



## LJ v. Massinga Reporting: **Measure 28**

### Internal Success

Measure #	Measure
<b>28</b>	Number of youth, ages eighteen to twenty-one, who exited OHP through rescission.
	<b>Key Data</b>
<b>Source</b>	Legal Services Records maintained by the Deputy Director of Legal Services
<b>Data</b>	Number of youth ages eighteen to twenty-one who exited OHP through rescission.
	<b>Measure Calculation Method</b>
<b>Definition(s)</b>	<ul style="list-style-type: none"> <li>● “Rescission” means a court action terminating the child’s commitment to the Agency, and the end of the episode of OHP.</li> </ul> <p>NOTE: BCDSS shall retain custody of each child not adopted or placed in the custody and guardianship of a third party until age twenty-one and shall maintain the transition plan for each child. The parties agree that within three months from the Court’s entry of an Order approving this Consent Decree, BCDSS may propose and the parties shall negotiate in good faith possible changes to this definition.</p> <ul style="list-style-type: none"> <li>● BCDSS shall not request rescission and instead retain custody of each child not adopted or placed in the custody or guardianship of a third party until age twenty-one, except when the child is eighteen years old and:             <ol style="list-style-type: none"> <li>a. Married;</li> <li>b. Joins the military and successfully completes basic training; or</li> <li>c. Is convicted of a crime as an adult, the conviction is final with any appeal period passed and the conviction upheld, and the sentence(s) imposed and upheld on appeal provides no opportunity for release or parole prior to the child reaching the age of twenty-two (22); or</li> <li>d. Reunification with a parent or legal guardian</li> </ol> </li> </ul>

<b>Denominator</b>	The number of youth ages eighteen to twenty-one who exited OHP through rescission
<b>Numerator</b>	N/A Numerical count only
<b>Exclusion(s)</b>	N/A
<b>Report Calculation Methodology</b>	The number will be tracked monthly and compiled at the end of the 6 month reporting period.
<b>Exit Criteria</b>	N/A Internal Success
	<b>Source/Criteria</b>
<b>L.J. Consent Decree</b>	LJ v. Massinga, Modified Consent Decree (MCD), pp. 15 and 16
	<p>a. Definitions:                      (1. – 3.)                      (4) BCDSS shall retain custody of each child not adopted or placed in the custody and guardianship of a third party until age twenty-one, and shall maintain the transition plan for each child. The parties agree that within three months from the Court’s entry of an Order approving this Consent Decree, BCDSS may propose and the parties shall negotiate in good faith possible changes to this definition.</p> <p>Internal Success Measures:                      (1. - 3.)...</p> <p>(4) Number of youth, ages eighteen to twenty-one, who exited OHP through rescission.</p>
<b>Federal Law &amp; Reg (including CFSR)</b>	N/A
<b>State Law</b>	Family Law Art. § 5-525(b)(3)(i)
	<p>(b) Established. --                      . . .                      (3) (i) The Administration shall establish a program of out-of-home placement for former CINAs:</p>

	<ol style="list-style-type: none"><li>1. whose commitment to a local department was rescinded after the individuals reached the age of 18 years but before the individuals reached the age of 20 years and 6 months; and</li><li>2. who did not exit foster care due to reunification, adoption, guardianship, marriage, or military duty.</li></ol>
<b>State Regulations</b>	N/A
<b>SSA Policy</b>	N/A
<b>Other Relevant Standards or Requirements</b>	N/A



## LJ v. Massinga Reporting: **Measure 49**

### Internal Success

Measure #	Measure
<b>49</b>	Number of Special Support team positions funded by the Department by type.
	<b>Key Data</b>
<b>Source</b>	<ul style="list-style-type: none"> <li>Human Resources - Names, qualifications, job duties and dates of employment)</li> <li>BCDSS Administration - See above, plus dates of availability to BCDSS of contract specialists</li> </ul>
<b>Data</b>	<ol style="list-style-type: none"> <li>List of available specialists by subject matter area, names, resumes, unit assignments, MS-22 (scope of work), dates of employment.</li> <li>If includes contractual staff, copy of contract(s) and scope of work.</li> <li>Documentation that staff is not carrying cases when acting as specialists</li> </ol>
	<b>Measure Calculation Method</b>
<b>Definition(s)</b>	<ul style="list-style-type: none"> <li>By agreement of the parties, “employ a staff of specialists” includes obtaining the services of individuals with specialized experience and/or knowledge whose services are available to caseworkers and supervisors by contract with BCDSS/DHS.</li> <li>“Specialists” includes but is not limited to individuals with knowledge and experience in substance (alcohol and drug) abuse services; mental health services; developmental disabilities; independent living; housing; and education services, including special education.</li> <li>These specialized staff shall not have individual case responsibility or perform routine casework functions but will assist casework staff in identifying ,locating and obtaining resources.</li> </ul>
<b>Measurement</b>	A list of Special Support team positions funded by the Department, by type.
<b>Exclusion(s)</b>	N/A

