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# **New Mexico Health Cabinet Secretaries.**

**Working Together for New Mexicans**

**Dr. David  
Scrase,  
MD**

Human Services  
Department.



**Kathy  
Kunkel**

Department of Health

**Courts, Corrections, and Justice Interim Committee 10/10/19**

# Strategic Plan Foundation

## More Appropriate Placements

Reduce Congregate Care

Increase Kinship Care

Increase Community Based Mental Health Services

Special Protocols for Vulnerable Populations

## Prevention

Institutionalization

Homelessness

Trauma

## Optimization

Data

Accountability

Funding

## Staffing

Vacancy Rates

Increased training/support

Workforce Development

# Juvenile Justice System in New Mexico

- Phase 1 -
  - First state to pass law to implement risk assessment as a contributing criteria to determining appropriateness of confinement
  - JDAI Best Practices Sites
  - Led to reduction in confined youth from more than 400 to less than 140
  - Reduction led to higher prevalence of higher needs youth – ACES, trauma, disability, family dynamics including domestic violence and abuse.
  - Simultaneously, New Mexico drastically shrunk it's available community based mental health services
- Phase 2 –
  - Building services for the public health issues that are prevalent with our population and supports for our communities
  - Formally (legally) acknowledging where our children are required to be
    - Many youth are “placed” with kin
    - Many youth are placed out-of-state

# Rebuilding Community Based Mental Health

## Behavior Management Services Stage: Launch

- Time limited, intensive, strength-based, community-located behavioral support to prevent institutionalization
- Locations: Albuquerque, Las Cruces, Hobbs/Anthony
- (Anticipated) #s in Year 1: 150 youth (with a focus on bringing back youth in out-of-state institutions)

## High Fidelity Wraparound State: Evaluate/Iterate

- SAMHSA funded pilot providing intensive care coordination in a strengths-based model focused on adult supports and behavioral health interventions.
- Five current sites: Clovis, Farmington, Hobbs, two Albuquerque provider
- #s served: 150 youth per year

# Rebuilding Community Based Mental Health

Peer Case Management  
(TCM) Stage: Planning /  
Pre-Launch

- Non-clinical intervention with an emphasis on lived experience and connection/maintaining

EMT Corps State:  
Planning

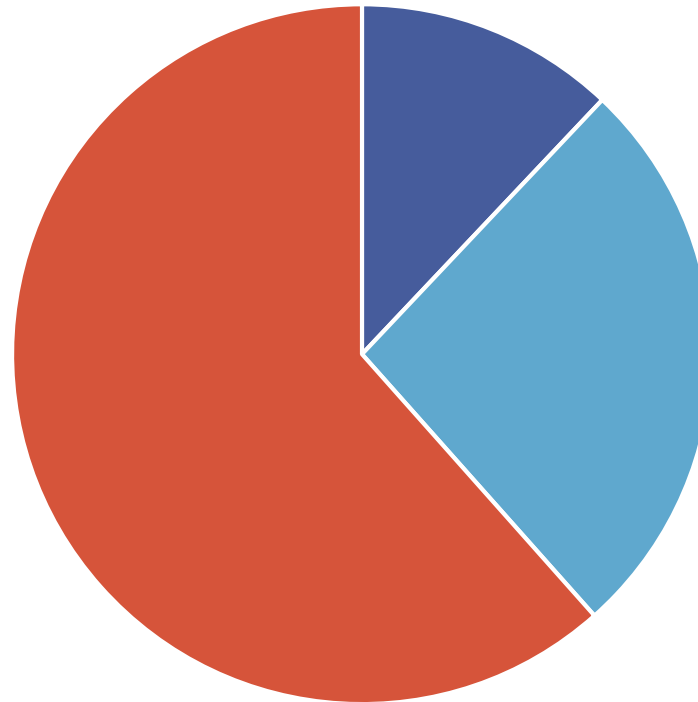
- Workforce development with wraparound therapeutic supports
- Planning grant with UNM

Multi-Systemic Therapy:  
Revitalization

- Intensive community based therapeutic supports that works with caregivers and child to stabilize youth and reduce recidivism.

