

From: [Sunset Advisory Commission](#)
To: [Janet Wood](#)
Subject: FW: Form submission from: Public Input Form for Agencies Under Review (Public/After Publication)
Date: Tuesday, May 27, 2014 8:05:09 AM

-----Original Message-----

From: sundrupal@capitol.local [<mailto:sundrupal@capitol.local>]
Sent: Monday, May 26, 2014 11:21 AM
To: Sunset Advisory Commission
Subject: Form submission from: Public Input Form for Agencies Under Review (Public/After Publication)

Submitted on Monday, May 26, 2014 - 11:20

Agency: DEPARTMENT FAMILY AND PROTECTIVE SERVICES DFPS

First Name: Audrey

Last Name: Efseroff

Title: Mrs.

Organization you are affiliated with: Retired 25 years DFPS and 7 years
Placement Study Independent Contractor LMSW Emeritus

City: Dallas

State: Texas

Your Comments About the Staff Report, Including Recommendations Supported or
Opposed:

Historically, the legislature has been inconsistent with changes, budget issues, lack of transparency and response from staff performing the duties of this agency. Staff morale deteriorates. The lack of legislative response to adoptive parents demanding changes in the Family Code years ago necessitated their law suit to better meet needs of the child population coming into care.

Privatization of the foster care system has not demanded consistency in training, management, defined supervision, etc. by the facilities. Though well meaning, families trained by these facilities often do not have the experience or understanding of the children they will care for. Quality of families is the important factor, not so much quantity that was recently addressed in the media by agency management. Contract responsibilities must be clearly defined, monitored and enforced.

I suggest Health and Human Services system and TDSHS not be considered for inclusion in their system. Poor communication with the public, lack of enforcement, unacceptable staff investigations, with negligence, sometimes deaths unaccounted for, is not the leadership needed. Why is there a vast difference in pay schedule for Social Workers, many with Master's Degrees at DFPS than similar positions and responsibilities in other state agencies?

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Any Alternative or New Recommendations on This Agency: Require an identified worker mentor/acting supervisor in each unit. Expectations should be clearly defined. Initial training does not prepare a new caseworker for the

challenges ahead. Requirements are high, pay low. During my employment, every legislative session encouraged low morale. "What changes will be made?"

"What staff will be lost?" "What cuts will be made?" This ongoing uncertainty contributes to poor staff morale.

Bonus payments for individual workers, as in private industry, was tried but immediately discontinued. This agency is not business oriented. Protection of Children are unique qualities with unique individuals attempting to meet the needs of Texas children.

My Comment Will Be Made Public: I agree