

MAINE STATE LEGISLATURE

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MAINE CHILD WELFARE ADVISORY PANEL
MAINE CITIZEN REVIEW PANEL
ANNUAL REPORT
2016

Maine's Citizen Review Panel examines the policies, procedures, and practices of State and local agencies and where appropriate, specific cases, to evaluate the extent to which the state and local child protection system agencies are effectively discharging their child protection responsibilities. The Panel is mandated through the CAPTA Reauthorization Act of 2010 (P.L. 111-320)

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MISSION/VISION STATEMENT

Mission Statement:

To improve the experience of children and families involved with the State of Maine's public child welfare system. MCWAP is a federally mandated group of professional and private citizens who are responsible for determining whether state and local agencies are effectively discharging child protective/welfare responsibilities; pursuant to the 1996 amendments to the Child Abuse Protection and Treatment Act (CAPTA) and any subsequent amendments.

Vision Statement:

Maine Child Welfare Advisory Panel is committed to diverse stakeholders and being comprehensive, responsive and respectful to child and family needs, and provides an adequate framework for safe, thriving children having permanency with families and community.

Goal: To promote child safety through the provision of quality child welfare services to children and their families in Maine.

Objectives:

- Engage with community partners to review and provide feedback on the Child Welfare State Plan.
- Facilitate the interdisciplinary coordination of public and private partnerships as it relates to child welfare services.
- Promote the physical and emotional well-being of children and youth and families.

- Support the development of professionals working in and with the child welfare system to deliver high quality intervention services.

EXECUTIVE SUMMARY

In September, 2015, the Citizen Review Panel (CRP), the Child Death and Serious Injury Review Panel (CDSIRP), Child Abuse Action Network (CAAN) and Child Welfare Steering Committee (CWSC) were notified that administrative support to the CRP and CWSC was ending. Members of CRP and CWSC were encouraged and invited to join the CAAN panel. The new group formed in December, 2015 includes members of CAAN, CRP and CWSC. The panel has been renamed Maine's Child Welfare Advisory Panel (MCWAP). MCWAP will serve as the State of Maine's Citizen Review Panel pursuant to CAPTA Sec. 106(c).

MCWAP has had monthly meetings during 2016.

MAINE CITIZEN REVIEW PANEL

The CRP is comprised of 15-25 members representing providers, consumers of the child protective services, former foster children over the age of 18, resource parents, civic representatives, and members of the community at large. Membership of the CRP attempts to achieve a broad and diverse representation of the community including, but not limited to, law enforcement, biological parents, former youth in care, researchers, foster/adoptive/kinship parents, domestic violence professionals, mental health therapists, clergy, Court Appointed Special Advocates (CASA), disabilities specialists, teachers, and medical professionals. Membership recruitment also weighs diversity of age, race, ethnicity, gender and class as critical to the makeup of the CRP. The DHHS, Office of Child and Family Services, Associate Director of Child Welfare serves as a liaison to the panel and is an ex officio member of the panel. The panel also recruits ad hoc members who have expertise in the areas of current panel focus.

Over the past reporting period, the CRP had the following sub-committees:

- Training
- Family Team Meetings Neutral Facilitation

TRAINING

In Spring 2016, MCWAP made the decision to form a subcommittee to plan a “Cops and Caseworkers” conference. In previous years, Cops and Caseworkers conferences had been held and were considered valuable and successful by conference attendees.

Conferences were scheduled on two consecutive days in the Spring of 2016. One conference was held in Portland, Maine and the other was held in Bangor, Maine. The topic for the conferences was Human Trafficking. With the passage of H.R. 4980 - Preventing Sex Trafficking and Strengthening Families Act, the panel decided that given the level of community attention on the implementation of H.R. 4980, it was important to convene law enforcement personnel and caseworkers and provide the opportunity for them to hear from subject on the topic.

The conference participants were asked to complete a survey after the conference was over. Please see Appendix A for the survey results.

The panel also collaborated with DHHS, Office of Substance Abuse and Mental Health to coordinate a conference on the topic of substance exposed newborns. A goal of the conference was to build collaboration between law enforcement, caseworkers and community providers who are all serving these same families as well as increase understanding of the role of each discipline. Attendance by law enforcement was lower than expected. For next year, a decision was made that these two conferences would be organized separately.

At the MCWAP monthly meetings, the panel discussed the lack of a centralized location for training and conference information for community partners. The panel recognizes the value of continuing education and as part of the work of the training subcommittee began the work to develop a system by which annual trainings and conferences related to child welfare could be accessible by community partners. Surveys were conducted of CRP members and other community partners to determine what currently exists as well as unmet training needs. The panel hopes to establish a process to continue to provide updated information.

REVIEW OF CHILD WELFARE POLICY AND PRACTICE

Family Team Meetings

The MCWAP members also discussed aspects of the child protection system and the front-end practice the panel's efforts be best suited to address and selected Family Team Meetings.

Maine Child Welfare Advisory Panel (MCWAP) in collaboration with OCFS and community stakeholders will develop a FTM Facilitation Program that uses skilled neutral community facilitators to foster trust and shared decision making when facilitating OCFS Family Team Meetings.

The following principles will be part of the development of this program: integration with the OCFS Teaming Implementation work, access to this resource in all 8 districts, sustainability and the use of community facilitators to assist in training, coaching and mentoring in their areas of expertise related to successful teaming.

In Maine, a Family Team Meeting (FTM) is one of the first meetings scheduled when a child protection case is opened. Currently FTMs are facilitated by the case carrying caseworker. This structure can add additional stress for the family and caseworker. A goal of the FTM pilot/training project is to measure outcomes to determine if using a volunteer neutral facilitator limits additional trauma to the child and the child's family, improves the teaming process and results in better child welfare outcomes.

When a family experiences that they are part of a team and their voices are respected and heard, trust is more likely fostered and families become more open and willing to engage in the assessment process. FTMs help increase engagement, builds a network of supports for a family and focuses the work of the team on the reasons for child welfare involvement, including those involving children with disabilities or serious health-related problems.

When parents are stressed, children are stressed. By promoting a FTM model that aligns parents and CPS workers as part of the team, with a neutral

facilitator at the helm, parents may feel less threatened, defensive and/or out of control.

By having skilled neutral community facilitators at FTMs, CPS workers are able to be part of the team, versus being perceived as in charge of the team. This change in role allows CPS workers to more fully engage with families specific to their role, in turn, allowing them to more fully assess a family's strengths and needs; the family's relationships with other family, community members and community providers; and to more fully hear others perspectives of the concerns. In other words, CPS are able to more fully take in and utilize information for their assessments.

Safety Planning

The panel has spent time discussing the issue of safety planning as an aspect of ensuring immediate child safety. The discussion included the following:

- ✓ Timing of safety planning: at report, initial contact, pre-removal?
- ✓ Purpose: A safety plan is a temporary, non-binding contract that shouldn't exceed a certain time frame. In some cases, a safety plan is utilized to create enough safety for a child, but does not address larger issues for a family.
- ✓ Staff training needs related to safety planning.
- ✓ Goals of safety planning: The safety plan should identify risks, needs of the children and parents, family strengths and supports and services to address the needs.
- ✓ Challenges of safety planning: The plan is an unenforceable contract. Some families involved with the Department perceive the safety plan as precursor to the Department filing a Preliminary Protection Order for immediate custody. Parents are not entitled to legal representation at the safety plan meeting as often court action has not been initiated. When attorneys are involved, some advise their clients to break the safety plan and force the Department into filing a petition.

- ✓ Coercive nature of safety planning: When most parents are presented with a Safety Plan, they will agree to anything in order for their child or children not to be removed, including a safety plan they know will be broken.
- ✓ Signs of Safety: This practice is no longer being implemented, although several panel members discussed the benefits of safety mapping which focused the team on the family's strengths and needs, not just the negatives.
- ✓ Involvement of community supports: Often, community partners involved with a family with a safety plan are not being contacted or informed that the plan was broken and a child removed from their placement. It was discussed that the community network is valuable to a family's success.

OCFS Strategic Plan/Child Welfare Data Review

On an ongoing, regular basis the panel has reviewed the OCFS strategic plan and child welfare data to both learn about outcomes related to child safety, permanency and well-being as well as to offer observations regarding child welfare practice. This will continue to be an agenda item in future meetings.

