



**New Jersey's Statewide
Child Abuse & Neglect Prevention Plan
October 2005 – September 2008**

Prepared by:

**New Jersey Division of Prevention & Community Partnerships
& New Jersey Task Force on Child Abuse & Neglect**

October 2005



State of New Jersey

NEW JERSEY TASK FORCE ON CHILD ABUSE AND NEGLECT

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October 18, 2005

To: Child Welfare Panel Members
Commissioner James M. Davy

The New Jersey Task Force on Child Abuse and Neglect (TFCAN) is honored to be entrusted with the responsibility of working with the Division of Prevention and Community Partnership (DPCP) to formulate a plan to prevent the abuse and neglect of New Jersey's Children. The Plan is a PRIMARY and SECONDARY prevention model for a statewide infrastructure that provides a comprehensive continuum of care. This integrated network of care is built on county level planning and coordinating entities that support collaboratives and other local programs and services. The Plan specifies designated roles and responsibilities for the state, county and local partners.

A great deal of work is underway to reach our goal to prevent child abuse and neglect in New Jersey and to ensure the safe, nurturing and healthy development of all children and adolescents. The first step in this process requires that community asset mapping and needs assessment commence immediately in all counties. Mapping of community assets is beginning in areas where community collaboratives have been funded. In order to provide a foundation for planning and implementing prevention initiatives, this activity needs to take place in all counties throughout the State.

Implementation of the first step of this plan requires an initial, minimum allocation of \$100,000 per county to fund the immediate action recommended. Significant budget resources must be dedicated to create a system that supports children and families in their communities. This will reduce the number of children requiring child protection and behavioral health services while ensuring safety and permanency for all children and adolescents. The DPCP is committed to making prevention funding available to all counties and is currently working with stakeholders, including the TFCAN, to develop an effective strategy that will meet the intended goals. Further budget discussions with Department of Human Services decision makers will be necessary to accomplish these objectives.

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Child Welfare Panel Members
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The New Jersey Statewide Child Abuse and Neglect Prevention Plan is meant to be a living document. The Task Force on Child Abuse and Neglect is committed to monitor and modify this plan on a monthly basis at the Prevention Subcommittee meetings. We are grateful for this opportunity to serve the children of New Jersey.

Respectfully submitted,

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Attachment

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New Jersey's Statewide Child Abuse and Neglect Prevention Plan 2005 - 2008

Introduction

We all play a role in protecting our children from abuse and neglect. Every child deserves a nurturing home environment, a safe place to play, appropriate medical care, and a stimulating educational experience – the essential ingredients for promoting child well-being and healthy child development. While the primary responsibility for children's health and well being rests with parents and guardians, they cannot do it alone. Families need the help of strong, supportive neighborhoods and communities with culturally competent, evidenced based, outcome measured social services.

Today, our Child Protective Services system is overwhelmed by the sheer number of children and families requiring investigation, intervention, treatment and placement. Prevention programs and services must play a more significant role in the full range of child welfare services. Documented advantages of prevention strategies show improved outcomes in reduced frequency and severity of maltreatment, enhanced parent-child interactions, more efficient use of health care services, enhanced child development and early detection of developmental delays. Long term outcomes include reduced welfare dependency, decreased delinquency, anti-social and criminal behavior, increased school readiness and significantly reduced cost outlays.

“A New Beginning: The Future of Child Welfare in New Jersey” 2004, targets many of the problems that are associated with child abuse and neglect, including economic duress, substance abuse, inadequate housing, domestic violence, mental and physical health and the lack of community based social services. The Child Welfare Reform Plan makes a powerful commitment to the prevention of child maltreatment. New Jersey is dedicating significant resources and effort to develop an integrated network of support services for children and families throughout the state. The Reform Plan also promises more fully engage families, schools and educators, relevant state agencies, departments and divisions, community organizations, providers of services, non-profits, and the business and corporate sectors in the promotion of child welfare. The goal is to PREVENT the need for Child Protective Services involvement before abuse or neglect of children ever occurs.

It is the intent of this Plan to particularly address PRIMARY and SECONDARY Prevention programs, activities, messages and services. In the past, public resources have primarily gone into tertiary/treatment programs. The investment in a quality comprehensive community based prevention plan will reduce the need for those services.

Plan Development

The New Jersey Task Force on Child Abuse and Neglect and the Prevention Subcommittee are pleased that many of the goals, objectives and strategies identified in New Jersey's Statewide Child Abuse and Neglect Prevention Plan April 2002-2005, and the *Standards for Prevention Programs: Building Success through Family Support* have been incorporated into the Division of Prevention and Community Partnerships (DPCP). The creation of the Division of Prevention and Community Partnerships reflects the State's commitment to the prevention of child abuse and neglect and its belief that communities are essential to supporting healthy children and families by identifying local solutions to local challenges.

The New Jersey Task Force on Child Abuse and Neglect has been working with the Division of Prevention and Community Partnerships since February 2005 on the development of this Prevention Plan.¹ We would like to thank the many individuals from myriad fields who participated in the creation of this Plan. We have also continually consulted with four groups who are simultaneously involved in statewide systems plan that impact and intersect with the goals and objectives of this plan:

- The Department of Health and Senior Services' State Early Childhood Comprehensive Systems Grant Programs (SECCS) to develop a systematic approach to coordination, collaboration or cooperation cross service sectors, public and private, for early childhood healthy growth
- BUILD NEW JERSEY: Partners for Early Learning lead by ACNJ to develop a blueprint for early learning that supports families and caregivers to effectively move beyond an array of services to an effective early learning system
- Governor's Cabinet for Children, Community Impact Committee a framework for discussion on Child/Family Pathways in Partnership with Communities
- Program Development & Prevention Services of the NJ Juvenile Justice Commission and Governor's Juvenile Justice & Delinquency Prevention Committee

The transparency and coordination of systems is a basic ingredient to the success of any of these initiatives. As many of these involve co-equal agencies and departments, the leadership and support of the Governor's Office is imperative.

With the sustained commitment from the multiple entities involved in its development, this Plan has all of the required elements for success. The Prevention Subcommittee of the New Jersey Task Force on Child Abuse and Neglect is honored to have been asked to create a plan to ensure the safe, nurturing and healthy development of all our children and adolescents. The Prevention Subcommittee accepts the responsibility for supporting and monitoring the implementation of this Plan.

¹. June 30, the Office of Children's Services, Division of Prevention and Community Partnerships submitted June Enforceable G. 3.a, a Plan for providing services and supports to families at high-risk of entering the child welfare system.

Definitions

This Plan uses the definitions of Prevention as stated in *The Standards for Prevention Programs: Building Success through Family Support*. They are stated here for the reader's convenience.

PRIMARY PREVENTION targets the general population and offers services and activities before any signs of undesired behaviors may be present; no screening occurs.

SECONDARY PREVENTION is directed at those who are "at risk" of possibly maltreating or neglecting children. Determining who is at risk is based on etiological studies of why maltreatment may occur. Secondary prevention efforts and services are also provided before child abuse or neglect occurs.

TERTIARY PREVENTION is provided after maltreatment has occurred, to reduce the impact of maltreatment and avoid future abuse. Tertiary prevention is treatment, working with children who have been abused or working with families where abuse has occurred.

UNIVERSAL AVAILABILITY means all parents, guardians and caregivers will have access to primary prevention materials and services without regard to income or identified risk factors.

CORE CONTRIBUTING FACTORS refers to these problems associated with child abuse and neglect; substance abuse, domestic violence, physical health, mental health, inadequate housing, economic duress and lack of community based social services.

The **PRINCIPLES of FAMILY SUPPORT** are integral to every aspect of this Prevention Plan. The focus of family support is to promote the acquisition of knowledge and skills that make the family more competent, thus strengthening family functioning. Family support ensures that parents are engaged in policy and program decisions at every level. It requires providing the knowledge and skills to participate in the policy decisions that impact their children, families and neighborhoods.

