



**New York Public Welfare Association
152nd Annual Summer Conference**

An Ever-Changing

View in the

World of

Social Services

Program Brochure

July 19-23 & July 26-29, 2021 • Virtual Event

An Ever-Changing View in the World of Social Services

• **July 19-23 & July 26-29, 2021** • **Virtual Event** •

Opening Address



Tom Varano

Inspiring Passion and Purpose

We are pleased to spotlight Tom Varano, Emotion into Art™, as our opening address speaker on Inspiring Passion and Purpose. He uses speed painting and music to captivate his audiences and to share the experience in a way that brings people into the world of art, inspiration, and creativity. This is the time to be yourself, be creative, follow your dreams, have faith, take chances, and whatever your passion, do it with all your heart.

Tammy DeLorme, NYPWA President,

Welcomes You to Our Conference:

"I have always loved looking through a kaleidoscope, it turns out that looking back at the past year and realizing each small success is incredibly similar and just as dazzling! This conference is just what you need to stay connected and inspired."

Schedule

Attend three workshops daily:

- 10:30 - 11:45
- 1:00 - 2:00
- 2:30 - 4:00 or 2:45 - 4:15

Association Meetings

Private meetings for local commissioners and NYPWA groups. By invitation only. Separate login. Early mornings and late afternoons.

State/Local Commissioners' Meeting

- Wednesday, July 21, 2021, 8:00-10:00 am (OCFS & OTDA)

Information

- Webex links emailed 1 day ahead.
- 1 link per workshop.
- CLE materials are in Webex link. Go to event material and click on view info.
- LDSS moderators introduce each session.
- Presenters/moderators login 20 min. early.
- Webinar format allows panelist to speak.
- Chat messages are private to panelists.
- Participants may not record sessions.

Tips to Enhance the Virtual Experience

- Close all programs except Webex.
- Consider headphones, mic, and camera.
- Minimize any disruptions you can.
- Follow your IT expert's advice.
- Use browser recommended by IT.
- *If you lose your Internet Connection:* Log off and login again. Or, login on another computer, tablet or phone.
- Login to waiting room 20 min. early.
- Breathe in, breathe out.

Our 152nd conference is being held in July 2021. During 2020, the NYPWA 151st summer conference was cancelled due to the pandemic. Instead, a series of events including continuing legal education, implicit bias training, and leadership topics were offered virtually. We are counting them collectively to qualify as our 151st summer conference.

Introducing the NYPWA Leadership Series

Special Focus on Emerging Leaders

The Culture of Building Leaders and How to Nurture a Dedicated, Engaged Workforce

Tammy DeLorme, NYPWA President and **Michael McMahon**, Conference Liaison

Purposeful Leadership Planning for Local Commissioners and Administrators

- **Leading with Tenacity and Fortitude:** Flexibility and creativity have propelled us forward and enabled us to re-imagine how we perform the work we do. Together, we can brave a new landscape utilizing the fresh perspectives we have gained.
Presenters (Local DSS Commissioners): **Michael McMahon**, Montgomery County (*Facilitator*); **Tammy DeLorme**, Washington County; **Frances Pierre**, Suffolk County; **John Liddle**, Sullivan County; and **Gary Jenkins**, NYC-HRA Administrator
- **Growing Future Leaders:** How do you identify potential leaders? And, what tools need to be in place to help develop the talent of your organization?
Presenter: **Mark Brewer**, Leadership Coach
Facilitator: Ellen Wayne, Commissioner, Wayne County DSS
- **5 Steps to Leading in Any Crisis:** This topic is about the universal principles that guide leadership in any crisis whether it's a pandemic, cyberattack, or a Martian invasion.
Presenter: **Marie Cannon**, Commissioner, Erie County DSS
Facilitator: Eileen Tiberio, Commissioner, Ontario County DSS

Cultivating Leadership Skills for Local District Staff and Supervisors

- **The Benefits of Assessments and Coaching in Leadership:** Develop new skills and strategies to work and communicate more effectively with the public and each other.
Presenter: **Deborah J. Cabral**, Founder/President, Leadership Coach, Cabral Enterprises, LLC DBA DC Efficiency Consulting
- **Leadership Resiliency:** We've all seen people with great technical skills struggle when they get promoted into leadership positions. This workshop will help folks develop the skills they need to excel as leaders.
Presenter: **Abrahm DiMarco**, Owner, DiMarco Consulting Group
- **The Importance of Emotional Intelligence:** Learn the four domains of Emotional Intelligence: Self-Awareness, Self-Management, Social Awareness, and Relationship Management.
Presenter: **Marvela L. Guice, M.S.**, Organizational & Staff Development Training Services
- **Becoming a Legendary Leader:** Participants will learn how they can re-focus their thinking, behaviors and actions to help transform their personal well-being and team cultures into spaces that allow them and others to thrive instead of just survive. It all starts with the leader who then has the ability, energy and drive to engage, motivate and inspire kick-ass teams.
Presenter: **Gary Gzik**, CEO/Workplace Zombie Hunter, BizXcel

NYPWA's 152nd Annual Summer Conference

July 19-23 & 26-29, 2021 • Virtual Event

Monday ■ July 19

10:30 AM - 11:45 AM

Welcome -

NYPWA President, Tammy DeLorme

Opening Address -

Tom Varano, Emotion into Art™

1:00 PM - 2:00 PM

Leading with Tenacity and Fortitude

(This session is for everyone.)

