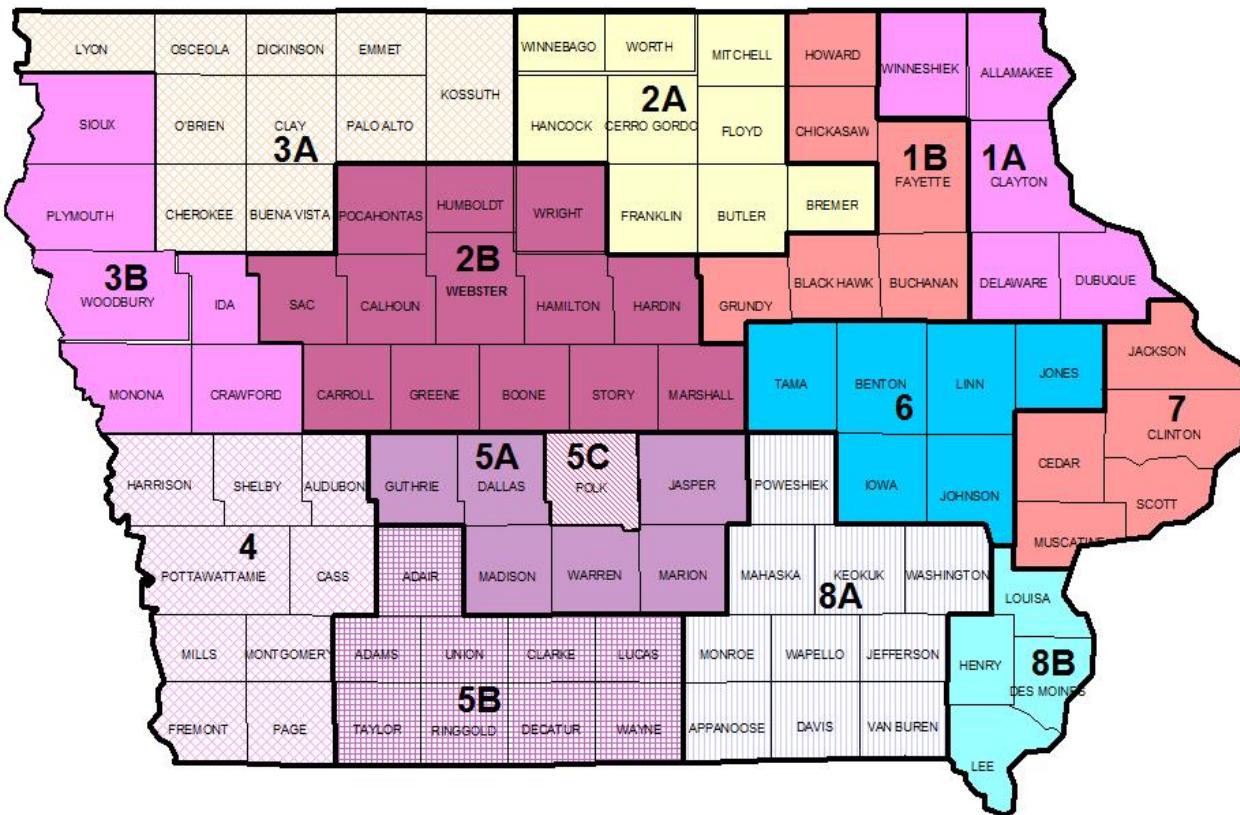


**Family First Implementation Court Partners**  
**Data Pulled March 1, 2021**  
**96 Individual Responses to Survey**



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## District Court 1:

### Judge Daniel Block (4 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 55
  - Range: 23-96
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 52
  - Range: 9-100
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 63
  - Range 10-100
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 3 yes and 1 no
    - Comments:
      - Not that I have experienced.
      - DHS has not approved anyone
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 3 yes and 1 no
    - Comments:
      - Not that I have experienced.
6. Does the judge allow kin or fictive kin as placement options?
  - 4 yes
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge Block has been great and has always been supportive of families it seems like.
  - unknown
  - Judge Block is a serious judge, but also shows compassion and reasonability. Judge Block makes decisions that are best for the children always, rather than what may be best for the parents or placement.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - I have not really had any successes or challenges with them.

- I believe there should be more involvement of the family support specialist. They are on the front line and know the families best. They also can provide a lot of insight into the case.

8 What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- Challenges with GALs are getting them to see the good things parents are doing and helping them move forward.
- I believe at times the GAL think they are doing what is best for the children without listening to the children. There are also times that the GAL is harsh on the parents because of the past without looking at the achievements and work they have put in.

**District Court 1:**

## Judge David Staudt (3 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 70
  - Range: 25-99
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 66
  - Range: 9-100
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 75
  - Range 0 -100 (I did not include the 0 in the average, but the next lowest was 10)
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 2 yes and 1 no
    - Comments:
      - Rarely
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 1 yes and 2 no
    - Comments:
      - Rarely
6. Does the judge allow kin or fictive kin as placement options?
  - 3 yes
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge Stout cares for families and their lives.
  - Judge Stout works hard to allow children to be placed back into the home, even if this takes longer than anyone originally thought.
  - Ordering FSS to do more than 4 hours visitation not allowing for natural supports. Ordering extra transportation and contacts.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - I have had successes in speaking to them about what SBC (solution-based casework) is and how we use this to help children remain in the home or have a chance to come back into the home. I have spoken with the county attorney in Black Hawk, IA about the research and training we underwent to be able to implement and back up SBC with facts.

