



Ready, Set, Growth!

Dear DCBS Family,

As we embark on a fresh new year, it is a natural time to reflect on the past and look ahead with anticipation. We accomplished so much together as a team in 2023, and I am incredibly proud of your hard work and dedication. But as exciting as our achievements are, there is always room for growth, and I believe that setting goals for the new year is key to improving the services we provide to Kentucky Families.

From the Commissioner

Our work in 2023 laid a strong foundation and I am excited for what we can do together in 2024. The services we provide are the cornerstones of Kentucky communities and our programs and initiatives provide essential support and resources to individuals and families who need it most.



The New Year brings another opportunity to improve our services as an agency. It is a time to set goals. Setting goals gives us a clear direction and focus on the year ahead and identifies areas in which we can grow. Leadership is currently looking at our goals as an agency and how we can monitor our growth.

[Read more here](#)

Serving with Safety: How to Avoid Winter's Hazards

As temperatures drop below freezing in Kentucky, it's crucial for CHFS and DCBS staff to prioritize safety amid their fast-paced jobs. Unfortunately, there are over 5,800 people that lose their lives, in weather-related traffic accidents. To add to this, over 500 people die annually in accidents on snowy/slushy walking pavements.

Even in temperatures at or just above 32 F, a thin layer of water can turn to ice, causing extremely hazardous, slippery driving conditions.



Black or clear ice is one of the most dangerous road conditions a driver can encounter.

DCBS Equity Team Racism: Unveiling the Layers and Fighting for Change

Racism, a deeply ingrained and complex issue, wears many faces. While the term often conjures images of individual prejudice and hate, its true reach extends far beyond. This article delves into the different forms of racism, their impact, and how we can collectively dismantle them. How can we make an impact...To remedy institutional racism, we must identify policies and practices that perpetuate racial disparities.

To counter structural racism, we must pursue policies to advance equal opportunities for all such as safe drinking water and quality school.

We must work together to end racism in all forms.

[Read more here](#)

[Read more here](#)

From Inspiring to Inspired: Family Support Team Gives Back

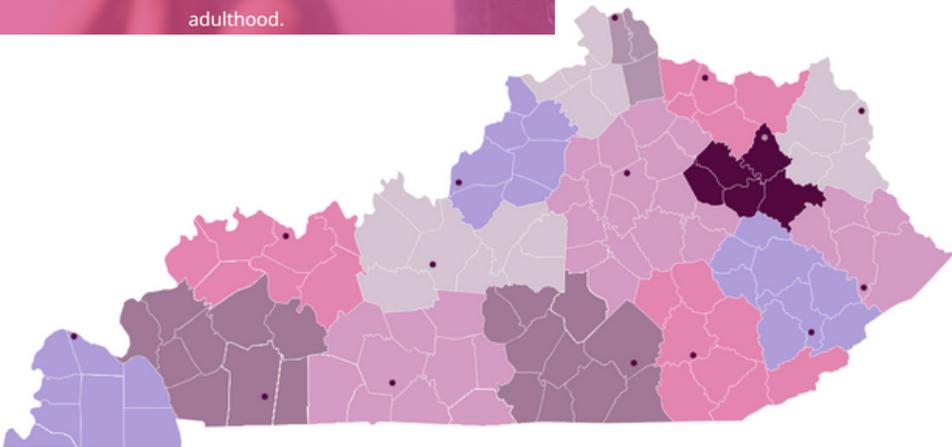
Inspired by the incredible work of Doves, a 24/7 emergency safe haven for victims of domestic abuse and their children, Northeastern's Family Support Team was moved to give back during the holiday season. Witnessing their dedication to providing free and confidential support firsthand during a staff meeting presentation, they felt compelled to show their appreciation. In the spirit of the season, their team collaborated to make a heartfelt donation to Doves.



On Friday, December 22nd, several team members proudly delivered the contribution, bringing a touch of holiday cheer to this vital community resource.

1 in 3 adult women

has experienced at least one physical assault by a partner during adulthood.



