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September 1, 2023

KSNC story: Salary Survey Highlights Compensation Trends, Pandemic Impact on Child-Welfare Workforce

August 29, 2023 - by Danielle Smith

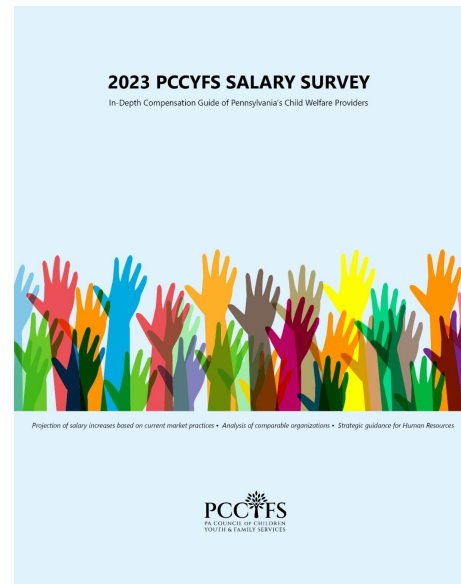
A **[new report](#)** analyzes salary data and the impact the COVID-19 pandemic has on the workforce of child-welfare, juvenile-justice and children's mental and behavioral health organizations across

Pennsylvania. The report provides an overview of the industry's compensation structure from entry-level positions through executive positions.

Abigail Wilson, director of child welfare, juvenile-justice and education services for the Pennsylvania Council of Children, Youth and Family Services explained her group identifies workforce development as one of its top public-policy priorities because of significant recruitment and retention challenges.

"So 88% of those agencies experienced increased staff turnover since March of 2020, when it began," she said. "And then some people left just because they didn't want to be around or have an increase in getting COVID. But then there's also just, in general, been lack of funding for fair pay and positions. "

The salary study includes a review of almost 50 positions across 42 agencies and includes variables based on employment status, region, agency size, budget, time with the agency, and education level as a benchmarking tool for agencies operating within children's services.



[Read the full story here](#)

[Buy the PCCYFS Salary Survey here](#)

Case Management Unit Seeks Executive Director

The Executive Director is the executive administrator responsible for planning, directing, organizing, and controlling all functions of the CMU, including an annual budget of about \$11 million and a personnel complement of about 150 employees. The Executive Director reports to an administrative Board of Directors of eleven individuals and collaborates closely with the Dauphin County Mental Health/Autism/Developmental Programs (MHADP) Administrator.

[Read the full job description here.](#)

PCCYFS Annual Business Meeting

PCCYFS will hold its annual business meeting, Friday, September 22, 2023 via Zoom. The meeting is open to provider, supporting and individual members.

The agenda is currently being developed and will highlight the work of the agency over the past year. The PCCYFS Board Chair and members of the leadership team will provide updates/presentations on various topics. The meeting is scheduled in accordance with PCCYFS by-laws as the annual meeting of the members of the Council.

Please RSVP if you plan to attend. After registering, you will receive a confirmation email containing information about joining the meeting.

**PCCYFS Annual Business Meeting
Friday, September 22, 2023 at 10 am**

Register [here](#):

PA Dept of Human Services-OCYF Guidance for Investigative Agencies Based on Recent Commonwealth Court Decision in S.F. vs. Commonwealth

Following the Commonwealth Court decision on 7/11/2023 to require pre-deprivation hearings for individuals holding a teaching certificate prior to placing them on the registry, OCYF continues to develop guidance for the department and investigative agencies. Effective immediately, counties and regions are being asked to take the following steps when investigating CPS referrals AND recommending an individual to be either **Indicated** or **Founded (due to ARD)**:

1. Verify the existence of a valid PA teaching certificate at any time between the CPS Referral Received Date and the Outcome Received Date using the following website:

www.teachercertification.pa.gov .