OTHER ACTIVITIES

Legislative Tracking

The panel recognizes the value of keeping up to date on legislation that would impact child welfare practices and policies. A spreadsheet has been developed that is updated as new legislation is introduced and as current legislation makes its way through the legislative process.

Presentations

The MCWAP panel members come from a number of different community organizations and agencies that are involved with the child welfare system on different levels. The work of the panel members at the different community organizations and agencies is enhanced by presentations at the MCWAP meetings. The panel held a presentation by Barbara Kates of Maine-Wabanaki REACH that was dynamic and thought provoking and will help inform the work of the panel members in their communities. Maine-Wabanaki REACH (Reconciliation- Engagement – Advocacy – Change – Healing) is a cross-cultural collaboration that successfully supported the Maine Wabanaki-State Child Welfare Truth and Reconciliation Commission. REACH is implementing the Commission’s recommendations, focused on Wabanaki health, wellness and self-determination and ally building. The panel members agreed that future presentations will be encouraged.

Child and Family Services Review (CFSR)

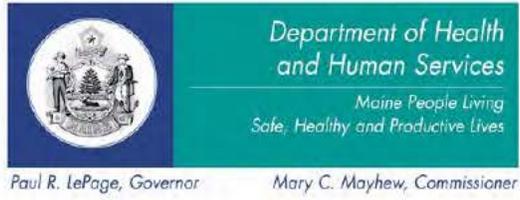
Panel members participated in a stakeholder focus group for the CFSR facilitated by Maine’s federal partners. This provided an opportunity to provide feedback about specific areas of child welfare policy and practice.

RECOMMENDATIONS

From the panels work over the past reporting period, members make the following recommendations:

- Enhance opportunities for meaningful input from the public and consumers, including Parents as Partners on FTM's; kinship care providers and survivors. This might include a variety of models such as focus groups of existing meetings like CPPC, surveys or convening a dedicated group of participants.
- Increase awareness of OCFS core practices in the community and among partners through community trainings and engaging MCWAP in regular review of the OCFS Strategic Plan and child welfare data.

Appendix A



June 7, 2016
Authored by: Mazerolle, Sybil R

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Introduction

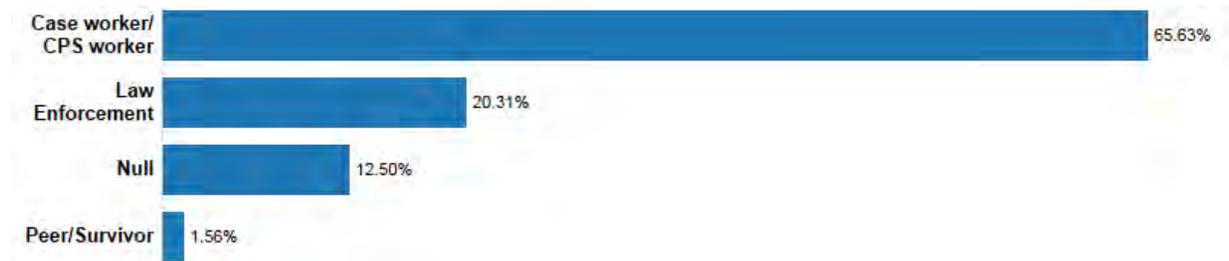
The Office of Child and Family Services (OCFS), within the Maine Department of Health and Human Services, recently held a Cops and Caseworker training, which focused on human trafficking and the benefit of using Multi-Disciplinary Teams and Children Advocacy Centers during the investigation. The effort was guided by a group of stakeholders that met on a monthly basis for several months before the training. The May 19th training was held in Portland and the May 20th training was held in Bangor.

It was decided to conduct a survey of the attendees in order to measure the effectiveness of the combined training. There were 97 attendees in total across both days and 65 surveys were returned, which is a response rate of 67%.

Demographics

In order to get a clear understanding of who participated in the training, attendees were asked to indicate their profession.

Job Title:



The Null represents the percentage of those that did not answer the question.

Question 1:

Attendees were asked: Do you feel more confident in your ability to recognize victims of human trafficking and better understand the impact of this issue in Maine as a result of this training. If an attendee selected No, they were asked to please explain what could further be offered to them.



- Nearly 80% of all respondents said they felt more confident as a result of this training.

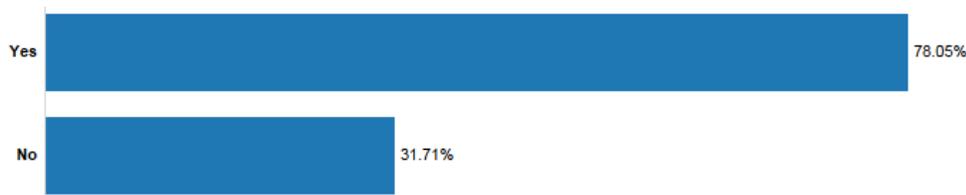
Law Enforcement:



Some of the open ended responses by law enforcement attendees after selecting “No” were:

- *Didn't seem to be discussed how to better identify victims*
- *I have received similar training over the last 2-3 years, but presentation did reinforce prior trainings*
- *No identified sex trafficking training*

Case Workers/CPS Workers:



Some of the open ended responses by Case Worker/CPS Worker attendees after selecting “No” were:

- *I don't feel as though this was covered*
- *No new information, was confident previously*
- *The speech had an impact, it would have been more helpful for Dee to explain to us what to look for re: victims, what can we do to intervene and how or what methods will be effective not only working with victims but with families unless a child disclosed they were being trafficked the training did not help me identify or know what signs to look for regarding trafficking.*
- *The training was more geared towards CAC development within the Bangor area.*

Null:



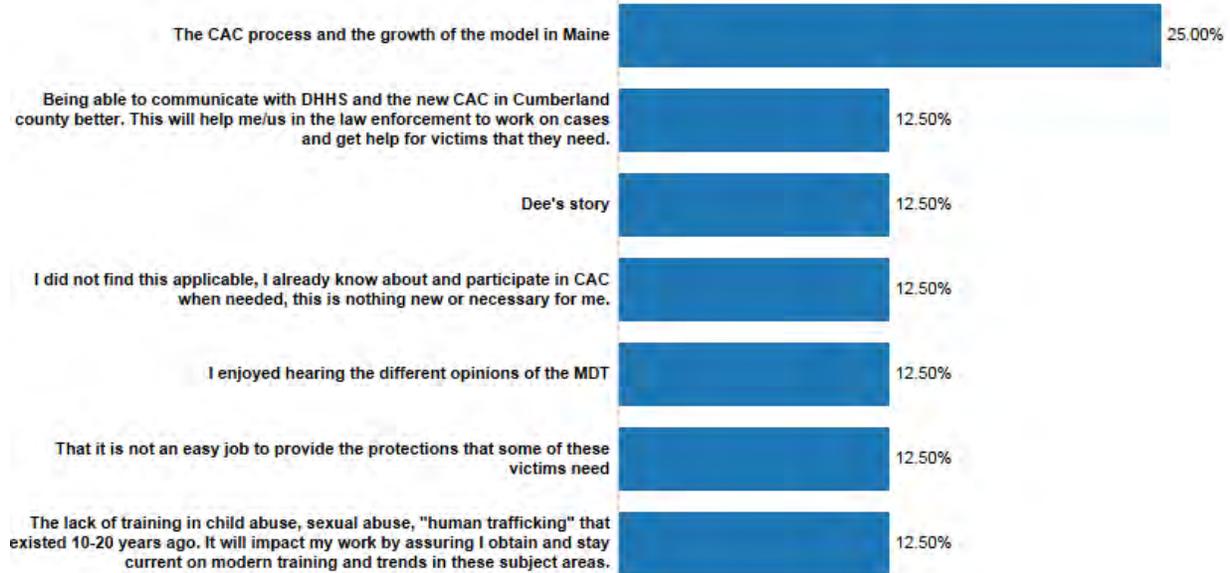
One of the open-ended responses given by a person that did not indicate what their job title was after selecting “No” was:

- *Somewhat- this point could have been made more already. Some more examples of current stories, experiences of young people in Maine who may now be in a safe house. I was hoping to hear more specific training on recognizing signs of sexual exploitation of children. When does the reality of a child's family circumstances become a channel into sexual exploitation?*

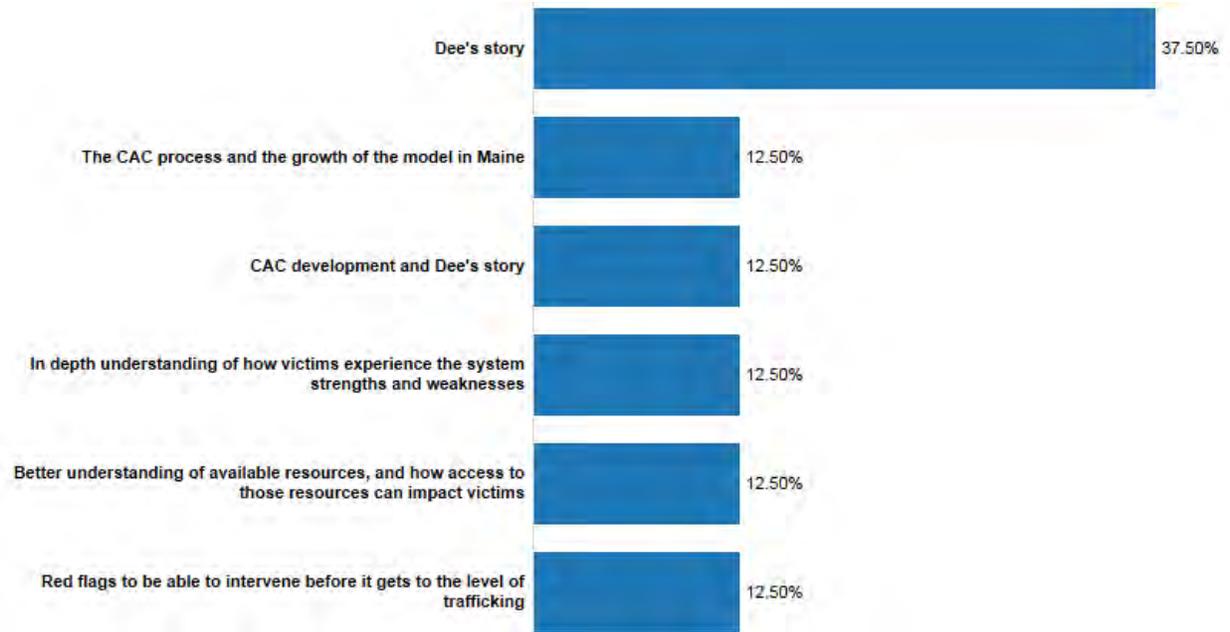
Question 2:

Attendees were asked: What specific piece of knowledge did you gain from today's session that you feel will most impact your work? This was an opened-ended question so answers varied; text analysis was done to group many of the comments together under common themes. It was easiest to separate answers based on profession.

Answers as given by law enforcement attendees:

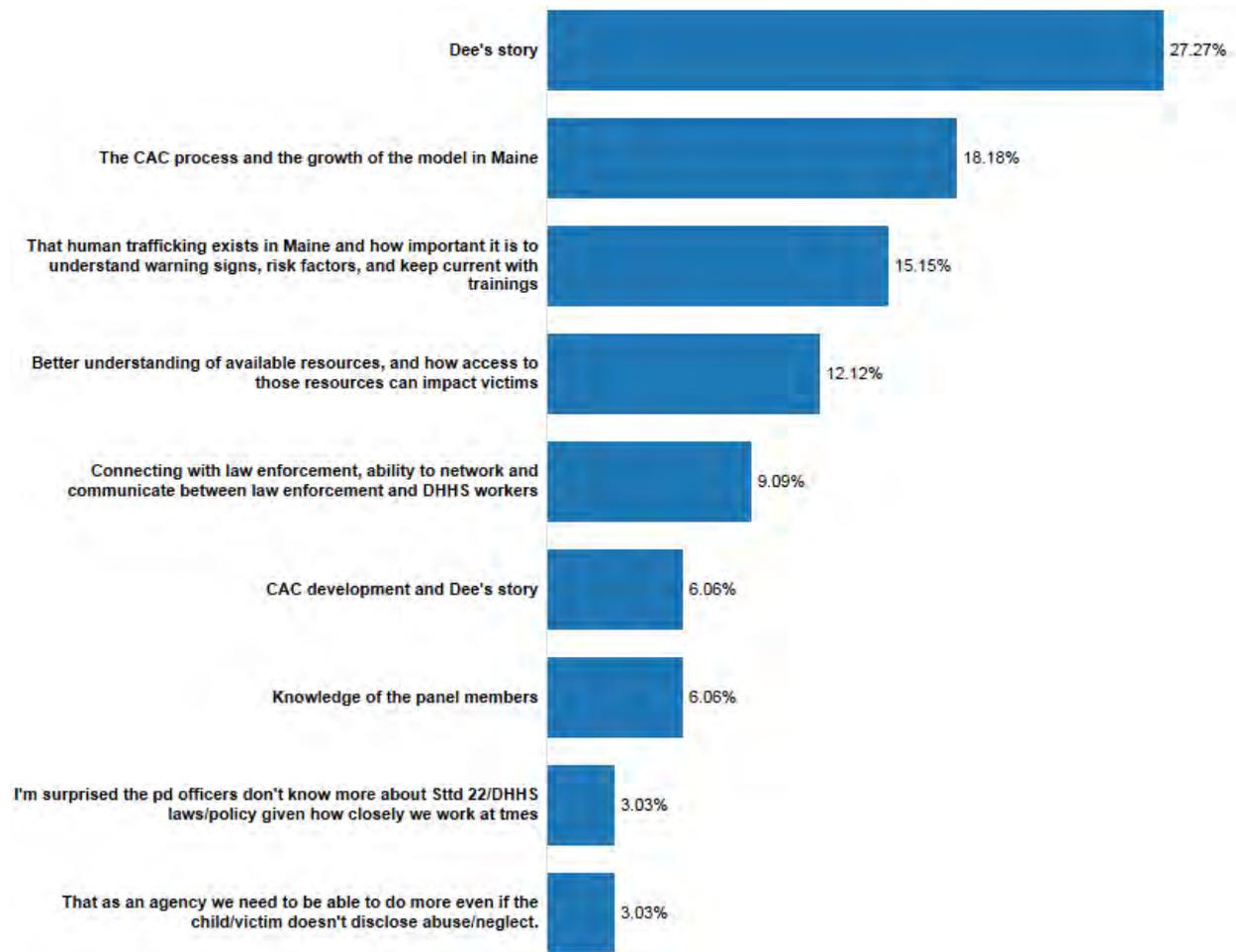


- The largest majority of law enforcement respondents felt that the knowledge they gained from the discussion on CAC process and the model's growth in the State of Maine would most impact their work.
- Answers as given by those who did not indicate job title:



- The largest majority of respondents that did not indicate their job title found Dee's story to be most impactful to their work.

Answers as given by DHHS case workers/ CPS workers:

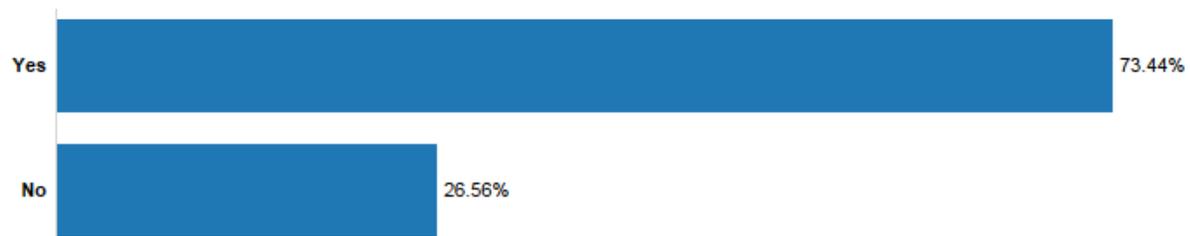


- The majority of DHHS case workers/CPS workers respondents felt that Dee's story was most impactful to their work, followed by the CAC process and growth of the model in Maine.

