

**Minutes
Commonwealth of Virginia
State Board of Social Services**

**Henrico County Department of Social Services
8600 Dixon Powers Rd.
Richmond, Virginia**

October 14-15, 2009

Members Present

Trudy Brisendine, Danny Brown, Shirley Culpepper, Willie T. Greene, Margaret Luca, Brenda Hornsby, Michelle Larkin, (Wednesday), and Bela Sood.

Members Absent

Michelle Larkin (Thursday)
Barbara Manuel (Wednesday & Thursday)

CALL TO ORDER

Chair Trudy Brisendine called the meeting to order at 9:00 a.m. and thanked local Director Jane Crawley and her department for hosting this meeting.

WELCOME AND INTRODUCTIONS

Jane Crawley, welcomed the Board to Henrico and advised her agency would provide an overview of the department this afternoon.

George T. Drumright, Jr., Deputy County Manager for Henrico County welcomed the Board. He highlighted the department's achievement, and reminded us that this is the one-year anniversary of the First Lady's Foster Care Initiative. The Board was welcomed back to celebrate Henrico's 400th anniversary in 2011.

REVIEW OF THE AGENDA

Richard Martin, Manager of the Office of Legislative and Regulatory Affairs reviewed the meeting agenda. Due to prior meeting conflict, Jim Schuyler will move his remarks following Act on Poverty presentation.

Status of Regulations

Richard Martin advised that the department has 55 regulations in place. Six of the 55 are currently in the process of being amended, 14 are being repealed, and seven additional new regulations are being promulgated.

That totals 62 regulations and potential regulations. This report is attached to the minutes.

Budget Status

J. R. Simpson, Chief Financial Office provided a budget status report. He advised there was \$4,826,758 in FY10 General Fund Reduction. Four categories of reduction included FY09 savings in General Relief and VITA over billing; projected under spending in auxiliary grants, VIDA and rate structure; central office reductions through position layoffs, divisional efficiencies, child welfare stipends, proposed fee increase; and child advocacy centers; and program reductions in chore and companion and purchased services.

Ms. Brisendine asked if recycled savings could be used to raise the Auxiliary Grant Rate in the future. Mr. Simpson advised the rate increased over the past several years. Although the State Board sets the rate, the General Assembly must provide funding.

Mr. Brown questioned whether there would be another round of cuts. Mr. Simpson advised he was not expecting any in this biennium but said it will be challenging after that.

Members thanked Mr. Simpson and Commissioner Conyers for holding localities harmless as much as possible.

A copy of the handout is attached to the official minutes.

2010 Legislation Update

Richard Martin advised the department should hear by the end of November whether it could proceed with submitted proposals.

He also shared copies of four legislative implementation plans for 2006, 07, 08, and 09. He advised that all items in the 2007 legislative implementation plan have been completed.

Act on Poverty

Melissa Perdue, Assistant Director of the Office of Public Affairs provided an update on poverty in Virginia. She acknowledged the work of Jim Schuyler, Michelle Larkin, and Mike Evans.

She advised the task force's subcommittees met in August and September to develop and rank specific recommendations. These recommendations should be released by Secretary Tavenner and Governor Kaine in November.

The Recommendations center on six key themes: expanding safety net opportunities for families in crisis by focusing on improving access to public benefits; increase the returns on work by focusing on improving wage levels and converting certain tax credits into cash refunds; promote savings and asset accumulation by focusing on strategies to support acquiring, maintaining, and protecting key assets; improve the consumer environment by focusing on strategies that protect consumers from

financial crises; increase access to education, training, and work supports by focusing on strategies to improve access to education and training, boost worker skills; further integrate career development services at the local level and improve high school completion rates; and invest in young children and strengthen family relationships by focusing on strategies to improve access to high-quality early childhood development and education programs for parenting and their families.

Members were provided an informational handout on facilitator survey results. A copy is attached to the official minutes.

There was much discussion on the future of this Poverty Task Force and whether or not the work would continue following a change in the administration. This topic will be discussed further on Thursday.

Mr. Brown requested, and Ms. Perdue agreed that she will provide the Board with stats on poverty today versus several years ago.

It was also confirmed there were 12 states (including Virginia) that held Poverty Summits. Ms. Brisendine would like to hear perspectives from the National Governor's Association. (NGA) and Marianne McGhee on their plans with the grant received.

