



# The Florida Senate

## Local Funding Initiative Request

### Fiscal Year 2019-2020

LFIR#: 1474

1. **Title of Project:** Child Welfare Supervisor Certification RDS Project

2. **Senate Sponsor:** Gayle Harrell

3. **Date of Submission:** 02/05/2019

4. **Project/Program Description:**

The Florida Certification Board (FCB) has been credentialing child welfare staff in Florida since 2011 and has been consistently asked by the field to develop a credential specific to supervisors of child welfare professionals. A national literature review determined that a valid and reliable set of core competencies has not been established for child welfare supervisors. A Role Delineation Study (RDS) is a multi-phase project that identifies and validates the job tasks, knowledge and skill requirements of a Certified Child Welfare Supervisor. Once the RDS process is complete, a formal report is published which serves as a legally-defensible benchmark for developing legally valid and reliable credentialing programs and competency based training. This project further implements s. 402.40, F.S. related to the training and certification of child welfare personnel.

5. **State Agency to receive requested funds :** Department of Children and Families

State Agency Contacted? No

6. **Amount of the Nonrecurring Request for Fiscal Year 2019-2020**

Type of Funding	Amount
Operations	75,000
Fixed Capital Outlay	
<b>Total State Funds Requested</b>	<b>75,000</b>

7. **Total Project Cost for Fiscal Year 2019-2020 (including matching funds available for this project)**

Type of Funding	Amount	Percent
Total State Funds Requested (from question #6)	75,000	100.00%
Federal	0	0.00%
State (excluding the amount of this request)	0	0.00%
Local	0	0.00%
Other	0	0.00%
<b>Total Project Costs for Fiscal Year 2019-2020</b>	<b>75,000</b>	<b>100.0%</b>

8. **Has this project previously received state funding?** No

Fiscal Year (yyyy-yy)	Amount		Specific Appropriation #	Vetoed
	Recurring	NonRecurring		

9. **Is future-year funding likely to be requested?** No



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#### 10. Details on how the requested state funds will be expended

Spending Category	Description	Amount
<b>Administrative Costs:</b>		
Executive Director/Project Head Salary and Benefits	The FCB's Director of Certification will lead this project. We anticipate 30% of her workload will be dedicated to this project for a 9 month period. The total amount reflects actual salary and benefits at the rate of 36%	37,026
Other Salary and Benefits	The FCB's Instructional Designer will provide direct support to this project. We anticipate 20% of his workload will be dedicated to this project for a 9 month period. The FCB's Certification Operations Manager will also participate at an anticipated 10% of her workload for a 9 month period. The total amount reflects actual salary and benefits at the rate of 36%	14,994
Expense/Equipment/Travel/Supplies/Other	FCB staff travel: \$740 per person times 2 staff Participant travel: \$500 travel stipend per person, anticipated workgroup size of 30 participants.	16,480
Consultants/Contracted Services/Study	FCB Psychometrician: RDS survey analysis and exam blueprint development at a flat rate.	6,500
<b>Operational Costs:</b>		
Salary and Benefits		
Expense/Equipment/Travel/Supplies/Other		
Consultants/Contracted Services/Study		
<b>Fixed Capital Construction/Major Renovation:</b>		
Construction/Renovation/Land/Planning Engineering		
<b>Total State Funds Requested (must equal total from question #6)</b>		<b>75,000</b>

#### 11. Program Performance:

**a. What is the specific purpose or goal that will be achieved by the funds requested?**

The funds will be used to conduct and publish a Child Welfare Supervisor Role Delineation Study (RDS) report. An RDS report serves as the basis of a quality certification program, ensuring that all program policies, competency standards and measurement instruments are directly tied to the outcome of a psychometrically sound job analysis methodology.

**b. What are the activities and services that will be provided to meet the intended purpose of these funds?**

The following tasks are associated with this multi-stage project: 1. Conduct a formal Role Delineation Study (RDS) to identify the domains of practice specific to serving as a Certified Child Welfare Supervisor, a list of job tasks within each domain, and the knowledge, skills, and abilities necessary to perform the tasks. 2. Conduct a psychometrically sound validation of the performance domains and job tasks by surveying current practitioners



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in the field. 3. Establish a psychometrically valid examination blueprint that will guide the development of testing instruments.

**c. What are the direct services to be provided to citizens by the appropriations project?**

This project does not provide direct services to citizens, however, citizens involved in the state's dependency system will be assured that the individuals who are assigned to supervise child welfare staff have the knowledge, skills and abilities necessary to competently perform their role as a CW supervisor. The quality of care to persons interacting with the dependency system will be continuously improved as all professionals work from a single, established Scope of Service, work under a Code of Ethics and must complete 20 continuing education units, annually.

**d. Who is the target population served by this project? How many individuals are expected to be served?**

The target population include all individuals who directly supervise child welfare direct staff, including protective investigators, case managers, licensing counselors and adoption counselors. Employers of child welfare supervisors include the Department of Children and Families, Sheriff Offices conducting Protective Investigations in their county; Community Based Care Lead Agencies and their subcontracted Case Management Organizations. We anticipate a population of approximately 2,500 supervisors, statewide.

**e. What is the expected benefit or outcome of this project? What is the methodology by which this outcome will be measured?**

The Child Welfare Supervisor RDS project will result in the identification of core domains of practice specific to serving as a Certified Child Welfare Supervisor, a list of job tasks within each domain, and the knowledge, skills, and abilities necessary to perform the tasks and a psychometrically valid examination blueprint that will guide the development of testing instruments, competency standards and competency-based training curricula. The RDS report is a written report that serves to document the validity of the process followed to establish core competencies and the examination blueprint. The report is written to reflect the standards of the Institute for Credentialing Excellence's (ICE) National Commission for Certifying Agencies (NCCA) standards.

**f. What are the suggested penalties that the contracting agency may consider in addition to its standard penalties for failing to meet deliverables or performance measures provided for in the contract?**

The Florida Certification Board has contracted with the State for the past 30 years for various projects. The organization has never failed to meet contract deliverables, nor has ever been assessed a penalty.

**12. The owner(s) of the facility to receive, directly or indirectly, any fixed capital outlay funding. Include the relationship between the owner(s) of the facility and the entity.**

N/A

**13. Requestor Contact Information:**

- a. **Name:** Neal McGarry
- b. **Organization:** Florida Certification Board
- c. **E-mail Address:** namcgarry@flcertificationboard.org
- d. **Phone Number:** (850)222-6314

**14. Recipient Contact Information:**



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- a. **Organization:** Florida Certification Board
- b. **County:** Statewide
- c. **Organization Type:**
  - For Profit
  - Non Profit 501(c) (3)
  - Non Profit 501(c) (4)
  - Local Entity
  - University or College
  - Other (Please specify) Non-Profit 401(c) (6)
- d. **Contact Name:** Neal McGarry
- e. **E-mail Address:** namcgarry@flcertificationboard.org
- f. **Phone Number:** (850)222-6314

#### 15. Lobbyist Contact Information

- a. **Name:** Albert Balido
- b. **Firm Name:** Anfield Consulting
- c. **E-mail Address:** albert@anfieldflorida.com
- d. **Phone Number:** (850)251-3440