# Juvenile Justice System in New Mexico

Juvenile Justice Placements



■ Facilities ■ Kin ■ Parent ■

# Kinship Care – What's Next?

## Formal Court Findings

Stopping the bifurcated system

## Family Finding – More than asking

Bringing in outside support to develop real Family Finding – technology that helps us locate kin and training on engagement methodologies to help create permanent connections

## Funding + Behavioral Healthcare Supports

Increased funding for grandparents helping grandchildren – including closing the subsidized guardianship loophole + leveraging \$ for JJ youth – and dedicated mental health supports for youth in kin placements

## Revising Licensing Standards

Based on Generations United and ABA Center on Children and the Law survey of foster care licensing standards to align New Mexico with national best practices.

Increased supports for caregivers, including subsidies, reunification and family maintenance services, + subsidized permanency options

Increased support for youth, including subsidies, housing, identify theft protections, family maintenance and permanency supports + eligibility for extended care

Court Findings for Out-of-Home Placements

Increased availability of placement options, including family and community placements with therapeutic supports

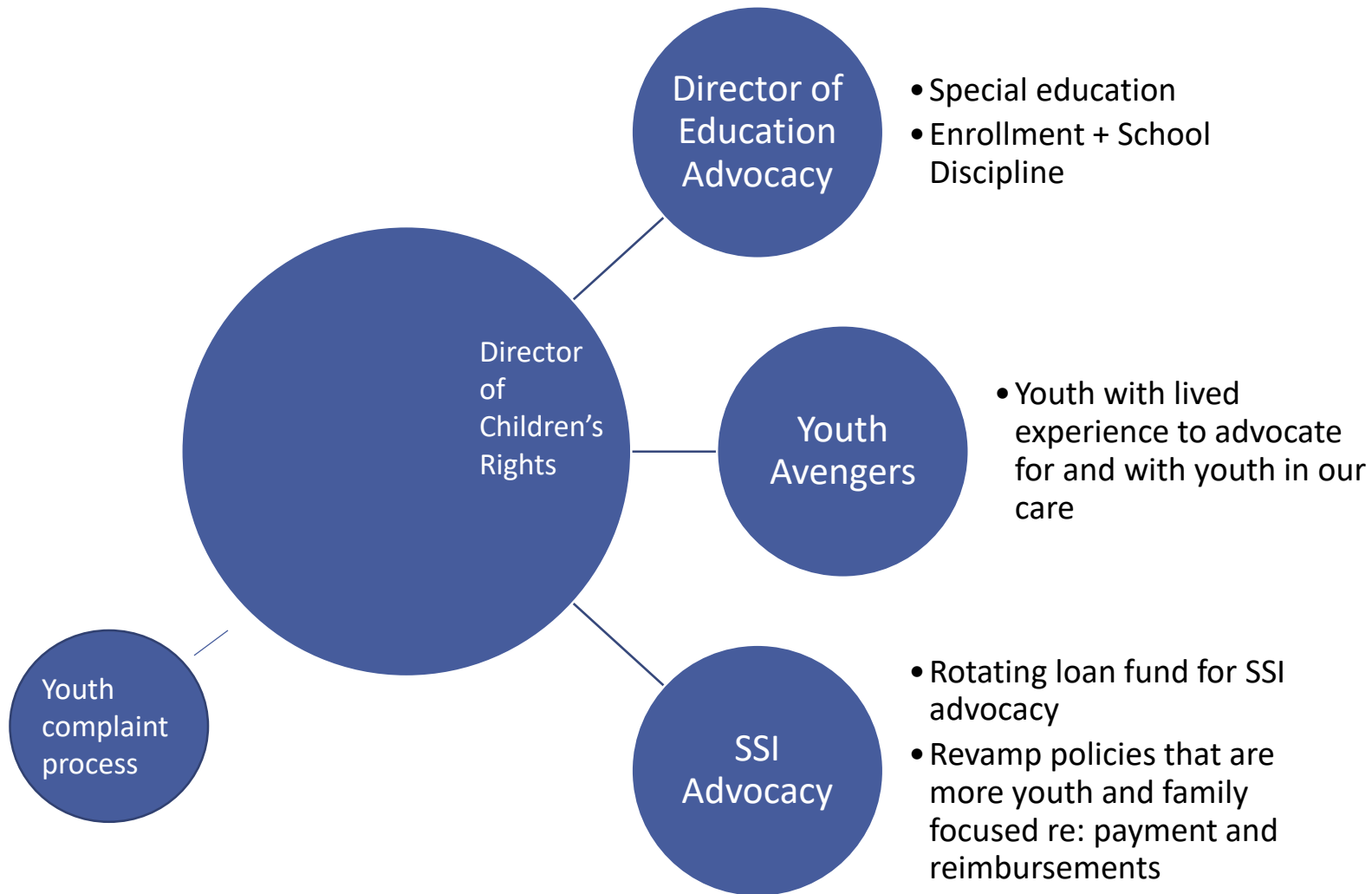
Increased support can support lower recidivism, decreased exits to homelessness, increased family connections, and increased resources for therapeutic supports