[click to find out more](#)



What would be on DCBS's "dashboard" to ensure we are meeting the needs of families?

DCBS Defines Key Performance Indicators to Track Family Service Success

DCBS Leadership had an in person Strategic Planning Day to brainstorm agency goals for 2024.

Leadership was asked to think what would be on our agencies "dashboard" to ensure we are meeting the needs of families?



During the planning, Leadership discussed criteria for identifying Key Performance Indicators (KPI'S) that will help DCBS monitor growth on the services we provide.



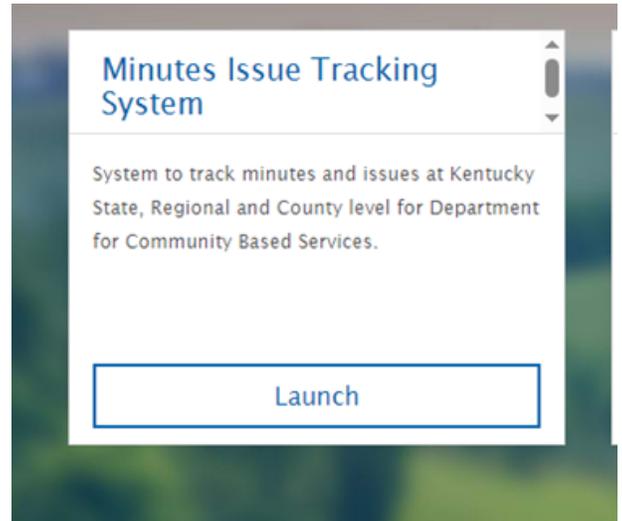
Identifying KPI's keeps our Agency Goals in the forefront. It also helps keep people informed, involved, interested, and inspired.



What do KPI's Do?

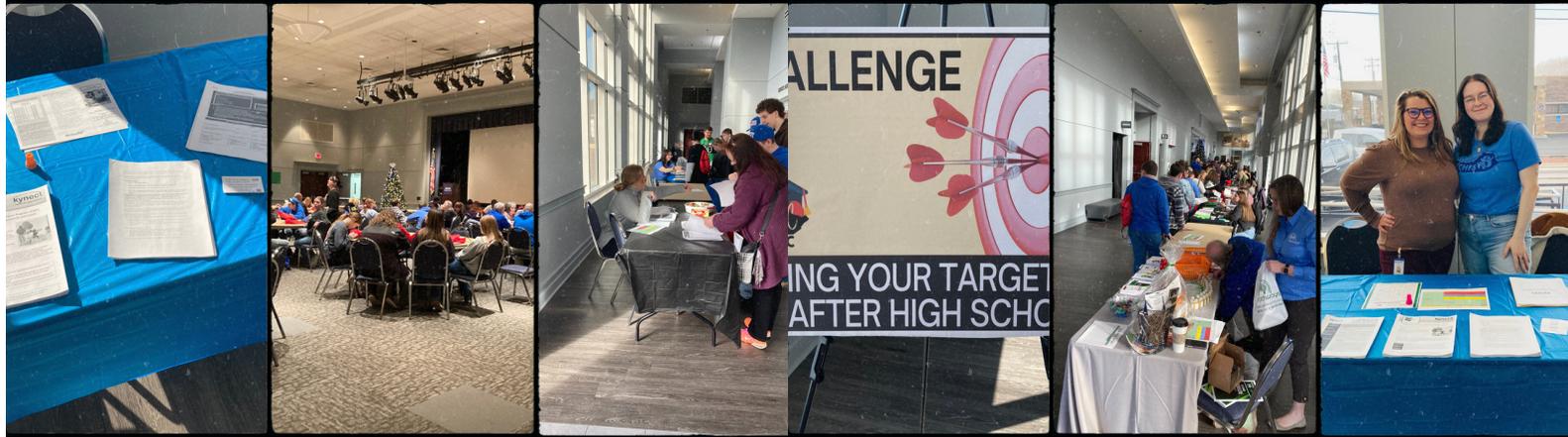
MITS Takes Flight: Streamlining CQI in 2024!