Question 3:

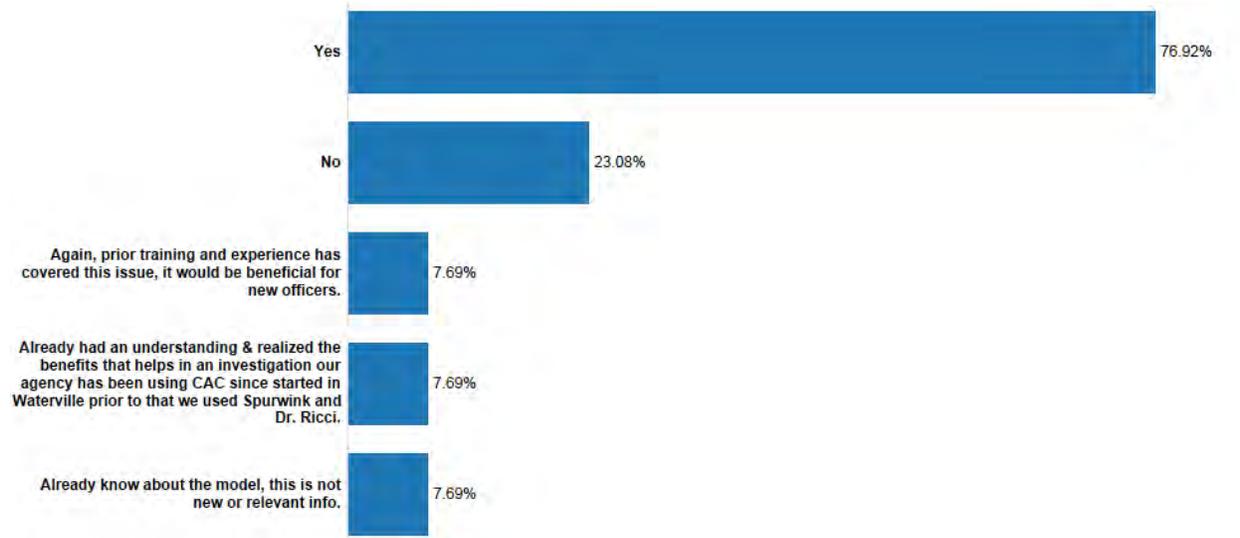
Attendees were asked: Do you have a better understanding of the multidisciplinary team model and how it can be beneficial when investigating human trafficking cases? If no, please explain.

This is the total of "Yes" and "No" answers.

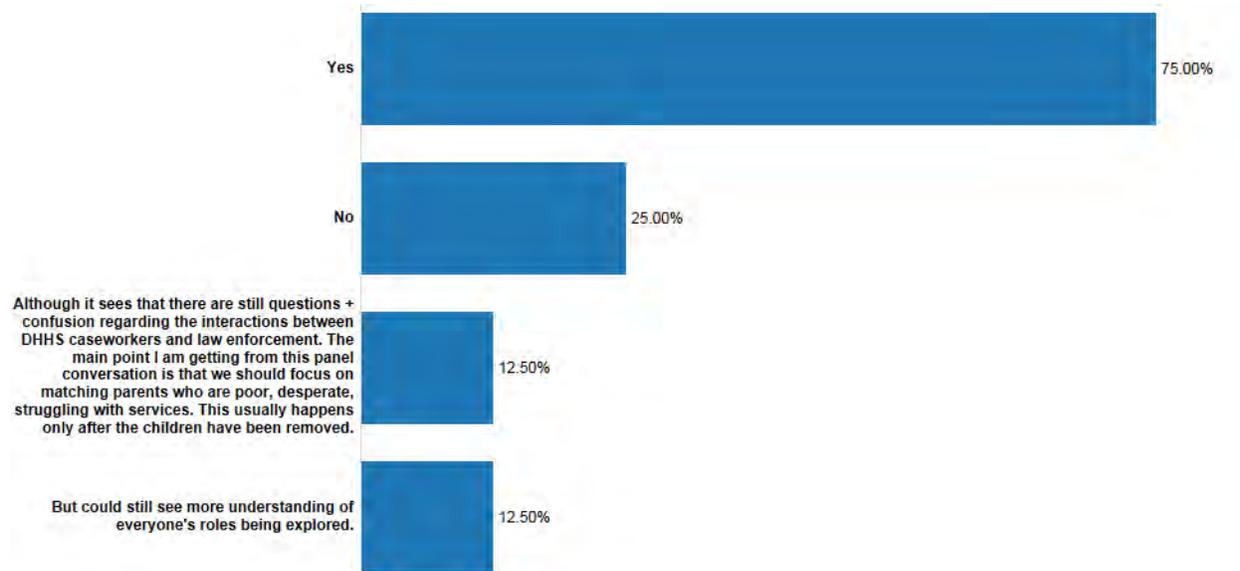


- Nearly 75% of respondents felt that they had a better understanding of the MDT model and how it can be beneficial when investigating human trafficking cases.

Answers given by law enforcement attendees:

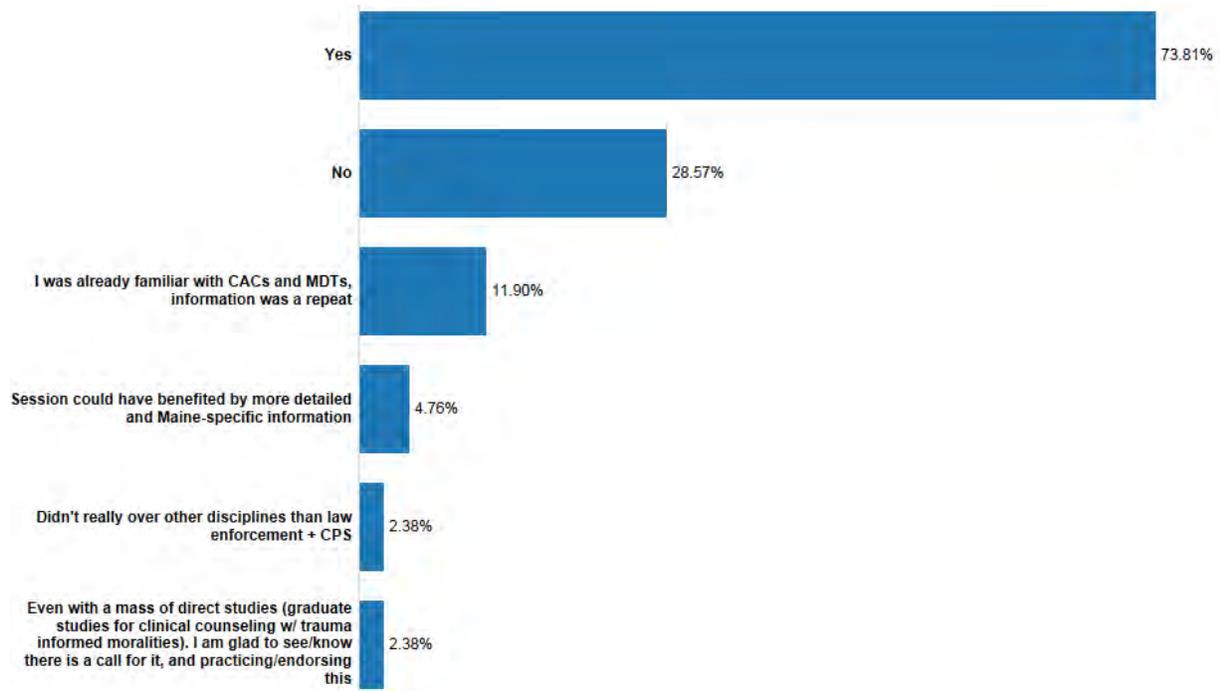


Answers as given by those who did not specify a job title:



The longer comments were actually “Yes” responses, and the respondents decided to elaborate on their answer.

Answers as given by DHHS caseworkers/ CPS workers:



The last response was actually a “Yes”, and they elaborated on their answer.

Question 4:

Attendees were asked “Overall, to what extent was the information presented by Michelle Mullen useful to you?” They were given the options of: Very Useful, Useful, of Little Use, Not Useful. The legend is demonstrated below.