FAMILY SUPPORT PRACTICE

- Builds relationships based on equality and respect
- Improves families' ability to access resources they need
- Actively involves families in all aspects of the work
- Builds on strengths to effect change
- Celebrates diversity and affirms cultural, racial, gender and linguistic identity
- Strengthens community
- Advocates for fair, responsive and accountable systems.

Executive Summary

To effect a transformation of the magnitude necessary to meet the goals of the Child Welfare Reform Plan, change is required in the environment, in existing systems, and by individuals and service providers at the state, county and local levels. The New Jersey Statewide Child Abuse and Neglect Prevention Plan is a comprehensive model that is divided into state, county and local spheres of influence. This document articulates action steps for government entities at all levels, for interested and affiliated organizations and for individuals and members of the public. Specific recommended actions, strategies and measurable outcomes in the environmental, systemic and individual/program domains are detailed that will prevent maltreatment and support the healthy development of children and families.

This Prevention Plan incorporates the *Standards for Prevention Programs: Building Success through Family Support*, and the Principles of Family Support. It builds on the work of existing statewide planning entities and is based on a multi-disciplinary consensus. This Plan creates a framework that divides the necessary tasks into component parts, attributing roles, responsibilities and outcomes to each. Many of these components are already in place. Some counties have an existing or newly created Child Abuse Prevention Planning and Coordinating Entity. Some communities are working on local Collaboratives. Implementation of this Plan will integrate a comprehensive statewide network of child abuse and neglect prevention systems, programs and services.

This document details how each community must join in shaping the strategies and services that will lead to successfully preventing child abuse and neglect. The Plan identifies the need to educate the public and families themselves, about effective strategies to strengthen families before child abuse and neglect occurs, and to motivate support for funding for prevention programs that work. It affirms the need to identify and coordinate all existing family strengthening services and develop coordinated plans across systems and agencies. It demonstrates the need to improve the effectiveness of the supports and services provided to children and families through standards, best practices, cultural competency and the involvement of families and communities in evaluating and improving programs.

This Prevention Plan concentrates on PRIMARY and SECONDARY Prevention. The intent is to normalize the provision of family support and create a system that provides universal, strength-based, family focused services accessible to the whole community, not to single out individual parents. This Plan spells out goals and objectives for a comprehensive continuum of services and a prevention strategy that supports individuals, organizations and communities in their efforts to promote safe children, adolescents and healthy families. Working in partnership with families and communities, the public and private sector, across systems, agencies and departments the implementation of this Plan will enable New Jersey to prevent child abuse and neglect before it occurs, ultimately decreasing the number of children requiring the intervention and supervision of Protective Services.

The Prevention Plan has four major goals. The first three are the domains into which the plan is divided, Environmental, Systemic and Individual/Program. The fourth is an overarching requirement that applies to every domain and all three divisions of involvement on the state, county and local level.

1. Creating an Environment that Supports Systemic Change

The prevention of child abuse and neglect requires acknowledgement that family and community strengthening are the most effective means to safeguard children. The general public and policymakers must understand that child abuse prevention is a public health issue, that “vaccination” of families works better than waiting until the “disease” of child maltreatment has occurred and that universally accessible supports for families produce better results and are more cost effective than intervention and treatment.

2. Coordinating and Improving the Systems that Support Children and Families

Numerous public and private agencies, on the federal, state, county and local level have responsibility to provide the policies, procedures, services and funding for communities and families that impact the prevention of child abuse and neglect. These agencies and service providers must coordinate and collaborate to create one transparent system that promotes child well-being and looks at children and families holistically, rather than as fragmented components. Human and financial resources must be brought to bear in organized ways and used to fund the most effective approaches.

3. Strengthening Children, Families and the Programs and Providers that serve them.

Enhancing the capacity of the individual service providers, children and their families participating in prevention programs and processes is essential. To maximize the effectiveness of the resources we allocate to prevention, we must ensure that all services are consistent with best practices and *The New Jersey Standards for Prevention Programs: Building Success through Family Support*. The Prevention Plan identifies the need on an individual and program basis, to promote standards, best practices, cultural competency and the involvement of families and communities in evaluating and improving programs.

4. Involving Stakeholders as Powerful Partners in Change

Family strengthening and the prevention of abuse and neglect must become a priority in every community and the responsibility of every person. The state must provide the infrastructure and funding to help build strong communities, create secure families, and keep children healthy and safe. Families must be involved and share power in all phases of program development and decision-making and should have choices that are consistent with their families' culture and beliefs. The inherent strengths, power and resources of every community must be recognized and valued in the process of change, so that they are empowered to make and implement decisions consistent with its resources, needs and cultures. Each community must understand the scientific basis of family strengthening and child abuse and neglect prevention. This includes the cornerstones of effective programs, best practices research in primary, secondary and tertiary prevention and the *New Jersey Standards for Prevention Programs*. It also includes the importance of respecting and including the full range of diverse voices especially those who have been marginalized and disenfranchised. With this in mind, together we can ensure the optimal development of all New Jersey's children and adolescents.

New Jersey's Statewide Child Abuse and Neglect Prevention Plan 2005 – 2008

VISION

A Statewide commitment to support and strengthen parents, caregivers and families by engaging communities, organizations and individuals, while integrating systems to ensure the optimal development of all New Jersey children and adolescents.

GOAL

To prevent child abuse and neglect in New Jersey and to ensure the safe, nurturing and healthy development of all children and adolescents.

STATE PREVENTION PLAN IMPLEMENTATION:

Immediate Action Recommended:

Release of grants to a new or existing designated county-level planning entity to develop a primary and secondary child abuse prevention plan for its county, *involving families and communities in all aspects of the planning process. Ensure that planning participants are knowledgeable about and have experience in primary and secondary prevention and family strengthening.* Plans to be submitted for approval by June 30, 2006

Require that the Prevention Plan

1. Incorporate the *Standards for Prevention Programs: Building Success through Family Support*²
2. Identify and assess existing prevention services and gaps in prevention services for the county
3. Enhance widespread awareness of, support for, and participation in prevention and the *Standards for Prevention Programs: Building Success through Family Support*; and
4. Build capacity and coordinate prevention programs and services to create a network of comprehensive and integrated care.

² *The Standards for Prevention Programs: Building Success through Family Support* is available at the following website within the lower publication link at: www.njtaskforcecan.org.

Highlights of the Plan

Philosophical Underpinnings:

- Child maltreatment is a **public health** issue
- Support services for families will be **normalized**
- **Family support** services will be based on evidence based practice and the *Standards for Prevention*
- All programs and services are **culturally competent**
- Preventing child abuse and neglect is a state, county and local government **priority**
- **Every citizen** of this state has a role in preventing the maltreatment of children
- Family and community **leadership and empowerment** are critical
- **Integration and collaboration** across systems will maximize results
- **Research** on the causes of child maltreatment and the efficacy of prevention efforts will be supported and on-going.