Ms. Perdue said data is already available and will check to ensure it can be shared now.

Virginia Community Action Partnership (VACAP)

Jim Schuyler, Executive Director of VACAP, advised that on July 1 the network expanded to include four new community action agencies (Bay Aging; CAP-SAW, Powhatan and Goochland Departments of Social Services). They have each begun providing services in their areas, including emergency services, and projects in priority areas identified by these agencies. The seven existing agencies that have expanded their jurisdictions are also moving forward rapidly to identify unmet needs and provide programs and services. The availability of federal "stimulus" dollars is allowing these agencies to make a significant impact on serving these new areas.

As a follow up to the August report on the kinds of programs and services that agencies are administering with ARRA stimulus funds, particularly CSBG and Weatherization, there are not new details; however, agencies have applied for and have received funding from other ARRA funding streams including Head Start and homelessness services.

Mr. Schuyler highlighted an excellent collaborative effort funding by ARRA awarded through Eastern Shore CAA and the Bay Workforce Investment Board; assisting 55 youth help gain work experience and job readiness skills.

The VACAP has received two grant awards from the federal Office of Community Services. These grants provide capacity building for ongoing CSBG programs and funding for strategic planning and coordination under ARRA. The capacity-building grant is focused on new community action agencies and those agencies that have expanded their areas of jurisdiction. The Strategic Planning and Coordination Grant has five key elements; statewide coordination of ARRA projects and activities and informing communities of projects and services supported by ARRA funds; coordinating communications and helping agencies develop communication plans for projects and activities using ARRA funds; assisting agencies to develop sustainability plans beyond ARRA so that results and accomplishments continue after funding ends; documenting community results based on data collected on program execution, outputs, and performance outcomes; and helping agencies to adapt current reporting systems to document program results and accomplishments.

In an effort to respond to agency needs, a retreat is planned on Thursday in Charlottesville. In closing, Mr. Schuyler said the two most critical areas faced are communicating the accomplishments of community action programs and services funded by ARRA, and developing plans to sustain those programs and services beyond ARRA. Thanks to VDSS team and particularly Mark Grigsby and his staff for their continued support.

A copy of the article entitled "Youth Gain Job Training in ESCC Summer Program" is attached to the official minutes.

Child and Family Services Review Update

Betty Jo Zarris, Assistant Director of the Division of Family Services provided an update to the Board.

Vernon Simmons has been working with consultants from the Institute for Human Services (IHS) in order to inform the Child Welfare Training Coordinating Committee (CWTCC) about establishing a competency based training system. On September 29th and 30th, two consultants from IHS provided technical assistance to the CWTCC, assessed the need for capacity building at VCU-VISSTA, and discussed strategies for reengineering training. IHS will help guide the CWTCC so that the training system is both responsive to local staff training needs and sustainable through structured participation of local agencies in how training is designed and delivered.

Over time, the CWTCC will work to establish competencies that define practice, arrange those competencies to define a core curriculum for all child welfare staff, establish an operational steering committee that clearly engages local agency staff to get input into the design and delivery of training, as well as reestablish an individual training needs assessment for local agencies. The CWTCC will meet on a monthly basis for the foreseeable future.

In addition, as DFS sponsored, Transformation specific trainings continue, a values-based training highlighting the Practice Model and the tenets of youth permanence is being offered to select LDSS staff, CPMT Chairs, and CSA Coordinators. The Values of Youth Permanence training will take place regionally beginning at the end of October and continuing through the beginning of December.

The “Advanced Resource Family Recruitment, Development, and Support” regional trainings continued this month in the Piedmont, Central, and Eastern regions. These trainings serve in part as a springboard for the Regional Peer Cooperatives (RPCs), which will take place about six weeks following each of the training sessions.

The first RPC meeting, which took place in the Western region, kicked off in September. This is the beginning of a series of working sessions in each region that will address the recruitment, development, and support of resource families. Nearly half of the region’s agencies participated in this voluntary process of systems improvement.

Lastly, the new Provider Approval Standards went into effect September 2. As a state, we now mandate pre and in-service for families, have a dual approval process, and have a mandated structure for completing family assessments. The Resource Family team is working diligently on issuing guidance for these regulations.

