

Professor
Alvin L.
Sallee,
LISW,
ACSW

- Practicing Social Work for over 50 years—since 1976 in home state of New Mexico
- Director of the NMSU School of Social Work—18 years
Directed the NMSU Family Preservation Institute 15 years—
Directed CYFD’s NMSU’s Permanency Planning Training six years
- Worked at University of Texas at Austin, Texas State and University of Houston, Downtown for four years.
- Reviewed and staffed 1,500 child abuse cases in New Mexico—and with now Senator Jerry Ortiz y Pino placed name plaintiffs in Joseph A. Federal Court Order.
- Consulted with 30 states, universities and four countries on child welfare.
- Over 50 grants and contracts for over \$15M—in today’s dollars \$35M.

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- Investigated group home with 70 children taking 50 affidavits which resulted in its closing.
 - Published with co-authors eight textbooks and over 50 articles and reports
 - Member of the national Board of the National Association of Social Workers, Council on Social Work Education, President of Baccalaureate Social Work Programs, Association of Social Work Boards Exam Committee. Chair New Mexico Board of Social Work Examiners.
 - Child Abuse Expert Witness and Private Adoption Social Worker in over 50 cases—both for the defense and plaintiffs.
 - Chair of New Mexico Governor's Family Policy Task Force, and Professionalization of Social Services Committee and the Adoption Task Force which drafted the first NM Adoption Act.
 - Chair, New Mexico Social Work Workforce Task Force
 - Foster, Adoptive parents, Adoptee

What We Have Learned

- Even the Best Strategic Plan is doomed to fail without a competent workforce to implement it.
- Leadership must inspire, be expert, and be consistent....
- A little knowledge in child welfare is dangerous—especially when driven by emotions.
- Do no harm—evidence-based practice is critical.
- Organizational culture must be professional not personal with an enemy list.
- CYFD has abandoned the profession of Social Work.

No need to look to other states

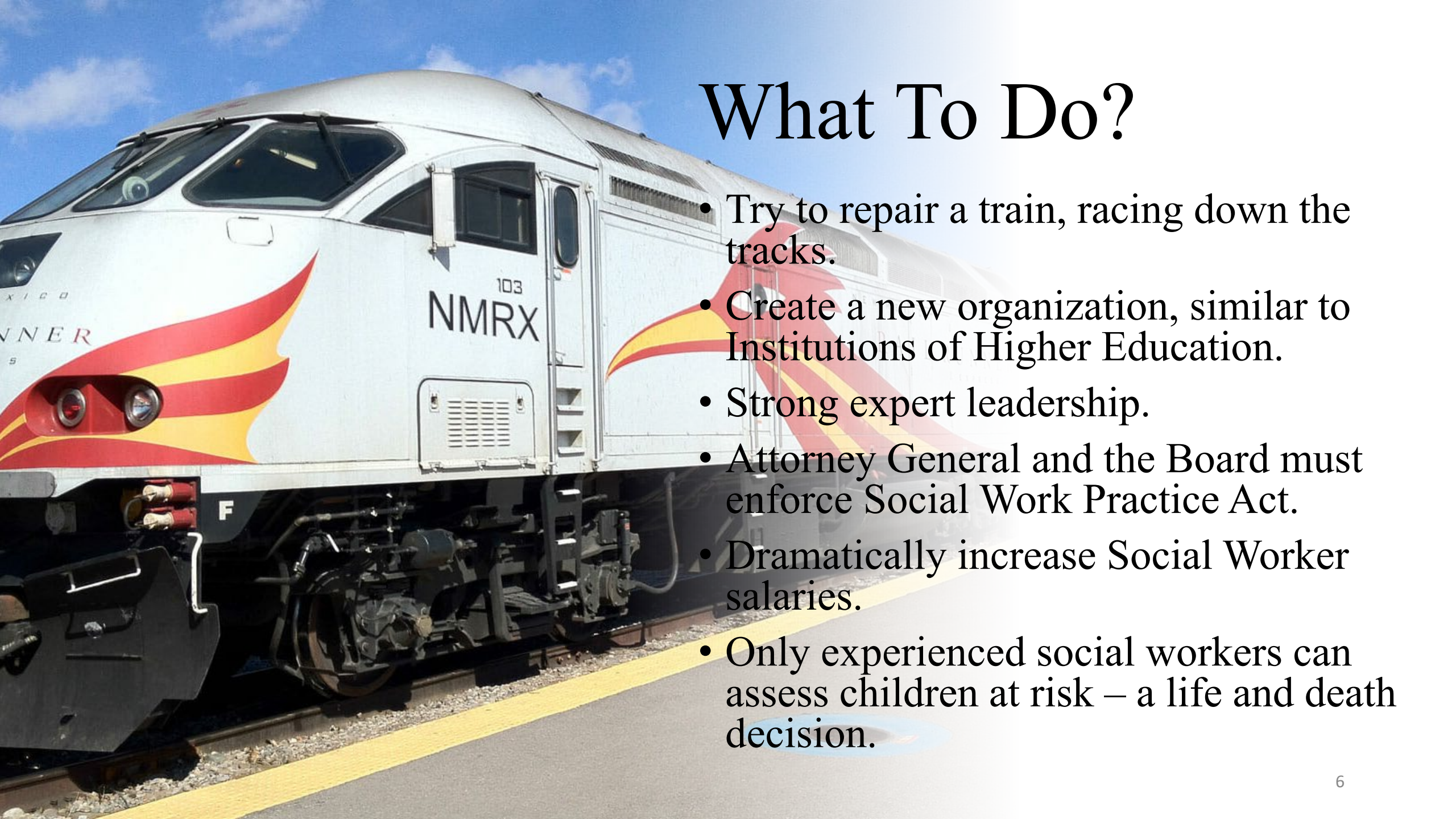
--New Mexico was a national leader in the 1990's.