There is an intensity of profound experiences from the past fifteen months that emboldens us and galvanizes us into action. Flexibility and creativity have propelled us forward and enabled us to re-imagine how we perform the work we do. Together, we can brave a new landscape utilizing the fresh perspectives we have gained. This is not a session on where we have been; it's about leading the way to where we are going next.

Presenters:

Michael McMahon, Commissioner, Montgomery County DSS (*Facilitator*)

Tammy DeLorme, Commissioner, Washington County DSS

Frances Pierre, Commissioner, Suffolk County DSS

John Liddle, Commissioner, Sullivan County DHFS

Gary Jenkins, NYC-HRA Administrator

2:30 PM - 4:00 PM

Fiscal Matters: Overview for Child Support Coordinators and Fiscal Administrators

This session will include information on the funding stream/funding source, claiming (A-1, D-8), child support incentive and the reporting that supports those items, particularly the OCSE-34A and OCSE-396.

Presenters:

Lisa Schroeder, Child Support Specialist 3 (Finance), OTDA

Shannon Smith, Child Support Specialist 3 (Finance), OTDA

Moderator:

Susanne Recktenwald, Coordinator of Child

Support Enforcement Unit, Steuben County DSS

2:45 PM - 4:15 PM

Child Welfare Caselaw Update, Part 1 (January-June 2021)

1.5 CLEs will be provided by the NYPWA.

This CLE presentation will encompass court decisions in NYS from January-June 2021 covering Abuse, Neglect, Dispositions, and Permanency Hearings.

Presenter:

Mark Maves, Esq., Counsel to NYPWA

Moderator:

James Hyde, Esq., Assistant County Attorney, Hamilton County DSS

Tuesday ■ July 20

10:30 AM - 11:45 AM

Hot Topics for State & Local Fiscal Administrators

Join local fiscal administrators and state staff from OCFS, OTDA, and DOH as we focus on fiscal matters affecting social services districts.

Presenters:

Mary Bucca, Assistant Director, Bureau of Financial Services, OTDA

Bryan Bagstad, Budget Director, Bureau of Budget Management, OCFS

Mala Boolchandani, Finance Director, OCFS

Deborah Davis, Assistant Finance Director, Bureau of Financial Operations, OCFS

Matt Dilmore, Supervising Accountant, Title IVE Unit, OCFS

Anil Thomas, CPA, Principal Accountant, Medicaid Financial Management, DOH,

Moderator:

Lise Reynolds, Deputy Commissioner of Administrative Services & Finance, Steuben County DSS

1:00 PM - 2:00 PM

The Benefits of Assessments and Coaching in Leadership and Staff Development

(This session is for local DSS staff and Supervisors.)

When we know better, we do better! This session will explain with documented success, the benefits of providing assessments and coaching to your staff. Due to the challenging times we currently work in, now more than ever leaders and individual contributors need to develop new skills and strategies to work and communicate more effectively with the public and each other. Participants will get a general overview of the most effective assessments as well as learn more about coaching as a part of leading a team. You'll walk away with an understanding of why this type of development can produce a significant return on investment.

Presenter:

Deborah J. Cabral, Founder/President, Leadership Coach, Cabral Enterprises, LLC DBA DC Efficiency Consulting

Moderator:

Salvatore Patella, Staff Development Coordinator, Orange County DSS

2:30 PM - 4:00 PM

Child Support - Performance Foundations Amidst Change (Federal Reporting and Performance Measures)

While the pandemic accelerated change and transition, the federal child support performance standards and expectations remain constant. This session will discuss how district child support case management impacts the program's five key performance measures, federal reporting and program incentive funding. Bringing the federal OCSE-157 report to life, attendees will leave with a better understanding of both federal reporting and what actions can be taken in daily case management activities to strengthen and improve specific performance measures.

Presenters:

Karen Sicurelli, Child Support Specialist 3, Division of Child Support Services, OTDA

Anneke Chodan, Program Research Specialist 3, Division of Child Support Services, OTDA

Moderator:

Susanne Recktenwald, Coordinator of Child Support Enforcement Unit, Steuben County DSS

2:45 PM - 4:15 PM

Child Welfare Caselaw Update, Part 2 (January-June 2021)

1.5 CLEs will be provided by the NYPWA.

This CLE presentation will encompass court decisions in NYS from January-June 2021 covering Foster Care, TPRs, and Adoptions.

Presenter:

Mark Maves, Esq., Counsel to NYPWA

Moderator:

Stephen D. Miller, Esq., Supervising Social Services Attorney, Cattaraugus County Attorney's Office

Wednesday ■ July 21

10:30 AM - 11:45 AM

Medicaid Eligibility

Please join members of the New York State Department of Health's Division of Eligibility and Marketplace Integration (DEMI) for a presentation on the latest information regarding Medicaid. This session will discuss recent guidance from the Centers for Medicare and Medicaid Services. It will also cover other activities DEMI has been working on.