- I am contacted when they need information about the child or parent interaction.

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- I have worked with GALs in implementing SBC services into the families I serve, which then has been brought up in court about the type of services FSS worker implemented with SBC.
- I have not had much contact with GALs. I am contacted when they need information about the child or parent interaction.

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**District Court 1:**

## Judge Linnea Nicol (7 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 67
  - Range 48-100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 68
  - Range 52-90
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 55
  - Range: 4-94
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 6 yes and 1 no
    - Comments:
      - This is only based on the case load I have currently
      - This occurs to an extent. There are several situations where a family or fictive kin are not allowed to supervise; however, they are fully able to do so. This should also be utilized more as the professional will not be in the family's lives forever and the kin or fictive kin will need to provide this supervision if so necessary.
      - On certain cases, SBC is not allowed to be used with FSS during supervised interactions.
      - Depends on the case if she allows them to be used.
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 6 yes and 1 no
    - Comments:
      - No Answer: This is based solely on a case per case basis or the nature of the case the I currently have
      - On certain cases
      - Again-depends on the case.
6. Does the judge allow kin or fictive kin as placement options?
  - 6 yes and 1 no
    - Comments:
      - Both families (maternal and paternal families should be considered and given a fair opportunity to be a placement option.

7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - I do not know what lagers are. I have no concerns about this judge.
  - The judge I have encountered for some of my case are understanding and is able to articulate the services. However, unable to distinguish what services is coming from the families apart of DHS
  - There seems to be a misunderstanding on some of the services provided by FCS. There are a few times where SafeCare is court ordered when the service is either not necessary or not able to be done on a regular basis due to schedules of families and their availability. There are also cases where FPS is court ordered when the service can be addressed in the ongoing services in FCS.
  - Judge Nicol is a great advocate in these cases. However, she sometimes orders interaction hours that are just not possible for one person to do with having other interactions on their caseload.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - DHS not knowing the limitations or the scope of responsibility of the FSS when it comes to implementing services.
  - Challenge is only allowing professionals to supervise on certain cases. GAL's not allowing family/friends to supervise.
  - Large number of supervised visits requested by DHS
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - Not at all successful
  - There needs to be more communication with the families.
  - Challenge of the GALs only having professionals supervise and no informal supports.
  - GAL Kim Lange has been open with the options provided and moving forward with families at a quicker pace than in the past

**District Court 1:**

## Judge Thomas Straka (6 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 79
  - Range: 18-100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 72
  - Range: 23-90
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 23
  - Range: 1-50
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 6 yes
    - Comments:
      - Judge leaves interactions up to the DHS Worker
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 6 yes
    - Comments:
      - Judge leaves interactions up to the DHS Worker
6. Does the judge allow kin or fictive kin as placement options?
  - 5 yes and 1 no
    - Comments:
      - Judge leaves interactions up to the DHS Worker
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - No Comments
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - No Comments

## District Court 2:

### Judge Adam Sauer (3 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 71
  - Range: 52-100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 61
  - Range: 30-84
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 36
  - Range: 0-52
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 3 yes
    - Comments:
      - Some but DHS will still expect at least 1 to be supervised by FCS worker.
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 3 yes
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 3 yes
    - Comments:
      - Judge usually leaves much of the visitation and placement options to the discretion of DHS.
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Not sure what this means...
  - Love how open he is to allowing others to supervise.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - I have not had too many difficulties in cases that were opened after the implementation. However, court orders for old cases stayed put and did not reflect the new contract, such as court ordered supervised visits by provider or other orders.

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litems (GALs) in your service area?

- I have not had any issues with the GALs thus far.

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**District Court 2:**

## Judge Joseph McCarville (6 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 67
  - Range: 0-100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 56
  - Range: 0-100
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 22
  - Range: 1-50
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 5 Yes & 1 N/A
    - Comments:
      - The judge does not get involved in this.
      - Depending on if they are appropriate.
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 5 Yes & 1 N/A
    - Comments:
      - The judge does not get involved in this.
6. Does the judge allow kin or fictive kin as placement options?
  - 6 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.

This judge does a good job allowing kinship visits as well as placement. I would like to see this judge moving cases faster and not prolong cases. Children are not given rights to have permanency in their lives and he lets the parents continue to have no progress but keeps cases open too long. Example, I have 2 cases that have been open for over 2 years with no parent progress and it is still open with no goals to close.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - They have no clue what we are doing and do not respond for weeks when we need something.

- It has seemed to work well.
- They are willing to communicate with us about how the process is going for the cases.
- Not understanding the contract and SafeCare.
- The attorneys do a good job.
- I feel the county attorney works well with us, but again we are sometimes expected to spend too much time on interactions and are not able to do our Solution Based Casework.