Service Goals:

- Funders/Investors will support programs that meet the *Standards for Prevention*
- Public Awareness campaign: **A Person who Cares Can Prevent Child Abuse**
- **Communities are engaged** to support families
- Statewide infrastructure to support **home visitation** services
- **Universal access** to services for all families without regard to income or risk factors
- Services will be directed to social problems identified as **core contributing factors** of child maltreatment including, economic duress, substance abuse, inadequate housing, domestic violence, mental and physical health and the lack of community based social services.
- High quality **professional education** for any professional working with children and families
- Continuous review and **quality** improvement
- Accountability and **measurable outcomes**

Infrastructure:

- **State** Division of Prevention and Community Partnerships with defined roles and responsibilities, fully staffed, trained and funded
- **County** level planning and coordinating entity, existing or newly established, with defined roles and responsibilities
- **Local** Collaboratives and other existing local prevention service providers and community organizations

New Jersey's Statewide Child Abuse and Neglect Prevention Plan 2005-2008 Critical Elements

<p style="text-align: center;">Environmental</p> <p style="text-align: center;">(Creating public will and an environment supportive of the work of individuals and programs)</p>	<p style="text-align: center;">Systemic</p> <p style="text-align: center;">(Identify, coordinate and improve the functional capacity of existing federal, state, county and local prevention approaches)</p>	<p style="text-align: center;">Individual/Program</p> <p style="text-align: center;">(Addresses work done by individuals/programs and promotes standards and competency)</p>
<ul style="list-style-type: none"> • Promote the positioning of child abuse and neglect and its core contributing factors as a critical public health issue • Promote Prevention and family support with universal access • Promote the Cares/Can Campaign • Promote the inclusion of cultural competency in all training, programs and approaches • Promote consistency and coordination at state, county and local levels • Acceptance and promotion of a self selected county based process incorporating an existing or newly formed entity to ensure community involvement in county level planning and coordination of prevention approaches • Acceptance and promotion of a policy to empower communities • Acceptance and promotion of community norms around health and nonviolence • Promote and infuse Family Support values family empowerment and leadership development at all levels using research-based practices 	<ul style="list-style-type: none"> • Garner executive support to promote positioning child abuse and neglect and its core contributing factors as a critical public health issue • Assure consistency, coordination and consolidation of existing federal, state, county and local systems, agencies, departments and divisions that impact child well-being. • Multi-systemic planning and resource allocation to address prevention and the core contributing factors health, mental health, domestic violence, substance abuse, housing and economic duress. Integrate concurrent multi-systemic planning projects (Build New Jersey, State Early Childhood Comprehensive Systems Grant, Governor's Cabinet for Children Community Impact Committee, Child Welfare Reform Plan, Juvenile Justice Planning, the Statewide Child Abuse and Neglect Prevention Plan) • Institutionalize support for child abuse and neglect prevention and its core contributing factors as a central focus of policy and programming in child welfare and all relevant systems serving children and families. • Facilitate distribution and utilization of PSA's and other social marketing tools • Maintain systemic focus on primary and secondary prevention • Establish systemic support for family empowerment and leadership development as a key component of prevention and family strengthening approaches • Create a statewide infrastructure to support Home Visiting models that meet the White Paper criteria. • Support systemic involvement in Child Abuse Prevention month activities • Garner legislative support for primary and secondary prevention • Develop and ensure universally available, accessible family strengthening, primary and secondary prevention programs • Garner support from the Governor's Office and legislature for the Cares/Can Campaign • Assure adherence to <i>Standards for Prevention</i> across all systems • Ensure that cultural competency and family empowerment is actively assured in all training, programs and approaches 	<ul style="list-style-type: none"> • Train key leaders, policy makers, funding sources, and other decision makers on prevention and the core contributing factors • Research and disseminate findings for identification and remediation of the co-occurring problems in child maltreatment • Develop curriculum for the training and dissemination of <i>Standards for Prevention</i> of child abuse and neglect and the core contributing factors • Assist individuals in assessing and addressing prevention and the core contributing factors • Quality professional education on primary and secondary prevention • Directory of evidence based prevention programs/services to create a coordinated, integrated and comprehensive network of primary and secondary prevention programs that meet the <i>Standards for Preventions</i> • Train and disseminate the <i>Standards for Prevention</i> • Develop and incorporate a prevention curriculum for higher education and post graduate degrees • Train and promote Home Visiting programs meeting White Paper criteria • Disseminate materials to promote awareness of child abuse and neglect (such as Blue Ribbons, Cares/Can campaign, proclamations, buttons, calendars, etc.) • Enlist high visibility personality in the promotion of prevention as a critical issue • Involve key political and community leaders • Facilitate the integration of cultural competency and family empowerment into all prevention planning and training models

Glossary of Agencies

American Academy of Pediatrics – New Jersey	AAP - NJ
Association for Children of New Jersey	ACNJ
Child Life Protection Commission	CLPC
County Level Planning and Coordinating Entity	CLP&CE
Department of Community Affairs	DCA
Department of Education	DOE
- Office of Early Childhood	DOE - OEC
Department of Health and Senior Services	DHSS
Department of Human Services	DHS
- Office of Public Affairs	DHS-OPA
- Office of the Legislative Liaison	DHS-OLL
Division of Developmental Disabilities	DDD
Division of Family Development	DFD
Division of Learning and Development	DLD
Division of Prevention and Community Partnerships	DPCP
Governor's Cabinet for Children	GCC
Governor's Juvenile Justice and Delinquency Prevention Committee	GJJDP
Human Services Advisory Commission	HSAC
Office of Child Abuse Prevention	OCAP
Office of the Child Advocate	OCA
Office of Children's Services	OCS
- Area Offices	OCS – AO
- Division of Youth and Family Services	OCS - DYFS
National Association of Social Workers – New Jersey	NASW - NJ
New Jersey Association on Education for Young Children	NJAEYC
State Early Childhood Comprehensive Systems	SECCS
Task Force of Child Abuse and Neglect	TFCAN
- Communications Subcommittee	TFCAN - CS
- Prevention Subcommittee	TFCAN - PS
Temporary Assistance for Needy Families	TANF
University of Medicine & Dentistry of New Jersey	UMDNJ

New Jersey's Statewide Child Abuse and Neglect Prevention Plan 2005 - 2008

Environmental (Creating public will and an environment supportive of the work of individuals and programs)	Systemic (Identify and coordinate existing federal, state, county and local prevention approaches)	Individual/Program (Addresses work done by individuals/programs and promotes standards and competency)
State level	State level	State level
<p><u>Recommended Action and Strategies</u> Promote the positioning of child abuse and neglect and its core contributing factors as a critical public health issue:</p> <ol style="list-style-type: none"> 1. Proclamation of support from the Governor's office 2. State policy established <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • Governor's Office • Legislature • Task Force on Child Abuse and Neglect (TFCAN) • Div. of Prevention and Community Partnerships (DPCP) • University of Medicine & Dentistry of New Jersey (UMDNJ) – Violence Institute of New Jersey • UMDNJ - Center for Healthy Schools, Families and Communities/Office of Prevention Services & Research • Department of Health & Senior Services (DHSS) <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Proclamation produced 2. State policy written 	<p><u>Recommended Action and Strategies</u> Garner executive support from the Governor's Office and legislature to promote the positioning of child abuse and neglect and its core contributing factors as a critical public health issue:</p> <ol style="list-style-type: none"> 1. Consistent, visible and sustained support from the Governor's Office 2. Establishment of a fully coordinated plan to forward this initiative 3. Visible support from the legislature and all departments of government <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • Governor's Office • Legislature • Division of Prevention and Community Partnership (DPCP) • Department of Human Services (DHS) • UMDNJ – Center for Healthy Schools, Families and Communities and the Violence Institute of NJ • Prevention Subcommittee (PS) • DHSS • Office of the Child Advocate (OCA) <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Consistent sustained support from the Governor's Office with representation and communication 2. Establishment of a plan to put this issue forward that meets objectives and time frames 3. Visible legislative support evidenced by legislation passed and funded 	<p><u>Recommended Action and Strategies</u> Train key leaders, policy makers, funding sources, and other decision makers on prevention and the multiple core contributing factors of child abuse and neglect.</p> <ol style="list-style-type: none"> 1. Develop training content 2. Determine target audience (Gov.'s Office rep., Legislators, foundations) 3. Select trainers <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • Prevention Subcommittee (PS) • Office of Child Abuse Prevention • DPCP • Division of Learning and Development (DLD) <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Training content developed 2. Target audience determine 3. Trainers selected 4. Number of trainings completed