The Outcome Based Reporting and Analysis Unit (OBRA) held SafeMeasures training in all five regions during the month of September. Over 250 local workers were trained and 113 out of 120 local departments were represented. Feedback regarding the training was positive. Based on recommendations made by the Managing by Data Workgroup, the Children’s Research Center is currently working on the following measures for SafeMeasures:

- Child visits with biological family;
- CPS and foster care service planning; and
- CPS monthly contacts.

OBRA will be monitoring SafeMeasures usage and contacting agencies that did not attend training or do not have active users in SafeMeasures. Technical assistance will be offered to those agencies on how to incorporate SafeMeasures into their daily work.

In addition, OBRA will begin examining the Tennessee performance based contracting model in an attempt to begin monitoring outcomes for contracted placements. OBRA will also begin working on a foster care placement calculator that will allow LDSS to determine cost per placement by placement type while tying to the outcome measures of the Transformation.

The Family Engagement Work group continues to meet and is currently making final changes to the Readiness Assessment tool. This tool will be used to assess locality readiness to implement family engagement, to assign localities to a specific training phase, and to edit the draft guidance. A broadcast was issued on September 24 (Broadcast 5856) that provided initial information to local departments about the expectations for implementation, the completion of the Readiness Assessment tool and the need to identify a family engagement liaison for information sharing.

Tamara Temoney met with VISSTA representatives and the Child Welfare Training Project Manager to discuss and identify a strategy for confirming prospective family engagement trainers. The draft VA-FEM guidance has been disseminated to the CPS Policy Group and the Permanency Advisory Committee for their review and comments.

The Office of Comprehensive Services (OCS) continues to work on developing a tool that will assist localities in determining unit cost for new services. The tool has been vetted and a manual is being developed. Once completed, it will be disseminated. This tool can be used to determine rates based on costs for any new services, but it will also meet the OCS legislative requirement to provide guidelines for reasonable rates for ICC services. In addition to this work, two workgroups are being established: one to determine the process for developing a carve out of pool funds that localities can use to start new services; and the second a workgroup to develop recommendations for SEC policy regarding family engagement by the local CSA system.

COMMENT PERIOD

Public Comment

None

Local Boards and Directors of Social Services

Eddie Harrison, Director from Russell County provided an update to the Board on the issue of substance abuse in his area. Planning Districts 1, 2, 3, & 4 are working together on a grant to assist with this issue. Getting treatment for substance abuse is a problem because Virginia does not pay for this treatment.

We Care, has opened a halfway house in Lebanon and Project Hope is assisting.

Mr. Harrison thanked Commissioner Conyers for sparing local agencies as much as possible during recent budget reductions.

Fuel Program began on Tuesday and they had 50 percent of the people apply prior to the start up date. Caseload continues to increase.

Foster Care- the caseloads have doubled over the past two years; this is due to the economy and drug issues.

CSA- State rate structure change. Liaison is working with CSB to monitor children in care.

VITA- this has affected locals greatly. New procedures require a call ticket for everything; and does not allow local IT person to do these functions.

Local Boards and Directors of Community Action Agencies

None

Virginia League of Social Services Executives' (VLSSE)

Susan Clark, First Vice President of the League reported they have representation from 119 agencies across Virginia.

Ms. Clark spoke on the League's 2010 Legislative Program and Child Welfare.

Locals would like to see a much-improved child welfare system and want to work with the state as all components of transformation are rolled out. They also want to see funding follow; as locals are feeling the impact on non-funded initiatives.

She reminded that localities do not have additional funds to spend and local governments are taking budget cuts. The Board was asked to take into consideration there will be additional staff and funding needed for these initiatives.

The League will meet in November to firm up their 2010 Legislative Program.

Ms. Clark advised they will request that appropriations not be reduced; ask that the Governor consider the eligibility function at the local level and how it impacts local groceries, etc.; provide a policy statement regarding social work licensure; and request to be active in licensure roll out that may happen.

She further reminded the Board that funds have not increased but the work has. She requested that current practices be reviewed. She said that employees are like "spinning plates" handling increases in food stamps, TANF, foster care, etc., and asked how long could they cope without relief?

In closing, Ms. Clark said we have a quality job to do and we cannot do it without our state staff. We need to continue looking at ways state and locals can work in concert toward casework simplification.

Commissioner's Report

Commissioner Conyers supported remarks made by Eddie Harrison.

Fatherhood Symposium- He advised they continue to work with fatherhood initiatives and mentioned the recent symposium that was attended by more than 160 people. He advised that locals are doing work in this area and we need to continue to grow.