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- They try to remove the child before giving the family a chance to correct their mistakes.
- The GAL of Guthrie County often takes very long to progress to semi supervised and in supervised visits with family even with recommendations from DHS and the FCS.
- They are focused on the children safety.
- Not understanding the contract and SafeCare.
- Communication is key and there are times communication can be lack with some of the GAL's.
- The GALs are great to work with and assist us with any help we need on a case.

**District Court 2:**

## Judge Joseph Tofilon (5 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 32
  - Range: 0-86 (5 is the next lowest)
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 44
  - Range: 0-84 (4 is the next lowest)
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 21
  - Range: 0-52 (3 and 8 are the other numbers reported)
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 3 Yes, 1 No, & 1 incomplete
    - Comments:
      - The judge does not get too involved in this decision. It is usually DHS that does not approve.
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 3 Yes, 1 No, & 1 incomplete
    - Comments:
      - DHS makes that decision in our cases most of the time and needs to do better
6. Does the judge allow kin or fictive kin as placement options?
  - 6 yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Some judges require too many interactions with families, and it is almost impossible to complete.
  - I believe Judge Toflin does not have a real clear picture of the new FF Act and basically leaves the interaction decisions to the DHS worker. DHS still dictates interactions with little discussion with the FCS worker and still reluctant to approve family members and still dictating over the top number of interactions. Often putting children on the road for extremely long transports.
  - Judge ordered excessive visits for one family because DHS did not allow. The family first worker to be present and lied about our work.

8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - I feel the county attorney works well with us, but again we are sometimes expected to spend too much time on interactions and are not able to do our Solution Based Casework.
  - It appears that attorneys in this area feel that FCS workers only supervise visits for the families they are representing and think FCS workers can drive all over the state to provide supervised interactions for families when in fact FCS workers are working harder than the families, they are representing.
  - I do not think a lot has changed. He stays pretty neutral.
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - The GALs are great to work with and assist us with any help we need on a case.
  - The GALs in this area are amazing.
  - I believe they need more information and training on this. It would be nice if they pushed for more fictive kin to assist.

**District Court 2:**

## Judge Karen Salic (4 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 62
  - Range: 31-95
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 52
  - Range: 26-95
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 63
  - Range: 25-80
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 3 Yes & 1 No
    - Comments:
      - Dependent on case though.
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 3 Yes & 1 No
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 4 yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Also does not give DHS discretion of interactions.
  - There have been cases where fin/fictive kin are able to be placements for the children and/or supervise interactions, but I have also been a part of multiple cases where interactions were court ordered to be supervised by FCS.
  - Again, this is confusing.
  - N/A
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - No Comments

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- No Comments

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**District Court 2:****Judge Paul Crawford (2 responses)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 89
  - Reported: 80 and 98
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 72
  - Reported: 50 and 94
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 4
  - Reported: 1 and 6
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 2 Yes
    - No Comments:
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - a. 2 Yes
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 2 yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge Crawford appropriately supports kin/fictive kin. He also appears to value the FCS workers.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - I have not had any issues.
  - N/A
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - GAL's seemed to want more out of FSS, but nothing that cannot be handled
  - N/A

**District Court 2:**

## Judge Stephen Owen (1 response)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 65
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 80
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 4
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - Yes
    - No Comments:
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - Yes
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - No Comments
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - No Comments

## District Court 3:

### Judge Ann Gales (1 response)

10. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 70
11. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 65
12. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 46
13. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - Yes
    - Comments:
      - When available and appropriate.
14. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - Yes
    - Comments:
      - When available and appropriate.
15. Does the judge allow kin or fictive kin as placement options?
  - Yes
    - No Comments:
16. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge Gales regularly wants to see the children that are affected by her decisions and ensure everyone is aware of the needs of the children within her court.
17. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - County attorneys have difficulty with the idea of partnering with the families instead of telling them how to change.
18. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - GALs in this area have the best interest of the child however don't always believe the family of origin is what is best so they need to see the proof.

**District Court 3:****Judge Dan Vakulskas (1 response)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 60
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 50
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 70
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - No
    - Comments:
      - I have not had the judge order or allow kin or fictive kin however I do believe he would allow it.
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - No
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - I haven't really had any successes or challenges with them.
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - Challenges with GALs are getting them to see the good things parents are doing and helping them move forward.

**District Court 3:**

## Judge David Larson (1 response)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 61
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 50
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 48
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - Yes
    - No Comments:
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - Yes
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?  
I have had successes in speaking to them about what SBC (solution-based casework) is and how we use this to help children remain in the home or have a chance to come back into the home. I have spoken with the county attorney in Black Hawk, IA about the research and training we underwent to be able to implement and back up SBC with facts.
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - I have worked with GALs in implementing SBC services into the families I serve, which then has been brought up in court about the type of services FSS worker implemented with SBC.