New Jersey's Statewide Child Abuse and Neglect Prevention Plan 2005 - 2008

	<p><u>Recommended Action and Strategies</u> Enhanced coordination and consolidation of existing federal, state, county and local systems, agencies, departments and divisions that impact child well-being to better position themselves to address the core factors.</p> <ol style="list-style-type: none"> 1. Establish a methodology for cross system planning 2. Establish coordination benchmarks in all grant standards <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • Task Force on Child Abuse and Neglect - Prevention Subcommittee (TFCAN – PS) • Governor's Children's Cabinet (GCC) • TFCAN • Child Life Protection Commission (CLPC) <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Plan established 2. Standards outlined in grant 3. Grant selection criteria based on coordination standards <p><u>Recommended Action and Strategies:</u> Multi-systemic planning and resource allocation to address prevention and these identified core contributing factors: Health, Mental Health, Domestic Violence, Substance Abuse, Housing and Economic Duress. (Health, Mental Health, Education, Early Learning, Childcare, Division of Family Development (DFD), Head Start, Task Force on Child Abuse & Neglect (TFCAN), Safe Child Consortium, Governor's Cabinet for Children (GCC), State Early Childhood Comprehensive Systems (SECCS) Grant, BUILD New Jersey – Partners for Early Learning, Association for Children of New Jersey (ACNJ), Substance Abuse, Domestic Violence, Department of Community Affairs (DCA), Housing, Temporary Assistance for Needy Families (TANF), Division of Developmental Disabilities (DDD), Juvenile Justice & Delinquency Prevention Committee, Child Advocate, New Jersey American Academy of Pediatrics (NJ-AAP), Law Enforcement, Governor's Office)</p> <p><i><u>This list is not meant to be exhaustive or exclusive but list current identified partners</u></i></p>	<p><u>Recommended Action and Strategies</u> Research and disseminate findings for identification/remediation of co-occurring problems in child maltreatment</p> <ol style="list-style-type: none"> 1. Identify research available 2. Disseminate findings 3. Investigate other necessary research projects 4. Determine steps necessary for remediation 5. Establish protocols for implementing remediation <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DHS • Office of Children's Services (OCS) • TFCAN <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Available research identified 2. Findings disseminated 3. Other necessary research projects investigated 4. Steps necessary for remediation determined 5. Protocols for implementing remediation established and implemented <p><u>Recommended Action and Strategies</u> Develop curriculum for the training and dissemination of <i>Standards for Prevention Programs: Building Success through Family Support (Standards for Prevention)</i> of child abuse and neglect and the core contributing factors</p> <ol style="list-style-type: none"> 1. Implement training 2. Develop evaluation for effectiveness 3. Seek continual improvement 4. Development of talent <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • Office of Child Abuse Prevention (OCAP) TFCAN-PS • Division of Learning and Development (DLD) • New Jersey Association for the Education of Young Children (NJAEYC)
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New Jersey's Statewide Child Abuse and Neglect Prevention Plan 2005 - 2008

	<ol style="list-style-type: none"> 1. Coordination of programs and resources across systems 2. Method of coordination and accountability of resources 3. Quarterly meetings 4. Identification of designated decision making individual in each department <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • Governor's Office • DHS • DPCP • Department of Community Affairs (DCA) • TFCAN <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Coordination of programs and resources across systems 2. Method of coordination and accountability of resources 3. Consistent decision making and policies across departments divisions agencies and systems <p><u>Recommended Action and Strategies</u></p> <p>Integrate concurrent multi-systemic planning projects (Build-New Jersey, SECCS Grant, Governor's Cabinet for Children-Community Impact Committee, NJ Juvenile Justice Plan, Child Welfare Reform Plan, the Child Abuse & Neglect Prevention Plan)</p> <ol style="list-style-type: none"> 1. Develop vision 2. Identify partners necessary 3. Produce a process to coordinate exchange of information, collaboration, research and results. <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • TFCAN-PS • BUILD-NJ Core Team • SECCS Advisory/Planning Team • DHSS • ACNJ • JJDPC • GCC 	<p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Training implemented 2. Evaluation for effectiveness developed 3. Continual improvement established 4. Number of trainings 5. <i>Standards for Prevention</i> included in all training from Division of Learning and Development (DLD) 6. <i>Standards for Prevention</i> utilized in training in all core contributing fields that constitute the multiple causes of child maltreatment
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New Jersey's Statewide Child Abuse and Neglect Prevention Plan 2005 - 2008

<p><u>Recommended Action and Strategies</u> Promote Prevention and family support with universal access to prevention and family support services</p> <ol style="list-style-type: none"> 1. Develop state policy defining and requiring universal access 2. Promote access points <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • Legislature • DPCP • TFCAN-PS <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Policy developed requiring and supporting universal access 2. Acceptance of <i>Standards for Prevention</i> by other state departments 3. Advertisements or Public Service Announcements (PSA's) in media or other outlets 4. Families have access to family support and prevention services in their local communities 	<p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. An operational vision in place 2. Partners identified 3. A plan in place <p><u>Recommended Action and Strategies</u> Establish systemic support for child abuse and neglect and its core contributing factors as a central focus of all policy and programming affecting childhood health and safety</p> <ol style="list-style-type: none"> 1. Secure support and endorsement from all levels of State Government involved or potentially involved with child welfare 2. Assure preventing child abuse and neglect are key components of the child welfare system <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • Governor's Office • DHS, DHSS, DCA etc. • OCAP • DPCP • TFCAN-PS <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Governor's order requiring support and endorsement from all levels of State Government involved or potentially involved with child abuse 2. Child abuse and neglect prevention included as key component of all state department, division and agency plans 3. Consistent directives from leadership across departments, divisions, agencies and systems 4. Consistent and visible messages across systems 5. Mechanisms for communication and collaboration established 	<p><u>Recommended Action and Strategies</u> Assist individuals in assessing and addressing prevention in their families and communities the core contributing factors (health, mental health, housing, substance abuse, domestic violence, economic duress, lack of social services)</p> <ol style="list-style-type: none"> 1. Educate community members on the Family Support Principles 2. Utilize the <i>Standards for Prevention</i> to include and empower local community groups and individuals <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • DHS • DHSS • OCS • Office of Early Childhood in DOE • DCA <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Ability of individuals to utilize <i>Standards for Prevention</i> to assess programs and evaluate their effectiveness <p><u>Recommended Action and Strategies:</u> Quality professional education on primary and secondary prevention</p> <ol style="list-style-type: none"> 1. Define quality education 2. Utilize <i>Standards for Prevention</i> to develop curricula for educational institutions 3. Provide training on <i>Standards for Prevention</i> for educators, individuals involved in child welfare and its related fields 4. Promote certification criteria in prevention training for those working or volunteering in child welfare and core contributing areas
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New Jersey's Statewide Child Abuse and Neglect Prevention Plan 2005 - 2008