- Note: The teacher certification lookup website is not a conclusive source and may not yield results if an individual has had a name change.
- Eligibility for a pre-deprivation hearing prior to being placed on the registry includes the following:
 - Individuals holding a valid teaching certificate at any time between the Referral Received Date and the Outcome Received Date, regardless of employment status or position.
 - Individuals holding an emergency, intern or residency certificate at any time between the Referral Received Date and the Outcome Received Date, regardless of employment status or position.

2. Confirm with the perpetrator the existence of a teaching certificate, including dates.

3. Include a statement at the beginning of the Investigation Outcome Explanation narrative stating whether each perpetrator being Indicated or Founded (due to ARD) had a valid teaching certificate at any time during the CPS investigative period.

- Note: ChildLine will begin rejecting outcomes missing this information to ensure compliance with the court ruling.

4. Notify the ChildLine Hotline Supervisor Resource Account (RA-PWChildLineRefQue@pa.gov) when preparing to submit an outcome involving a perpetrator identified as eligible for a pre-deprivation hearing.

5. As a reminder, a Pending Criminal Court (PCC) status may only be assigned to a case when the following court action exists. This status may not be used with the sole intention of allowing additional time for a pre-deprivation hearing. See attached for more information related to the PCC status, including law enforcement requests for delay of notification.

- A criminal proceeding (arraignment, preliminary hearing, trial, etc) has occurred or is scheduled to occur;
- Criminal charges have been filed in connection to the suspected child abuse; or
- An active criminal investigation is occurring, including but not limited to interviews are taking place, evidence is being gathered, polygraph or voice stress tests have been ordered and/or conducted, although no criminal charges may have been filed.

[Delay of Notification Quick Reference Guide](#)

[OCY Policy Clarification](#)



PA DHS Request for Proposals

The PA Department of Human Services posted the Request for Proposals 04-19: Pennsylvania Statewide Adoption and Permanency Network (SWAN). See the full [details here](#).

PCCYFS IS HIRING! - Searching for a Director of Membership Growth and Development

PCCYFS is currently accepting applications for its Director of Membership Growth and

Development position. This is a part-time hybrid opportunity that has the ability to primarily work from home.

Consider joining the PCCYFS team. PCCYFS is the premier statewide association supporting child and family serving providers across Pennsylvania in the areas of child welfare, juvenile justice, mental/behavioral health, and education. PCCYFS and our members work tirelessly to make Pennsylvania a better, safer place to live.

This position focuses primarily on growing the membership of PCCYFS.

Read the job description [here](#).

Please contact hbgoffice@pccyfs.org with any questions or to submit a resume for consideration.

PCCYFS 2023 Education Summit

October 17 • Child Welfare Resource Center, Mechanicsburg • 10am to 2pm



SPECIAL GUESTS



Laval Miller-Wilson
Deputy Secretary
for the Office of
Children, Youth &
Families in the PA
Dept. of Human
Services



Dr. Carrie Rowe
Deputy Secretary
for the Office
of Elementary
& Secondary
Education in
the PA Dept. of
Education



Maura McInerney
Legal Director,
for the Education
Law Center

FEATURING SESSIONS ON:

advocacy efforts
child welfare legislation
educating children in care

RELEVANT FOR:

county child welfare agencies, private provider agencies,
schools, colleges/universities, court personnel or anyone who
works with youth/students involved in the child welfare system



Buy tickets

Sponsor the Education Summit

Drexel Division of Behavioral Health Education Fall Training Calendar

[Find the calendar here.](#)



Behavioral Health Updates

Community Behavioral Health (CBH) – Notice: IBHS Family Peer Support and Care Coordinator Authorizations

CBH will be completing an automated [authorization cycle for IBHS Family Peer Support and IBHS Care Coordinator](#) on August 26, 2023. We are requesting that providers ...

[Read more](#)

PCCYFS 2024 Annual Conference

Save the Date!

April 10 & 11, 2024

Best Western Premier

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OUR MISSION: PCCYFS is a leading, statewide membership organization serving as a united voice for our valued partners through education, data, resources and advocacy towards achieving a brighter future for children, youth and families.