“There was a time when New Mexico was nationally recognized for its practice improvements if not leadership in child welfare as IV-E trained social workers from schools like NMSU became front line practitioners and managers in CYFD. There is no reason NM cannot advance this improvement trajectory through agency- university partnerships, improved hiring of trained social workers and agency capacity building.” Dr. Katharine Briar Lawson, Dean Emeritus, founder National Center on Child Welfare Workforce.

“As we were struggling to improve child welfare across this country, New Mexico was among the leaders in articulating and implementing a new approach to service that focused on strategies to stabilize families while keeping children safe. As a leader in the family preservation movement, the Department (CYFD) partnered with schools of social work to test and implement new approaches. This happened because there was informed leadership, a well-prepared work force and a focus on the results for families and children.” Dr. Carol Williams Spigner, former Commissioner, Federal Adm. on Children and Families.

What Went Wrong??

- Joseph A. Federal Decree ended oversight.
- Lack of trust.
- CYFD strayed from its purpose.
- Silos and reorganization creates more problems.
- Gross deprofessionalization has created huge vacancy rates.
- Social Work Practice Act not enforced.
- “Tools” have replaced professional judgment.
- Too many high-profile cases and they are not caused by the media.



What To Do?

- Try to repair a train, racing down the tracks.
- Create a new organization, similar to Institutions of Higher Education.
- Strong expert leadership.
- Attorney General and the Board must enforce Social Work Practice Act.
- Dramatically increase Social Worker salaries.
- Only experienced social workers can assess children at risk – a life and death decision.

CYFD Not Responsible for Everything

- Road to 100% presented by the Anna Eight Institute at NMSU.
- End short term removal of children – Do NOT place children in offices, use community resources.
- Universities must graduate an additional 500 social work graduates a year.
- We need more BSW's.
- Title IVE funds must be maximized.
- Only highly professional care will prevent lawsuits.

CYFD Refocus Efforts

- Professionalization will reduce repeat maltreatment.
- CYFD must qualify for Family First federal money.
- Correctly utilize kinship care.
- Kevin S. consent decree has produced no results.
- Need to hold CYFD accountable.
- CYFD needs to stop speaking in future tense.

Legislative To Do List

1. Provide \$30M to add to the endowment for MSW student stipends and supervision.
2. Create the Office of Child and Family Ombudsperon and move both it and Citizen Review Board to the Attorney General's Office.
3. Direct CYFD to negotiate and put-up title IVE match for university social work programs and research at the maximum allowed rate.
4. Create a new government organizational structure—such as the universities, with a Board of Trustees to provide all original CYFD functions.
5. Raise Social Work salaries to the correct SPO band—about \$12,000 per year.
6. Enforce the Social Work Practice Act through new language to protect the public through practice and title protection.
7. Deny any state funds to be used for federal Families First programs.
8. Require all CYFD programs to be evidenced and community based.
9. Ten (\$10M) million-dollar endowment to educate School Social Workers.