Presenters:

Lisa Sbrana, Director, DEMI, NYS DOH, OHIP

Kathleen Johnson, Director, DEMI, Bureau of Community Enrollment and Eligibility Processing, NYS DOH

Mary Frances Carr, Director, DEMI, Bureau of Long Term Care/SSI-Related Populations, NYS DOH

William Emery, Director, DEMI, Bureau of Third Party Health Insurance, Medicare Savings Program, and Recoveries, DOH

Marguerite Montysko, Director, DEMI, Bureau of External Audit, DOH

Karen Burek, Director, DEMI, Bureau of Program Review, DOH

Moderator:

Kira Pospesel, Commissioner, Greene County DSS

1:00 PM - 2:00 PM

Long Term Care Updates

This session will explain the latest information on New York State’s long term care initiatives.

Presenters:

Susan Montgomery, Director, Bureau of LTC Policy and Program Development, Division of Long Term Care, DOH

Moderator:

Kira Pospesel, Commissioner, Greene County DSS

2:30 PM - 4:00 PM

Child Support Program Updates, Part 1

Come hear the latest program developments including federal and State level updates; mid-year performance overview; recently issued and in development policy guidance impacting districts; recently released and in development training opportunities; and Program Operations and Fiscal Operations updates.

Presenters:

Eileen Stack, Assistant Deputy Commissioner and Director, OTDA/CSS

Monique Rabideau, Assistant Director, OTDA/CSS

Aimee Furdyna, Esq., Senior Attorney, OTDA/CSS

Karen Sicurelli, Child Support Specialist 3, OTDA/CSS

Shannon Smith, Bureau Chief, Program Operations, OTDA/CSS

Lisa Schroeder, Bureau Chief, Fiscal Operations, OTDA/CSS

Moderator:

Susanne Recktenwald, Coordinator of Child Support Enforcement Unit, Steuben County DSS

2:45 PM - 4:15 PM

Navigating Contracts

1.5 CLEs will be provided by the NYPWA.

This session addresses navigating the minefields of contracting for services so the LDSS can discover how to better engage and manage third parties.

This presentation will address general finance and municipal law, provide an overview of competitive bidding requirements, and discuss policies and terms, as well as state agency-required model contracts.

Presenter:

Paula Engel, Esq., Chief Welfare Attorney,

Onondaga County Department of Law

Moderator:

Howard Schultz, Esq., Deputy County Attorney, Broome County DSS

Thursday ■ July 22

10:30 AM - 11:45 AM

Emergency Rental Assistance (ERAP)

OTDA will administer \$2.1 billion in federal ERAP funding to address tenant rent and utility arrears. The program opened in June 2021 and is expected to assist more than 150,000 households in NY State. This session will provide an update as to the program's progress and will answer any questions that local district staff may have regarding the program.

Presenter:

Alison Maura, Director of Temporary Assistance & Home Energy Assistance Programs, OTDA

Moderator:

Gary Jenkins, HRA Administrator, NYC HRA

1:00 PM - 2:00 PM

Temporary Assistance & SNAP Program Forum

OTDA’s presentation for TA and SNAP Directors and staff will address OTDA priorities and local DSS topics regarding temporary assistance policies; Pandemic EBT, COVID-19 related SNAP certification period extensions, interview adjustments and other waivers; as well as the implementation of ESAP and NYSCAP.

Presenters:

Tom Hedderman, Director of Food & Nutrition Policy, OTDA

Alison Maura, Director of Temporary Assistance and Home Energy Assistance Programs, OTDA

Stephanie Boshart, Director of Employment and Advancement Programs, OTDA

Moderator:

Lisa C. Fitzpatrick, Chief Program Officer, NYC HRA

2:30 PM - 4:00 PM

Child Support Program Updates, Part 2

This Session will provide updates on system

enhancements and releases; DataMart updates; and other matters related to Contract Administration and the State Disbursement Unit.

Presenters:

Eileen Stack, Assistant Deputy Commissioner & Director, OTDA/CSS

Monique Rabideau, Assistant Director, OTDA/CSS

Jennifer Pekins, Child Support Specialist 2, OTDA/CSS

Karen Sicurelli, Child Support Specialist 3, OTDA/CSS

Liz McGeough Gamache, Bureau Chief, Contract Administration, OTDA/CSS

Jennifer Sherry, Bureau Chief, State Disbursement Unit, OTDA/CSS

Moderator:

Susanne Recktenwald, Coordinator of Child Support Enforcement Unit, Steuben County DSS

2:45 PM - 4:15 PM

Legal Changes to Child Protective Services Practice and Indicated Reports of Child Abuse and Maltreatment: SCR Reform, Legalization of Adult Recreational Use Cannabis and Beyond

1.5 CLEs will be provided by the NYPWA.

Part R of Chapter 56 of the Laws of 2020, often referred to as “SCR reform legislation” takes effect January 1, 2022. This legislation will change the legal standard that child protective services (CPS) must employ in determining whether to indicate a report of alleged child abuse or maltreatment. The legislation will also change processes for administrative appeals challenging indicated reports of child abuse and maltreatment. The presentation will provide an overview of the updates on implementation. We will also cover other legislative changes that may be of interest for CPS practice or administrative appeals, including legislation enacted in 2021 to legalize adult recreational use cannabis (Chapter 92 of the Laws 2021).