### **District Court 3:**

Judge Mary Timko (5 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 44
  - Range: 100 - 1
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 47
  - Range: 100 - 1
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 52
  - Range: 78-7
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 4 Yes & 1 No
    - Comments:
      - Usually, she leaves that up to the discretion of DHS.
      - I have not witnessed an order where the judge has ordered or not ordered kin or fictive kin to provide full supervised family interactions.
      - Yes, but not as often as could occur. She has sometimes been a barrier, trying to require professionals to supervise visits even if DHS and providers agree that visits could be supervised by kin or fictive kin.
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 4 Yes & 1 No
    - No Comments:
      - I have not witnessed an order where the judge has ordered or not ordered kin or fictive kin to provide full supervised family interactions.
      - Sometimes, but could do it more.
6. Does the judge allow kin or fictive kin as placement options?
  - 5 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Comments:

- Judges listening to the best interest of the children and showing that through not always agreeing with DHS recommendations.
- Overall, I feel our judicial system, judges, and lawyers, need a better understanding of our FCS contract. I feel that would benefit from trainings on Solution Based Casework, FPS, FCS, etc. Many times, they are quick to remove or require supervised visits by providers. Often, they also ask workers to focus on things that are not "dealbreakers" or safety concerns for the family, which drags cases out (i.e.- a substance abuse case and the workers is being asked to work on parenting skills or budgeting).
- The Judge has court ordered what she wants our folks to do if it she wants something, and it is not part of the Family Centered Services contract. Removals also seem to occur at a higher rate than they could be. The use of FPS could help to avoid some removals.

8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?

- They are punitive and do not understand the concepts of FCS. These concepts include: identify and focus on deal breakers/safety concens, creating action plans to help families, allow visits to be done by family members/friends, focus on outcomes and not tasks (i.e.- you can have your kids back when you do an eval, instead it should be "you can have your kids back when you demonstrate you can maintain a safe and sober household"), giving parents a long list of tasks (instead of outcomes), then they complete the tasks and the children are still removed because there wasn't any behavioral changes and the tasks were not effective.

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- No Comments

## District Court 4:

### Judge Jennifer Benson Bahr (2 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 86
  - Range: 80 & 91
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 79
  - Range 70 & 87
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 61
  - Range: 50 & 71
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 2 Yes
    - Comments:
      - Allowed when DHS approves the individual.
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 1 Yes & 1 No
    - Comments:
      - Allowed when DHS approves the individual.
      - FCS Providers continue to be required to make an unannounced meeting during semi-supervised rather than kin doing the unannounced.
6. Does the judge allow kin or fictive kin as placement options?
  - 2 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge encourages informal supports to assist with supervised interactions and transportation assistance. Problems arise when DHS fails to approve individuals to assist.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - The attorneys are great about being advocates for their clients and ensuring they get the most out of Family Centered Services and interactions with the

children. Attorneys can be difficult to schedule with for Family Team Meetings that DHS is indicating they have to be at.

- The Guthrie county attorney is unprofessional and engages in questionable ethical situations. He is not appropriate to providers and does not engage professionally with providers and DHS. The Carroll county attorney as well as the Greene county attorney are trustworthy and professional at all times.

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- GALs are also great with advocating for the children they oversee and with ensuring their safety and well-being is taken into account throughout the case. Some GALs focus on past cases to make decisions about a current case which can hinder a parent's ability to move forward when they are doing well at this time.
- For the most part GALS in the areas of Sac, Greene, Carroll, and Guthrie Counties are willing to negotiate placements and are engaged with providers that go in the homes. I will say that a particular GAL in Guthrie county needs to understand that in home providers cannot just talk to them without parental permission

**District Court 4:**

Judge Scott Strait (2 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 97
  - Range: 95 & 98
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 97
  - Range 95 & 99
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Range: 1 & N/A
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 2 Yes
    - No Comments:
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 2 Yes
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 2 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge Strait not only utilizes the information from FFPSA and follows it as closely as possible, but he has also taken time to explain it to others in the judicial system during meetings.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - No Comments:
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - No Comments:

## District Court 5:

### Judge Brent Pattison (2 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 99
  - Range: Both at 99
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 88
  - Range 87 & 89
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - N/A
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 2 Yes
    - No Comments:
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - a. 1 Yes & 1 No
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 2 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments:
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - They are still pushing visits and using visits as a reward or punishment for parents. I also wish GAL and kids attorneys would spend more time with the parent instead of placement when meeting the kid. Especially if the case is going well.
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - They don't understand the services. Especially with working with the entire family on an issue and again using visits as rewards or punishments.

**District Court 5:**

Judge Kevin Parker (1 response)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Score: 50
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Score: 50
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Score: 6
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 1 Yes
    - No Comments:
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 1 Yes
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 1 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments:
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - Children are being placed with relatives, but on the other side children are being removed from the home more than prior to the Family First Contract
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - Challenge-GALS want more supervised interactions provided by FAC Professionals instead of utilizing informal supports.