<b>Report Calculation Methodology</b>	The Program Manager for Court Processes will review the list and provide to Innovations. Innovations will conduct a hand-count at the conclusion of each reporting period and maintain the record..
<b>Exit Standard Criteria</b>	N/A - Internal Success Measure
	<b>Source/Criteria</b>
<b>L.J. Consent Decree</b>	LJ v. Massinga, Modified Consent Decree (MCD), pg. 22
	<p>6. BCDSS shall employ a staff of specialists to provide technical assistance to caseworkers and supervisors for cases that require specialized experience and/or knowledge.</p> <p>a. Definitions:</p> <p>(1) "Specialists" include but are not limited to staff with knowledge and experience in substance (alcohol and drug) abuse services; mental health services; developmental disabilities; independent living; housing; and education services, including special education.</p> <p>(2) These specialized staff shall not have individual case responsibility or perform routine casework functions but will assist casework staff in identifying, locating and obtaining resources.</p> <p>b. Internal Success Measures:</p> <p>(1) Number of Special Support team positions funded by the Department, by type.</p> <p>(2) ...</p> <p>(3) ...</p>
<b>Federal Law &amp; Reg (including CFR)</b>	N/A
<b>State Law</b>	N/A
<b>State Regulations</b>	N/A

<b>SSA Policy</b>	N/A
<b>Other Relevant Standards or Requirements</b>	N/A



## LJ v. Massinga Reporting: **Measure 50**

### Internal Success

Measure #	Measure
<b>50</b>	Number of Special Support positions filled, by type.
	<b>Key Data</b>
<b>Source</b>	<ul style="list-style-type: none"> <li>Human Resources - Names, qualifications, job duties and dates of employment)</li> <li>BCDSS Administration - See above, plus dates of availability to BCDSS of contract specialists</li> </ul>
<b>Data</b>	<ol style="list-style-type: none"> <li>List of available specialists by subject matter area, names, resumes, unit assignments, MS-22 (scope of work), dates of employment.</li> <li>If includes contractual staff, copy of contract(s) and scope of work.</li> <li>Documentation that staff is not carrying cases when acting as specialists.</li> </ol>
	<b>Measure Calculation Method</b>
<b>Definition(s)</b>	<ul style="list-style-type: none"> <li>By agreement of the parties, “employ a staff of specialists” includes obtaining the services of individuals with specialized experience and/or knowledge whose services are available to caseworkers and supervisors by contract with BCDSS/DHS.</li> <li>“Specialists” includes but is not limited to individuals with knowledge and experience in substance (alcohol and drug) abuse services; mental health services; developmental disabilities; independent living; housing; and education services, including special education.</li> </ul>
<b>Measurement</b>	A list of Special Support positions filled, by type.
<b>Exclusion(s)</b>	N/A
<b>Report Calculation Methodology</b>	The Program Manager for Court Processes will review the list and provide to Innovations. Innovations will conduct a hand-count at the conclusion of each reporting period and maintain the record.
<b>Exit Standard</b>	N/A Internal Success Measure

Criteria	
	Source/Criteria
<b>L.J. Consent Decree</b>	LJ v. Massinga, Modified Consent Decree (MCD), pg. 22
	<p>6. BCDSS shall employ a staff of specialists to provide technical assistance to caseworkers and supervisors for cases that require specialized experience and/or knowledge.</p> <p>a. Definitions:</p> <p>(1) “Specialists” include but are not limited to staff with knowledge and experience in substance (alcohol and drug) abuse services; mental health services; developmental disabilities; independent living; housing; and education services, including special education.</p> <p>(2) These specialized staff shall not have individual case responsibility or perform routine casework functions but will assist casework staff in identifying, locating and obtaining resources.</p> <p>b. Internal Success Measures:</p> <p>(1) ...</p> <p>(2) Number of Special Support positions filled, by type.</p> <p>(3) ...</p>
<b>Federal Law &amp; Reg (including CFSR)</b>	N/A
<b>State Law</b>	N/A
<b>State Regulations</b>	N/A
<b>SSA Policy</b>	N/A
<b>Other Relevant Standards or Requirements</b>	N/A