Presenters:

Lisa Gharthey Ogundimu, Esq., Deputy Commissioner, Division of CWCS, OCFS

Cassandra Kelleher-Donnaruma, Esq., Senior Director, Office of Implementation, Community Affairs & Protective Practices, Division of CWCS, OCFS

Kelleena Richards, Esq., Senior Attorney, Fair Hearing and Administrative Review Management Team, Division of CWCS, OCFS

Moderator:

Jessica M. Peaslee, Esq., Counsel to the Commissioner, Steuben County DSS

Friday ■ July 23

10:30 AM - 11:45 AM

Growing Future Leaders

(This session is for commissioners and other upper-level administrators.)

Being in the dark about leadership and identifying potential leaders leaves organizations scrambling to do any kind of succession planning. Some think it is about picking the best worker and promoting them. NOT SO FAST! There are steps that need to be taken to come out of that darkness and into the light of effective leadership: What is Leadership for your organization (define it)? What are the skills needed to be a great leader in your organization (hint: it's not just technical skills)? How do you identify potential leaders? And, what needs to be in place to help develop the talent your organization has (give them the tools)? This session will look more closely at what is wanted and needed as a prerequisite to identifying and growing future leaders.

Presenters:

Mark Brewer, Certified Corporate and Leadership Coach

Ellen Wayne, Ed.D., Commissioner, Wayne County DSS (*Facilitator*)

1:00 PM - 2:00 PM

Changes to Disaster Assistance Services Delivery in a Pandemic and Post-pandemic Environment

This topic will discuss some of the changes and methods that will be utilized by the State to support disaster survivors. Traditionally, Disaster Recovery Centers would be opened to allow survivors to access information regarding their

registration, and obtain information and services related to the disaster. This panel will discuss some of the conversations and changes being implemented to provide flexibility and greater access to services and resources in a pandemic environment. Each method for services delivery will be discussed along with the requirements for each type of setting, and planned participants from Federal, State, Local and non-governmental partners.

Presenters:

Stephanie Pagnotta, DPPR-4, OTDA

Steve Taylor, Agency Emergency Management Coordinator, OCFS

Moderator:

Jill Berry, Executive Deputy Commissioner of Employment & Support Services, NYC HRA

2:30 PM - 4:00 PM

Adapting Our Services - New Approaches During and After a Time of Crisis

The pandemic required us to re-imagine our work and delivery of services. How did we adapt and confront the many challenges for staff and customers alike? Come hear State and District colleagues describe how they adjusted, adapted and innovated, and considerations for retaining successful models and the vision for the future.

Presenters:

Eileen Stack, Assistant Deputy Commissioner and Director, OTDA/CSS

Moderator:

Susanne Recktenwald, Coordinator of Child Support Enforcement Unit, Steuben County DSS

2:45 PM - 4:15 PM

Serving Youth with Complex Needs: Challenges and Solutions

This workshop will focus on challenges and solutions to serving youth with multi-systemic and high intensity needs. Presentation will be jointly delivered by agencies collaborating to best serve these youth, including the NYS Council on Children and Families, NYS Office of Children and Families, NYS Office of Mental Health, NYS Department of Health and NYS Education Department. Workshop also will cover the state-level systems' changes that are underway to best support children and

families.

Presenters:

Elana Marton, Deputy Director and Counsel, NYS Council on Children and Families

Lisa Gharthey Ogundimu, Deputy Commissioner, Child Welfare and Community Services, OCFS

Suzanne Bolling, Manager Office of Special Education, Non-district Unit, NYSED

Donna Bradbury, Associate Commissioner, Division of Integrated Community Services for Children & Families, OMH

Jill Pettinger, Deputy Commissioner, Division of Service Delivery, State Operations & Statewide Services, OPWDD

April Hamilton, Acting Director, Div. of Program Development & Management, Office of Health Insurance Programs, DOH

Moderator:

Kathryn Muller, Commissioner, Steuben County DSS

Monday ■ July 26

10:30 AM - 11:45 AM

5 Steps to Take When Leading in a Crisis

(This session is for commissioners and other upper-level administrators.)

This topic is about Leadership in Crisis, any crisis: pandemic, cyberattack, Martian invasion. The principles are universal.

Presenter:

Marie Cannon, Commissioner, Erie County DSS

Facilitator:

Eileen Tiberio, Commissioner, Ontario County DSS

1:00 PM - 2:00 PM

Integrated Eligibility System Program Update (IES)

During this session attendees will learn about IES Program updates, including accomplishments to date and plans going forward.