<p><u>Recommended Action and Strategies:</u> Promote and infuse Family Support values, family empowerment, and leadership development at all levels using research-based practices</p> <ol style="list-style-type: none"> 1. Agree to accept the Family Support values and support family empowerment and leadership development 2. Active promotion of the approach 3. Develop policy for grant recipients <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • TFCAN-PS • DHS-OCS, DHSS • Community based prevention, family empowerment and leadership development organizations <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Agreement in place to accept the Family Support values and support family empowerment and leadership development through policy and funding 2. Active promotion of research-based approaches to family support, empowerment and leadership development 3. Policies developed 4. Concepts consistently established in grant applications 5. Policy standards promulgated 6. Promotional material developed and disseminated 	<p><u>Recommended Action and Strategies</u> Establish systemic support for family empowerment and leadership development as a key component of prevention and family strengthening approaches. Facilitate families to be effective partners in systems change and prevention efforts at all levels using Family Support values and research-based family empowerment and leadership development practices</p> <ol style="list-style-type: none"> 1. Development of a compendium of resources for families 2. Facilitation of cross system planning to bring families to the table 3. Establishment of policies for grant dissemination 4. Develop policy for grant recipients <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • Community based prevention, family empowerment and leadership development organizations • SECCS Advisory Committee • BUILD-NJ Core Team • PS <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Development & dissemination of the compendium of resources 2. Facilitation of cross system planning to bring families to the table 	<p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • OCAP • TFCAN-PS • DLD <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Quality education defined 2. Prevention curriculum for educational institutions developed and utilized 3. Training on this curriculum provided to educators <p><u>Recommended Action and Strategies</u> Facilitate the integration of family empowerment into all prevention planning and training models.</p> <ol style="list-style-type: none"> 1. Families and family advocates involved in the determination for criteria for family empowerment and leadership development 2. Develop and disseminate of criteria 3. Assure compliance with criteria in all programming and training models <p>Responsible entities:</p> <ul style="list-style-type: none"> • Child Life Protection Commission (CLPC) • TFCAN-PS • OCAP • Department of Education (DOE)– Office of Early Childhood Education • DLD <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Criteria for family empowerment and leadership development determined 2. Criteria developed and disseminated 3. Compliance with criteria in all programming and training models assured 4. Family focus groups reflect improved perception by involved families of their own effectiveness and the responsiveness of programs to their equal participation
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New Jersey's Statewide Child Abuse and Neglect Prevention Plan 2005 - 2008

<p><u>Recommended Action and Strategies</u> Promote the public service campaign, "A Person Who Cares Can Prevent Child Abuse" (Cares/Can Campaign) to engage the general public and inform them as to what every individual can do to prevent child maltreatment</p> <ol style="list-style-type: none"> 1. Develop a marketing plan 2. Develop marketing materials <p>Responsible Entity(ies)</p> <ul style="list-style-type: none"> • TFCAN-PS • Task Force on Child Abuse and Neglect - Communication Subcommittee (TFCAN-CS) • OCAP • DHS Office of Public Affairs (DHS-OPA) <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. A marketing plan developed 2. Marketing materials developed 3. Campaign funded and sustained 4. Number of outlets and distributions 	<ol style="list-style-type: none"> 3. Policies developed 4. Concepts consistently established in grant applications 5. Policy standards promulgated 6. Increase in # and diversity of families participating in systems-change activities at all levels 7. Family focus groups reflect improved perception of involved families of their own effectiveness and the responsiveness of state systems to their equal participation <p><u>Recommended Action and Strategies</u> Facilitate distribution and utilization of PSA's and other social marketing tools</p> <ol style="list-style-type: none"> 1. Distribution of marketing materials throughout state distribution systems 2. Secure coverage in state sponsored media venues <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DHS-OPA • TFCAN-CS • DPCP <p>Measurable outcomes:</p> <ol style="list-style-type: none"> 1. Identification of media outlets 2. Distribution of PSA's to all media outlets 3. Placement of PSA's on nightly news programming 	<p><u>Recommended Action and Strategies:</u> Directory of evidence based prevention programs/services to create a coordinated, integrated and comprehensive network of primary and secondary prevention programs that meet the <i>Standards for Prevention</i></p> <ol style="list-style-type: none"> 1. Determine criteria for program selection 2. Identification of approved programs and services 3. Develop directory 4. Easy access on and off line <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • OCAP • TFCAN-PS • DPCP <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Criteria for program selection determined 2. Approved programs and services identified 3. Directory developed, updated and sustained <p><u>Recommended Action and Strategies</u> Dissemination of materials to promote awareness of child abuse and neglect (such as Blue Ribbons, Cares/Can campaign, proclamations, buttons, calendars, etc.)</p> <ol style="list-style-type: none"> 1. Explore concepts 2. Determine messages to be promoted 3. Develop materials 4. Distribute materials 5. Reinforce messages <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • OCAP • TFCAN-CS • TFCAN-PS <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Concepts defined 2. Messages to be promoted determined 3. Materials developed 4. Materials distributed
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	<p><u>Recommended Action and Strategies</u> Maintain systemic focus on primary and secondary prevention of child abuse and neglect</p> <ol style="list-style-type: none"> 1. Develop educational materials on the cost effectiveness of prevention 2. Support the right of all children to a safe, healthy and nurturing childhood 3. Promote universal access to programs and services <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • TFCAN-PS • TFCAN-CS <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Monthly prevention newsletter distributed 2. Ideas for events distributed 3. Increased funding for primary and secondary prevention <p><u>Recommended Action and Strategies</u> Statewide infrastructure to facilitate and support Home Visiting models meeting the NJTFCAN and the Governor's Juvenile Justice and Delinquency Prevention Committee <i>White Paper on Home Visiting</i></p> <p><i><u>Home Visitation Programs in New Jersey: A Promising Approach for Preventing Child Abuse and Neglect prepared by the Joint Workgroup of: The NJ Task Force on Child Abuse and Neglect and The Governor's Juvenile Justice and Delinquency Prevention Committee (November 30, 2004)</u></i></p> <ol style="list-style-type: none"> 1. Ensure these standards are required in all Home Visiting grant applications 2. Policies in place to monitor compliance 3. Oversight body established to monitor facilitation 4. Home visitation requirements infused into multi-systemic statewide planning 	<p><u>Recommended Action and Strategies</u> Development and incorporation of prevention curriculum for higher education and post graduate degrees</p> <ol style="list-style-type: none"> 1. Determination of elements to be incorporated 2. Development of curriculum 3. Meetings scheduled with institution representatives 4. Commitment sought of inclusion of curriculum materials <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • OCAP • TFCAN-PS <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Elements to be incorporated determined 2. Curriculum developed 3. Meetings held with institution representatives 4. Commitment of inclusion of curriculum materials secured from New Jersey institutions of higher learning 5. Endorsement from the National Association of Social Workers of New Jersey (NASW-NJ) <p><u>Recommended Action and Strategies</u> Train and promote Home Visiting programs meeting White Paper criteria</p> <ol style="list-style-type: none"> 1. Disseminate criteria for home visitation programs 2. Develop curriculum 3. Develop and facilitate training of trainers 4. Menu of programs <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • OCAP • TFCAN-PS • JJDPC
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	<p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • TFCAN-PS • JJDPC • DHSS • DOE <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Criteria written 2. Criteria inserted into state grants 3. Home visiting policies written 4. Home visiting infused into multi-systemic state plans 5. Infrastructure to make Home Visiting available included in DHS and DOE <p><u>Recommended Action and Strategies</u> Systemic support and involvement in Child Abuse Prevention month activities</p> <ol style="list-style-type: none"> 1. Monthly activities developed 2. Distribution mechanism in place 3. Active promotion and involvement in Blue Ribbon Campaign <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • TFCAN-PS • TFCAN-CS • DYFS (Resource Development Specialist) <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Activities descriptions developed 2. Distribution method developed 3. Number of distributions <p><u>Recommended Action and Strategies</u> Garner executive support from the Governor's Office and Legislative commitment to the Cares/Can Campaign</p> <ol style="list-style-type: none"> 1. Support secured from the Governor's Office 2. Support secured from the Legislature 	<p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Criteria for Home Visitation programs are clearly articulated 2. Curriculum developed 3. Training of trainers developed and facilitated 4. Number of families served in Home Visitation programs that meet the criteria 5. Effectiveness evaluated <p><u>Recommended Action and Strategies</u> Enlist high visibility personality as spokesperson for child abuse and neglect prevention</p> <ol style="list-style-type: none"> 1. Determine message to be promoted 2. Determine appropriate individual 3. Develop contact list 4. Determine who has access 5. Make contacts <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • OCAP • DHS – Office of Public Affairs • TFCAN-CS <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Message to be promoted determined 2. Individual identified and confirmed 3. Contact list developed 4. Contacts made <p><u>Recommended Action and Strategies</u> Involve key political and community leaders</p> <ol style="list-style-type: none"> 1. Identify who is already committed
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<p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • TFCAN-CS • DHS-OPA <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Governor's proclamation in place 2. Legislative mandate secured 3. PSA's made with Governor and other significant spokespersons <p>Recommended Action and Strategies Legislative support established to sponsor necessary legislation</p> <ol style="list-style-type: none"> 1. Governor proclamation established 2. Legislative proclamation established 3. Necessary legislation introduced and supported <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • TFCAN • DHS Office of the Legislative Liaison (DHS-OLL) <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Proclamation in place 2. Legislative sponsors identified 3. Legislation passed <p>Recommended Action and Strategies Promote the inclusion of cultural competency in all training, programs and approaches:</p> <ol style="list-style-type: none"> 1. Establishment of policies for grant dissemination 2. Develop policy for grant recipients <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • TFCAN-PS • TFCAN-CS • CLPC <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Policies developed 2. Concepts consistently established in grant applications 	<p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • CLPC • TFCAN <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Individuals and key leaders publicly identified 2. Key leaders collaborating to garner additional support 3. Areas of strength and strategic weakness evaluated and addressed <p>Recommended Action and Strategies Ensure that cultural competency is actively assured in all training, programs and approaches:</p> <ol style="list-style-type: none"> 1. Establishment of policies for grant dissemination 2. Develop policy for grant recipients <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • TFCAN-PS <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Policies developed 2. Concepts consistently established in grant applications 3. Policy regulations promulgated 4. Promotional material developed and disseminated 	<ol style="list-style-type: none"> 2. Determine additional potential supporters 3. Evaluate needs and determine areas that require strategic support 4. Assess who and where power exists and is needed <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • CLPC • TFCAN <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Individuals and key leaders publicly identified 2. Key leaders collaborating to garner additional support 3. Areas of strength and strategic weakness evaluated and addressed <p>Recommended Action and Strategies Facilitate the integration of cultural competency in all prevention planning and training models</p> <ol style="list-style-type: none"> 1. Community involved in the determination for guidelines for cultural competency 2. Develop and disseminate these guidelines 3. Assure compliance with these guidelines in all programming and training models <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • CLPC • OCAP • TFCAN-PS • DLD
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<p>3. Policy guidelines promulgated</p> <p>4. Promotional material developed and disseminated</p>	<p><u>Recommended Action and Strategies:</u> Develop and ensure processes for universally available, easy access to family strengthening, primary and secondary prevention programs</p> <ol style="list-style-type: none"> 1. Policies and procedures written to ensure access 2. Accountability to those wanting services <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DHS • TFCAN <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Policies and procedures developed 2. Oversight body in place 3. Programs and services are monitored for universal accessibility 	<p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Guidelines for cultural competency determined 2. Guidelines developed and disseminated 3. Compliance with guidelines in all programming and training models assured
<p><u>Recommended Action and Strategies</u> Promote consistency and coordination at state, county and local levels:</p> <ol style="list-style-type: none"> 1. Establishment of policies for grant dissemination 2. Develop policy for grant recipients <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • TFCAN-PS • TFCAN-CS <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Policies for grant dissemination established 2. Policies developed for grant recipients 3. Marketing materials developed for all levels 4. Promotion of consistent planning and program development at all levels 	<p><u>Recommended Action and Strategies</u> Ensure consistency, communication and coordination at state, county and local levels:</p> <ol style="list-style-type: none"> 1. Policy and procedures for consistency developed 2. Policy and procedures monitoring system developed 3. Set policy, procedures, roles and responsibility for county level planning and coordinating entity and local collaboratives <p>Responsible Entity(ies)</p> <ul style="list-style-type: none"> ▪ OCS ▪ DPCP ▪ TFCAN <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Policies and procedures for consistency developed 2. Monitoring system developed 3. Established communication channel between collaboratives and other local entities 4. Communication channels established between state, county and local collaboratives 5. County level planning and coordinating entity and collaboratives understand and implement policy roles and responsibilities 	<p><u>Recommended Action and Strategies</u> Facilitate consistency and coordination at state, county and local levels:</p> <ol style="list-style-type: none"> 1. Facilitate implementation, encouragement and the enforcement of grant policies 2. Provide technical assistance regarding policies for grant recipients <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • TFCAN-PS • County Level Planning and Coordinating Entity (CLP&CE) • Human Services Advisory Commission (HSAC) <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Implementation, encouragement and the enforcement of grant policies facilitated 2. Technical assistance (TA) regarding policies for grant recipients provided