Farmer's Market- This is a great initiative Mr. Tom Steinhauser was involved in that hosted over 150 people. Nutritional issues were discussed statewide.

Commissioner Conyers reported that Human Resource and Budget functions have improved over the past several years. Licensing and TANF are also at a better place. Relationships between locals and state have much improved.

Move Update- half of the building has now moved to 801 E. Main Street. The move should be completed by end of October.

In closing Commissioner said it is therapeutic to look back as we move forward. Budget reductions have not been easy, and have felt the individual pain and suffering through job elimination. We will continue to face tough times ahead; but he reminded we have already pushed through some very difficult times.

The Chair and members of the Board thanked Commissioner for his leadership during these difficult times.

Henrico County Department of Social Services Overview

Cynthia Steinhauser, Assistant Director spoke to the Board on technology initiatives within Benefit Programs. Due to increased caseloads, we need to be mindful how we treat staff and clients.

Improvements have been made via an Appointment Scheduler initiative that was implemented in October 2008 to create a system to provide better customer service and discontinue the walk-in system for benefit intake. The system originated with Chesterfield County and was shared with Henrico through an agreement between the two localities. Henrico IT customized the Appointment Scheduler to add an appointment letter with information to the applicant; the SNAP Hotline Flyer and the date calculated for the worker and applicant; and a Missed Appointment letter if the applicant did not show. This system allows all applicants to be provided with a scheduled appointment with a worker. All received applications that require a face-to-face interview are scheduled within 7 days to ensure timely processing.

The local data system eCAMPS, was implemented in July 2009. Many new innovations were designed within the system to decrease the clerical burden of the workers. Renewals for the benefit programs can be run in a batch process with the client name and address pre-printed. All state and local forms are available in the system with the same formatting as the batch program with client name, address and the worker's name and phone number.

Henrico is currently looking into an electronic filing system with the hope of going paperless within five years.

Shawn Rozier, Assistant Director spoke to the Board on outcomes related to CORE Activities. Mr. Rozier advised Henrico is one of thirteen involved in CORE. The statewide CORE planning group, established by the First Lady of Virginia, has been meeting for the last year in an effort to strengthen Virginia's practices in the areas of increased foster home placement and training capacity, decrease use of congregate care placements, increased development and use of community based services, implementation of family group conferencing as a standard practice, establishing stronger family connections for older foster youth before they age out, and to improve in programmatic data collection and management.

The number of foster care homes has increased by 58 percent in Henrico.

Congregate Care placements are down 57% and keeping adoption numbers on the increase with the emphasis in foster care prevention. They continue to place children with relatives before taking into foster care and more family assessments are done.

Jim Carey talked to the Board about their effort to place six siblings in one foster care home. This was done in Fredericksburg and final adoption of all six children was finalized in August 2009.

Jane Crawley provided an overview of the Homelessness Prevention Program. They received a \$300, 000 stimulus grant that will be used with the primary emphasis on preventing homelessness by assisting individuals and families who are currently in housing but are at risk of becoming homeless and need temporary rent and/or utility assistance to prevent them from becoming homeless. Henrico DSS has identified three specific at-risk populations to be served: general homelessness prevention; foster care prevention; and former foster care youth.

Clearpoint offers financial counseling and the VA Employment Commission assists with job information.

Members thanked Ms. Crawley and her staff for the informative presentations.

Overview of Licensing Programs

Lynne Williams, Director of Licensing Programs provided a program overview. The mission of the Division of Licensing Programs is to protect the health, safety, and well-being of children and vulnerable adults served in regulated care settings through a comprehensive program of regulatory oversight and related provider services.

The Division operates with a total of 166 full time employees (25 at the home office and 141 field staff in 8 locations).

Ms. Williams reported that in FY 2009, there were 7,492 regulated facilities with a capacity for 413,558 consumers.

There were 12,847 inspections conducted; 1,572 complaints investigated; 731 complaints deemed valid; and 158 sanction recommendations were processed (129 in children's programs and 29 sanctions in adult programs).

Sixty-four training sessions were provided to 1,458 adult program providers; 9,425 hours of Alzheimer's training was provided to adult home providers; 1,464 hours of activity training was provided to 61 participants; 2,602 children's program providers were certified in Medication Administration; and 854 children's program providers received PMAT training.

