

STATE OF NEW YORK

7816--A

Cal. No. 1101

IN SENATE

April 25, 2006

Introduced by Sen. SPANO -- read twice and ordered printed, and when printed to be committed to the Committee on Social Services, Children and Families -- reported favorably from said committee, ordered to first and second report, ordered to a third reading, amended and ordered reprinted, retaining its place in the order of third reading

AN ACT to amend the social services law, in relation to qualifications for child protective services workers and requiring child protective service supervisors to complete a course of instruction in the fundamentals of child protection

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Subdivision 4 of section 421 of the social services law, as
2 amended by chapter 718 of the laws of 1986, is amended to read as
3 follows:

4 4. (a) after consultation with the local child protective services,
5 promulgate regulations relating to staff qualifications for [~~the~~] non-
6 supervisory child protective services workers, prescribing any baccalau-
7 reate or equivalent college degree and/or relevant human service experi-
8 ence as requirements. Such requirements shall not apply to persons
9 currently employed by such child protective services who were hired
10 before January first, nineteen hundred eighty-six.

11 (b) after consultation with the local child protective services,
12 promulgate regulations relating to staff qualifications for those
13 assigned to be supervisors of child protective services, prescribing any
14 baccalaureate or equivalent college degree and/or relevant human
15 services experience as requirements. Provided, however, that such regu-
16 lations shall at a minimum provide that those assigned to be supervisors
17 of child protective services have either a baccalaureate degree or three
18 years of relevant work experience in a human services field. Such
19 requirements shall not apply to persons currently assigned to be a child
20 protective services supervisor who were hired before December first, two
21 thousand six.

EXPLANATION--Matter in italics (underscored) is new; matter in brackets
[-] is old law to be omitted.

LBD15568-04-6

1 § 2. Paragraph (b) of subdivision 5 of section 421 of the social
2 services law, as amended by chapter 718 of the laws of 1986, is amended
3 to read as follows:

4 (b) promulgate regulations setting forth training requirements which
5 shall specify, among other things, that all persons hired by a child
6 protective service on or after April first, nineteen hundred eighty-six
7 shall have satisfactorily completed a course approved by the department
8 within the first three months of employment, in the fundamentals of
9 child protection. Such course shall include at least basic training in
10 the principles and techniques of investigations, including relationships
11 with other investigative bodies, legal issues in child protection, and
12 methods of remediation, diagnosis, treatment and prevention. Such regu-
13 lations shall also specify that all persons employed by a child protec-
14 tive service on or after December first, two thousand six shall satis-
15 factorily complete six hours of annual in service training, beginning in
16 their second year of employment. Such annual in service training shall
17 include, but is not limited to, review of the protocols for identifica-
18 tion and investigation of child abuse and maltreatment, any developments
19 in legal, treatment and prevention issues in child protection, and
20 review and analysis of field experiences of child protective services
21 workers.

22 § 3. Paragraph (c) of subdivision 5 of section 421 of the social
23 services law is relettered paragraph (d) and a new paragraph (c) is
24 added to read as follows:

25 (c) require all persons assigned to be a supervisor by a child protec-
26 tive service on or after April first, nineteen hundred eighty-six, shall
27 have satisfactorily completed, within the first three months of employ-
28 ment as a supervisor or within three months of the effective date of
29 this paragraph, whichever shall occur first, a course in the fundamen-
30 tal of child protection developed by the office of children and family
31 services. Such training course shall, among other things, strengthen and
32 expand current training procedures for child protective service supervi-
33 sors; provide the skills, knowledge and standards to practice effective
34 case planning and case management; provide comprehensive assessment
35 tools needed in critical decision making; require participation in the
36 existing common core training required by child protective service case-
37 workers; strengthen recognition and response to safety and risk indica-
38 tors; improve skills to promote consistent implementation of training
39 and practice; provide the necessary tools and assistance to build the
40 ability to coach and monitor child protective service caseworkers and
41 model effective investigation practice; increase cultural competency and
42 sensitivity; and establish an annual in service training program specifi-
43 cally focused on child protective service supervisors.

44 § 4. This act shall take effect on the ninetieth day after it shall
45 have become a law; provided however, that the office of children and
46 family services shall have the authority to phase in the training,
47 required pursuant to paragraph (c) of subdivision 5 of section 421 of
48 the social services law, by regions, or as they deem necessary, for all
49 such training to be completed within one year of such effective date.

NEW YORK STATE SENATE
INTRODUCER'S MEMORANDUM IN SUPPORT
submitted in accordance with Senate Rule VI. Sec 1

BILL NUMBER: S7816A

SPONSOR: SPANO

TITLE OF BILL:

An act to amend the social services law, in relation to qualifications for child protective services workers and requiring child protective service supervisors to complete a course of instruction in the fundamentals of child protection

PURPOSE:

The purpose of this bill is to provide qualifications for child protective service supervisors, to require such supervisors to satisfactorily complete a course in the fundamentals of child protection developed by the Office of Children and Family Services and to provide annual in service training for all child protective workers.

SUMMARY OF PROVISIONS:

Section one would require that OCFS consult with the local social services district to develop qualifications for supervisors of child protective services provided that the qualifications of such supervisors hired after December 1, 2006 must have a bachelor's degree or three years work experience in a human services field. Section two requires that each person employed by child protective services after December 1, 2006 receive an additional 6 hours of training annually after their second year of employment including information about the investigation of child abuse and maltreatment, any developments in legal, treatment and prevention issues and review and analysis of field experiences. Section three of the bill would require all supervisors satisfactorily complete a course in the fundamentals of child protection developed by the Office of Children and Family Services and requires an annual in service training for supervisors.

EXISTING LAW:

Section 421 of the Social Services Law relates to the responsibilities of the office of children and family services regarding child protective services. Currently, the office is required to set forth training requirements for child protective service caseworkers not those workers assigned to be supervisors.

JUSTIFICATION:

Current regulations require only that entry level child protective services workers have either a baccalaureate or equivalent college degree or that they have relevant human services experience. Supervisory staff are only required to have one year of experience in child welfare services. These requirements have led to situations in which supervisors in child protective services may have very little experience in or education around the provision of child protective services. The families currently being seen by child protective services are becoming increasingly complex. Field workers need to have access to advanced clinical resources and support to enable them to manage their responsibilities and ensure child safety. Likewise, while there is an initial training requirement for all child protective services workers there are no current provisions requiring on-going training of child protection

services employees. Current law only requires initial training for child protective, but does not require training for supervisors and thus this bill will change current law so that both child protective workers and supervisors of child protective workers have to satisfactorily complete such training. By requiring specific qualifications of supervisors and requiring training of supervisors, this bill would provide supervisors with the necessary tools to coach and monitor child protective caseworkers. Initial and continuing education will ensure that all child protective workers have the most up to date information which will help them make better assessments of abuse and neglect which will in turn help the safety of the child.

LEGISLATIVE HISTORY:

New bill.

FISCAL IMPLICATIONS:

To be determined.

LOCAL FISCAL IMPLICATIONS:

None.

EFFECTIVE DATE:

Ninetieth day after it shall become law, provided however that the office shall have the authority to phase in training, required pursuant to paragraph (c) of subdivision 5 of section 421 of the social services law, by regions, or as they deem necessary, for all such training to be completed within one year of such effective date.