# Initiatives for Special Populations

- Working with Lambda Legal and NMCAN on revamping policies for LGBTQ youth across all divisions.
- Creation of Immigration Director position and revamping policies and procedures in working with undocumented youth and families
- Creation of CSEC Director to create policies for working with survivors of child sex trafficking including statewide deployment of CSE-IT tool
  - HB 56 Implementation – creation of Safe Houses for survivors of child sex trafficking

# Increasing Accountability for All Vulnerable Youth

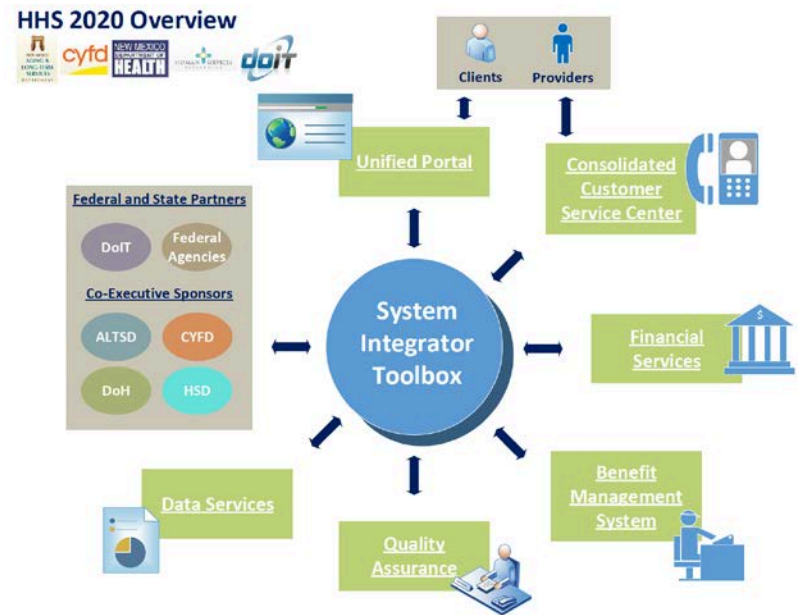


# Optimization - Data



# HHS 2020

- CYFD is an Executive Co-Sponsor of HHS 2020 and meets monthly to set direction and provide oversight for project
- CYFD's plan to build an MMIS system that is CCWIS compliant will allow for:
  - Integrated data
  - Individual client number across system
  - Increased access to entitlements and supports for children and families
  - Increased data to inform decisions
  - Publicly available dashboards for increased accountability