The Minutes and Issues Tracking System (MITS) is now live beginning January 2024! The MITS system will be used to enter CQI meeting minutes, provide feedback and track resolution of CQI issues and will serve as a repository to save CQI meeting documentation. The system will be able to generate an email notification for minutes approval and updates to CQI issues.



[Read more here](#)

Empowering the Future: Rowan County Family Support Shines at KEDC Fair!



Northeastern’s Rowan County Family Support Staff participated in the Kentucky Educational Development Corporation’s (KEDC) Transition Fair that focused on “Life after Highschool, Hitting your Target”, in December 2023. DCBS staff collaborated with KEDC to share resources.

Agencies were invited to set up a table and display information on services and resources. Students were able to rotate through the exhibit area and learn about these resources and services.

Fasten your Seatbelts: 2024 Legislation is Open

Staying in the Know- This is your guide to the 2024 Legislative Session

The 2024 Regular Session of the General Assembly began on January 2. Because this is an even-numbered year, the General Assembly's #1 job is to create and pass the next 2-year budget for the state. Governor Beshear released his budget and it was filed as House Bill 114. The House of Representatives filed their own version afterwards, House Bill 6. Both bills provide for state employee annual salary increases, address



personnel compression in different ways, and contain DCBS-specific budget provisions. The House budget bill will be heard in committee and then on the House floor and it will likely be changed a little bit every step of the way. The Senate will consider the Governor and House's budgets and create their own version. The House and Senate will then negotiate until they agree on a final version, typically in late March or April. The budget bill will likely be changing all the way up until the end of Session, scheduled for April 15.

To follow along this legislative session you can search bills by topic, by following these links:

KET link to watch House and Senate Chamber activities and some committee meetings:

<https://ket.org/legislature/>

Youtube link to watch committee meetings:

<https://www.youtube.com/@KYLRCCommitteeMeetings>

Kentucky Shines in National Spotlight: State Efforts Bolster Early Childhood Systems

Kentucky was mentioned multiple times in a new publication from the National Governors Association. This report examines how states approached managing and dispersing COVID-19 funds. Kentucky was mentioned several times throughout the

the report. Kentucky was one of four states where the Governor had full discretion over the disbursement of CCDF supplemental funds under CARES, CRRSA, and ARP. Kentucky

calculated funding on daily attendance to give providers more predictability in their revenue, and used funds to support professional development for early childhood educators with a goal of increasing hiring.

read the full report here:



Investing in Retention: The Smart Choice for a Thriving Agency

DCBS knows how retention plays a role in how well our agency thrives and how well we are able to deliver services to Kentucky Families. Retention activities are in full swing across the state. Northeastern Service Region's Retention Committee just hosted 10 days of Celebration for the Holiday Season.

This 10 day celebration consisted of a Holiday Bingo Board, Holiday door decorating contest, a kindness challenge, holiday trivia, crazy sock/Holiday sock day, Christmas Scavenger Hunt and so much more!

Northeastern's Service Regions Retention Committee awarded staff with \$765.00 of prizes!

The Cumberland Service Region has a retention committee that meets monthly to plan and implement fundraising activities that support appreciation events. A recent event in September of 2023, the retention committee was able to provide gift cards to each team to show appreciation and celebrate the end of the year.



Empowering All Providers: Spanish Training Resources Take Off

The Division of Child Care is excited to announce Child Care Orientation materials have been translated into Spanish to better serve our diverse workforce. Child Care Aware of Kentucky is currently developing a Spanish version of ECOOL (Early Care Orientation OnLine) on [HDI Learning – University of Kentucky Human Development Institute](#) with an expected release in the spring for providers and staff with Spanish as their preferred language to complete orientation online.