Enforcement operations staff (approximately 85 percent of the organization) are responsible for issuing licenses, conducting monitoring inspections, complaint investigations, consultations, suppression of illegal operations, sanctions, and enforcement quality management. Other program consultants perform a variety of functions in regulation/policy development, training, and management support.

Current initiatives include inspection protocol; global standards; complaint triage; ALF staffing assessment process; and postage and printing.

Committee Meetings Held Recess

**Thursday, October 15, 2009
Reconvene**

Board Comments

Mr. Brown thanked Henrico DSS for their hospitality and said he was touched by Mr. Carey's story of six foster care siblings and the work that was done to keep them together in one home. The children were recently adopted to the same household.

Ms. Hornsby said this was one of the most inspiring meetings she's attended and was impressed and encouraged after hearing the presentations and the attempts by Henrico staff to impact family lives.

Ms. Sood echoed remarks made by Ms. Hornsby. She thanked the Henrico DSS for their hospitality.

Mr. Greene said he was touched by the work being accomplished by Henrico DSS and said his mother had taken in foster children most of her life. He thanked the department for their hospitality and commented that remarks made by Eddie Harrison made during public comment were from the heart.

Ms. Luca commented on the presentations made by Henrico DSS and their positive impact on families. She remarked it was so satisfying to work with all of the localities and directors that help the Board in accomplishing their goals.

Ms. Brisendine thanked Henrico DSS for their hospitality, the lovely breakfast, goody bags and especially to the men who waited in the rain to ensure the Board had parking spaces.

Board Correspondence

Mr. Martin and Ms. Rengnerth reviewed the department procedures for receiving and tracking Board correspondence. It was the consensus of the members to include "correspondence received" on future Board agenda; thus giving them the opportunity to discuss further specific correspondence.

ACTION ITEMS

Approval of Minutes

ON MOTION DULY MADE (*Mr. Brown*) and seconded (*Ms. Hornsby*), moved to approve the August 2009 minutes as presented. Motion approved with all in favor.

State Board of Social Services bylaws

ON MOTION DULY MADE (*Mr. Culpepper*) and seconded (*Ms. Hornsby*) moved to approve changes to the Bylaws as presented. Motion approved with all in favor.

22 VAC 40-630-Disability Advocacy Project, final adoption

ON MOTION DULY MADE (*Mr. Culpepper*) and seconded (*Ms. Luca*) moved to approve 22 VAC 40-630 Disability Advocacy Project final regulatory package for publication in the Virginia Register subject to approval under the provisions of Executive Order 36 (2006) and the Administrative Process Act. This regulatory action will become effective thirty days after publication. Motion approved with all in favor.

Benefit Levels in the Crisis Assistance Component of the Energy Assistance Program

ON MOTION DULY MADE (*Ms. Luca on behalf of the Adult Committee*) moved for approval to retain last year's increased heating equipment maximum benefit levels in the crisis assistance component of the Energy Assistance Program (EAP) and to keep it in place as long as funds are available. Motion approved with all in favor.

22 VAC 40-221, Additional Daily Supervision Rate Structure, proposed regulation

ON MOTION DULY MADE (*Ms. Hornsby on behalf of the Children's Committee*) moved to approve the proposed regulatory package to establish 22 VAC 40-221, Additional Daily Supervision Rate Structure for publication in the Virginia Register subject to approval under the provisions of Executive Order Number 36 (2006) and approve the fiscal impact analysis of this action for distribution to local boards of social services pursuant to 63.2-217 of the Code of Virginia. Motion approved with all in favor.

2010 Eligibility Worker Appreciation Resolution- Faye Owhin, BPRO President
ON MOTION DULY MADE (Mr. Brown) and seconded (Ms. Sood) moved to approve recognizing February 2010 as Eligibility Worker Appreciation Month, calling upon all Virginians to join in acknowledging their public service and contributions. Motion approved with all in favor.

2010 Proposed Meeting Schedule

ON MOTION DULY MADE (Mr. Greene) and seconded (Ms. Luca) moved to approve the 2010 VA State Board of Social Services proposed meeting schedule. Motion approved with all in favor.

Committee Reports

Self-Sufficiency (formerly known as the Committee on Adult Issues)
Margaret Luca, Chair provided the following:

Benefit Levels in the Crisis Assistance Component of the Energy Assistance Program
\$128M in the pool; divided among the three programs

Fuel – run differently. All those determined eligible are assigned points; benefits run at one time divided based upon the pool of applicants.