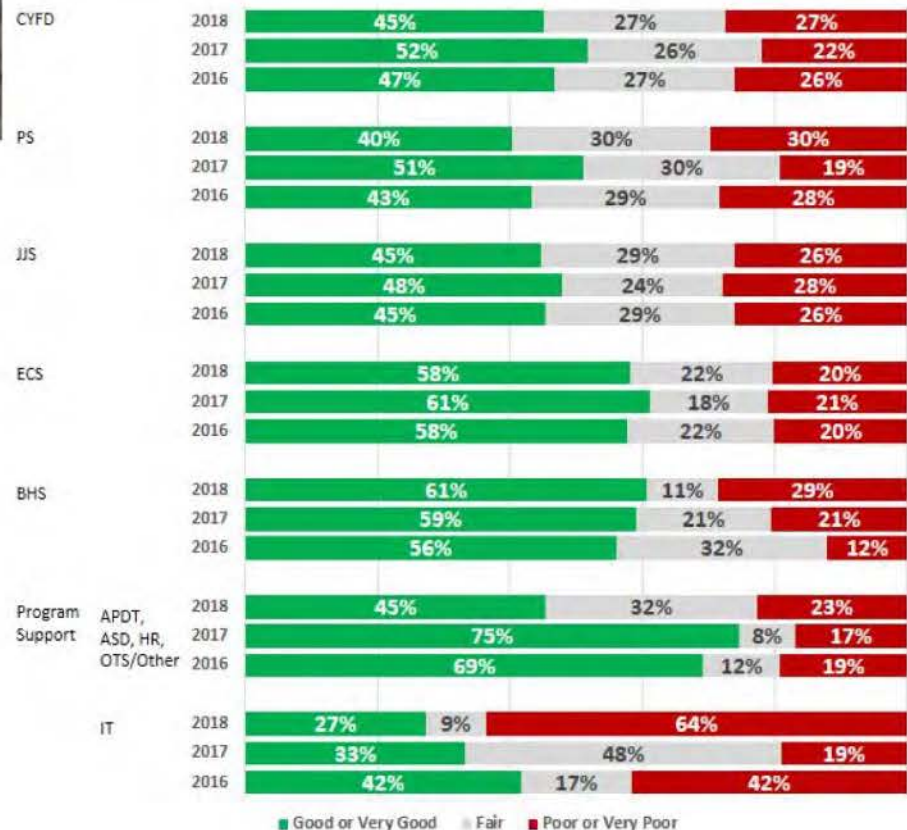
# **STAFFING AND TRAINING**

# 2018 CYFD Organizational Health Survey—Morale

## Results for CYFD's 3 Key Variables:

- Morale
- Job Satisfaction
- Retention

How would you describe the overall morale in your office?