For Credentialed Trainers Level 3 and higher that have the fluency and proficiency to provide the requirements of Orientation in Spanish, [contact your Child Care Aware Training Coach](#) for details on the upcoming Trainer of Trainer Introduction to Orientation. Orientation trainers that are not fluent in Spanish should refer all Spanish speaking providers to ECOOL or another trainer offering Orientation fluently.



HDI Learning

University of Kentucky Human Development Institute



Brushstrokes of Community: DCBS Offices Showcase Local Art



DCBS has partnered with the Kentucky Arts Council to purchase art work from local artists and display them in several of our DCBS office lobbies. This special initiative is aimed at enhancing the ambiance of our lobbies and gives us a wonderful opportunity to foster a sense of belonging and to visually represent the values that are agency stands for.

DCBS's Tim Driskoll tells a touching story about meeting a local artist to pick up the artwork.

On December 5th I scheduled a meeting with one of the artists who submitted artwork in our DCBS art project to support local artists. Fidan Owen was the artist I was meeting. We scheduled to meet in Morehead at Cracker Barrel @ 10 am. A little before 10 a cute little couple pulled up close to my car, the gentleman walked over and asked my name and once he determined I was who they were supposed to meet, he told his wife that it was ok. She gets out of the car and is so full of joy, that she starts immediately talking about the painting and how it was the first artwork she has sold. The couple discussed with me how hard it was to find an old tobacco barn that she could paint. After talking with them for a while Mr. Owen looked at me with a big smile and said, "Do you know what the best part is?" I reply no what's that. He said "Now we get to go in and eat breakfast to celebrate the selling of her painting. You know we don't get out to eat much and we wait to eat breakfast, so we eat here and celebrate and enjoy this moment." What he said was not what impressed me the most it was the look of excitement, joy, and pride for his wife's accomplishment. Before leaving Fidan asked if I could take pictures of her artwork and send them to her. On January 8th I hung the painting in the McCracken County DCBS Office took several pictures and emailed them to her. She had a simple reply "Thank you Tim! It is so nice to see on the wall!!"

Unleashing Synergy: How Cross-Branch Collaboration Boosts DSR Supports



The Division of Service Regions Safety & Facility Branch, Field Quality, and Centralized Intake Branch Managers met in January to discuss how they can support DSR to better serve interagency partners and external community partners.

Each Brainstormed on ways to support the Division of Service Regions key performance indicators; decreasing the time youth spend away from home, increasing timeliness and quality of service provision and enhancing a culture of superior customer service.



Training, Collaboration, and Partnership: Central Intake's Recipe for Success in 2024

Happy New Year and welcome to the 2024 year from your Central Intake Branch. We wanted to remind and inform new staff of that though we have been statewide, we continue to have a regionally based Central Intake team located in each DCBS Region. Our Central Intake Supervisors and Staff and supervisors remain committed to providing support to not only, our regional teams, but also our community partners and local court personnel. Reach out to your Regional Supervisor and team for any inquiries that are received regarding screening decisions, as our teams will reach out directly to community partners to explain the central intake rationale for specific screening decisions, but are also able to provide training, both virtually and in person, to our communities, surrounding overall Central Intake Processes. We are also always open and love the opportunity to pair with our local teams, when appropriate, to provide joint training opportunities within our communities.

Show A Colleague Some L ve



We LOVE our colleagues and since February is quickly approaching what better way to “show some love” than to send out a personal message on what your colleague means to you.

To send a colleague a message, click the link to fill out the form:

<http://tinyurl.com/DCBSShowsomelove>

Teams Choose to Boost Their Wellbeing, Bite by Bite: Join the Lunchtime Wellness Revolution!

Feeling overwhelmed by work? Craving a mid-day boost of self-care? The Field Quality Branch may have revolutionized self-care by introducing a “Lunch Health & Wellness Cafe”

Starting February 1st, this fun and voluntary program offers a much-needed break for this team’s busy schedule. Staff can join for a few minutes or the entire hour if they want. This program will offer a time to connect with colleagues, de-stress, and share valuable resources for the teams overall health and well-being.