Total answers given by all attendees:



Responses of law enforcement attendees:



- Nearly one-third of respondents found Michelle Mullen’s presentation to be useful and nearly 25% found it to be very useful.

Responses of DHHS case workers/CPS workers:



- Half of respondents found Michelle Mullen’s presentation of little use to them.

Responses of those who did not indicate a job title:



- Over 60% of this group of respondents found Michelle Mullen’s presentation useful.

Question 5:

Attendees were asked “Overall, to what extent was the presentation by Dee Clarke useful to you?” They were given the options of: Very Useful, Useful, of Little Use, Not Useful. The legend is demonstrated below.



Total answers given by all attendees:



- No one responded that Dee Clarke’s presentation was “Not Useful”.

Responses of law enforcement attendees:



- 75% of law enforcement attendees responded that Dee Clarke’s presentation was Very Useful.

Responses of DHHS case workers/CPS workers:



- 75% of these respondents said that Dee Clarke’s presentation was Very Useful.

Responses of those who did not indicate a job title:



- No respondents felt that the presentation was Of Little Use.

Question 6:

Attendees were asked “Overall, to what extent was the panel discussion useful to you?” They were given the options of: Very Useful, Useful, of Little Use, Not Useful. The legend is demonstrated below.



Total answers given by all attendees:



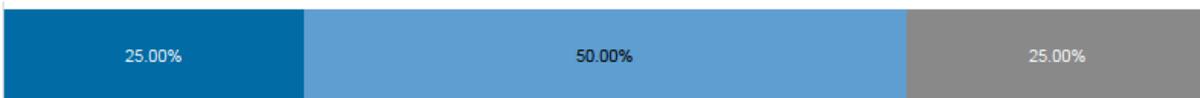
- Nearly 50% of respondents answered that the panel discussion was Useful.

Responses of law enforcement attendees:



- 50% of law enforcement attendees responded that the panel discussion was Very Useful.

Responses of DHHS case workers/CPS workers:



- 50% of respondents felt the panel discussion was Useful.

Responses of those who did not indicate a job title:

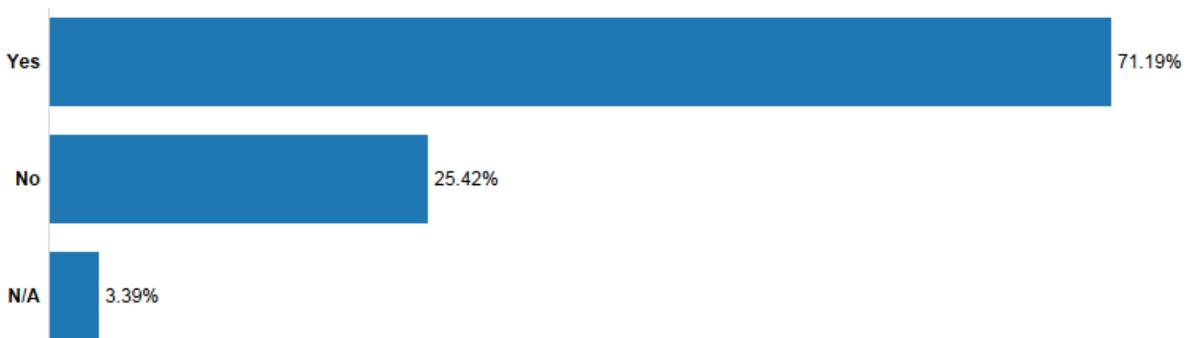


- 100% of these respondents felt the panel discussion was Useful.

Question 7:

Attendees were asked “Was the overall training beneficial to your work?” They were then asked “If yes, please explain why it was beneficial. If no, please explain why not.”

Total “Yes” and “No” answers given by all attendees:



- Or 70% felt that the overall training was beneficial to their work. The N/A represents the percent of those that did not answer the question.

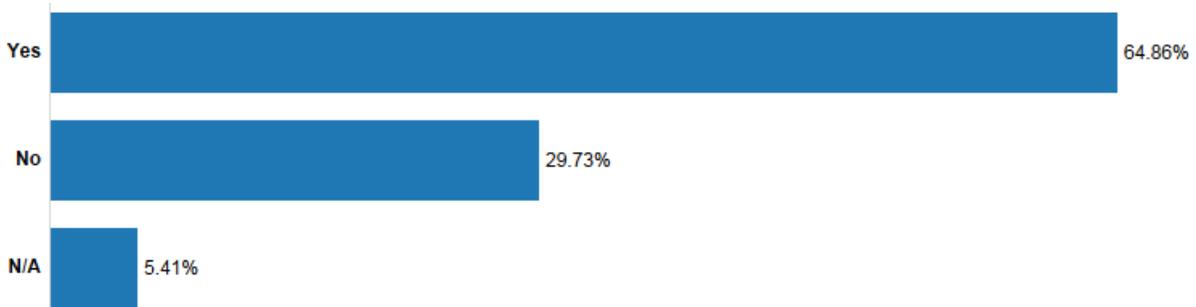
Responses of law enforcement attendees:



- Nearly 85% of law enforcement attendees felt that the overall training was beneficial to their work.
- Some of the explanations for why it was beneficial were:
 - *All training on this subject is highly beneficial.*
 - *Good to get together with DHHS caseworkers. Wish we had more interaction with them as we work closely and both have new and inexperienced people.*
 - *It helps to see as a law enforcement officer to look at these causes from the perspective of other agencies (DHHS/CACs). It can be frustrating to not be able to do anything but it helps to understand the process/policies that other agencies must go through as well as understanding each agency helps us all to work better together.*

- *Yes, it helped me to realize that not all offenders are just misbehaving, perhaps they are victims also.*
- The explanations for why it was not beneficial were:
 - *I was looking for training on sex trafficking, this is just an open discussion on CAC.*
 - *No offense, 18 years of training and experience has covered these areas in depth. Again, would most likely benefit newer officers with 1-4 years' experience.*

Responses of DHHS case workers/CPS workers:



- Nearly 65% of respondents felt that overall the training was beneficial.
- Some of the explanations for why it was beneficial :
 - *Got a better understanding that not all law enforcement is aware of our limitations compared to their power/ability to interview or have contact with child victim w/o giving their caregiver notice.*
 - *It gave me a better idea of the programs available to aid the youth that I work with.*
 - *Dee was the best part as it is always helpful to have someone share their story.*
 - *Allowed me to hear the benefits of an MDT, the need for a CAC in my area (which I hope to be able to advocate for) and risk factors to be aware of.*
 - *Parts were. I'm confused about what the overall purpose of this training was supposed to be.*
- Some of the explanations for why it was not beneficial:
 - *I have worked with the CAC frequently & understanding the process- learning what signs to look for regarding children being trafficked/sexually exploited would have been useful.*
 - *Not much new information, no new resources to use with victims.*
 - *Too much time was spent on the CAC, this was basic info that did not require this much depth. Specifically for a training for "cops and caseworkers". This training was very unlike previous cops and caseworkers trainings.*

Responses of those who did not indicate a job title:

Yes

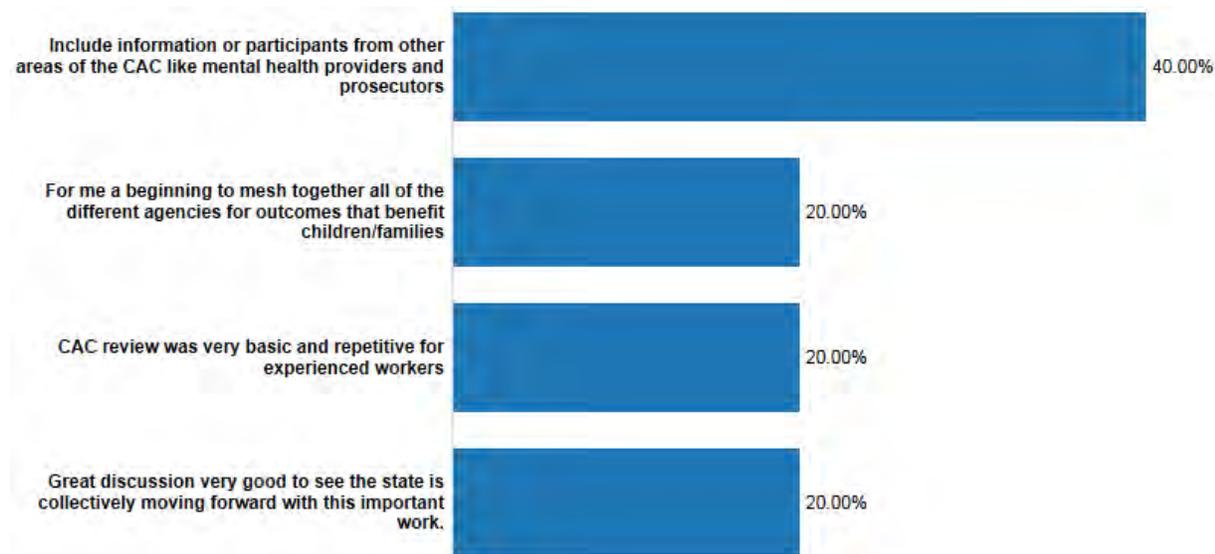
100.0%

- All respondents answered that they felt the training was beneficial.
- The explanations for why it was beneficial were:
 - *Good clarification of various roles of “team members” and challenges of bringing these different approaches together in an effective way. This conference could have provided a lot more opportunities for actual progress in terms of discussion between cops and caseworkers. Small group discussions maybe? Break up the cliques of the groups who arrived and sat together. #5 Michelle is knowledgeable but not a good presenter she is not interesting to listen to and does not convey the information in an interesting way. #7 clarified and confirmed the difficulties that exist when different roles + approaches of cops and caseworkers ends up being detrimental to a case.*
 - *I am more aware of other resources in the other counties in Maine and what they offer.*
 - *Opened my eyes to the problem.*

Question 8:

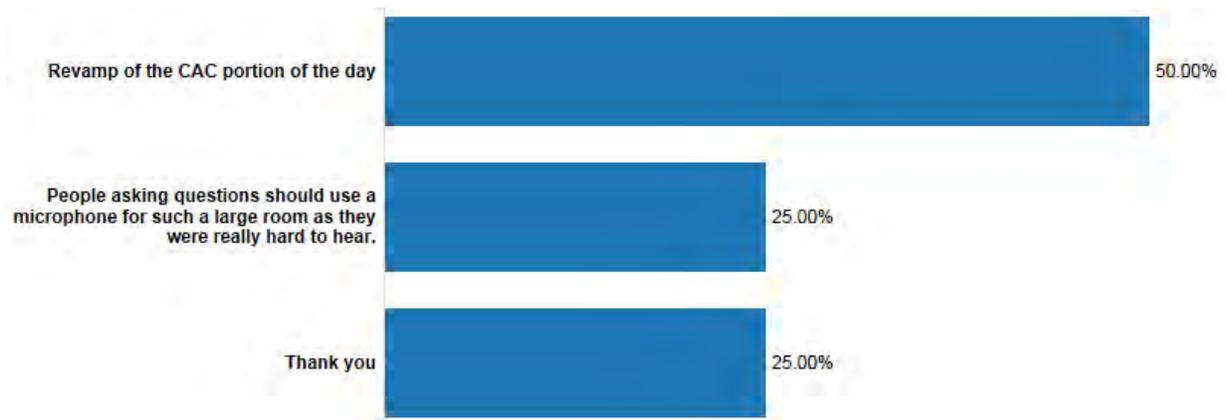
Attendees were asked to “Please provide any recommendations or other comments on today’s training”, answers varied greatly and text analysis was done to group together answers with common themes.

Responses from law enforcement attendees:



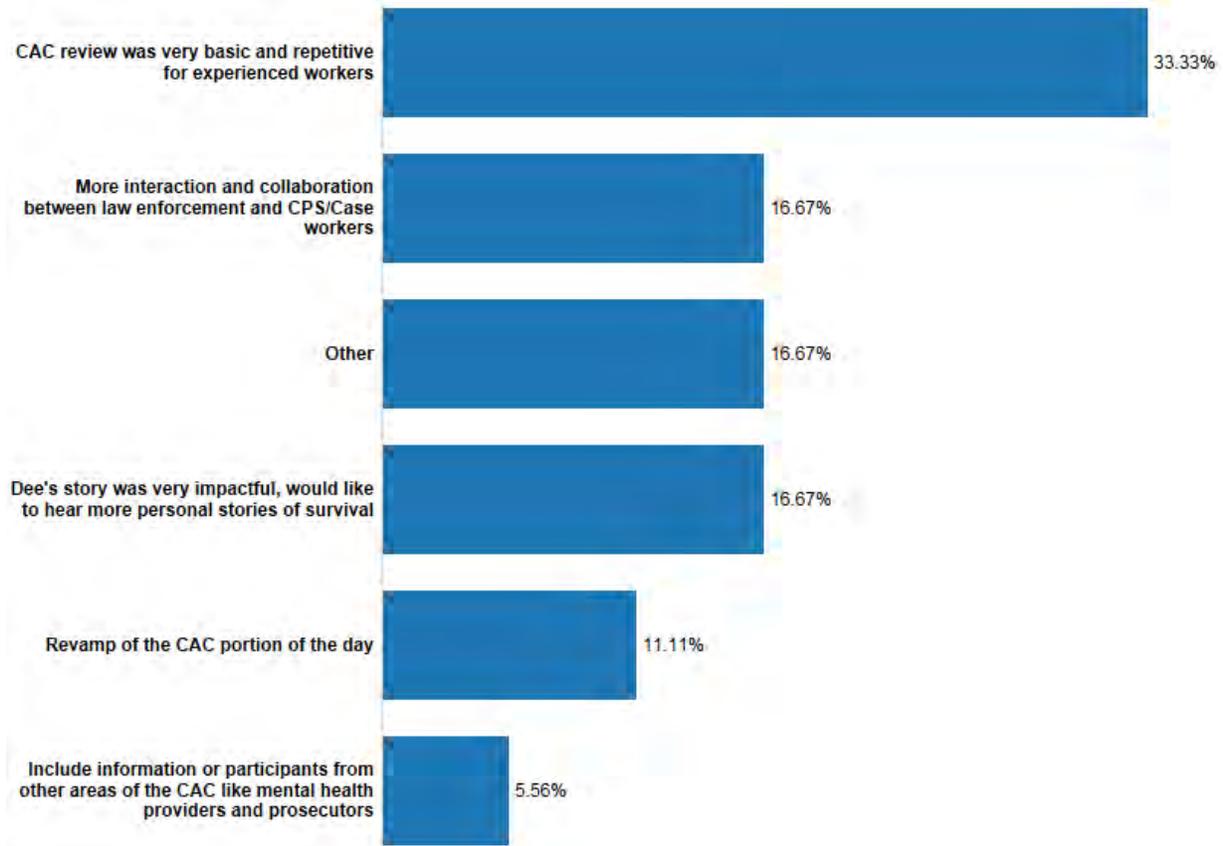
- 40% of those who responded would have liked to see other MDT/CAC members included in the training.

Responses of those who did not indicate a job title:



- 50% of those who responded would have liked to see the CAC portion of the day revamped.

Responses of DHHS case workers/CPS workers:



- A third of those that responded felt that the CAC review was very basic and repetitive for experienced workers.
- The Other category was created for the comments that did not fit easily into any of the established groups. Those responses were:
 - *Hearing Dee's story was very interesting however it would have been more impactful and useful to our work to hear a current story of victimization/trafficking. Dee's story does not reflect current laws, CPS, LE, CAC, etc. (or regional).*
 - *Incorporating a better understanding of Title 22 to educate professionals on their responsibility that doesn't just fall on CPS.*
 - *Would like more info, insight, brainstorming about assisting victims, placement recommendations for child victims.*

Conclusion:

OCFS'/OCQI's 2016 Cops and Caseworks training evaluation survey offers valuable perspectives on the quality of joint training offered by the Department to DHHS/OCFS employees and their law enforcement partners. The information is particularly important as it represents the perception of both sides. Although the sample is small compared to all those working out in the field, the data provided is meaningful as it can help inform paths forward for joint trainings.