## LJ v. Massinga Reporting: **Measure 51**

### Internal Success

Measure #	Measure
<b>51</b>	MCDSS MS-22 (job descriptions for all positions).
	<b>Key Data</b>
<b>Source</b>	<ul style="list-style-type: none"> <li>Human Resources - Names, qualifications, job duties and dates of employment)</li> <li>BCDSS Administration - See above, plus dates of availability to BCDSS of contract specialists</li> </ul>
<b>Data</b>	<ol style="list-style-type: none"> <li>List of available specialists by subject matter area, names, resumes, unit assignments, MS-22 (scope of work), dates of employment.</li> <li>If includes contractual staff, copy of contract(s) and scope of work.</li> </ol>
	<b>Measure Calculation Method</b>
<b>Definition(s)</b>	<ul style="list-style-type: none"> <li>MCDSS MS-22- job descriptions for all Specialist positions.</li> <li>By agreement of the parties, “employ a staff of specialists” includes obtaining the services of individuals with specialized experience and/or knowledge whose services are available to caseworkers and supervisors by contract with BCDSS/DHS.</li> <li>“Specialists” includes but is not limited to individuals with knowledge and experience in substance (alcohol and drug) abuse services; mental health services; developmental disabilities; independent living; housing; and education services, including special education.</li> </ul>
<b>Measurement</b>	A list of MS-22 job descriptions for all Specialist positions filled by BCDSS staff. For contractual staff, contracts including SOWs and resumes should be included.
<b>Exclusion(s)</b>	N/A
<b>Report Calculation</b>	The Program Manager for Court Processes will review the list and job descriptions and provide to Innovations. Innovations will conduct a hand-count at the conclusion

<b>Methodology</b>	of each reporting period and maintain the record. Compliance will be achieved when BCDSS employs a staff of non-case-carrying specialists to provide technical assistance to BCDSS staff to identify, locate and obtain resources in cases that require specialized experience and/or knowledge.
<b>Exit Standard Criteria</b>	N/A Internal Success
	<b>Source/Criteria</b>
<b>L.J. Consent Decree</b>	LJ v. Massinga, Modified Consent Decree (MCD), pg. 22
	<p>6. BCDSS shall employ a staff of specialists to provide technical assistance to caseworkers and supervisors for cases that require specialized experience and/or knowledge.</p> <p>a. Definitions:</p> <p>(1) "Specialists" include but are not limited to staff with knowledge and experience in substance (alcohol and drug) abuse services; mental health services; developmental disabilities; independent living; housing; and education services, including special education.</p> <p>(2) These specialized staff shall not have individual case responsibility or perform routine casework functions but will assist casework staff in identifying, locating and obtaining resources.</p> <p>b. Internal Success Measures:</p> <p>(1) ...</p> <p>(2) ...</p> <p>(3) MCDSS MS-100 (job descriptions for all positions).</p> <p>...</p>
<b>Federal Law &amp; Reg (including CFR)</b>	N/A
<b>State Law</b>	N/A
<b>State Regulations</b>	N/A

<b>SSA Policy</b>	N/A
<b>Other Relevant Standards or Requirements</b>	N/A



## LJ v. Massinga Reporting: Measure 52

### Exit Standard

Measure #	Measure
52	BCDSS employed a staff of non-case carrying specialists to provide technical assistance to caseworkers and supervisors for cases that require specialized experience and/or knowledge.
<b>Key Data</b>	
<b>Source</b>	<ul style="list-style-type: none"> <li>● Human Resources - Names, qualifications, job duties and dates of employment</li> <li>● BCDSS Administration - See above, plus dates of availability to BCDSS of contract specialists</li> <li>● Office of Communications - Regular notification to staff about, and online publishing of, availability of specialists with contact information</li> </ul>
<b>Data</b>	<ol style="list-style-type: none"> <li>1. List of available specialists by subject matter area, names, resumes, unit assignments, MS-22 (scope of work), dates of employment.</li> <li>2. If it includes contractual staff, copy of contract(s) and scope of work.</li> <li>3. Documentation of how staff is notified on a regular basis of the availability of the specialists.</li> <li>4. Documentation that staff is not carrying cases when acting as specialists.</li> </ol>
<b>Measure Calculation Method</b>	
<b>Definition(s)</b>	<ul style="list-style-type: none"> <li>● By agreement of the parties, “employ a staff of specialists” includes obtaining the services of individuals with specialized experience and/or knowledge whose services are available to caseworkers and supervisors by contract with BCDSS/DHS.</li> <li>● “Specialists” includes but is not limited to individuals with knowledge and experience in substance (alcohol and drug) abuse services; mental health services; developmental disabilities; independent living; housing; and education services, including special education.</li> <li>● “Notification to staff” means:                         <ul style="list-style-type: none"> <li>○ Monthly reminders to all staff, and</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ list of names and contact information for all specialists available to provide technical assistance maintained on-line</li> </ul>
<b>Measurement</b>	<p>The available non-case-carrying specialists (BCDSS staff or through contract) whose services are available to caseworkers and supervisors shall be reviewed to ensure that:</p> <ol style="list-style-type: none"> <li>1. they include individuals with knowledge and experience in at least the following areas: substance (alcohol and drug) abuse services; mental health services; developmental disabilities; independent living; housing; and education services, including special education; and</li> <li>2. they are known to and easily accessible by staff by telephone and email.</li> </ol>
<b>Exclusion(s)</b>	None
<b>Report Calculation Methodology</b>	Compliance will be achieved when BCDSS employs a staff of non-case-carrying specialists to provide technical assistance to BCDSS staff to identify, locate and obtain resources in cases that require specialized experience and/or knowledge and notifies BCDSS staff of the availability of those specialists.
<b>Exit Standard Criteria</b>	Compliance is reached when
<b>Source/Criteria</b>	
<b>L.J. Consent Decree</b>	1. According to the LJ Modified Consent Decree (MCD, 10/9/09), p. 22:
	<p>6. BCDSS shall employ a staff of specialists to provide technical assistance to and/or knowledge. caseworkers and supervisors for cases that require specialized experience</p> <p>a. Definitions:</p> <ol style="list-style-type: none"> <li>(1) "Specialists" include but are not limited to staff with knowledge and experience in substance (alcohol and drug) abuse services; mental health services; developmental disabilities; independent living; housing; and education services, including special education.</li> <li>(2) These specialized staff shall not have individual case responsibility or perform routine casework functions but will assist casework staff in identifying, locating and obtaining resources.</li> </ol>
<b>Federal Law &amp; Reg (including CFR)</b>	N/A
<b>State Law</b>	N/A
<b>State Regulations</b>	N/A