**District Court 5:****Judge Monty Franklin (4 responses)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 97
  - Range: 88-100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 96
  - Range: 84-100
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 35
  - Range: 1 - 50
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 4 Yes
    - No Comments:
      - 2: Sometimes
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 4 Yes
    - No Comments:
      - 2: Depends on the DHS worker
6. Does the judge allow kin or fictive kin as placement options?
  - 4 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Comments:
    - Judge Franklin is very knowledgeable!
    - Judge allows informal supports to assist with supervised interactions and placement of children when appropriate.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - No Comments:

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- No Comments:

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**District Court 5:**

## Judge Rachel Seymour (2 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 85
  - Range: 75 & 95
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 73
  - Range: 61 & 85
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 67
  - Range: 50 & 83
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 2 Yes
    - Comments:
      - if they are appropriate
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 2 Yes
    - Comments:
      - if they are appropriate
6. Does the judge allow kin or fictive kin as placement options?
  - 2 Yes
    - Comments:
      - If they are appropriate
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments:
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - We (DHS and Providers) met with the Judges and County attorneys in one area of our service area and have a meeting set up in another section of our service area so we can have that same meeting. We are hoping that by meeting with the county attorneys and judges in these areas, we can continue to partner with them and educate them on what the changes are that they can expect due to FFPSA and the FCS contract.

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- We have some difficult GALs and some great ones in our service area. The biggest challenge is that some GALs want to be involved in everything and become frustrated when they have not been invited to a CSC. One in particular has complained frequently to providers about this even though it is not the providers choice or decision to include GALs.

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**District Court 5:****Judge Virginia Cobb (2 responses)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 43
  - Range: 30 & 56
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 43
  - Range: 40 & 45
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 90
  - Range: 80 & 100
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 1 Yes & 1 No
    - No Comments:
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 1 Yes & 1 No
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 2 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - This judge is the worst. She listens to DHS drama and not facts. The providers in the home have weekly contact with the families she resides over and does not ever take into account facts by them. Cases are being held open longer due to this. Certain DHS workers lie and do not take facts by in home providers. This is stressful and worrisome for the progress and barriers in cases. Judge Cobb appears to engage in drama conversations and does not provide accurate rulings that show progress in cases.:
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - No Comments:

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- No Comments:

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**District Court 5:****Judge Kimberly Ayotte (6 responses)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 94
  - Range: 86-100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 86
  - Range: 75-92
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 22
  - Range: 0-50
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 6 Yes
    - No Comments:
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 6 Yes
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 6 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments:
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - No Comments:
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - No Comments:

## District Court 6:

### Judge Carrie Bryner (9 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 21
  - Range: 2-65
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 18
  - Range 2-75
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 52
  - Range: 8-100
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 2 Yes & 7 No
    - Comments:
      - Only if professionals are doing 50% of them
      - Rarely
      - There are many cases where relative are appropriate to supervise and Judge will order FSS to be supervised at least 50% of the interactions. Kin/fictive kin are used only as extra interactions. There are also cases where kin/fictive kin are appropriate to supervise phone calls what are not allowed by Judges.
      - will say fcs still has to provide fully supervised or any form of supervision for documentation etc.- will not approve family interaction plans and orders DHS or designee to conduct supervision or safety checks- does not allow DHS to have discretion.
      - Not frequently. Often kin visit is "in addition" to the ordered fully supervised by DHS or provider.
      - Judge Bryner's orders often approve relatives to supervise 50% of the interactions as long as FCS supervises the other 50%. She also asks that FCS providers do a drop in to most relative interactions.
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - a. 3 Yes & 6 No
    - No Comments:
      - Only if professionals are doing 50% of them.
      - Rarely
      - still court orders a provider provide even if approved family is doing.
      - Minimal, most visit remain at fully supervised.
      - As long as it is 50% or less of the total interactions.

6. Does the judge allow kin or fictive kin as placement options?
  - 7 Yes and 2 incompletes
    - Comments:
      - Sometimes but only if they appear good on paper without much digging.
      - Sometimes, not consistently.
      - if judge feels they are safe and appropriate.
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Providers still have to provide fully supervised interactions when kin or fictive kin are more than willing to help assist.
  - This Judge is an intentional disrupter. She does not trust kin and fictive kin to do visits, even when professionals offer to train them and do safety checks. She doesn't understand the trauma that children can experience when it's only professionals and no one they are comfortable with.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - We are seeing a lot of relative placements which is great! Well over 50% of the cases I supervise are removed from parental care. Most of them are removed without attempting to implement FPS services. With the high amount of removals, we are seeing a lot of fully supervised interaction even when there is no immediate danger during that interaction. Just about all case are ordered to start at fully supervised and DHS is rarely given discretion for the level of supervision. We have tried to become creative with interactions and being able to progress using creative ideas to ensure safety. We have attempted having other family supports be part of the interaction plan to ensure children can see their parents as frequently as possible. We are struggling with judges ordering a minimum of 2 fully supervised interaction on every case. Also ordering that kin can only provide 50% of interactions. Due to the high volume of fully supervised interactions, it has been difficult to meet court ordered expectations. Judges are resending order giving DHS discretion for level of supervision and for others to assist with providing interactions.
  - The Linn County county attorneys have been very focused on having documentation from professionals concerning interactions. Conversations about Family First and SBC have fallen on deaf ears. It seems the only reasonable efforts issue they care that FCS providers are offering are interactions. This appears to be in an effort to start preparing for TPR from day one of a case opening.
  - Not Sure
  - County Attorneys are questioning reasonable efforts and they do not understand the documentation for SBC services.
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- In our service area the judge is ordering that DHS is unable to progress in level of supervision without GAL agreement. With this there has been several cases that are unable to progress with provider and DHS agreement due to the GAL no agreeing. There has been cases that have been moved back to fully supervised after some time progressed due to GAL's later say they are not in agreement.
- Progressing in level of supervision with parents that have been providing clean drug tests, attendance at treatment, not under the influence at interactions for months.
- GALs have also been very much focused on needing documentation should we get to a TPR trial. They are also very conservative when it comes to supervision level and who is providing the supervision.

