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# Commission on Improving the Status of Children in Indiana

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## Operational Plan 2023-2025

This operational plan serves as a companion to the adopted Strategic Plan and outlines some functional improvements for the Commission to undertake in the near term.

### Committees

1. To ensure the integration of trauma-informed and equity frameworks into the work of the Commission task forces, dissolve the Equity, Inclusion, and Cultural Competence and Child Trauma and Resilience Committees and instead appoint one equity expert and one trauma expert to each of the Commission's four task forces. These experts should have appropriate training and professional responsibilities related to their respective role (equity or child trauma).
2. Consider in the future assigning a data expert in a similar fashion to each task force. For the current strategic plan period, the Data Sharing and Mapping Committee should continue to function as is while the committee develops and brings forth the Vulnerable Youth Dashboard.
3. Consider additional ways to make data readily available to Commission task forces to inform their work.
4. Work with the Communications Committee to develop a plan to raise awareness of the Commission's work with child, youth, and family-serving professionals outside of state government.
5. Review the duties and structure of the Child Services Oversight Committee and determine whether to make changes, keep the status quo, or discontinue the committee.

### Process Improvements

1. Ensure consistent onboarding process for new Task Force and Committee co-chairs and subcommittee leads, providing and explaining all relevant processes, tools, and templates.
2. Continue tracking items passed by the Commission and presenting implementation updates at the timeframe included in the recommendation form. Seek ways to streamline and/or automate that process.
3. Review the following process documents for usefulness, opportunities to streamline, addition of instructions:
  - a. Commission Task Tracker
  - b. Recommendation Template
  - c. Subcommittee Process
  - d. Strategic Plan Tracker
4. Consider combining the above documents and additional background information into an onboarding manual to be used with new Task Force and Committee chairs and subcommittee leads.

### Community Engagement

1. If approved, implement the Youth and Family Engagement Plan presented with the 2023 Strategic Plan. Should the funding contemplated in HB 1259 not succeed in the 2023 legislative session, consider how the plan might be amended and/or implemented with other available funding.
2. Develop a plan for systematic outreach to local community collaboratives focused on children and families, with a goal of establishing two-way communication, such that local communities are aware of the issues discussed and actions taken at the Children's Commission, and local issues of concern are communicated and included in the work of the Commission and its task forces and committees.
3. Seek to add more community-based professionals to task forces, especially those from outside Central Indiana.

## Staffing

1. If the funding contemplated in HB 1259 is included in the FY 24-25 state budget, hire a second full-time staff person. A draft job description has been created and should be finalized by the Executive Director, Executive Committee, and Office of Judicial Administration staff. Ideally the position would be posted as soon as possible after passage of the budget bill that includes the funding, for a start date as soon as possible after July 1, 2023.
2. It is recommended that the Executive Director continue to recruit one intern annually, according to the professional credentials and degree of the Executive Director. If the Executive Director is a social worker, continue existing relationships with the IUPUI and UIndy schools of social work for recruitment of a macro-focused MSW intern each year. This position has been and should continue to be a paid, part-time position, beginning ideally the summer before the student's final Master's year. A position description for the internship is available and should be reviewed and adjusted each year to meet the needs of the Commission as well as the learning objectives of the student.