Presenters:

Christopher Lloyd, IES Program Director, ITS

Dennis Packard, IES Business Change Lead, IES Program, ITS

David Bach, Program Manager - EECM, IES

Program, ITS

Michael (Mick) Gillooley, Program Manager -
EECM, IES Program, ITS

Kim Shaver, OCM Lead, IES Program, ITS

Moderator:

Sarah G. Merrick, Commissioner, Onondaga
County DSS/ES

2:45 PM - 3:45 PM

Family Court Evidence—Advanced Issues in FCA 1046

1.0 CLEs in Skills will be provided by the NYPWA.

This CLE session will focus on the evolving caselaw surrounding FCA 1046 and Evidence in Child Protective Proceedings. It will include a section on recommendations for foundations when entering electronic evidence—including 911 recordings, social media posts and text messages.

Presenters:

Vineet Chawla, Esq., Senior Team Leader & Legal
Trainer, NYC ACS

Victoria Tracy, Esq., Senior Team Leader, NYC ACS

Moderator:

Donald Thomson, Esq., Senior Attorney, Steuben
County DSS

Tuesday ■ July 27

10:30 AM - 11:45 AM

Leadership – Crisis and Resiliency

(This session is for local DSS staff and Supervisors.)

Leadership is always important. But during times of crisis, good leadership is critical. We will discuss what leaders need to do in a crisis and how we can foster resiliency in our teams. We've all seen people with great technical skills struggle when they get promoted into leadership positions. This workshop will help folks develop the skills that they need to excel as leaders.

Presenter:

Abrahm DiMarco, Owner, DiMarco Consulting
Group

Moderator:

Libby Cassella, Staff Development Coordinator,
Washington County DSS

10:30 AM - 11:45 AM

Family First: Qualified Individual (QIs), Qualified Residential Treatment Programs (QRTPs), and Prevention Plan

Family First Prevention Services Act (FFPSA) becomes effective September 29, 2021. This workshop will focus on a number of the components related to Family First implementation. We will discuss the role and function of the Qualified Individual (QI), including training and structured decision-making process for the QI. For the Qualified Residential Treatment programs (QRTPs), we will provide an update of agencies that have received and/or are pending QRTP and QRTP-Exception designation and a map of the landscape of availability and capacity across NYS. Family First legislation requires QRTPs provide six months of after-care supports. OCFS will provide an update of the framework for the facilitation of those supports, inclusive of the use of preventive services and CFTSS services to facilitate after care as well as any fiscal supports that may be in place. Additionally, OCFS will review the Long-Stayers Review Process that is required for youth placed in a QRTP. Lastly, OCFS will provide an update of our Prevention State Plan. Discussion will include NYS's vision and framework of preventive services, definition of candidacy, selection of evidence-based programs (EBPs), along with the required evaluative and continuous quality improvement (CQI) components.

Presenters:

David Bach, Associate Commissioner, OCFS

Gail Geohagen-Pratt, Associate Commissioner,
OCFS

Mimi Weber, Director of the Bureau of Medicaid
Management, OCFS

Moderator:

Debra Bonnerwith, Deputy Commissioner,
Dutchess County DCFS

1:00 PM - 2:00 PM

Child Care Post Pandemic: The Impact of New Federal Funding on New York State

With the passage of the federal Coronavirus Response and Relief Supplemental Appropriations Act in December 2020, and the American Rescue

Plan Act in March 2021, \$2.2 billion of new, one-time funding has been allocated to New York State expressly for child care—with potentially more on the way. This session will review current uses to which these critical funds are being put, and what the field and local districts can look forward to in the future. Among the topics to be discussed will be regulatory changes to the child care subsidy program; grants to help stabilize the child care field and improve program quality, while also growing supply; and continuing supports for essential workers needing child care.

Presenters:

Nora Yates, Associate Commissioner, Division of Child Care Services, OCFS

Merideth Infantino, Manager of the Child Care Subsidy Program, Division of Child Care Services, OCFS

Tracey Turner, Director of Regional Operations, Division of Child Care Services, OCFS

Moderator:

Danielle Houston, Principal Social Services Examiner & Supervisor of Daycare, Washington County DSS

2:45 PM - 3:45 PM

Evidence and Caselaw in the Derivative Theory of Neglect

1.0 CLEs will be provided by the NYPWA.

This CLE session will discuss the derivative theory of neglect, and evidentiary challenges in proving such cases. It will also discuss recent caselaw and explore different categories of derivative neglect.

Presenters:

Jennifer Sadaka, Esq., Trainer, NYC ACS

Taris Rodney, Esq., Agency Attorney III Team Leader, NYC ACS

Moderator:

Christine Peters, Esq., Director of Legal and Social Services, Clinton County DSS

Wednesday ■ July 28

10:30 AM - 11:45 AM

The Importance of Emotional Intelligence

(This session is for local DSS staff and Supervisors.)