**District Court 6:**

## Judge Cynthia Finley (11 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 24
  - Range: 0-97 (next lowest 2)
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 27
  - Range: 1-99
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 48
  - Range: 1-99
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 2 Yes, 8 No & 1 Incomplete
    - Comments:
      - Very minimal, she has made it clear that providers need to do at least 50%. She has made it clear that she does not support relatives being able to be protected. It depends on past history they have with them, even yes she will say fcs still has to provide 2 fully supervised or any form of supervision for documentation etc.- will not approve family interaction plans and orders DHS or designee to conduct supervision or safety checks- does not allow DHS to have discretion
      - Typically, no. One time in her courtroom she referenced a personal situation as to why she does not like relatives supervising interactions.
      - This Judge has an obvious personal bias against kin or fictive kin providing interactions for clients we serve. She has stated her personal beliefs in court and in front of professionals, so she doesn't try to hide it.
      - Rarely
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 2 Yes & 8 No & 1 Incomplete
    - Comments:
      - Very minimal. again, depends on case and prior history with family, if she does not feel they are appropriate then will not allow, still court orders a provider provide even if approved family is doing.
      - Rarely

6. Does the judge allow kin or fictive kin as placement options?
  - 8 yes, 2 No & 1 Incomplete
    - Comments:
      - If judge feels they are feeling safe and appropriate
      - Sometimes
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Providers still have to provide fully supervised interactions when kin or fictive kin are more than willing to help assist.
  - N/A
  - N/A
  - This Judge is an intentional disrupter. She does not trust kin and fictive kin to do visits, even when professionals offer to train them and do safety checks. She doesn't understand the trauma that children can experience when it's only professionals and no one they are comfortable with.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - Not sure
  - We are seeing a lot of relative placements which is great! Well over 50% of the cases I supervise are removed from parental care. Most of them are removed without attempting to implement FPS services. With the high amount of removals, we are seeing a lot of fully supervised interaction even when there is no immediate danger during that interaction. Just about all case are ordered to start at fully supervised and DHS is rarely given discretion for the level of supervision. We have tried to become creative with interactions and being able to progress using creative ideas to ensure safety. We have attempted having other family supports be part of the interaction plan to ensure children can see their parents as frequently as possible. We are struggling with judges ordering a minimum of 2 fully supervised interaction on every case. Also ordering that kin can only provide 50% of interactions. Due to the high volume of fully supervised interactions, it has been difficult to meet court ordered expectations. Judges are resending order giving DHS discretion for level of supervision and for others to assist with providing interactions.
  - The Linn County county attorneys have been very focused on having documentation from professionals concerning interactions. Conversations about Family First and SBC have fallen on deaf ears. It seems the only reasonable efforts issue they care that FCS providers are offering are interactions. This appears to be in an effort to start preparing for TPR from day one of a case opening.
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - Progressing in level of supervision with parents that have been providing clean drug tests, attendance at treatment, not under the influence at interactions for months.

- In our service area the judge is ordering that DHS is unable to progress in level of supervision without GAL agreement. With this there has been several cases that are unable to progress with provider and DHS agreement due to the GAL not agreeing. There have been cases that have been moved back to fully supervised after some time progressed due to GAL's later say they are not in agreement.
- GALs have also been very much focused on needing documentation should we get to a TPR trial. They are also very conservative when it comes to supervision level and who is providing the supervision.

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**District Court 6:****Judge Deborah Minot (2 responses)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 55
  - Responses: 40 & 70
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 45
  - Responses: 40 & 50
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 27
  - Responses: 19 & 34
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 1 No & 1 Incomplete
    - Comments:
      - Have not had an issue so far
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - a. 1 Yes & 1 No
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 2 yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge Minot was not very kind or understanding of a family. She yelled and talked down to them.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - Attorneys in my service area have done pretty well adjusting to the new contract.
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - GALs in my area have also done fairly well adjusting to the new contract and expectations.