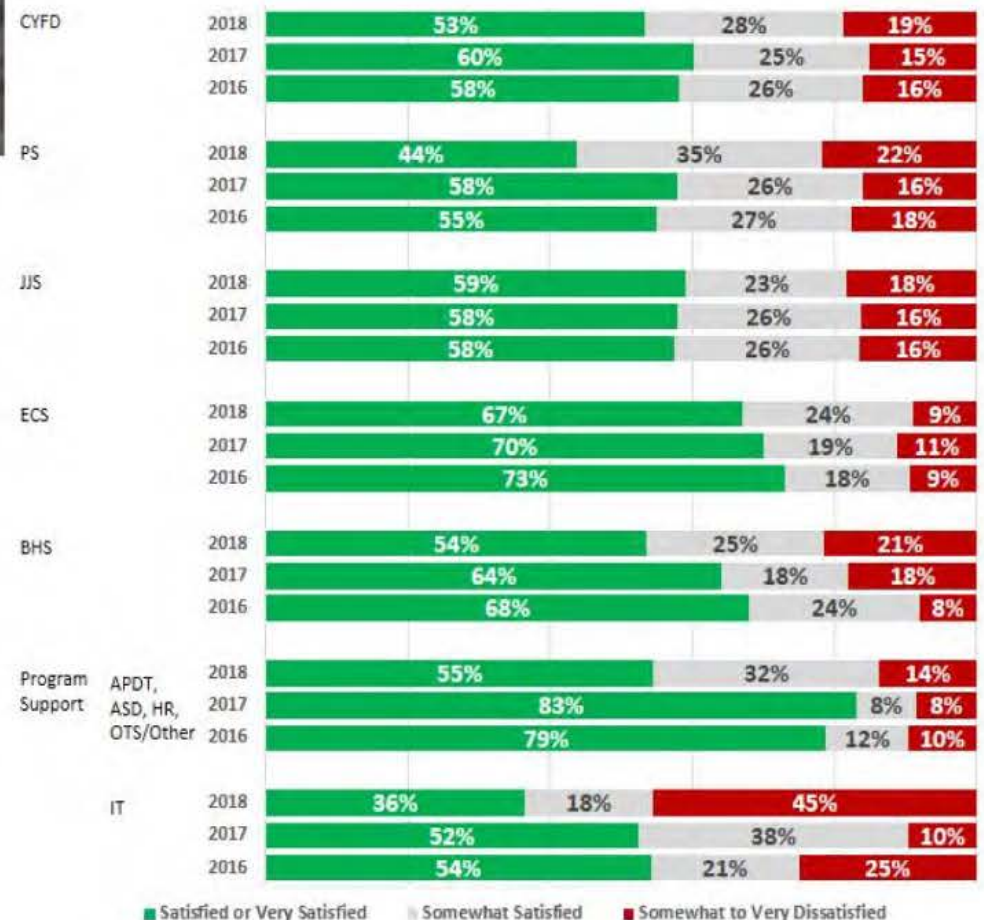


# 2018 CYFD Organizational Health Survey—Job Satisfaction

## Results for CYFD's 3 Key Variables:

- Morale
- **Job Satisfaction**
- Retention

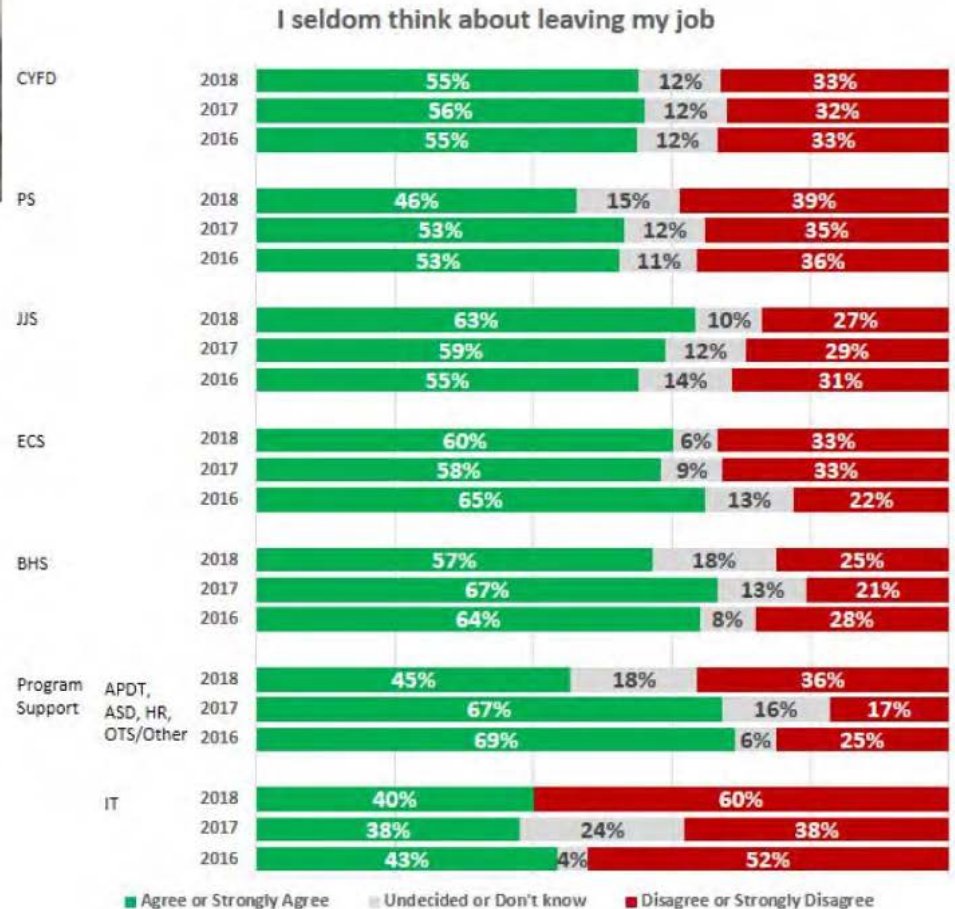
Overall, how satisfied are you working in CYFD?