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	<p><u>Recommended Action and Strategies:</u> Ensure adherence across prevention systems as indicated in the <i>Standards for Prevention</i></p> <ol style="list-style-type: none"> 1. <i>Standards for Prevention</i> inserted in all grant applications 2. Policies for compliance in place 3. Sanctions clearly stated <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • CLPC • TFCAN • DPCP <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Requirements in place 2. Policies and sanctions in place 3. <i>Standards for Prevention</i> utilized <p><u>Recommended Action and Strategies</u> Ensure consistency of grant making and coordination at state, county and local levels:</p> <ol style="list-style-type: none"> 1. Implement, encourage and enforce policies for grant dissemination 2. Disseminate policies for grant recipients <p>Responsible Entity(ies)</p> <ul style="list-style-type: none"> • DPCP • TFCAN-PS • CLPC <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Processes for grant dissemination, encouragement and enforcement 2. Policies for grant recipients disseminated 3. Marketing materials distributed to all levels 4. Consistent planning and program development initiated at all levels 	
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Environmental (Creating public will and an environment supportive of the work of individuals and programs)	Systemic (Identify and coordinate existing federal, state, county and local prevention approaches)	Individual/Program (Addresses work done by individuals/programs and promotes standards and competency)
County level	County level	County level
<p><u>Recommended Action and Strategies</u> Acceptance and promotion of a self selected county based process incorporating existing or newly formed entity to ensure community involvement in county level planning and coordination of prevention approaches. Establish local voice for prevention</p> <ol style="list-style-type: none"> 1. Establishment of a county vision to guide county based processes 2. Development of county policies to guide county and local efforts 3. Procedures established for guiding processes and program development 4. Policy of shared decision making with local entities <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • OCS Area Offices • DPCP Team Leader <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. County vision established 2. County policies developed 3. Procedures established 4. Policy of shared decision making with local entities in place 	<p><u>Recommended Action and Strategies</u> Establishment of a self selected county based process incorporating existing or newly formed entity to ensure community involvement in county level planning and coordination of prevention approaches. Establish County level voice for prevention</p> <ol style="list-style-type: none"> 1. Selection of a county entity to encourage and facilitate county level planning and coordination 2. Full integration of this process into county wide planning efforts 3. County distribution of materials 4. Assure coordination with existing entities that deal with child welfare and the core contributing factors 5. Administer RFP's for prevention programs 6. Share decision making with local entities 7. Define roles and responsibilities of county based planning entity based on state guidelines 8. Establish knowledge and outcome standards and accountability parameters for county planning efforts and community standards 9. Increase capacity of local entities to identify and promote local planning processes and strategies that successfully engage communities <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • OCS Area Offices • HSAC • CLP&CE • DPCP Team Leader <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. County entity to encourage and facilitate county level planning and coordination established 2. Full integration of this process into county wide planning efforts 3. Materials distributed 4. Coordination with existing entities that deal with child welfare and the core contributing factors 	<p><u>Recommended Action and Strategies</u> Development of a self selected county based process incorporating existing or newly formed entity to ensure community involvement in county level planning and coordination of prevention approaches. Establish local voice for prevention</p> <ol style="list-style-type: none"> 1. Coordinate and collect asset mapping 2. Provide TA to assist local programs 3. Train neighborhood members on collaborative skills 4. Engage community neighbors 5. Function as a liaison between state and local entities 6. Assure and bridge state and local goals 7. Provide conduit for communication between state and local entities 8. County level primary prevention activities undertaken to provide information to new parents at the time of child birth 9. Facilitate evidence based seminars concerning specific parenting and child development issues to be offered at county and local sites 10. Secondary prevention to increase public awareness of available services 11. Coordination of service planning to reach all populations and neighborhoods <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • County DHS • OCS Area Office • HSAC member organizations • DPCP Team Leader <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Community mapping of assets and needs data coordinated and collected 2. TA to assist local programs provided

