



LJ v. Massinga Reporting: Measure 121

Date: July 3, 2009/ Revised: May 26, 2020

#	Measure
121	95 percent of caseworkers met the qualifications for their position title under Maryland State Law.

Source/Criteria

1. LJ v. Massinga, MCD, p. 39, Section V(D)(2):

Qualified Workforce with appropriate training and supervision

a. Definitions:

- (1) "Qualified Workforce" means that all caseworkers shall have the qualifications required by Maryland state law.
- (2) All supervisors of caseworkers shall be social workers licensed under the requirements of Maryland state law.
- (3) New caseworkers shall receive at least five weeks of pre-service training before being assigned any cases and shall thereafter receive twenty hours of training per year.

2. Maryland Human Services Article §4-301.

...

- (b) (1) The Secretary shall hire as caseworkers only human services professionals, such as:
 - (i) social workers licensed in accordance with Title 19 of the Health Occupations Article;
 - (ii) psychologists licensed in accordance with Title 18 of the Health Occupations Article;
 - (iii) professional counselors certified in accordance with Title 17 of the Health Occupations Article;
 - (iv) nurses licensed in accordance with Title 8 of the Health Occupations Article;
 - (v) school psychologists certified in accordance with regulations adopted under Title 6, Subtitle 7 of the Education Article; and

Measure 121
May 26, 2020

- (vi) human service workers who:
 - 1. have a degree in an appropriate behavioral science;
 - 2. have completed the mandatory preservice training and competency test; and
 - 3. are supervised by licensed social workers.

...

(c) The Secretary shall:

(1) implement a preservice training program and competency test for newly employed caseworkers;

(2) require that all new casework staff:

(i) be hired provisionally;

(ii) except for staff described in item (4) of this subsection, complete a 40-hour preservice training program; and

(iii) pass a competency test before being granted permanent employment status;

(3) implement mandatory standards for continuing education for all caseworkers and casework supervisors that require that employees who fail to obtain the required continuing education credits be subject to disciplinary action, including demotion, suspension, and dismissal;

(4) develop and implement mandatory standards that exempt newly hired individuals who have documented and verified casework experience or hold appropriate State licensure from the 40-hour preservice training program specified in item (2)(ii) of this subsection; and

(5) require caseworkers who are exempt from the preservice training program specified in item (2)(ii) of this subsection and fail the competency test to participate in the preservice training program and to take and pass the competency test before being granted permanent employment status.

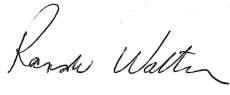
Key Data

Data	Source
New hire data	Personnel record system
Proof of qualifications	Human resources department

Measure 121
 May 26, 2020

Calculations for Measuring Compliance

Definition	Of all new child welfare caseworkers hired during the report period, the percent that met the qualifications for their position title under Maryland Law.
Denominator	Number of new caseworkers to whom cases were first assigned during the reporting period.
Numerator	Of those in the denominator, number of caseworkers for whom there is: 1. a. Proof of valid license or certification as listed in Human Services Art. Section 4-301(b)(1)(i)-(v) OR b. Proof that the caseworkers i. have a degree in an appropriate behavioral science; ii. have completed the mandatory preservice training; and iii. are supervised by licensed social workers. AND 2. Evidence in the system of record of no case assignments prior to written proof of successful passage of competency test.
Units of analysis	Caseworkers – unique caseworkers are counted.
Six-month calculation methodology	The percentage of caseworkers that met this standard will be calculated by BCDSS on a monthly basis for each six-month reporting period. Compliance is achieved when the measure calculation for the six-month reporting period reaches at least 95% compliance.

Randi Walters, PhD  5/26/20

Submitted by: _____

Printed Name Signature Date

Director, BCDSS

Approved by: Rhonda Lipkin /s/ 5/26/20

Printed Name Signature Date

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