# 2018 CYFD Organizational Health Survey—Retention

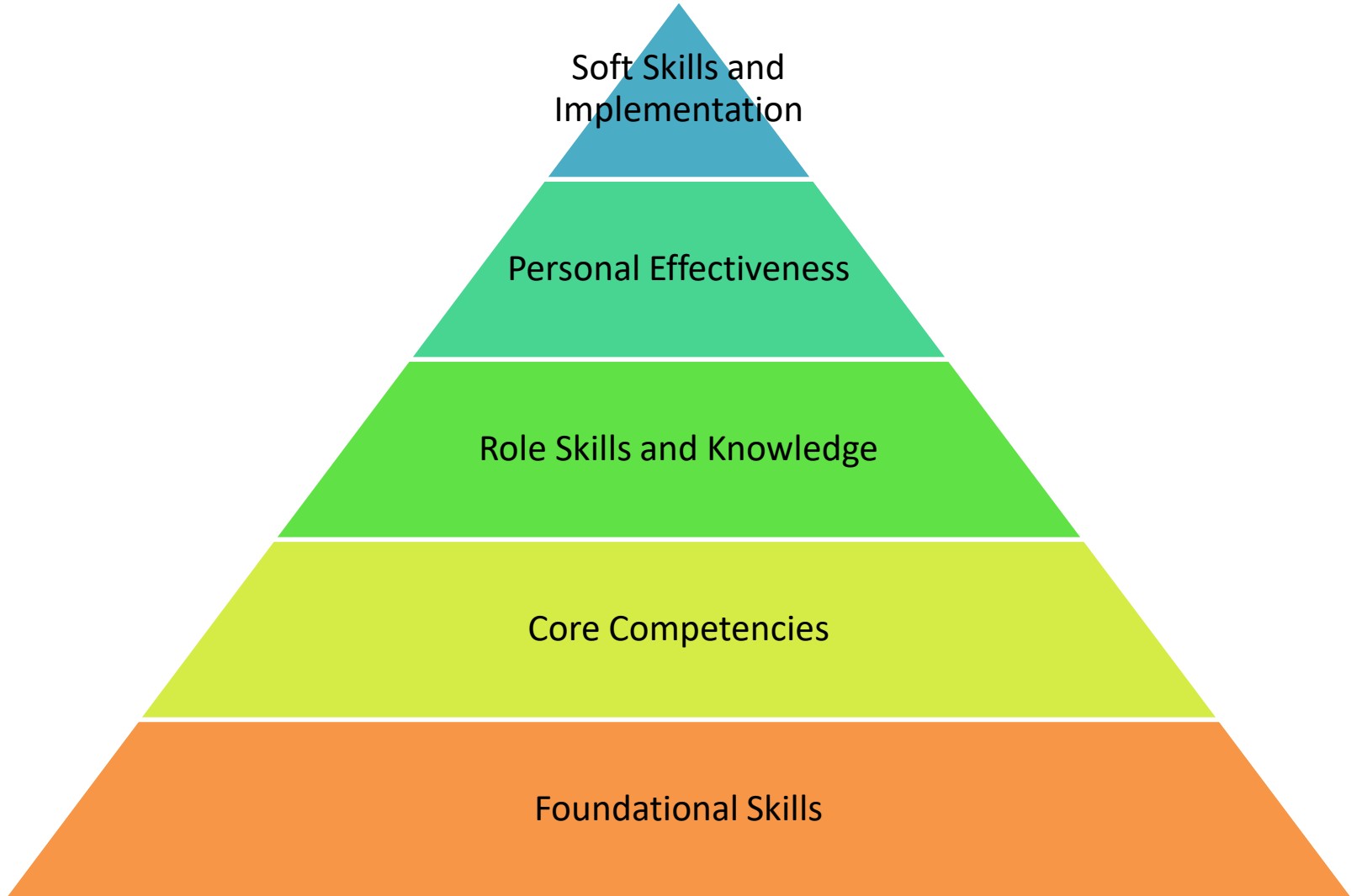
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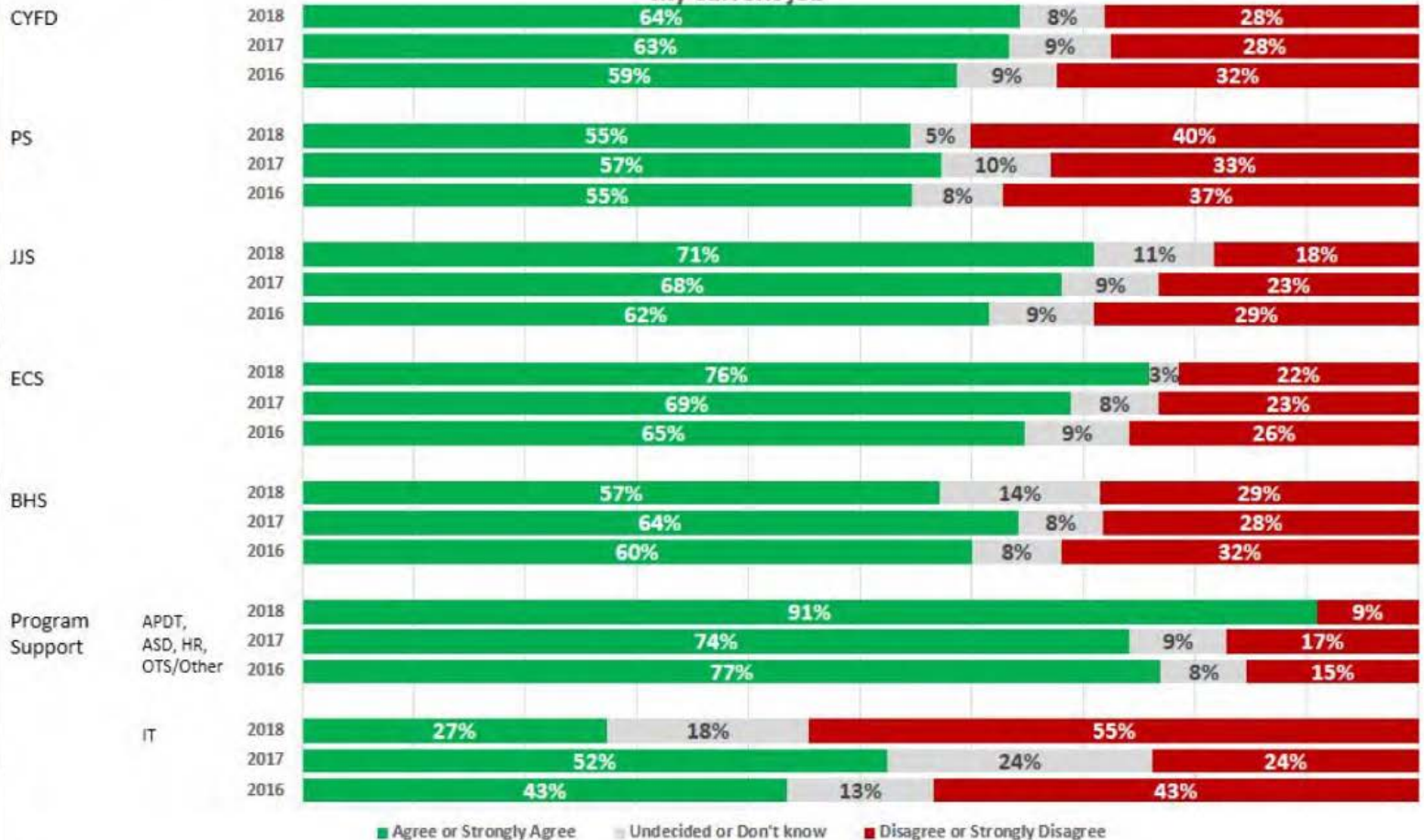
# Centralized Competency Model