<b>SSA Policy</b>	N/A
<b>Other Relevant Standards or Requirements</b>	N/A



## LJ v. Massinga Reporting: **Measure 67**

### Internal Success

Measure #	Measure
<b>67</b>	Number of children who spend four hours or more in an office, motel, hotel or other unlicensed facility
	<b>Key Data</b>
<b>Source</b>	Extended Hours Log
<b>Data</b>	Data: Number of children who experienced a stay of four hours or longer in an office, motel, hotel, or other unlicensed facility outside of business hours
	<b>Measure Calculation Method</b>
<b>Definition(s)</b>	<p>“Housed” means stays of four hours or longer in an office, motel, hotel, or other unlicensed facility</p> <p>For the purpose of this Measure, the parties agree that:</p> <ul style="list-style-type: none"> <li>a. “... a stay outside of regular business hours of four hours or longer in an office, motel, hotel, or other unlicensed facility.</li> <li>b. “working day” and “business day” have the same meaning.</li> </ul>
<b>Measurement</b>	Number of children who spent four hours or more in an office, motel, hotel or other unlicensed facility outside of business hours during the six month reporting period
<b>Exclusion(s)</b>	None
<b>Report Calculation Methodology</b>	Documentation from the Extended Hours Log will be compiled for the six month reporting period to produce number
<b>Exit Standard Criteria</b>	N/A
	<b>Source/Criteria</b>
<b>L.J. Consent Decree</b>	LJ v. Massinga, Modified Consent Decree (MCD), pg. 25

	<p>10. No child may be housed in an office, motel, hotel, or other unlicensed facility.</p> <p style="padding-left: 40px;">a. Definition:</p> <p style="padding-left: 80px;">(1) "Housed" means stays of four hours or longer.</p> <p style="padding-left: 40px;">b. Internal Success Measure:</p> <p style="padding-left: 80px;">(1) Number of children who spend four hours or more in an office, motel, or unlicensed facility.</p>
<b>Federal Law &amp; Reg (including CFSR)</b>	N/A
<b>State Law</b>	
<b>State Regulations</b>	N/A
<b>SSA Policy</b>	N/A
<b>Other Relevant Standards or Requirements</b>	N/A





## LJ v. Massinga Reporting: **Measure 117**

### Internal Success

Measure #	Measure
<b>117</b>	Percent of caseworkers who qualified for the title under Maryland State Law.
	<b>Key Data</b>
<b>Source</b>	<ul style="list-style-type: none"> <li>● Personnel record system</li> <li>● Human Resources Department</li> <li>● CJAMS</li> </ul>
<b>Data</b>	<ul style="list-style-type: none"> <li>● New hire data</li> <li>● Proof of qualifications</li> <li>● Date of assignment of first case</li> </ul>
	<b>Measure Calculation Method</b>
<b>Definition(s)</b>	<ul style="list-style-type: none"> <li>● “Qualified Workforce” means that caseworkers meet the qualifications required by Maryland state law.</li> <li>● “Competency exam” means the required exam administered following the completion of the mandatory pre-service training course or participation in the IV-E child welfare training program</li> </ul>
<b>Denominator</b>	Number of caseworkers to whom cases were first assigned during the reporting period.
<b>Numerator</b>	<p>Of those in the denominator, number of caseworkers for whom there is:</p> <ol style="list-style-type: none"> <li>a. Proof of valid license or certification as listed in Human Services Art. Section 4-301(b)(1)(i)-(v) OR <ul style="list-style-type: none"> <li>b. Documentation that the caseworkers have a degree in an appropriate behavioral science and are supervised by licensed social workers</li> </ul> </li> <li>2. Documentation of the completion of the mandatory preservice training (or a waiver); and</li> <li>3. Documentation of the successful completion of the competency examination</li> </ol>