Crisis – requesting that we maintain the level of benefit for equipment

Cooling – 40% increase applications this past season.

Recommend support; but amend to keep in place as long as funding is available to support. If VDSS needs to amend in the future, we would come back and request a change.

Update on Revisions to Assisted Living Facility Regulation

ALF advisory committee workgroups – no more than 10 members.

Potentially most controversial?

Dates not set yet; will meet in Central Regional Office or Home Office

WG #1 – General Provisions – general administration; basics to have in place to open facility; capacity; administrator qualifications

Recommend – inform when groups will meet.

Revised regulation presented to Board in 2011.

ALF Advisory Committee Member Completing Form:

This is the opportunity for each ALF Advisory Committee Member to identify the regulation revision work groups on which they would like to have a representative participate. Each work group will be limited to approximately 10 ALF Advisory Committee Members or their representative. Please rank your work group preferences from 1 to 6, with 1 being the highest preference. If you do not wish to participate on a particular work group, leave the ranking block empty. There is a comment box at the end to indicate if you would like to participate on all the work groups, but still rank the work groups in case we are not able to accommodate this preference.

Rank	Work Group Number
	Work Group # 1 Part I: General Provisions Part II: Administration and Administrative Services
	Work Group # 2 Part III: Personnel Part IV: Staffing and Supervision
	Work Group # 3 Part V: Admission, Retention, and Discharge of Residents
	Work Group # 4 Part VI: Resident Care and Related Services
	Work Group # 5 Part VII: Resident Accommodations and Related Provisions Part VIII: Buildings and Grounds Part IX: Emergency Preparedness
	Work Group # 6 Part X: Additional Requirements for Facilities that Care for Adults with Serious Cognitive Impairments Who Cannot Recognize Danger or Protect Their Own Safety and Welfare

Child Welfare (formerly known as the Committee on Children’s Issues)
 Brenda Hornsby, Chair advised the committee unanimously voted to recommend approval of the proposed regulatory package to establish 22 VAC 40-221, Additional

Daily Supervision Rate Structure for publication. The committee additionally recommended approval of the fiscal impact analysis of the action for distribution to local boards of social services. There were some concerns shared regarding the proposed Uniform Rate Assessment Tool. Terese Wolfe reported that VDSS will continue to meet with the Rate Structure stakeholder advisory workgroup to periodically assess implementation of the assessment tool, consider feedback regarding challenges encountered, and make recommendations for changes if warranted.

Terese Wolfe presented committee members with a presentation of progress on Virginia's Health Plan for Children in Foster Care. An advisory committee was recently formed based upon a federal requirement of the 2008 Fostering Connections Act, which mandated the development of a plan for ongoing oversight and coordination of health care services for children in foster care. This includes medical, dental, and behavioral health needs. The plan must also involve collaboration with state Medicaid agency, pediatricians, and recipients of child welfare services. Dr. Bela Sood, Board member, serves on the advisory committee.

Betty Jo Zarris addressed a question raised regarding the role of CPS in cases that do not reach the threshold for action but suggest "high risk" for a child. At present, there is no consistent plan of action for offering prevention services throughout the state if cases are unfounded. Prevention services offered vary by locality. Ms. Zarris mentioned that the department has two staff members working on prevention analysis (surveys, focus groups, identifying what is being done by other localities offering prevention services, exploring best practices) and anticipates having a preliminary report available by mid December 2009.

The committee is requesting a presentation to the Board on the annual CPS Child Fatality Report to include updates on any media campaigns to educate the public on dangers/risks of infants sleeping with adults.

Future Meeting Schedule

December 16-17, 2009

Department of Social Services

801 E. Main Street

Richmond, VA

(The location is subject to change if it can be arranged for the Board to meet as part of the Transformation Conference).

Chair's Comments

Reviewed the topics for next or future agenda:

- NGA discuss poverty grants

- Child Fatality Report
- Health Care Assessment
- CPS Prevention Report
- Importance of HS diploma or GED /drop out prevention
Poverty Committee continuation –Margaret Luca and Michelle Larkin to serve on behalf of SBSS. Should also include representatives from Big Brothers-Big Sisters, Virginia Cooperative Extension, and Department of Education, and the Office of Public Affairs. Discussed to keep this group around 20 members.

Adjournment

10:55 a.m.

Respectfully submitted by Pat Rengnerth