

2025 Annual Accountability Report

Department of Children's Advocacy

Agency Code: L080

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AGENCY'S DISCUSSION AND ANALYSIS

Introduction

The Department of Children's Advocacy is an independent state agency that administers advocacy, accountability, and care coordination programs for children and youth in addition to examining, on a system-wide basis, the care and services state agencies provide children. Pursuant to Act 160 of 2018, the Department was established effective July 1, 2019, and the enabling legislation is codified in S.C. Code of Laws Ann. Section 63-11-2210.

The Act transferred to the agency the Cass Elias McCarter Guardian ad Litem Program (S.C. Code of Laws Ann. 63-11-500, et. seq.), Continuum of Care for Emotionally Disturbed Children (S.C. Code of Laws Ann. 63-11-1310, et. seq.), and Division for Review of the Foster Care of Children (S.C. Code of Laws Ann. 63-11-700, et. seq.), all of which were former divisions of the Office of Executive Policy and Programs within the Department of Administration.

In addition, the State Child Advocate is responsible for ensuring that children receive adequate protection and care from services or programs offered by the Department of Social Services, the Office of Mental Health, the Department of Health and Human Services, the Department of Juvenile Justice, the Department of Public Health, the Office of Intellectual and Developmental Disabilities, the Governor's School for Agriculture at John de la Howe, the Wil Lou Gray Opportunity School, and the School for the Deaf and the Blind.

The Act requires the agency to establish a toll-free public telephone number and an electronic complaint submission form on the agency's website for the purpose of receiving complaints relative to the provision of services to children by these agencies. The enabling legislation also requires these agencies to inform the DCA within 24 hours of a critical incident, and, thereafter, the State Child Advocate may perform an independent investigation or review a completed investigation.

The Department of Children's Advocacy is led by the State Child Advocate who is the Director of the Agency. The State Child Advocate (hereinafter called Agency Director) is appointed by the Governor from among three candidates recommended by the Joint Citizens and Legislative Committee on Children for a term of six (6) years.

Mission

The Department of Children's Advocacy champions advocacy, accountability, and service to improve outcomes for children served by state agencies in South Carolina.

Vision

Growing a community where children thrive.

Year in Review

The Department of Children's Advocacy has seen many changes in FY25, including the creation of a new division within the agency and big changes to both the organizational chart and to agency leadership. Thanks to the

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foresight of South Carolina's first State Child Advocate, Amanda Whittle, these changes were put in place to make sure the agency was not only well-positioned to weather an upcoming transition with minimal interruption, but to grow and remain successful in its mission to help create better outcomes for South Carolina's children.

Perhaps the biggest change for the agency is the departure of Whittle, who was finishing her six-year term when she was elected to become a family court judge for the Second Judicial Circuit. Her last day with the agency was April 21.

However, plans for her succession had started long ago. In September 2024, Whittle created a chief of staff position who would oversee the Guardian ad Litem Program (GAL), Continuum of Care (COC), and the Foster Care Review Division (FCRD). This position was filled by LaDara Depugh, who had been the state director of the GAL program since March 2020, less than a year after the agency's creation. Depugh's experience and success leading the agency's largest division, coupled with her intimate knowledge of the day-to-day operations of the agency as a whole, was key to ensuring smooth waters before, during, and after Whittle's departure.

Coincidentally, Deputy Child Advocate Kayla Capps, the second in command at the DCA, left in March 2025. Recognizing the need for a dedicated point person for all legal matters, Whittle seized this opportunity to convert the position to a general counsel position for the agency, which was filled by Mary Christine Hardee in May 2025.

System Improvement Division

When DCA was first created, Whittle, and soon after, Capps, were initially responsible for receiving, reviewing, referring, monitoring, and investigating all complaints and critical incident notifications that came into the agency. In effect, they constituted the Investigations Unit. While Capps eventually took the lead of a small team of investigators, both remained actively engaged, carrying their own caseloads through FY24. Realizing this was unsustainable, Whittle began working in FY23 to create what has become the System Improvement Division. The division, which now houses both the Investigations and Critical Investigations units, has grown to encompass almost 20 staff members. In FY25, it received 2,918 complaints from the public and 3,023 critical incidents, with investigations being conducted for 406 and 953 cases, respectively.

Melissa Pettinato-Irby became the first division director for System Improvement in September 2024 and worked closely with Whittle, Capps, and Hardee to ensure there were no interruptions during both leadership changes, especially as System Improvement became more independent and less intertwined with the State Child Advocate and General Counsel, who are continuing to move away from regularly holding their own caseloads and conducting their own investigations.