<b>Exclusion(s)</b>	N/A
<b>Report Calculation Methodology</b>	The percentage will be calculated using the number of new caseworkers to whom cases were first assigned during the reporting period, even if they were hired prior to the reporting period, and the number whose first case assignment was made after passing the competency test. The percentage of new caseworkers that met this standard will be calculated by BCDSS for each six-month reporting period.
<b>Exit Standard Criteria</b>	N/A Internal Success
	<b>Source/Criteria</b>
<b>L.J. Consent Decree</b>	LJ v. Massinga, Modified Consent Decree (MCD), pg. 38
	<p>Qualified Workforce with appropriate training and supervision.</p> <p>a. Definitions:</p> <p>(1) “Qualified Workforce” means that all caseworkers shall have the qualifications required by Maryland state law.</p> <p>(2) All supervisors of caseworkers shall be social workers licensed under the requirements of Maryland state law.</p> <p>(3) New caseworkers shall receive at least five weeks of pre-service training before being assigned any cases and shall thereafter receive twenty hours of training per year.</p> <p>(4) Supervisors shall receive such training as required to maintain their licenses but in no case less than twenty hours per year.</p> <p>b. Internal Success Measures</p> <p>c. <b>Exit Standards:</b></p> <p>(1) 95 percent of caseworkers met the qualifications for their position title under Maryland State Law.</p> <p>(2.)...</p>
<b>Federal Law &amp; Reg (including CFR)</b>	42 U.S.C. 622(b)(4)(B)
	(b) Each plan for child welfare services under this subpart shall— (4) contain a description of— (B) the child welfare services staff development and training plans of the State;
	42 U.S.C. 671(a)(5) a) In order for a State to be eligible for payments under this part, it shall have a plan approved by the Secretary which—

	<p>(5) provides that the State will, in the administration of its programs under this part, use such methods relating to the establishment and maintenance of personnel standards on a merit basis as are found by the Secretary to be necessary for the proper and efficient operation of the programs, except that the Secretary shall exercise no authority with respect to the selection, tenure of office, or compensation of any individual employed in accordance with such methods</p>
<p><b>State Law</b></p>	<p>Maryland Code  HUMAN SERVICES  § 4-301 - Child welfare workforce (Maryland Code, Human Services § 4-301)</p>
	<p>a) The Secretary shall implement a comprehensive plan to recruit, train, and retain child welfare caseworkers and casework supervisors who meet the requirements of this section.</p> <p>(b)(1) The Secretary shall hire as caseworkers only human services professionals, such as:</p> <ul style="list-style-type: none"> <li>(i) social workers licensed in accordance with Title 19 of the Health Occupations Article;</li> <li>(vi) human service workers who: <ul style="list-style-type: none"> <li>1. have a degree in an appropriate behavioral science;</li> <li>2. have completed the mandatory preservice training and competency test; and</li> <li>3. are supervised by licensed social workers.</li> </ul> </li> </ul> <p>(2) require that all new casework staff:</p> <ul style="list-style-type: none"> <li>(i) be hired provisionally;</li> <li>(ii) except for staff described in item (4) of this subsection, complete a 40-hour pre-service training program; and</li> <li>(iii) pass a competency test before being granted permanent employment status;</li> </ul> <p>(3) implement mandatory standards for continuing education for all caseworkers and casework supervisors that require that employees who fail to obtain the required continuing education credits be subject to disciplinary action, including demotion, suspension, and dismissal;</p> <p>(4) develop and implement mandatory standards that exempt newly hired individuals who have documented and verified casework experience or hold appropriate State licensure from the 40-hour pre service training program specified in item (2)(ii) of this subsection; and</p> <p>(5) require caseworkers who are exempt from the preservice training program specified in item (2)(ii) of this subsection and fail the competency test to participate in the preservice training program and to take and pass the competency test before being granted permanent employment status.</p>

	Maryland Code, Family Law § 5-1311
	(a) The Department shall establish and maintain a child welfare training academy to provide training on best practices for the following individuals: (1) child welfare staff; (2) child welfare administrators; (3) foster parents; and (4) kinship caregivers.
<b>State Regulations</b>	N/A
<b>SSA Policy</b>	N/A
<b>Other Relevant Standards or Requirements</b>	N/A