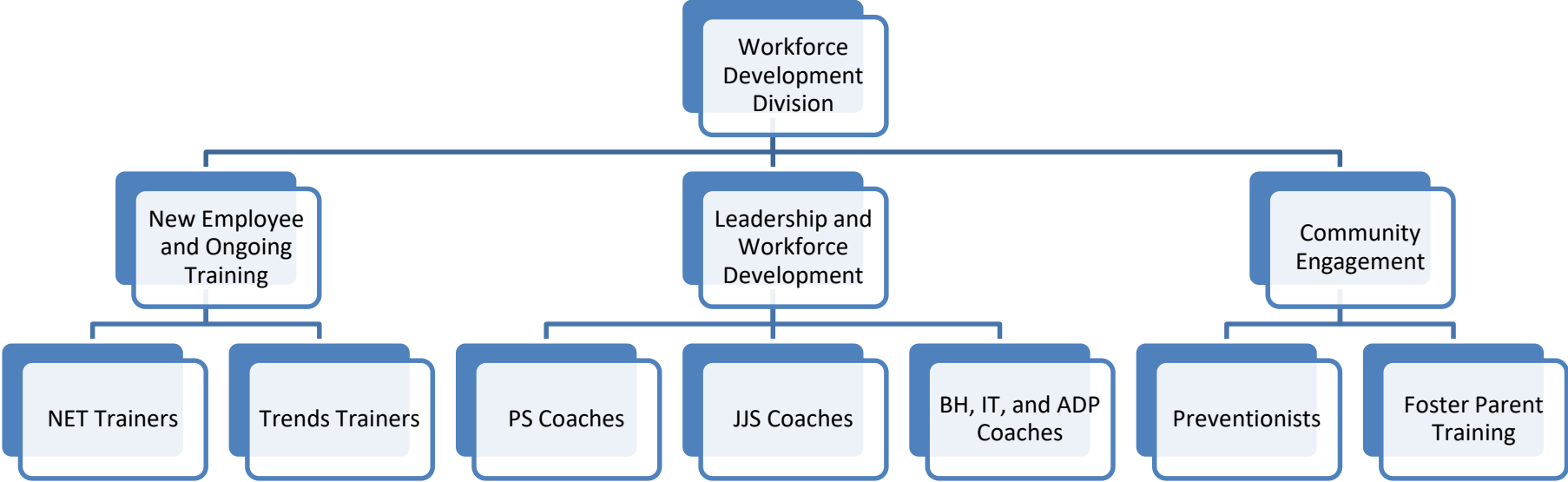
# Role Specific Training



I feel I had received sufficient training to begin performing my job duties when I started working at my current job



