



Transition Team

For the Office of Child Protection

Kenneth Hahn Hall of Administration
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July 30, 2014

To: Supervisor Don Knabe, Chairman
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Michael D. Antonovich

From: Leslie Gilbert-Lurie, Co-Chair
Mitchell H. Katz, Co-Chair

REPORT ON THE PROGRESS OF THE NEWLY ESTABLISHED TRANSITION TEAM FOR THE OFFICE OF CHILD PROTECTION

On behalf of the Transition Team for the Office of Child Protection (Transition Team), we appreciate the opportunity to assist in overseeing implementation of the recommendations of the Blue Ribbon Commission on Child Protection (BRCCP). On June 10, 2014, your Board created the Transition Team following adoption of the recommendations in the final report of the BRCCP and requested the Transition Team to report back to the Board each month, beginning on August 5, 2014.

As requested by your Board, the Transition Team has provided input on the attached job description, and the attached summary of desired qualities and experience of the Director of the Office of Child Protection. In addition, we have developed the attached Roles and Responsibilities for the Transition Team.

We look forward to our next report to your Board in which we will provide an update on the progress of the Transition Team.

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Attachments

c: Chief Executive Office
County Counsel
Executive Office, Board of Supervisors
Children's Deputies

RECRUITMENT FOR DIRECTOR OF OFFICE OF CHILD PROTECTION

General Job Description:

The Office of Child Protection is being created by the Los Angeles County Board of Supervisors to implement and oversee one unified child protection system in Los Angeles County. In coordination with the Board and relevant county departments, the Office of Child Protection will establish a critical pathway for the provision of child protection services in the County by developing a strategic plan for protecting children, defining program outcomes, timelines, and measures of success, and streamlining processes and leveraging resources across departments for greater efficiency and effectiveness.

The founding Director of the Office of Child Protection will have the opportunity to forge a transformational process for the protection of children in Los Angeles County. She/he will have responsibilities that include setting a strategic vision with the Board of Supervisors, overseeing a strategic child welfare plan, and leveraging the resources and talents of all relevant County agencies, departments, and commissions to create a safer, healthier environment for children. The Director will work to ensure a system with greater transparency and accountability by breaking down silos and establishing cross department and community collaborations so that all children will be better able to reach their full potential.

The Director would report directly to the Board and be held accountable for achieving agreed upon outcomes. She/he will lead a communitywide effort to create a comprehensive, child-centered, fully integrated system of child protection, and be capable of:

- Oversee a Joint Strategic Planning Process that would result in a countywide mission to prioritize and improve child safety among all relevant county departments.
- Develop a comprehensive, child-centered strategic plan, which includes maltreatment prevention efforts, focused on improving child safety. The Strategic Plan will include clear measurable goals, outcomes and completion timeframes.
- Oversee implementation of the Board approved recommendations, including those contained in the BRCCP Final Report.
- Conduct a financial assessment and identify flexible funding streams from relevant County departments for the Board approved recommendations.
- Oversee a Countywide Data Management System that would provide the Board, the Departments and the Public with accurate and timely information required to make informed management decisions.

- Capable of implementing a consistent data measurement system/data dashboard for child protection.
- Review financial and staffing resources from all relevant departments and make recommendations to the Board as appropriate, to advance the County's goal of creating one countywide system of child protection.
- Review existing County commissions and, with the Board, streamline them, as appropriate.
- Reach out to the philanthropic community and build strategic partnerships to help improve the child protection system.
- On a quarterly report, publish and submit to the Board a status update on the implementation of the strategic plan along with selected performance indicators.
- Lead a small, highly trained staff to provide information analysis and expertise to enable the coalition of County departments to meet the legal, budgetary, research, and measurable strategic goals.
- Lead efforts to conduct an independent evaluation of various components of the countywide system of child protection.
- Work in partnership with children and their families, community leaders, service providers and advocates.

Desired Qualities and Experience:

The Director will perform a lead role in the establishment of measurable countywide goals in creating one child protection system and to find the most effective and efficient methods on implementing and sustaining them. In this capacity, the Director shall:

- Have success in leading change in large, complex and entrenched organizations.
- Be comfortable with challenging existing policies.
- Have a passion for protecting children and be well-versed in the field of child safety.
- Be able to communicate persuasively and be persistent in the face of challenge.
- Enjoy working across groups with diverse interests, including children and their families, community leaders, service providers, and advocates.
- Have experience working positively and collaboratively across government or business agencies or departments, in order to leverage talents and resources for the good of the organization as a whole.

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- Have experience influencing legislation at the federal, State, and judiciary levels.
- Be adept at solving complex problems.
- Have experience leading and guiding in a collaborative setting and building relationships, with community leaders, government officials, and elected leaders.
- Preferably hold an advanced degree such as an M.P.A, M.S.W. or J.D., and/or have significant executive experience in these areas.
- Have substantial experience working in a political environment.

Office of Child Protection – Transition Team

On June 10, 2014, the Board of Supervisors approved calling for the adoption of the Final Report of the Blue Ribbon Commission and, per its recommendation, creation of the Transition Team to monitor implementation. The roles and responsibilities for the Transition Team, until the Office of Child Protection is operational, are as follows:

1. Work with the Board of Supervisors to provide input as to the job description, desired qualities and experience for the Director of the Office of Child Protection (OCP). Meet prospective finalist candidates and make recommendations to the Board of Supervisors.
2. Make recommendations to the Board as to size, scope and responsibilities of the OCP.
3. Work with the Chief Executive Officer and other relevant County departments who provide child protection services to facilitate rapid implementation of the recommendations of the Blue Ribbon Commission.
4. Review and provide input to the County assessment of Medical Hubs designed to identify each Hub's strengths and weaknesses and recommend a plan for immediate implementation to meet the needs of each geographic area.
5. Review and provide input to the County assessment of Public Health Nurses and recommend a plan for optimizing the use of Public Health Nurses to strengthen the child protection system.
6. Provide advice to the Board regarding recommendations for child safety, until the Office of Child Protection is operational.
7. Work with Chief Executive Officer to determine the cost of the implementation and, where possible, identify sources of funding.
8. Review the work of other integrative services initiatives, e.g., County Department Clusters, Service Integration Branch, Inter-Agency Council on Child Abuse and Neglect and various commissions within the County.
9. Identify how the County can best engage the community in child protection efforts.
10. Report back to the Board of Supervisors each month beginning August 5, 2014, on the status of implementing the recommendations and request that the Chair of the Board place this matter as a set item.