As the new SI division director, Pettinato-Irby has made significant procedural changes, including the implementation of a new site visit schedule. Beginning in April 2025, pairs of Critical Incident Unit investigators began making one stop each week at one of the various facilities around the state operated by the agencies over which DCA has oversight. While locations are chosen on a rotating basis, visits are both announced and unannounced, and different pairs of investigators will visit at different times. The DCA has committed to making contact with each agency at least once a year, and this new procedure greatly enhances that effort, with multiple benefits, including 1) building better relationships with on-site staff 2) observing the conditions of the facility and 3) getting to know and talk with the youth currently at the facility. The ultimate goal is to identify

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and correct potential issues before they become a critical incident, as well as regularly follow-up on existing problems to ensure they are resolved.

New staffing procedures have also been implemented so that all members of each unit gather weekly to discuss all open cases. This holistic approach has allowed for the exchange of recommendations and insights that keep a child's case moving forward, as well as the ability to recognize trends, barriers, and gaps at a higher level. In some instances, it has even helped investigators discover situations where multiple open cases involving different agencies were actually about the same child.

Two new staff were hired outside of the investigative units to focus on improving services for children, including a system coordinator who sits in on interagency staffings and helps coordinate services among the different agencies to ensure the child's needs are met. A Handle with Care Coordinator was also hired to help implement the Handle with Care program in the Upstate, so schools are notified about children who have experienced a traumatic event involving law enforcement and can apply various trauma-sensitive strategies to help the child in their classroom.

A third unit under the SI division is in development, with plans to go live in FY26. While South Carolina requires children in juvenile justice cases to have attorney representation, the Palmetto State is one of only four US states that does not guarantee some form of right to counsel for children in abuse and neglect proceedings. This new unit hopes to address that through a pilot project that will provide direct representation to these children. While working closely with the GAL program, it will be housed within System Improvement.

Continuum of Care

In FY21, Continuum of Care entered into a five-year contract with the South Carolina Department of Health and Human Services (DHHS) to create the Palmetto Coordinated System of Care 1915(c) waiver that allowed COC to receive Medicaid reimbursement for its intensive care coordination services to children experiencing severe emotional and behavioral disturbances.

The number of children it served gradually declined, and COC tried various initiatives to reverse this trend. COC had already lost many of its staff members during the Covid pandemic, and efforts continued in FY25 to reduce the vacancy rate. Also during the fiscal year, the division launched a fully electronic application that made it substantially easier to initiate a referral and streamline internal processes. In February, it hired its first community liaison to create, build, and sustain relationships with referral sources and provide information to agencies and the public about COC's services. It even took steps to lower the eligibility threshold to help more children qualify for assistance.

In the end, none of these strategies helped increase the number of children served. This, coupled with the FY25 restructuring of state government agencies (including those involved with children's mental and developmental health issues) caused DHHS to not renew the contract. In May, enrollment in the waiver ceased, and COC began wrapping up its services and transferring cases to various Managed Care Organizations who would take over the youths' care.

In FY24, Whittle engaged the Office of Inspector General to conduct a confidential study to improve the efficacy of COC. Among the recommendations were cost-saving strategies that have been implemented in FY25, including ending its 11-year partnership with the National Wraparound Implementation Center, which provided training for, and certified COC as, the only state provider of High Fidelity Wraparound, a specific type of

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intensive care coordination for youth with complex and challenging mental and behavioral health needs. COC also closed 11 underutilized satellite offices around the state.

Amidst these changes, COC moves into FY26 with a continued and determined focus to serve children with serious emotional or behavioral health diagnoses, as well as their families who need help keeping them in their home, school, or community. COC still strongly believes that children heal faster in familiar environments than they would if separated from family and placed in costly and more restrictive environments. In fact, the division is still providing intensive care coordination services for children across the state who receive Medicaid Fee for Service and those not receiving Medicaid at all.

At the same time, COC is actively exploring new and better ways to expand its services and seeking ways to ultimately increase its ability to make a lasting and positive impact on children with severe mental health conditions.

Foster Care Review Division

The Foster Care Review Division and the Foster Care Review Board began FY25 by celebrating their 50th anniversary with a press conference and proclamation reading by Governor McMaster on July 11, 2024. In 1974, South Carolina became the first state in the nation to create a system of citizen review, and for 50 years, FCRB and FCRD have been advocating for permanency and providing external accountability for children in foster care.

One great example of this is their work to decrease the number of children with overdue reviews from 16.9% to .1% during the fiscal year. Ensuring these reviews are held in a timely manner is one of the best ways to shorten a child's path to permanency.

FY25 marks the first full year that FCRD has reported on "Barriers to Permanency" versus the old "Areas of Concern." The new reporting method does a better job of identifying factors that negatively impact permanency outcomes for children in foster care in South Carolina. In FCRB's FY25 annual report, these barriers will be broken down into various categories, with each category identifying causes that lay at the heart of permanency delays.