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<p><u>Recommended Action and Strategies</u> Accept and promote an approach that empowers communities</p> <ol style="list-style-type: none"> 1. Investigate models 2. Establish policy to use consistent approaches 3. Determine consistent theme for marketing materials 4. Promote approach with consistent language and models <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • OCS Area Offices • DPCP • County liaison from the TFCAN-PS <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Policy to use consistent approaches established 2. Consistent theme for marketing materials determined 3. Approach with consistent language and models promoted 	<p>assured</p> <ol style="list-style-type: none"> 5. RFP for prevention programs administered 6. Decision making shared with local entities 7. Roles and responsibilities of county based planning entity defined 8. Knowledge and outcome standards and accountability parameters for county planning efforts and community standards established 9. Technical assistance in place to increase capacity of local entities to identify and promote local planning processes and strategies that successfully engage communities 10. County plan completed <p><u>Recommended Action and Strategies</u> Adopt the philosophy of empowering communities</p> <ol style="list-style-type: none"> 1. Define neighborhoods 2. Actively adopt community empowerment approach 3. Commit to the use of the <i>Standards for Prevention</i> 4. Present a compendium of prevention services for the county and all municipal entities that meet the <i>Standards for Prevention</i>, updated annually <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • TFCAN-PS • CLP&CE • County Government • State funded prevention organizations • County entities currently involved in child abuse prevention <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Neighborhoods defined 2. Community empowerment approach identified and actively adopted 3. Commitment in place to use the <i>Standards for Prevention</i> 	<ol style="list-style-type: none"> 3. Neighborhood members trained on collaborative skills 4. Community neighbors engaged 5. Having a functional liaison between state and local entities 6. State and local goals assured and connected 7. Conduit for communication between state and local entities established 8. Annual schedule of county meetings and content established <p><u>Recommended Action and Strategies</u> Adopt the philosophy of empowering communities</p> <ol style="list-style-type: none"> 1. Train participants on selected model 2. Undertake community empowerment 3. Utilize <i>Standards for Prevention</i> 4. Evaluate implementation of community empowerment model 5. Determine technical assistance needs to promote community empowerment <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • OCS Area Office • DPCP Team Leader • County entities currently involved in child abuse prevention • State funded prevention organizations <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Participants trained on select model 2. Community acknowledges empowerment 3. <i>Standards for Prevention</i> implemented 4. Implementation of model assessed 5. Technical assistance needs met to promote community empowerment
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<p><u>Recommended Action and Strategies</u> Promote policy for the inclusion of cultural competency in all training, programs and approaches:</p> <ol style="list-style-type: none"> 1. Endorse state policies for grant dissemination 2. Promote state policy for grant recipients <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP Team Leader • TFCAN-PS • TFCAN-CS • CLP&CE • HSAC <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Policies endorsed 2. Concepts consistently supported in grant applications 3. Policy standards promoted 4. Promotional material supported and disseminated 	<p><u>Recommended Action and Strategies</u> Ensure that cultural competency is actively assured in all training, programs and approaches:</p> <ol style="list-style-type: none"> 1. Dissemination of state policies for grant recipients 2. Policies supported for grant recipients <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • TFCAN-PS • TFCAN-CS • CLPC <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. State policies for grant recipients disseminated 2. Policies supported for grant recipients 	<p><u>Recommended Action and Strategies:</u> Incorporate cultural competency standards into all prevention planning and training models</p> <ol style="list-style-type: none"> 1. Community involvement in the inclusion of guidelines for cultural competency 2. Disseminate guidelines 3. Assure compliance with guidelines in all programming and training models <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • CLP&CE • DPCP Team Leader • HSAC <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Community involved in the selection and inclusion of guidelines for cultural competency 2. Cultural competency guidelines disseminated 3. Compliance with guidelines in all programming and training models assured
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Environmental (Creating public will and an environment supportive of the work of individuals and programs)	Systemic (Identify and coordinate existing federal, state, county and local prevention approaches)	Individual/Program (Addresses work done by individuals/programs and promotes standards and competency)
Local level	Local level	Local level
<p><u>Recommended Action and Strategies</u> Promote, energize and motivate local individuals, groups and organizations</p> <ol style="list-style-type: none"> 1. Promote collaborative approaches 2. Promote marketing strategies 3. Promote planning processes 4. Adopt county based collaborative concept <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • HSAC • OCS Area Offices <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Collaborative approaches promoted 2. Marketing strategies promoted 3. Planning processes actively promoted 4. County based planning and coordination entity concept endorsed 5. Local collaboratives and other local programs and services supported 	<p><u>Recommended Action and Strategies</u> Promote, energize and motivate local individuals, groups and organizations</p> <ol style="list-style-type: none"> 1. Develop focus groups 2. Facilitate development of community collaborations 3. Develop plan to systemically support child focused, family centered collaboratives 4. Develop centralized planning body 5. Actively promote service systems 6. Actively promote and encourage participative volunteerism 7. Assure universal access to individualized family centered programs and services that meet the <i>Standards for Prevention</i> <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • Municipal Government • State funded prevention organizations • Local entities currently involved in child abuse prevention <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Focus groups developed 2. Community collaborations developed 3. Plan developed to systemically support child focused, family centered collaboratives 4. Centralized planning body developed 5. Service systems actively promoted 6. Participative volunteerism actively promoted 	<p><u>Recommended Action and Strategies</u> Promote, energize and motivate local individuals, groups and organizations</p> <ol style="list-style-type: none"> 1. Establish awareness of existing resources 2. Train on collaboration and collaborative planning skills 3. Assure effective engagement families in all aspects of needs assessment, planning, training, implementation and evaluation 4. Provide adequate training and support for volunteers 5. Engage, equip and empower parents 6. Assure family participation by refocusing the approach and language from “prevention of child abuse” to collaborative community building and family strengthening <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • Municipal Government • State funded prevention organizations • Local entities currently involved in child abuse prevention • Collaboratives <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Awareness of existing resources established 2. Training held on collaboration and collaborative planning skills 3. Effective engagement of families in all aspects of needs assessment, planning, training, implementation and evaluation is assured 4. Adequate training and support for volunteers provided 5. Parents engaged, equipped and empowered 6. Family participation by refocusing the approach and language from “prevention of child abuse” to