## LJ v. Massinga Reporting: **Measure 118**

### Internal Success

Measure #	Measure
<b>118</b>	Percent of case-carrying workers who passed their competency exams prior to being assigned a case
	<b>Key Data</b>
<b>Source</b>	<ul style="list-style-type: none"> <li>● Personnel record system</li> <li>● Human Resources Department</li> <li>● CJAMS</li> </ul>
<b>Data</b>	Office of Innovations and Office of Learning <ul style="list-style-type: none"> <li>● New hire data</li> <li>● Proof of passing the competency exam</li> <li>● Date of assignment of first case</li> </ul>
	<b>Measure Calculation Method</b>
<b>Definition(s)</b>	<ul style="list-style-type: none"> <li>● “Competency examination” means the required exam administered following the completion of the mandatory pre-service training course or participation in the IV-E child welfare training program</li> <li>● “Qualified Workforce” means that all caseworkers shall have the qualifications required by Maryland state law.</li> </ul>
<b>Denominator</b>	Number of new caseworkers to whom cases were first assigned during the reporting period.
<b>Numerator</b>	Number of those in the denominator who passed their competency exam prior to being assigned a case
<b>Exclusion(s)</b>	None
<b>Report Calculation Methodology</b>	The percentage will be calculated using the number of new caseworkers to whom cases were first assigned during the reporting period, even if they were hired prior to the reporting period, and the number whose first case assignment was made after passing the competency test. The percentage of new caseworkers that met this standard will be calculated by BCDSS for each six-month reporting period.

<b>Exit Standard Criteria</b>	N/A Internal success
	<b>Source/Criteria</b>
<b>L.J. Consent Decree</b>	Pg. 38
	<p>Qualified Workforce with appropriate training and supervision.</p> <p>a. Definitions:</p> <p>(1) "Qualified Workforce" means that all caseworkers shall have the qualifications required by Maryland state law.</p> <p>(2) All supervisors of caseworkers shall be social workers licensed under the requirements of Maryland state law.</p> <p>(3) New caseworkers shall receive at least five weeks of pre-service training before being assigned any cases and shall thereafter receive twenty hours of training per year.</p> <p>(4) Supervisors shall receive such training as required to maintain their licenses but in no case less than twenty hours per year.</p> <p>b. Internal Success Measures:</p> <p>(1)...</p> <p>(2) Percent of case-carrying workers who passed their competency exams prior to being assigned a case</p> <p>(3. – 4.)</p>
<b>Federal Law &amp; Reg (including CFR)</b>	42 U.S.C. 622(b)(4)(B)
	(b) Each plan for child welfare services under this subpart shall— (4) contain a description of— (B) the child welfare services staff development and training plans of the State;
	42 U.S.C. 671(a)(5)
	<p>a) In order for a State to be eligible for payments under this part, it shall have a plan approved by the Secretary which—</p> <p>(5) provides that the State will, in the administration of its programs under this part, use such methods relating to the establishment and maintenance of personnel standards on a merit basis as are found by the Secretary to be necessary for the proper and efficient operation of the programs, except that the Secretary shall exercise no authority with respect to the selection, tenure of office, or compensation of any individual employed in accordance with such methods</p>

<p><b>State Law</b></p>	<p>Maryland Code HUMAN SERVICES § 4-301 - Child welfare workforce (Maryland Code, Human Services § 4-301)</p>
	<p>(a) The Secretary shall implement a comprehensive plan to recruit, train, and retain child welfare caseworkers and casework supervisors who meet the requirements of this section.</p> <p>(b)(1) The Secretary shall hire as caseworkers only human services professionals, such as:</p> <ul style="list-style-type: none"> <li>(i) social workers licensed in accordance with Title 19 of the Health Occupations Article;</li> <li>(vi) human service workers who:             <ul style="list-style-type: none"> <li>1. have a degree in an appropriate behavioral science;</li> <li>2. have completed the mandatory preservice training and competency test; and</li> <li>3. are supervised by licensed social workers.</li> </ul> </li> </ul> <p>(2) require that all new casework staff:</p> <ul style="list-style-type: none"> <li>(i) be hired provisionally;</li> <li>(ii) except for staff described in item (4) of this subsection, complete a 40-hour preservice training program; and</li> <li>(iii) pass a competency test before being granted permanent employment status;</li> </ul> <p>(3) implement mandatory standards for continuing education for all caseworkers and casework supervisors that require that employees who fail to obtain the required continuing education credits be subject to disciplinary action, including demotion, suspension, and dismissal;</p> <p>(4) develop and implement mandatory standards that exempt newly hired individuals who have documented and verified casework experience or hold appropriate State licensure from the 40-hour pre service training program specified in item (2)(ii) of this subsection; and</p> <p>(5) require caseworkers who are exempt from the preservice training program specified in item (2)(ii) of this subsection and fail the competency test to participate in the preservice training program and to take and pass the competency test before being granted permanent employment status.</p>
	<p>Maryland Code, Family Law § 5-1311</p>
	<p>(a) The Department shall establish and maintain a child welfare training academy to provide training on best practices for the following individuals:</p> <ul style="list-style-type: none"> <li>(1) child welfare staff;</li> <li>(2) child welfare administrators;</li> <li>(3) foster parents; and</li> <li>(4) kinship caregivers.</li> </ul>
<p><b>State Regulations</b></p>	<p>N/A</p>

