



LJ v. Massinga Reporting: Measure 117

Internal Success

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

Exclusion(s)	N/A
Report Calculation Methodology	The percentage will be calculated using the number of new caseworkers to whom cases were first assigned during the reporting period, even if they were hired prior to the reporting period, and the number whose first case assignment was made after passing the competency test. The percentage of new caseworkers that met this standard will be calculated by BCDSS for each six-month reporting period.
Exit Standard Criteria	N/A Internal Success
Source/Criteria	
L.J. Consent Decree	LJ v. Massinga, Modified Consent Decree (MCD), pg. 38
	<p>Qualified Workforce with appropriate training and supervision.</p> <p>a. Definitions:</p> <ul style="list-style-type: none"> (1) "Qualified Workforce" means that all caseworkers shall have the qualifications required by Maryland state law. (2) All supervisors of caseworkers shall be social workers licensed under the requirements of Maryland state law. (3) New caseworkers shall receive at least five weeks of pre-service training before being assigned any cases and shall thereafter receive twenty hours of training per year. (4) Supervisors shall receive such training as required to maintain their licenses but in no case less than twenty hours per year. <p>b. Internal Success Measures</p> <p>c. Exit Standards:</p> <ul style="list-style-type: none"> (1) 95 percent of caseworkers met the qualifications for their position title under Maryland State Law. (2.)...
Federal Law & Reg (including CFSR)	42 U.S.C. 622(b)(4)(B)
	(b) Each plan for child welfare services under this subpart shall— (4) contain a description of— (B) the child welfare services staff development and training plans of the State;
	42 U.S.C. 671(a)(5) a) In order for a State to be eligible for payments under this part, it shall have a plan approved by the Secretary which—

	<p>(5) provides that the State will, in the administration of its programs under this part, use such methods relating to the establishment and maintenance of personnel standards on a merit basis as are found by the Secretary to be necessary for the proper and efficient operation of the programs, except that the Secretary shall exercise no authority with respect to the selection, tenure of office, or compensation of any individual employed in accordance with such methods</p>
<p>State Law</p>	<p>Maryland Code HUMAN SERVICES § 4-301 - Child welfare workforce (Maryland Code, Human Services § 4-301)</p>
	<p>a) The Secretary shall implement a comprehensive plan to recruit, train, and retain child welfare caseworkers and casework supervisors who meet the requirements of this section.</p> <p>(b)(1) The Secretary shall hire as caseworkers only human services professionals, such as:</p> <ul style="list-style-type: none"> (i) social workers licensed in accordance with Title 19 of the Health Occupations Article; (vi) human service workers who: <ul style="list-style-type: none"> 1. have a degree in an appropriate behavioral science; 2. have completed the mandatory preservice training and competency test; and 3. are supervised by licensed social workers. <p>(2) require that all new casework staff:</p> <ul style="list-style-type: none"> (i) be hired provisionally; (ii) except for staff described in item (4) of this subsection, complete a 40-hour pre-service training program; and (iii) pass a competency test before being granted permanent employment status; <p>(3) implement mandatory standards for continuing education for all caseworkers and casework supervisors that require that employees who fail to obtain the required continuing education credits be subject to disciplinary action, including demotion, suspension, and dismissal;</p> <p>(4) develop and implement mandatory standards that exempt newly hired individuals who have documented and verified casework experience or hold appropriate State licensure from the 40-hour pre service training program specified in item (2)(ii) of this subsection; and</p> <p>(5) require caseworkers who are exempt from the preservice training program specified in item (2)(ii) of this subsection and fail the competency test to participate in the preservice training program and to take and pass the competency test before being granted permanent employment status.</p>
	<p>Maryland Code, Family Law § 5-1311</p>

	<p>(a) The Department shall establish and maintain a child welfare training academy to provide training on best practices for the following individuals:</p> <ul style="list-style-type: none">(1) child welfare staff;(2) child welfare administrators;(3) foster parents; and(4) kinship caregivers.
State Regulations	N/A
SSA Policy	N/A
Other Relevant Standards or Requirements	N/A