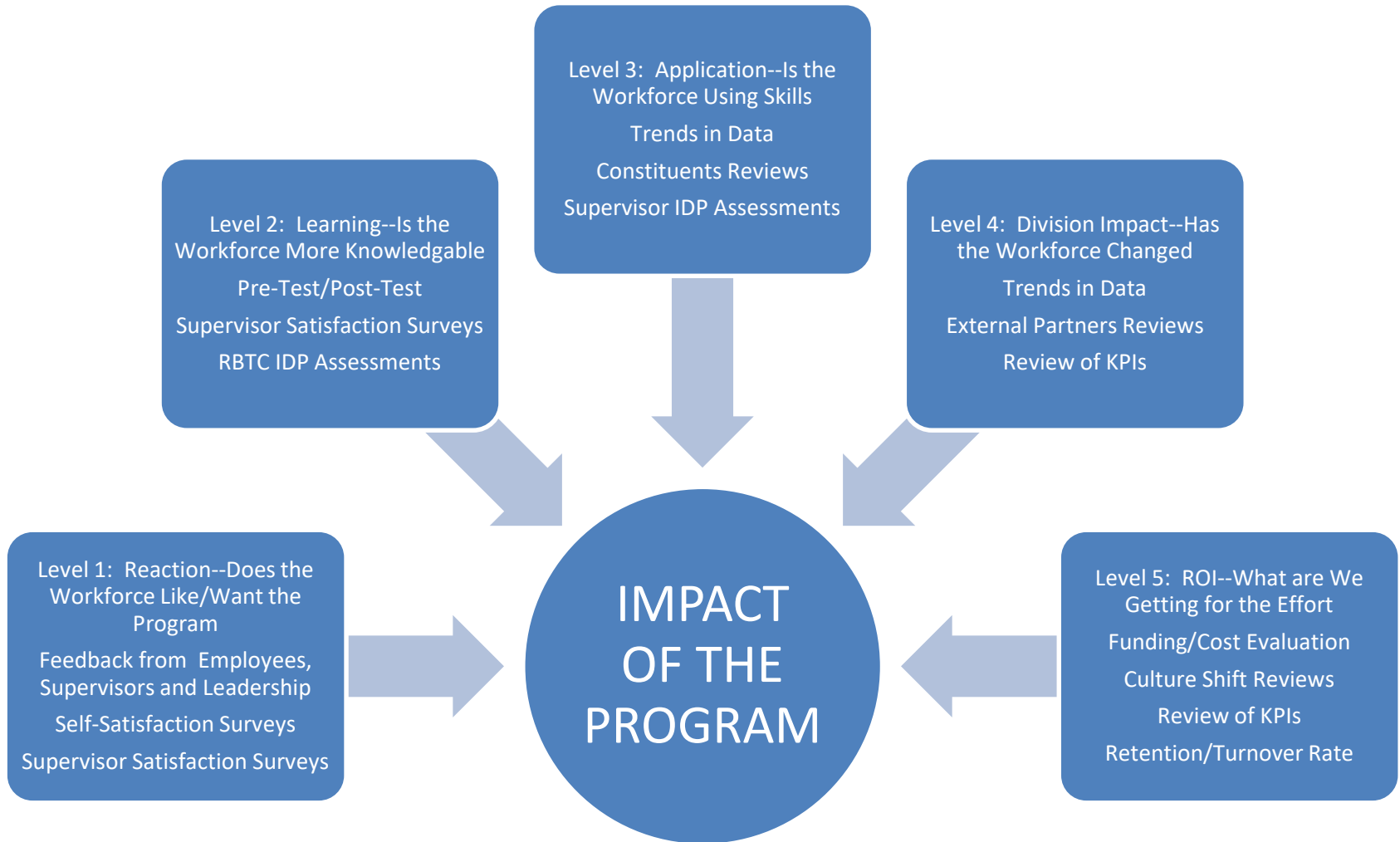
# Responsive Training to Workforce Needs



# Retention and Advancement of the Workforce

- Educational Cohort
- Leadership Professional Development
- Increasing Self-Care, Decreasing Vicarious Trauma

# Evaluation and Revision





THE SCHOOL TO PRISON PIPELINE

# Questions?