**District Court 6:**

Judge Jason Burns (1 response)

10. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 80
11. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 70
12. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 10
13. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - Yes
    - No Comments:
14. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - Yes
    - No Comments:
15. Does the judge allow kin or fictive kin as placement options?
  - Yes
    - No Comments:
16. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments
17. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - No Comments
18. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - No Comments

## District Court 7:

### Judge Cheryl Traum (6 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 88
  - Range: 50-100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 90
  - Range: 50-100
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 43
  - Range: 1-100
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 5 Yes & 1 No
    - Comments:
      - Sometimes
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 6 Yes
    - Comments:
      - Sometimes
6. Does the judge allow kin or fictive kin as placement options?
  - 6 Yes
    - Comments:
      - Sometimes
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - Communication is sometimes a challenge.
  - good
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- Success with communication in regard to Rebecca Sharpe. She is excellent on her cases and always driven to do what is best for the child!
- Good

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**District Court 7:****Judge Gary Strausser (4 responses)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 62
  - Range: 28-90
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 56
  - Range: 40-94
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 32
  - Range: 10-90
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 4 Yes
    - Comments:
      - Always tries to involve kin and fiction e kin if at all possible
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 4 Yes
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 4 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge Strausser has not written a TPR order that is now 7 months past the hearing. Most of his orders take months to get written.
  - This judge is disruptive to children as his orders are delayed and cause emotional strain on families. Numerous orders take 60+ days to receive in order to provide the children with permanency. This judge punishes attorneys who advocate for their clients need for permanency by placing those orders at the bottom of his to do list. Otherwise, during court, the judge is fair. He ensures the parents and the children's voices are heard. He makes fair rulings and takes all factors into consideration. The judge partners well with agency beliefs.
  - Judge always tries to use family and fictive kin first.
  - Court orders are not written in a timely manner causing children to languish in conditions. TPR orders are not written within the 6-month time frame. Adjudication orders are not written for months after the hearing.

8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - It seems to be going well.
  - Mostly good
  - They are unaware of the full scope of the contract and thus do not shape their line of questioning during the hearings to reflect the goals and standards of family centered services.
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - We have a number of GALs who do not meet with the children.
  - It seems to be going well.
  - Mostly good

**District Court 7:**

## Judge Christine Dalton (3 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 95
  - Range: 85-100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 97
  - Range: 90-100
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 47
  - Range: 10-100
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 3 Yes
    - No Comments:
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 3 Yes
    - No Comments:
6. Does the judge allow kin or fictive kin as placement options?
  - 3 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments:
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - Good
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - Good

**District Court 7:**

Judge Korie Shippee (3 responses)

10. On a scale from 1 to 100 how well does the judge know the family first philosophy?

- Average Score: 83
- Range: 50-100

11. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?

- Average Score: 80
- Range: 50-100

12. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?

- Average Score: 50
- Range: 1-100

13. Does the judge allow kin or fictive kin to provide full supervised family interactions?

- 3 Yes
  - Comments:
    - At times

14. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?

- 3 Yes
  - Comments:
    - At times

15. Does the judge allow kin or fictive kin as placement options?

- 3 Yes
  - Comments:
    - At times

16. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.

- No Comments

17. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?

- No Comments

18. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- No Comments

**District Court 7:****Judge Phillip Tabor (6 responses)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 93
  - Range: 80-100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 93
  - Range: 82-100
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 79
  - Range: 1-100
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 6 Yes
    - Comments:
      - Sometimes, but not often
      - Case Specific
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 6 Yes
    - Comments:
      - Does not happen often, but I believe he would if recommended
6. Does the judge allow kin or fictive kin as placement options?
  - 6 Yes
    - Comments:
      - Refers to family prior to approving foster care placements
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - n/a
  - They have all done great at doing their jobs depending on the situation.
  - Tabor compliments the family when he feels it is warranted, regardless of their past, which I feel is incredibly important.
  - I think that Judge Tabor is fair in cases and does not dictate who is providing the interactions but a lot of times leaves it up to DHS discretion. However, he is retiring but I believe is still filling in at times.

8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - I had a case where they placed a one-year-old with a family where the one-year-olds half-brother was also placed, in regard to families first.
  - I have had success.
  - They want more than the contract allows.
  - Not fully aware of what SBC is and goals it outlines.
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - N/A
  - Children being placed back with parents.
  - None I can think of right now.
  - Victoria Noel has allowed one of my client's child to make the decision if she wants to be a part of her mom's interaction because the mom isn't progressing in case.

## District Court 8:

### Judge Clinton Boddicker (3 responses)

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 41
  - Range: 19-75
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 39
  - Range: 22-65
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 17
  - Range: 13-22
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 1 Yes & 1 No & 1 Incomplete
    - Comments:
      - Judge takes the recommendations of the department into consideration.
      - sometimes
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 2 Yes & 1 Incomplete
    - Comments:
      - Judge takes the recommendations of the department into consideration.
      - sometimes
6. Does the judge allow kin or fictive kin as placement options?
  - 3 Yes
    - No Comments:
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge Boddicker seems to have some concrete concepts of services available under the new act and takes department and contracted provider recommendations into consideration more often than not.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - No Comments

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - No Comments

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**District Court 8:****Judge Daniel Kitchen (2 responses)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 84
  - Responses: 68 & 100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 84
  - Responses: 67 & 100
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 17
  - Responses: 70 & 100
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 2 Yes
    - No Comments:
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 2 Yes
    - No Comments
6. Does the judge allow kin or fictive kin as placement options?
  - 2 Yes
    - No Comments
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - No Comments
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - No Comments
9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?
  - No Comments