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<p><u>Recommended Action and Strategies</u> Accept and promote strategies that empower communities</p> <ol style="list-style-type: none"> 1. Agreement in place to accept a model for community empowerment 2. Active promotion of the approach <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • Municipal Government • State funded prevention organizations • Local entities currently involved in child abuse prevention <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Agreement in place to accept the strategy to empower local communities 2. Active promotion of the approach <p><u>Recommended Action and Strategies</u> Promotion of a locally based collaborative structure</p> <ol style="list-style-type: none"> 1. Agreement formed to operate consistent with policies of the <i>Standards for Prevention</i> 2. Promote central promotional objectives <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • Municipal Prevention Entity 	<p><u>Recommended Action and Strategies</u> Adopt the philosophy of empowering communities</p> <ol style="list-style-type: none"> 1. Define neighborhoods 2. Actively adopt a community empowerment model 3. Commit to the use of the <i>Standards for Prevention</i> <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • TFCAN-PS • Municipal Government • State funded prevention organizations • Local entities currently involved in child abuse prevention <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Neighborhoods defined 2. Approach to community empowerment actively adopted 3. Commitment in place to use the <i>Standards for Prevention</i> <p><u>Recommended Action and Strategies</u> Partner with the state and county entity to utilize provided resources and technical assistance to locally based collaboratives</p> <ol style="list-style-type: none"> 1. Assure coordination with state and county entities 2. Develop formal agreements of coordination 3. Develop a coordinated plan of action <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • Identified local collaborative 	<p style="text-align: center;">collaborative community building and family strengthening assured</p> <p><u>Recommended Action and Strategies</u> Adopt the philosophy of empowering communities</p> <ol style="list-style-type: none"> 1. Train participants on a model 2. Implement guidelines for community empowerment 3. Assess implementation of program guidelines 4. Determine technical assistance needs to promote community empowerment <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • Municipal Government • State funded prevention organizations • Local entities currently involved in child abuse prevention <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Participants trained on the model 2. Community engaged in empowerment 3. <i>Standards for Prevention</i> implemented 4. Implementation of community empowerment guidelines 5. Community empowerment technical assistance needs fulfilled <p><u>Recommended Action and Strategies</u> Facilitation of locally based collaborative based on highest local needs</p> <ol style="list-style-type: none"> 1. Initiate plan development based on asset mapping of community resources 2. Facilitate collaboration development around results from community asset mapping 3. Provide programs and services to meet identified gaps <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • CLP&CE • HSAC • DPCP
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<p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Policy of compliance with <i>Standards for Prevention</i> agreed upon 2. Central promotional objectives promoted <p><u>Recommended Action and Strategies</u> Promote and infuse family support values, family empowerment and leadership development at all levels using research-based practices</p> <ol style="list-style-type: none"> 1. Agree to accept the family support values and support family empowerment and leadership development 2. Active promotion of the approach <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • OCS • DPCP • TFCAN-PS • Municipal Government • State funded prevention and family empowerment and leadership development organizations • Local entities currently involved in child abuse prevention <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Agreement in place to accept the Family Support values and support family empowerment and leadership development through policy and funding 2. Active promotion of research-based approaches to family support, empowerment and leadership development 	<p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Assure coordination with state and county entities 2. Develop formal agreements of coordination 3. Develop a coordinated plan of action <p><u>Recommended Action and Strategies</u> To facilitate families to be effective partners in systems change and prevention efforts at all levels using family support values</p> <ol style="list-style-type: none"> 1. Utilization of the compendium of resources 2. Facilitation of cross system planning to bring families to the table <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • CLP&CE • DPCP • TFCAN-PS • Family empowerment and leadership development organizations • CLPC <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Utilization of the compendium of resources 2. Facilitation of cross system planning to bring families to the table 3. Increase in active participation of diverse families in local collaboratives 	<ul style="list-style-type: none"> • Identified local collaborative <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Initiate plan development based on assets and needs assessment from mapping results 2. Facilitate collaboration development around results from the assets and needs assessment 3. Full continuum of primary and secondary prevention program services in every county <p><u>Recommended Action and Strategies</u> Empower families to utilize the Family Support values</p> <ol style="list-style-type: none"> 1. Train family members on strategies for systems change 2. Facilitate focus groups for the development of family dialogue sessions 3. Coach and support family members to learn empowerment skills <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • Local collaboratives • DPCP • TFCAN-PS • Family empowerment and leadership development organizations • CLPC <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Train family members on strategies for systems change 2. Facilitate focus groups for the development of family dialogue sessions 3. Coach family members to learn empowerment skills 4. Provide ongoing support to family members participating in systems change
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<p><u>Recommended Action and Strategies</u> Acceptance and promotion of community norms around health and nonviolence</p> <ol style="list-style-type: none"> 1. Agreement developed on community norms around health and nonviolence 2. Active promotion of community norms around health and nonviolence <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • TFCAN-PS • Municipal entity • State funded prevention organizations • Local entities currently involved in child abuse prevention • UMDNJ <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Agreement in place to develop community norms around health and nonviolence 2. Active promotion of community norms around health and nonviolence established 	<p><u>Recommended Action and Strategies</u> Establishment of community norms around health and nonviolence</p> <ol style="list-style-type: none"> 1. Development of interagency affiliation agreements 2. Involvement with faith based communities 3. Provide ongoing support to families to build the capacity of existing programs 4. Develop family leadership opportunities for systems change 5. Conduct advocacy training on prevention and nonviolence 6. Develop and widely disseminate a compendium of resources (in print and web-based) 7. Engage families in identifying needed resources 8. Coordinate dissemination of materials with existing local prevention and family support entities <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • DPCP • CLP&CE • Local community leaders <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Interagency affiliation agreements developed 2. Faith based communities involved 3. Families have the capacity to utilize prevention programs 4. Family leadership opportunities for systems change developed 5. Advocacy training for prevention and nonviolence conducted 6. A compendium of resources (in print and web-based) developed and widely disseminated 7. Families obtained needed resources 8. Dissemination of materials with existing local prevention and family support entities coordinated and updated annually 	<p><u>Recommended Action and Strategies</u> Development of community norms around health and nonviolence</p> <ol style="list-style-type: none"> 1. Educate families, parents and caregivers on nonviolent interventions 2. Involvement of medical staffs and providers 3. Outreach to identify families for participation 4. Conduct annual parent/family forum 5. Assist families to become more effective partners in systems change/prevention efforts <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • HSAC • DPCP • Local health departments • Collaboratives • Existing local prevention entities <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Families, parents and caregivers educated on nonviolent interventions 2. Medical staffs and providers involved 3. Outreach to identify families for participation 4. Conduct annual parent/family forums 5. Families are effective partners in systems change/prevention efforts
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<p><u>Recommended Action and Strategies</u> Promote policy for the inclusion of cultural competency in all training, programs and approaches:</p> <ol style="list-style-type: none"> 1. Endorse state policies for grant dissemination 2. Promote state policy for grant recipients <p>Responsible Entity(ies)</p> <ul style="list-style-type: none"> • DPCP • CLP&CE • HSAC • Local planning and coordinating entity <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Policies endorsed 2. Concepts consistently supported in grant applications 3. Policy guidelines promoted 4. Promotional material supported and disseminate 	<p><u>Recommended Action and Strategies</u> Ensure that cultural competency is actively assured in all training, programs and approaches:</p> <ol style="list-style-type: none"> 1. Adherence to state policies for grant applications 2. Policies supported for grant applications <p>Responsible Entity(ies)</p> <ul style="list-style-type: none"> • DPCP • HSAC • Local planning and coordinating entity <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Dissemination of state policies for grant recipients Policies supported for grant recipients 2. Training provided on cultural competency for grant recipients 3. All grant request demonstrate cultural competency 	<p><u>Recommended Actions and Strategies:</u> Require cultural competency guidelines in all prevention planning and training models</p> <ol style="list-style-type: none"> 1. Involvement of the community in guidelines for cultural competency 2. Disseminate standards 3. Assure compliance with guidelines in all programming and training models <p>Responsible Entity(ies):</p> <ul style="list-style-type: none"> • Local planning and coordinating entities • DPCP • HSAC <p>Measurable Outcomes:</p> <ol style="list-style-type: none"> 1. Community involved in the inclusion of guidelines for cultural competency 2. Guidelines disseminated 3. Compliance with guidelines in all programming and training models assured
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APPENDICES

APPENDIX 1

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