This workshop will focus on the four domains of

Emotional Intelligence: Self-Awareness, Self-Management, Social Awareness, and Relationship Management, and how these domains are interdependent and help ensure the delivery of client-focused and culturally responsive social services. Also presented will be the sub-skill sets of Emotional Intelligence, such as change and stress tolerance. Emotional Intelligence lessons learned and promising practices will be shared in order to promote a more resilient and sustainable social services workforce. Finally, how Emotional Intelligence impacts the overall effectiveness of organizations, teams, and the degree of diversity and inclusion in the workforce will be discussed. Workshop participants will receive online resources as takeaways for Emotional Intelligence strategies.

Presenter:

Marvela Guice, M.S., Marvela L. Guice Organizational & Staff Development Training Services

Moderator:

Salvatore Patella, Staff Development Coordinator, Orange County DSS

10:30 AM - 11:45 AM

Bias, Challenging Everyone To Think About Change

The workshop covers how one county (Monroe) has taken a hard look at organizational bias and has begun to think about what change looks like. This workshop will discuss 9 types of organizational bias and strategies to combat them. This workshop will compare various biases and how they impact critical decision making in a service culture. Participants will walk away with 5 strategies to begin addressing the concern of organizational bias.

Presenters:

Thalia Wright, Commissioner, Monroe County

Barbara Green-Flood, Director of Regional Operations, OCFS

Teresa Boykins, Senior Admin Assistant, OCFS

John Thompson, Principal Education Specialist, PDP/Rockefeller College for SUNY/NYS OCFS

Moderator:

John Befus, First Deputy Commissioner, Westchester County DSS

1:00 PM - 2:00 PM

OCFS Offers Title IV-E Reimbursement for Legal Representation Services for Children and their Parents

This session will provide a review of the Federal Child Welfare Policy Manual changes, Program Instructions and Frequently Asked Questions guidance which makes title IV-E federal funding available to governmental and tribal governments for the administrative costs associated with providing legal representation services for children and their parents in child welfare proceedings, as well as the OCFS claiming process.

Presenters:

Sonia Meyer, Associate Counsel, Division of Legal Affairs, OCFS

Cassandra Kelleher-Donnaruma, Senior Director, Office of Implementation, Community Affairs and Protective Practices, Division of Child Welfare and Community Services, OCFS

Deborah Davis, Assistant Finance Director, Bureau of Financial Operations, Division of Administration Finance, OCFS

Nicole Newcomb, Principal Accountant, Bureau of Financial Operations, Division of Administration Finance, OCFS

Moderator:

Lise Reynolds, Deputy Commissioner of Administrative Services & Finance, Steuben County DSS

2:45 PM - 4:15 PM

Overview of the Enacted State Legislation for Family First

1.5 CLEs will be provided by the NYPWA.

The federal Family First Preventive Services Act (Family First), which takes effect September 29, 2021, will have a sizable impact on child welfare practice within New York State. This presentation will provide a comprehensive overview of the state legislation to implement Family First, contained in Part L of Chapter 56 of the Laws of 2021, including provisions on changes in foster care placement, court reviews, permanency hearings and other legal requirements.

Presenters:

Lisa Ghartey Ogundimu Esq., Deputy Commissioner, Division of CWCS, OCFS

Gail Geohagen-Pratt, Associate Commissioner,

Division of CWCS, OCFS

Stephanie Deyoe, Esq., Supervising Attorney, Division of Legal Affairs, OCFS

John J. DiVito, Legislative Coordinator, Division of Legal Affairs, OCFS

Cassandra Kelleher-Donnaruma, Esq., Senior Director, Office of Implementation, Community Affairs and Protective Practices, Division of CWCS, OCFS

Moderator:

Susan L. Flynn, Esq., Bureau Chief - Legal Unit, Dutchess County DCFS

Thursday ■ July 29

10:30 AM - 11:45 AM

Workforce Recruitment and Retention

Workgroup: Where Are We Going, Where Have We Been?

2020 NYPWA Winter Conference, staff from the New York State Office of Children and Family Services, New York State Department of Civil Service, and Local Departments of Social Services presented on Strategies to Improve Case Worker Recruitment, Selection, and Retention. Much of the work outlined during the presentation was paused due to COVID-19, but in April 2021, the group reconvened to continue this important work. This presentation will provide attendees an overview of Children's Corps, a 3-pronged approach to staff recruitment, selection, and retention, followed by the work that was accomplished despite the pandemic, the work Erie County is doing with the National Child Welfare Workforce Institute (NCWWI) and next steps for improving worker recruitment, selection, and retention in New York State.

Presenters:

Barry Chaffkin, LCSW, Executive Director, Fostering Change for Children

Gabrielle Aiosa-Perrin, LMSW, Director, Children's Corps & Racial Equity, Fostering Change for Children

Mary Carli, Associate Commissioner, Human Resources, OCFS

Maria Kenneally, Human Resource Specialist,

Civil Service

John Quinan, Human Resources Specialist 4 (Testing), Civil Service

John Craig, Office of Communications/PIO, OCFS

Catie Gavin, First Deputy Commissioner of Family Wellness, Erie County DSS

Dr. Mary McCarthy, Co-PI, National Child Welfare Workforce Institute

Moderator:

Joan M. Silvestri, Commissioner, Rockland County DSS

1:00 PM - 2:00 PM

Becoming a Legendary Leader

(This session is for local DSS staff and Supervisors.)