<b>SSA Policy</b>	N/A
<b>Other Relevant Standards or Requirements</b>	N/A





## LJ v. Massinga Reporting: **Measure 121**

### Exit Standard

Measure #	Measure
<b>121</b>	95 percent of caseworkers met the qualifications for their position title under Maryland State Law.
	<b>Key Data</b>
<b>Source</b>	<ul style="list-style-type: none"> <li>● Personnel record system</li> <li>● Human Resources Department</li> <li>● CJAMS</li> </ul>
<b>Data</b>	<ul style="list-style-type: none"> <li>● New hire data</li> <li>● Proof of qualifications</li> <li>● Date of assignment of first case</li> </ul>
	<b>Measure Calculation Method</b>
<b>Definition(s)</b>	<ul style="list-style-type: none"> <li>● “Qualified Workforce” means that caseworkers meet the qualifications required by Maryland state law.</li> </ul>
<b>Denominator</b>	Number of new caseworkers to whom cases were first assigned during the reporting period.
<b>Numerator</b>	<p>Of those in the denominator, number of caseworkers for whom there is:</p> <ol style="list-style-type: none"> <li>a. Proof of valid license or certification as listed in Human Services Art. Section 4-301(b)(1)(i)-(v) OR <ul style="list-style-type: none"> <li>b. Documentation that the caseworkers have a degree in an appropriate behavioral science and are supervised by licensed social workers</li> </ul> </li> <li>2. Documentation of the completion of the mandatory preservice training (or a waiver); and</li> <li>3. Documentation of the successful completion of the competency examination</li> </ol>
<b>Exclusion(s)</b>	N/A

<b>Report Calculation Methodology</b>	The percentage of new caseworkers that met this standard will be calculated by BCDSS for each six-month reporting period.
<b>Exit Standard Criteria</b>	Compliance is achieved when the measure calculation for the six-month reporting period reaches at least 95% compliance.
<b>Source/Criteria</b>	
<b>L.J. Consent Decree</b>	LJ v. Massinga, Modified Consent Decree (MCD), pg. 38
	<p>Qualified Workforce with appropriate training and supervision.</p> <p>a. Definitions:</p> <ul style="list-style-type: none"> <li>(1) “Qualified Workforce” means that all caseworkers shall have the qualifications required by Maryland state law.</li> <li>(2) All supervisors of caseworkers shall be social workers licensed under the requirements of Maryland state law.</li> <li>(3) New caseworkers shall receive at least five weeks of pre-service training before being assigned any cases and shall thereafter receive twenty hours of training per year.</li> <li>(4) Supervisors shall receive such training as required to maintain their licenses but in no case less than twenty hours per year.</li> </ul> <p>b. Internal Success Measures</p> <p>c. <b>Exit Standards:</b></p> <ul style="list-style-type: none"> <li>(1) 95 percent of caseworkers met the qualifications for their position title under Maryland State Law.</li> <li>(2.)...</li> </ul>
<b>Federal Law &amp; Reg (including CFR)</b>	42 U.S.C. 622(b)(4)(B)
	(b) Each plan for child welfare services under this subpart shall— (4) contain a description of— (B) the child welfare services staff development and training plans of the State;
	<p>42 U.S.C. 671(a)(5)</p> <p>a) In order for a State to be eligible for payments under this part, it shall have a plan approved by the Secretary which— (5) provides that the State will, in the administration of its programs under this part, use such methods relating to the establishment and maintenance of personnel standards on a merit basis as are found by the Secretary to be necessary for the proper and efficient operation of the programs, except that the Secretary shall exercise no authority with respect to the selection,</p>

	tenure of office, or compensation of any individual employed in accordance with such methods
<b>State Law</b>	Maryland Code HUMAN SERVICES § 4-301 - Child welfare workforce (Maryland Code, Human Services § 4-301)
	<p>a) The Secretary shall implement a comprehensive plan to recruit, train, and retain child welfare caseworkers and casework supervisors who meet the requirements of this section.</p> <p>(b)(1) The Secretary shall hire as caseworkers only human services professionals, such as:</p> <ul style="list-style-type: none"> <li>(i) social workers licensed in accordance with Title 19 of the Health Occupations Article;</li> <li>(vi) human service workers who: <ul style="list-style-type: none"> <li>1. have a degree in an appropriate behavioral science;</li> <li>2. have completed the mandatory preservice training and competency test; and</li> <li>3. are supervised by licensed social workers.</li> </ul> </li> </ul> <p>(2) require that all new casework staff:</p> <ul style="list-style-type: none"> <li>(i) be hired provisionally;</li> <li>(ii) except for staff described in item (4) of this subsection, complete a 40-hour pre-service training program; and</li> <li>(iii) pass a competency test before being granted permanent employment status;</li> </ul> <p>(3) implement mandatory standards for continuing education for all caseworkers and casework supervisors that require that employees who fail to obtain the required continuing education credits be subject to disciplinary action, including demotion, suspension, and dismissal;</p> <p>(4) develop and implement mandatory standards that exempt newly hired individuals who have documented and verified casework experience or hold appropriate State licensure from the 40-hour pre service training program specified in item (2)(ii) of this subsection; and</p> <p>(5) require caseworkers who are exempt from the preservice training program specified in item (2)(ii) of this subsection and fail the competency test to participate in the preservice training program and to take and pass the competency test before being granted permanent employment status.</p>
	Maryland Code, Family Law § 5-1311
	<p>(a) The Department shall establish and maintain a child welfare training academy to provide training on best practices for the following individuals:</p> <ul style="list-style-type: none"> <li>(1) child welfare staff;</li> </ul>

