new role!

Lean On Me campaign opportunities are focus of partners' discussion

Earlier this month, members of DCBS leadership met with staff from Prevent Child Abuse Kentucky and the University of Louisville Center for Community and Child Well-Being to discuss next steps in the Lean On Me Kentucky campaign, which launched this April. Lean On Me is a movement that encourages everyone to be community supporters of families to give them the network of care they need before children could become vulnerable to abuse or neglect. This group discussed new opportunities for policy updates, changing needs and changing resources, as well as how to encourage more participation in the Lean On Me Ky pledge to build stronger communities so our children grow up healthy and safe, and our families - all families - are valued and thrive. Visit our partners at PCAK to download the pledge and take it yourself, plus learn more about Lean On Me Kentucky at <https://pcaky.org/about/lean-on-me-kentucky/>.



Division of Protection and Permanency Director Melanie Taylor, Executive Staff Advisor Mary Carpenter, Division of Service Regions Director Amanda Gehring, Chief of Staff Shannon Hall and Director of Division of Prevention and Community Well-Being Amanda Body at their meeting about new opportunities for the Lean On Me Ky campaign.



Fatherhood Summit set for Oct 17-18

The 2023 Kentucky Fatherhood Summit is set for Oct. 17-18 at The Campbell House in Lexington, Ky. DCBS staff are invited to save the dates and to attend.

The Summit is sponsored by the Commonwealth Center for Fathers and Families (CCFF) and CHFS Department for Income Support (DIS)-Child Support Enforcement Division and will provide a platform to promote opportunities to support fathers and strengthen the network of advocacy and resources offered to them.

This year's theme and key message is "Fatherhood is for Good." Details about location, workshop topics and education credits will be announced soon.

Please visit <https://www.ccffky.org> for more information about the summit and about training, resources and other events offered from our partners at CCFF!



**KENTUCKY
FATHERHOOD
SUMMIT 2023**

**"Fatherhood
IS
For
Good"**

**SAVE THE DATE
OCTOBER 17-18**

THE CAMPBELL HOUSE
LEXINGTON, KY



Commonwealth
Center for
Fathers &
Families

**TEAM
KENTUCKY.**
CABINET FOR HEALTH
AND FAMILY SERVICES

CCFF programming and projects are funded, in part, by the Kentucky Cabinet for Health and Family Services contract #PON2 736 2300000936.

Reminder: CHFS media policy guidelines

This is a reminder for staff on what to do if you receive contact from a reporter. All media calls should be forwarded to the Office of Public Affairs.

Reporters can be directed to contact OPA Executive Director Susan Dunlap at 502-564-7042, or forward emails to susan.dunlap@ky.gov and copy your supervisor.



Child care panel spotlights provider supports

Division of Child Care Director Andrea Day recently joined the Kentucky Small Business Development Center's (SBDC) Child Care Business Partners' luncheon in Lexington for a panel discussion on supporting center-based or in-home child care businesses.

Andrea was joined by Dayna Hayes of the CHFS OIG Division of Regulated Child Care, Stefani Whaley of Child Care Aware of Kentucky, Amy Hood of the Family Child Care Network of Kentucky and Sarah Vanover of Kentucky Youth Advocates.

These groups all play a role in supporting Kentucky's child care businesses and their part in the state's growing economy. Learn more about child care and resources for providers at <https://www.chfs.ky.gov/agencies/dcbs/dcc/Pages/default.aspx>.

Complete annual training by July 31

The deadline is quickly approaching for staff who have not yet completed their 2023 Executive Branch Annual Training Curriculum. If you haven't already, please log in to MyPURPOSE and complete it.

To ensure staff remain aware of important personnel and security policies, the following reviews are assigned to all Executive Branch employees*. When prompted, be sure to click "Mark Complete" after review of these sessions.

Employee Handbook: Provides an overview of state government and explains the laws and policies governing employment, as well as available benefits and services.

Security Awareness: Presented by the Commonwealth Office of Technology, this course provides helpful tips on how to protect Commonwealth information and assets, including ways to keep sensitive information safe.

Active Shooter: Provides important information and potentially life-saving techniques in the event of an active shooter incident.

Guide to Executive Branch State Employee Benefits: Provides a brief overview of all benefits offered to eligible full time state employees. This is a new course required for new hires; however, important for current employee awareness.

Overview of Executive Branch Retirement and Investment Options: Provides a brief overview of retirement systems and investment options offered to eligible state employees. Provides a brief overview of retirement systems and investment options offered to eligible state employees. This is also a new course required for new hires; however, important for current employee awareness.

Employee Wellness: Building Mental Health and Financial Well-being Part 1: Building Mental Health and

Well-being Provides tips for growing and maintaining good mental health on a daily basis.

Part 2: Financial Wellness: Focusing on your personal financial plan provides tip, tools and resources for employees to use to reach financial goals. Be sure to "Mark Complete" after watching the video and reviewing the worksheet.

Staff should receive an email notification from MyPURPOSE once your assignment is ready for you. The deadline for completing this curriculum is July 31. The cabinet human resources office as well as the Personnel Cabinet will be monitoring for completion, so please don't delay. Log into MyPURPOSE now, to complete your assigned training.

*The following are exempt from this requirement: county fees, board/commission members, PVAs, day laborers, state active duty, UPS, and elected officials. Contractors are exempt from all except Security Awareness.

LivingWell

StressLess Challenge helps staff make their self-care a priority

The four-week LivingWell StressLess Challenge is Aug. 2 – Aug. 23. This challenge will reward you for spending at least 5 minutes each day on stress-reducing activities for a happier you. Track your activities to achieve LivingWell rewards! Kentucky Employees' Health Plan members can register at <https://webmdhealth.com/kehpl/>.

Need some ideas on activities to ease your stress? Check out the [Give Stress a Break flier](#) for a list of tools and resources KEHP members can access.



DCBS staff assist a guest at the 2022 Kentucky State Fair.

DCBS to join CHFS exhibit at Ky State Fair Aug 17-27

DCBS programs will be part of the CHFS exhibit at the 2023 Kentucky State Fair at the Louisville Kentucky Exposition Center on Aug. 17-27. See a DCBS participation calendar [here](#).

For more information about the State Fair, visit <https://kystatefair.org/>.