Overall, the participants of the training who responded to the survey evaluated the training they received positively. It was indicated more than once in the open-ended responses that such combined trainings between Department employees and law enforcement is a valuable; allowing for networking and face-to-face communication. Regarding the actual training, some respondents felt that more emphasis should have been placed on actual warning signs that could help indicate whether someone is a victim of human trafficking. It was also suggested that the CAC portion of the training would have been more suited for new employees of both the Department and in law enforcement. The large majority of respondents appreciated Dee sharing her story of survival, though there were respondents that felt it would have been more applicable to have someone that had a more current case and could better reflect current laws and practices.

The open-ended responses provided some constructive feedback for planning, organizing, and developing similar trainings in the future.

Appendix 1: Original Survey

May 19th and 20th, 2016, Cops & Caseworkers Training

Thank you for participating in the **May, 2016 Cops & Caseworkers Training: A Multidisciplinary Approach to Commercial Sexual Exploitation of Children (CSEC) Investigations.**

Please take a minute to fill out a brief survey.

Job Title:

1. Do you feel more confident in your ability to recognize victims of human trafficking and better understand the impact of this issue in Maine as a result of this training?

Yes No

If no, please explain what could be further offered to you

2. What specific piece of knowledge did you gain from today's session that you feel will most impact your work?

3. Do you have a better understanding of the multidisciplinary team model and how it can be beneficial when investigating human trafficking cases?

Yes No
 If no, please explain

4. Overall, to what extent was the information presented by Michelle Mullen useful to you?

Very Useful Useful Of Little Use Not Useful

5. Overall, to what extent was the presentation by Dee Clarke useful to you?

Very Useful Useful Of Little Use Not Useful

6. Overall, to what extent was the panel discussion useful to you?

Very Useful Useful Of Little Use Not Useful

7. Was the overall training beneficial to your work?

Yes No

If "yes," please explain why it was beneficial. If "no," please explain why not.

8. Please provide any recommendations or other comments on today's training:

Appendix 2: Open-ended Survey Responses

Question 2 responses:

- *The speech had an impact - it would have been more helpful for Dee to explain to us what to look for re: victims, what we can do to intervene & how or what methods will be effective not only working with victims but with families unless a child disclosed they were being trafficked the training did not help me identify or know what signs to look for regarding trafficking.*
- *Have received previous training*
- *Somewhat - more risk factors than victims*
- *I did learn some but my work includes leading our regional MDT*
- *I think we could always use more questions to ask. I think we tend to get comfortable and forget to keep asking.*
- *I came to gain more knowledge if I knew I wouldn't need more training on how to recognize. I have received similar training over the last 2-3 years. However, the presentation does reinforce prior training and illustrates this issue is closer to home than the majority of the population believes.*
- *Didn't seem to be discussed at how to better identify victims*
- *I don't feel this was covered.*
- *Somewhat - this point could have been made more already. Some more examples of current stories, experiences, of young people in Maine who may now be in a safe house. I was hoping to hear more specific training on recognizing signs of sexual exploitation of children. When does the reality of a child family circumstances become a channel into sexual exploitation?*
- *Just recognizing human is different things and not just kidnapping kids/trading for sex.*
- *The training was more geared towards CAC development within Bangor area*
- *I left at lunch, no mention of human trafficking signs*
- *No new information, was confident previously*
- *No identified sex trafficking training*

Question 3:

- *Dee's story was very powerful + a reminder of the overall impact of child abuse and neglect*
- *Being able to communicate with DHHS and the new CAC in Cumberland county better. This will help me/us in the law enforcement to work on cases and get help for victims that they need.*
- *To more than not explore clients childhoods and help them with obtaining most appropriate resources.*
- *I'm surprised the pd officers don't know more about Sttd 22/DHHS laws/policy given how closely we work at times.*
- *Very informative as to what is applicable and processes, Dee Clarke's presentation*
- *Dee's story - need for intervention*
- *Not much - Dee's story was an eye opener but didn't help with what to do.*
- *Legalities & resources*

- *Resources in the area for my clients*
- *Knowledge from professional panel*
- *That losing Mainecare makes a person significantly more vulnerable to exploitation.*
- *Commercial sexual exploitation is not what you presented by Hollywood. Need to look closely at their story, be open to what has happened.*
- *The job descriptions of the panel members - who is expected to do what in cases regarding sexual abuse & exploitation. Well, basically information regarding the next question.*
- *Advancing the CAC approach. Increasing communication with area services.*
- *Making sure to look deeper than just the first layer when meeting with family, children, parents.*
- *Better understanding of CAC process and benefit*
- *Dee's speaking was very inspiring. The thought of always wanting to do more for children to prevent future neglect.*
- *How important CAC are to victims, families, and law enforcement to protect victims, help get victims help and to prosecute offenders*
- *Dee's speaking was very inspiring. The thought of always wanting to do more for children prevent future.*
- *Learned more about the structure and leadership of CAC's*
- *Red flags to be able to intervene before it gets to the level of trafficking*
- *That as an agency we need to be able to do more even if the child/victim doesn't disclose abuse/neglect.*
- *Dee Clarke brought fantastic insight- I'm happy for her contributions*
- *Dee's story and the human trafficking, I gained the most knowledge. it will be useful to be able to identify understood and get appropriate services for them.*
- *I enjoyed hearing the different opinions of the MDT*
- *Dee's insights*
- *Good personal perspective by Dee. Excited to see and hear of CAC progress.*
- *Knowledge of the changes that have been made to minimize the number of times a child has to retell their story. I was not aware of the "MDT" approach.*
- *The lack of training in child abuse, sexual abuse, "human trafficking" that existed 10-20 years ago. It will impact my work by assuring I obtain and stay current on modern training and trends in these subject areas.*
- *Looking at/working with a victim of human trafficking to stop and think / ask how they got there. What in their life got them to that point.*
- *That it is not an easy job to provide the protections that some of these victims need*
- *The comments by the panel at the end of the day were very helpful! Dee Clark shared her story - the background experience of her childhood, years of abuse and neglect by a parent who had some good intentions but had alcohol + drug abuse issues. This kind of abusive childhood should be prevented -- kids must not be left to fend for themselves.*
- *Knowing certain statistics, risk factors. What to look for and be mindful of*
- *The process behind the CAC*
- *In depth understanding of how victims experience the system strengths and weaknesses*
- *How many agencies are involved and how many people to reach out to for help.*

- *Better understand of CAC*
- *It was great to learn about CAC's and that we have a few in Maine, and encouraging to hear that we are getting more.*
- *I really enjoyed asking questions to CPS and gaining information*
- *It's always good to network, and find reliable resources in today's training*
- *Better understanding of CAC powerful presentation by Dee Clarke*
- *I gained the knowledge that human trafficking actually exists in Maine and that this is not just a movie. I think the community needs to be educated on this topic so others can be aware.*
- *I enjoyed the first hand recount of Dee Clarke's presentation*
- *It was helpful to hear what struggles law enforcement has with DHHS*
- *That there is an effort to get local CAC*
- *I did not find this applicable, I already know about and participate in CAC when needed, this is nothing new or necessary for me.*
- *Dee's story*
- *How involved the CAC is involved I enjoyed Dee Clark's story*
- *Dee's personal story, CAC involvement*

Question 4:

- *I am very familiar with the CAC & have been utilizing the service frequently.*
- *Panel was good. Morning speaker seemed to lack info specific to Maine. there was a lack of engagement with the audience and info was scattered.*
- *Only somewhat. Info was pretty basic, would have benefited from more detail and specific recommendations.*
- *I was already very familiar with the CAC centers and what they do.*
- *Not necessarily a better understanding because I feel like I have a good understanding coming into this training.*
- *I learned some more info, as I always can, but I have headed an MDT for the last five years.*
- *Didn't really over other disciplines than law enforcement + CPS*
- *But could still see more understanding of everyone's roles being explored.*
- *Again, prior training and experience has covered this issue, it would be beneficial for new officers.*
- *Already had an understanding & realized the benefits that helps in an investigation our agency has been using CAC since started in Waterville prior to that we used Spurwink and Dr. Ricci.*
- *Although it sees that there are still questions + confusion regarding the interactions between DHHS caseworkers and law enforcement. The main point I am getting from this panel conversation is that we should focus on matching parents who are poor, desperate, struggling with services. This usually happens only after the children have been removed.*
- *Even with a mass of direct studies (graduate studies for clinical counseling w/ trauma informed moralities). I am glad to see/know there is a call for it, and practicing/endorsing this*
- *This was a repeat of information for me*
- *Some discussion was helpful, panel was interesting*