	(2) child welfare administrators; (3) foster parents; and (4) kinship caregivers.
<b>State Regulations</b>	N/A
<b>SSA Policy</b>	N/A
<b>Other Relevant Standards or Requirements</b>	N/A



## LJ v. Massinga Reporting: **Measure 122**

### Exit Standard

Measure #	Measure
122	90 percent of caseworkers and supervisors had at least twenty hours of training annually.
	<b>Key Data</b>
<b>Source</b>	<ul style="list-style-type: none"> <li>Personnel training record</li> <li>BCDSS training office</li> </ul>
<b>Data</b>	<ul style="list-style-type: none"> <li>Child Welfare Caseworker and Supervisor roster</li> <li>Personnel training record</li> </ul>
	<b>Measure Calculation Method</b>
<b>Definition(s)</b>	Of all child welfare caseworkers and supervisors (“employees”) with an end-year Performance Evaluation and Planning (PEP) submission due to BCDSS during the report period, the percent that had at least twenty hours of training in the year prior to the end of that report period. <sup>1</sup>
<b>Denominator</b>	Number of employees with an end-year Performance Evaluation and Planning (PEP) submission due to BCDSS during the report period.
<b>Numerator</b>	Number of employees in the denominator for whom there is a formal record with BCDSS of receiving twenty hours of training in the year prior to the end of the report period.
<b>Exclusion(s)</b>	N/A
<b>Report Calculation Methodology</b>	The percentage of employees that met this standard will be calculated by BCDSS for each six-month reporting period.
<b>Exit Standard Criteria</b>	Compliance is achieved when the measure calculation is 90 percent or greater.
	<b>Source/Criteria</b>

<p><b>L.J. Consent Decree</b></p>	<p>LJ v. Massinga, Modified Consent Decree (MCD), pg.39</p>
	<p>2. Qualified Workforce with appropriate training and supervision.</p> <p>a. Definitions:</p> <p>(1) “Qualified Workforce” means that all caseworkers shall have the qualifications required by Maryland state law.</p> <p>(2) All supervisors of caseworkers shall be social workers licensed under the requirements of Maryland state law.</p> <p>(3) New caseworkers shall receive at least five weeks of pre-service training before being assigned any cases and shall thereafter receive twenty hours of training per year.</p> <p>(4) Supervisors shall receive such training as required to maintain their licenses but in no case less than twenty hours per year.</p> <p>b. Internal Success Measures:</p> <p><b>c. Exit Standards:</b></p> <p>(1) ...</p> <p>(2) 90 percent of caseworkers and supervisors had at least twenty hours of training annually.</p>
<p><b>Federal Law &amp; Reg (including CFR)</b></p>	<p>42 U.S.C. 622(b)(4)(B)</p>
	<p>(b) Each plan for child welfare services under this subpart shall—</p> <p>(4) contain a description of—</p> <p>(B) the child welfare services staff development and training plans of the State;</p>
	<p>42 U.S.C. 671(a)(5)</p>
	<p>(a) In order for a State to be eligible for payments under this part, it shall have a plan approved by the Secretary which—</p> <p>(5) provides that the State will, in the administration of its programs under this part, use such methods relating to the establishment and maintenance of personnel standards on a merit basis as are found by the Secretary to be necessary for the proper and efficient operation of the programs, except that the Secretary shall exercise no authority with respect to the selection, tenure of office, or compensation of any individual employed in accordance with such methods;</p>
<p><b>State Law</b></p>	<p>Maryland Code, Human Services § 4-301</p>

	<p>a) The Secretary shall implement a comprehensive plan to recruit, train, and retain child welfare caseworkers and casework supervisors who meet the requirements of this section.</p> <p>(3) implement mandatory standards for continuing education for all caseworkers and casework supervisors that require that employees who fail to obtain the required continuing education credits be subject to disciplinary action, including demotion, suspension, and dismissal;</p>
<b>State Regulations</b>	N/A
<b>SSA Policy</b>	N/A
<b>Other Relevant Standards or Requirements</b>	N/A

<sup>1</sup> Each employee is required to complete a PEP with their supervisor once per year. The twenty annual hours of training required from each employee are verifie