Dealing with the pandemic, the pace of change, and constantly evolving business practices, resiliency has become the backbone of our existence. No doubt a valuable quality in people, but should it be our end game? Resiliency isn't a never-ending spring we can drink from to protect ourselves. Even the most positive people will eventually become drained, stressed and discouraged, harming both them and the organization. The best organizations look past building mere resilient cultures to ones that inspire and energize leaders. In this webinar, participants will learn how they can re-focus their thinking, behaviors and actions to help transform their personal well-being and team cultures into spaces that allow them and others to thrive instead of just survive. For your team to be the best, you need to be the best. For your team to be resilient, you need to be resilient. For your team

to feel connected, you need to feel connected. It all starts with the leader who then has the ability, energy and drive to engage, motivate and inspire kick-ass teams.

Presenter:

Gary Gzik, CEO/Workplace Zombie Hunter, BizXcel

Moderator:

Richard Holcomb, Deputy Commissioner, Clinton County DSS

2:45 PM - 4:15 PM

Self-Employed Non-Custodial Parents

1.5 CLEs will be provided by the NYPWA.

One of the most difficult scenarios for child support attorneys is establishing income or ability to pay support when the noncustodial parent is self-employed. Establishing realistic income levels, finding assets or other resources, and collecting from a self-employed parent can be daunting. This session will focus on uncovering evidence of income or assets, and deconstructing tax returns and business records.

Presenter:

Brian S. Wootan, Esq., Deputy Counsel, Office of Legal Affairs, OTDA

Moderator:

Mary E. Teator, Esq., Senior Deputy County Attorney, Monroe County Law Department

4:15 PM

Conference Adjourns

NYPWA Staff

Nicole Gee, Administrative Coordinator/Conference

Kim Voelker, Director of Member Services/Conference Program Development

Rick Terwilliger, Director of Policy & Communications

Sheila Harrigan, Executive Director

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NYPWA Presentations for Attorneys, Interested Administrators & Staff

CLEs are authorized for virtual legal sessions attended live in July and for recorded versions available as of September 1, 2021.

Applicable fees apply. Attorneys must submit the required affirmation and evaluation to info@nypwa.org using forms included with course link.

The following sessions are approved for CLE credits:

Child Welfare Caselaw, Part 1 (January-June 2021) (1.5 CLEs):

This CLE presentation will encompass court decisions in NYS from January-June 2021 covering Abuse, Neglect, Dispositions, and Permanency Hearings.

Presenter: **Mark E. Maves, Esq.**, Counsel to NYPWA

Moderator: **James Hyde, Esq.**, Assistant County Attorney, Hamilton County DSS

Child Welfare Caselaw, Part 2 (January-June 2021) (1.5 CLEs):

This CLE presentation will encompass court decisions in NYS from January-June 2021 covering Foster Care, TPRs, and Adoptions.

Presenter: **Mark E. Maves, Esq.**, Counsel to NYPWA

Moderator: **Stephen D. Miller, Esq.**, Supervising Social Services Attorney, Cattaraugus County Attorney's Office

Navigating Contracts (1.5 CLEs):

This session addresses navigating the minefields of contracting for services so the LDSS can discover how to better engage and manage third parties. This presentation will address general finance and municipal law, provide an overview on competitive bidding requirements, and discuss policies and terms, as well as state agency-required model contracts.

Presenter: **Paula Engel, Esq.**, Chief Welfare Attorney, Onondaga County Department of Law

Moderator: **Howard Schultz, Esq.**, Deputy County Attorney, Broome County DSS

Legal Changes to Child Protective Services Practice and Indicated Reports of Child Abuse and Maltreatment: SCR Reform, Legalization of Adult Recreational Use Cannabis and Beyond (1.5 CLEs):

Part R of Chapter 56 of the Laws of 2020, often referred to as "SCR reform legislation" takes effect January 1, 2022. This legislation will change the legal standard that child protective services (CPS) must employ in determining whether to indicate a report of alleged child abuse or maltreatment. The legislation will also change processes for administrative appeals challenging indicated reports of child abuse and maltreatment. The presentation will provide an overview of the updates on implementation. We will also cover other legislative changes that may be of interest for CPS practice or administrative appeals, including legislation enacted in 2021 to legalize adult recreational use cannabis (Chapter 92 of the Laws 2021).

Presenters: **Lisa Gharthey Ogundimu Esq.**, Deputy Commissioner, Division of CWCS, NYS OCFS; **Cassandra Kelleher-Donnaruma, Esq.**, Senior Director, Office of Implementation, Community Affairs & Protective Practices, Division of CWCS, NYS; and **Kelleena Richards, Esq.**, Senior Attorney, Fair Hearing and Administrative Review Management Team, Division of CWCS, NYS OCFS

Moderator: **Jessica M. Peaslee, Esq.**, Counsel to the Commissioner, Steuben County DSS

Family Court Evidence—Advanced Issues in FCA 1046 (1.0 CLE in Skills):

This CLE session will focus on the evolving caselaw surrounding FCA 1046 and Evidence in Child Protective Proceedings. It will include a section on recommendations for foundations when entering evidence—including 911 recordings, social media posts and text messages.