- *Already know about the model, this is not new or relevant info.*

Question 8:

- *I have worked with the CAC frequently & understand the process - learning what signs to look for regarding children being trafficked/sexually exploited would have been useful*
- *Encouraged that we will likely move towards more prevention work in this area.*
- *It help to see as a law enforcement officer to look at these causes from the perspective of other agencies (DHHS CAC). It can be frustrating to not be able to do anything but it helps to understand the process/policies that other agencies must go through as well as understanding each agencies helps us all to work better together.*
- *Dee was the best part as it is always helpful to have someone share their story.*
- *Not much new information. no new resources to use with victims*
- *I would have preferred to start the day with Dee's story then moved on to help those being trafficked and how to prevent it when you see the red flags.*
- *Parts were. I'm confused about what the overall purpose of this training was supposed to be.*
- *Too much time was spent on the CAC, this was basic info that did not require this much depth. specifically for a training for "cops and caseworkers". This training was very unlike previous cops and caseworkers training.*
- *Integration of services and points of contact to initiate change, was the biggest immediate benefit.*
- *This was an amazing training, I learned so much!*
- *I work w/ many youth and former youth in care will be more aware of potential victimization*
- *All training on this subject is highly beneficial*
- *Contacts and chance to say what our role is*
- *Opened my eyes to get problem*
- *For me a beginning to mesh together all of the different agencies for outcomes that benefit children/families.*
- *Got a better understanding that not all law enforcement is aware of our limitations compared to their power/ability to interview or have contact with child victim w/o giving their caregiver notice.*
- *Good to get together w/ DHHS caseworkers. Wish we had some more interaction with them as we work closely and both have new and inexperienced people.*
- *I am more aware of other resources in the other counties in Maine + what they offer.*
- *No offense, 18 years of training and experience has covered these areas in depth. Again, would most likely benefit newer officers with 1-4 years experience.*
- *Even though it's stuff I'm familiar with I think it's always a plus to refresh yourself with resources you have at your disposal.*
- *#5 - we use the CAC on a weekly basis. I did not need an hour plus overview of what is, what the referral is and what happens there. The more useful part of the training was in the last 1/2 hour when answering the difference between trafficking and prostitution. This probably would have been the place to start. ****this is what I signed up for*****

- *Yes, it helped me realize that not all offenders are just misbehaving, perhaps they are victims also*
- *Good clarification of various roles of "team members" - and challenges of bringing these different approaches together in an effective way. This conference could have provided a lot more opportunities for actual progress in terms of discussion between cops and caseworkers. Small group discussions maybe? Break up the cliques of the groups who arrived and sat together. #5 Michelle is knowledgeable but not a good presenter she is not interesting to listen to and does not convey information in an interesting way. #7 Clarified + confirmed the difficulties that exist when the different roles + approaches of cops and caseworkers ends up being detrimental to a case.*
- *Allowed me to hear the benefits of an MDT, the need for a CAC in my area (which I hope to be able to advocate for) and risk factors to be aware of.*
- *Yes, all the information is beneficial in moving forward with helping victims.*
- *Yes, it gave me a better idea of the programs available to aid the youth that I work with*
- *All very good, thank you*
- *This training has been an eye opener and now that my eyes are open it is easier to see and address.*
- *Felt it was focused at times on what DHHS doesn't do and why, with little understanding of what role CPS actually has and the limits placed on us by Title 22*
- *It opened my eyes to how prevalent sex trafficking is. However I was disappointed with the overall training as I did not realize that was the focus.*
- *There was a lot information that was not new, having it was helpful to listen to the panel*
- *I was looking for training on sex trafficking, this is just an open discussion on CAC*
- *New things to look out for, think about on our caseloads*

Question 9:

- *The information regarding the CAC was not helpful - possibly touch on the subject but not 1/2 day*
- *Revamp morning session*
- *For more experienced workers. The information regarding the CAC was extremely repetitive. This would have been more beneficial during new worker training.*
- *Overview of CAC was a review. Hard to hear comments from people sitting. Not very relationship building between law enforcement and DHHS. More information on how to work with victims who don't believe they are would be more helpful. Panel best part of the day.*
- *Would like more info, insight, brainstorming about assisting victims, placement recommendations for child victims.*
- *The morning overview of the CACs was not helpful because we use them all of the time. I was hoping for more human trafficking and how to work with youth and families.*
- *#6 - But as traumatic as her story, I hope she doesn't believe that CPS doesn't try to know or understand victims. I think lots of us get it, which is why we do the job we do. The system has changed and definitely needs to continue to improve. I think a few CPS workers give the whole department a bad rep and I don't know how to change that, other than to keep doing what I'm*

doing. I didn't feel this training reflected the title: cops and caseworkers. I was hoping it would have been more interactive between cops and caseworkers. The room was way too big and I would recommend a circle or square seating arrangement for better discussions.

- *#6 Hearing Dee's story was very interesting however it would have been more impactful and useful to our work to hear a current story of victimization/trafficking. Dee's story does not reflect current laws, CPS, LE, CAC, etc (or regional).*
- *Dee's presentation is very painful and powerful. Has a big impact hearing her story.*
- *I love hearing personal stories of survival. Maybe a two day training - or 1 1/2 - that includes more stories would be beneficial. The personal stories are incredibly enlightening and help teach us what circumstances to look for in the youth that we're dealing with. Also, working videos.*
- *Great discussion very good to see the state is collectively moving forward with this important work.*
- *Wish we had prosecutor's here*
- *I recommended adjusting the PowerPoint. It seemed like it was used more for your presentation notes and less as an aid to compliment your presentation.*
- *Felt like the training was more of a pitch about the usefulness of CAC - when needed is fabulous - but not appropriate for all child abuse cases not really a training at all.*
- *For me a beginning to mesh together all of the different agencies for outcomes that benefit children/families*
- *Thank you*
- *People asking questions should use a microphone for such a large room as they were really hard to hear.*
- *All day human sex trafficking training already covered what was presented today. Presenters were nice and it was great that Dee shared her story.*
- *I don't feel this training was properly described to us. I believe a cops and caseworkers training offered in the local districts would have been beneficial. It would be helpful to have some of the discussion had with people we actually work with be helpful. I was very excited for this training, worked late yesterday and got up an hour early this morning to get here and was very disappointed.*
- *More information and/or input from the mental health aspect*
- *Mrs. Mullen covered a lot of basic management principle's - the need for teamwork, leadership, communication, skills, hen developing the CAC team goals + curriculum. This was not necessary + could have been covered in a chore amount of time. Another time, I hope she will spend more time on how CAC's are actually providing more effective means for responding + resolution. Maybe real life successes, solutions, examples of effective work. or at least set up discussion opportunities for participants (cops + caseworkers) to mingle + share perspectives. be specific in sharing info.*
- *Incorporating a better understanding of Title 22 to educate professionals on their responsibility that doesn't just fall on CPS.*
- *I was already very familiar with the CAC, so I did not find the first part helpful. Dee's presentation was very profound and it was helpful to hear her perspective. I was surprised that the title of this training was 'cops and caseworkers' - yet it focused on sex trafficking and the*

CAC. I thought it would be focused on how law enforcement and case workers can work more efficiently as a team.

- *Make information relevant to all participants very focused on CPS and Law Enforcement/Police- I am not typically in that category.*
- *Less discussion about CAC & more about collaboration between departments*
- *The agenda needs descriptions and titles of the presentations. The purpose of Michelle Mullen's presentation is unclear. At 10 AM, I am not seeing how this presentation pertains to law enforcement seems like just description of CAC. No identified training about sex trafficking.*
- *The "cops" part of the training was much more minimal than I anticipated. It would have been more engagement by them and less caseworker participation.*