**District Court 8:****Judge Emily Dean (1 response)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 1
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 1
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 95
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - No
    - Comments:
      - On the majority of cases fictive kin is not considered
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - No
    - No Comments
6. Does the judge allow kin or fictive kin as placement options?
  - Yes
    - No Comments
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge Dean has ordered double the amount of services, will not consider fictive kin to participate in supervision of interactions at any level and has ordered services that are not appropriate for the family such as Safe Care.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - At this point in our service area, we have had no actual successes. The challenges we have had include court orders for documentation outside the scope of our contract, services being court ordered that were not appropriate/went against the guidelines of service, court ordered services that are doubled/against the guidelines of services, court ordering service delivery to participants who do not wish to participate or do not reside in the state (setting service providers up for failure)

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- GAL in Lee county and Des Moines county have gone to the courts for court orders for documentation that goes against contract specifications, GAL in Lee, Des Moines and Henry county demanding services that are not appropriate for the case/family and GAL in Lee, Des Moines and Henry county hindering/blocking case closure when no safety concerns are present (i.e. reason for case opening has been resolved but the family lives with relatives and no residence of their own)

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**District Court 8:****Judge Jennifer Bailey (4 responses)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 37
  - Range: 9-80
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 38
  - Range: 7-85
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 22
  - Range: 7-58
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 2 Yes & 1 No & 1 Incomplete
    - Comments:
      - More often not in most cases
      - sometimes
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 3 Yes & 1 No
    - Comments:
      - More often not in most cases
6. Does the judge allow kin or fictive kin as placement options?
  - 4 Yes
    - No Comments
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.
  - Judge Bailey does not allow involvement from fictive kin in the majority of cases. Also does not seem to have a concrete idea of what services are appropriate (i.e. Safe Care) and orders interactions rather than allowing at the discretion of the department.
  - Judge Bailey does a good job of listening to court parties, including the parents.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?
  - County attorneys have been cooperative with Family First Implementation.

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- Sometimes GALs have struggled to support informal supports assisting with interactions/placement. We have challenged this line of thinking with moderately positive results.

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**District Court 8:****Judge William Owens (7 responses)**

1. On a scale from 1 to 100 how well does the judge know the family first philosophy?
  - Average Score: 81
  - Range: 10-100
2. On a scale from 1 to 100 how well does the judge know the services available under the family centered contract?
  - Average Score: 81
  - Range: 10-100
3. On a scale from 1 to 100 reflecting on your current caseloads, how often does the judge order a high number of supervised family interactions, with supervision to be conducted by the FCS Worker?
  - Average Score: 44
  - Range: 0-100 (next lowest 1)
4. Does the judge allow kin or fictive kin to provide full supervised family interactions?
  - 6 Yes & 1 No
    - Comments:
      - N/A I have not experienced the judge making this decision.
5. Does the judge allow kin or fictive kin to provide semi-supervised family interactions?
  - 5 Yes & 2 No
    - Comments:
      - I am not sure this has been utilized in our area yet.
      - N/A I have not experienced the judge making this decision.
6. Does the judge allow kin or fictive kin as placement options?
  - 7 Yes
    - No Comments
7. Please provide a narrative and examples of judges that have been champions, lagers, and intentional disrupters.  
Judge Owens is a champion!! He knows his stuff and still goes to trainings!
  - Judge Owens is a champion in regard to the Families First Philosophy.
  - Judge Owens attended the Alia training several years ago (2019?) and from there he came up with and began asking CPW's/SWCM 4 specific questions when a removal was being requested of the court. Since then, I believe those four questions have been shared in multiple service areas across the state.
  - Judge Owens is very knowledgeable, and he treats parents fairly and praises the parents when they are following recommendations.
8. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with county attorneys in your service area?

- NA
- The challenges are at times a lack of local resources, such as transportation, NA meetings. Some families do not have available kin or fictive kin to assist with interactions. The successes are the ability to keep kids home with their parents as long as it can safely be done, and the removal of children from their parental home being a last resort.
- No big challenges that I'm aware of other than it taking a while to re-framing the old way of thinking. The biggest success I can think of is basically the county attorney's willingness/open mindedness for change.
- I've overall had success however one thing I've noticed is that the Wapello County Attorney/Assistant Attorney seem to be more concerned about the children's wellbeing and are more cautious than Davis County's assistant attorney. I have not worked with other county attorneys besides Wapello and Davis at this time.

9. What successes and challenges have you had with implementation of Family First and the Family Centered Services Contract with Guardian Ad Litem (GALs) in your service area?

- NA
- I have not experienced any challenges in this area.
- Not all GALs visit the children.
- GAL in our area is really great; however, they struggle with allowing family members to supervise interactions. They want "professional documentation" of the visits. Clearly there is a lack of trust in this area.
- The GALs do a good job at thinking about the safety concerns and keeping children safe from harm.