Presenters: **Vineet Chawla, Esq.**, Senior Team Leader & Legal Trainer; NYC ACS
Victoria Tracy, Esq., Senior Team Leader, NYC ACS

Moderator: **Donald Thomson, Esq.**, Senior Attorney, Steuben County DSS

Evidence and Caselaw in the Derivative Theory of Neglect (1.0 CLE):

This CLE session will discuss the derivative theory of neglect, and evidentiary challenges in proving such cases. It will also discuss recent caselaw and explore different categories of derivative neglect.

Presenters: **Jennifer Sadaka, Esq.**, Trainer, NYC ACS

Trais Rodney, Esq., Agency Attorney III Team Leader, NYC ACS

Moderator: **Christine Peters, Esq.**, Director of Legal and Social Services, Clinton County DSS

Overview of the Enacted State Legislation for Family First (1.5 CLEs):

The federal Family First Preventive Services Act (Family First), which takes effect September 29, 2021, will have a sizable impact on child welfare practice within New York State. This presentation will provide a comprehensive overview of the state legislation to implement Family First, contained in Part L of Chapter 56 of the Laws of 2021, including provisions on changes in foster care placement, court reviews, permanency hearings and other legal requirements.

Presenters: **Lisa Ghartey Ogundimu Esq.**, Deputy Commissioner, Division of CWCS, NYS OCFS; **Gail Geohagen-Pratt**, Associate Commissioner, Division of CWCS, NYS OCFS; **Stephanie Deyoe, Esq.**, Supervising Attorney, Division of Legal Affairs, NYS OCFS; **John J. DiVito**, Legislative Coordinator, Division of Legal Affairs, NYS OCFS; and **Cassandra Kelleher-Donnaruma, Esq.**, Senior Director, Office of Implementation, Community Affairs and Protective Practices, Division of CWCS, NYS OCFS

Moderator: **Susan L. Flynn, Esq.**, Bureau Chief - Legal Unit, Dutchess County DCFS

Self-Employed Non-Custodial Parents (1.5 CLEs):

One of the most difficult scenarios for child support attorneys is establishing income or ability to pay support when the noncustodial parent is self-employed. Establishing realistic income levels, finding assets or other resources, and collecting from a self-employed parent can be daunting. This session will focus on evidence of income or assets, and deconstructing tax returns and business records.

Presenter: **Brian S. Wootan, Esq.**, Deputy Counsel, Office of Legal Affairs, OTDA

Moderator: **Mary E. Teator, Esq.**, Senior Deputy County Attorney, Monroe County Law Department

The NYPWA Financial Assistance Policy for Continuing Legal Education:

To apply, attorneys must submit a letter authorized by the local social services commissioner, explaining why this training is essential and include the unique circumstances as to why the agency and the attorney do not have the resources to cover the entire fee, and forward the request for a specific discount based on need to info@nypwa.org

NYPWA's 152ND ANNUAL SUMMER CONFERENCE

• JULY 19-23 & JULY 26-29, 2021 • VIRTUAL EVENT •

REGISTRATION INFORMATION (FOR LOCAL DISTRICTS ONLY)

1. Fee is \$100 for every registrant. This fee covers whether you attend one or all sessions.
2. **Attorneys:** Fee is \$300 which includes the registration fee plus the CLEs provided, whether you view one or all sessions.
3. Complete the Registration Form and return to the NYPWA with your voucher, check or credit card information.
4. Cancellations: Registration is fully refundable. Send request to info@nypwa.org.
5. Limits: Please consider your local bandwidth capabilities.
6. Local District target audience: commissioners and upper-level administrators including deputies, attorneys, fiscal administrators, directors of services, program directors of TA, SNAP, housing, Medicaid, IT, child support coordinators, front-line staff, supervisors, and others that would benefit.
7. Participants are strictly prohibited from recording any sessions.

Please contact Nicole Gee at info@nypwa.org with questions.

NYPWA CONFERENCE REGISTRATION

- Registrant \$100.00
 Attorney Requesting CLEs \$300.00

District: _____

Name & Title: _____

Address: _____

Phone Number & Email: _____

Registration Contact (if other than registrant) **Name, Phone Number, & Email:**

NYPWA Forms of Payment:

Check: Make Payable to "NYPWA"

Voucher: Email to info@nypwa.org or use surface mail.

Credit Card (Visa, MasterCard, Amex, Discover): Provide ONLY by surface mail or by phone (do not email or fax).

Card Holder Name: _____

Credit Card Number: _____

Expiration Date: _____

Credit Card Payment Contact (if NOT the same as above [name, title, email & phone number]

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Payment Options:

- 1) Mail: Please complete this form and return via mail to: NYPWA, 130 Washington Avenue, Albany, NY 12210
- 2) Call: (518) 465-9305
- 3) Email: Send form to info@nypwa.org and we will call you for credit card information.

Please submit conference registration form:

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