A large focus for FCRD this fiscal year was spent on training for both staff and board members. While there are typically four regional and one statewide training offered each year, due to inclement weather impacts, the division offered eight regional trainings and also offered seven "lunch and learn" sessions. The lunch and learns focused on a particular aspect of the child welfare system and were recorded so they could be watched later by those who couldn't attend live. Additionally, an in-person technology day was held in July 2025 for any board members who frequently ran into computer issues that impeded their ability to participate in virtual reviews. And in January 2025, all board chairs and vice chairs received their own training to help them better understand their roles and responsibilities.

Quarterly reports were timely completed and submitted to DSS in July, October, January, and April, and the FY25 annual report is expected to be published by or before December 2025.

The South Carolina Heart Gallery, a program of FCRD, conducted 25 photo shoots of 109 children in FY25, which included group photoshoots, photos taken at DSS adoption and recruitment events, or "front porch sessions" for children who are medically fragile or needed an individual photoshoot for other reasons. Additional, 58 of these

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children also had videos produced to accompany their profile, through Heart Gallery's continued partnership with Grant Me Hope.

In addition to posting these photos and videos to the Heart Gallery's website, they were also shared on the program's Facebook page and featured on various television newscasts across the state in an effort to find adoptive families for these legally free children. What's more, the partnership at Columbiana Mall has continued throughout FY25. In fact, the semi-permanent exhibit has moved out of a storefront and onto the walls near the food court entrance, ensuring that even more people have a chance to interact with the display and learn more about the Heart Gallery and the children searching for their forever home.

Guardian ad Litem

With LaDara Depugh taking over as the agency's chief of staff in September 2024, the Guardian ad Litem program moved quickly to hire Jennifer Burch to lead the division in October.

The need for volunteers remains great, as only 47% of children are served by volunteer GALs. This is a decrease from FY24. Part of this is attributable to the launch of GAL's new database system near the end of FY24, along with the subsequent data migration and clean up that lasted well into FY25, causing fluctuations in the number of active volunteers throughout the year.

The percent of potential volunteers completing training and ready to take on cases was another issue in FY25. This measure was particularly impacted by the suspension of training classes by National CASA in April 2025. Those who had signed up for April were split between classes in May and June, with some never coming back for the rescheduled training for a variety of reasons. What's more, trainees who began in June finished in July, further skewing FY25 numbers. Despite these setbacks, GAL has seen an overall increase in the number of volunteers successfully completing pre-service training versus previous years, and especially following the training updates implemented in October 2024, which included new case studies and statistics to better prepare volunteers for their role.

For the fiscal year, GAL's training and recruitment team attended almost 1,100 events, garnering 508 applications that lead to 282 active volunteers who are now able to serve as advocates for children in South Carolina in family court proceedings involving abuse and neglect.

Once again, the diversity of volunteers, both in gender and race, has remained steady despite previous efforts to increase them. And with the need for new volunteers remaining great, the decision was made to forgo this measure and put more focus on minimizing the overall volunteer attrition rate in FY26.

One tactic aimed at keeping trained volunteers actively engaged is the new mileage reimbursement initiative implemented in FY25. Previously, all travel related costs to visit children and attend court were borne solely by the volunteer. This new incentive will ease the financial burden for volunteers, which might otherwise have prevented them from taking a case, or staying involved at all. To ensure the program is meeting volunteer needs, a survey will be sent out in October 2025 to gather feedback on the reimbursement process and make adjustments as necessary.

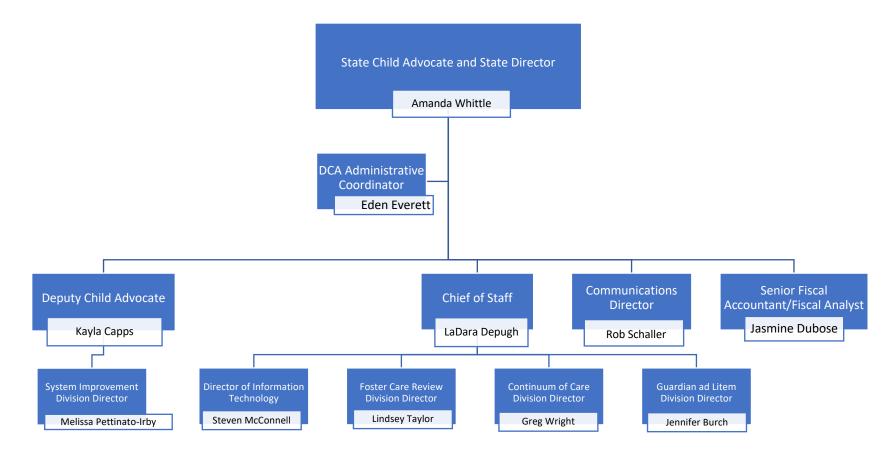
The GAL program also launched an online application to make it significantly easier to apply to the program on the front end, and to process applications on the backend. Previously, applicants were required to download, print, and mail, fax, or scan applications so they could be returned to the GAL office for processing.

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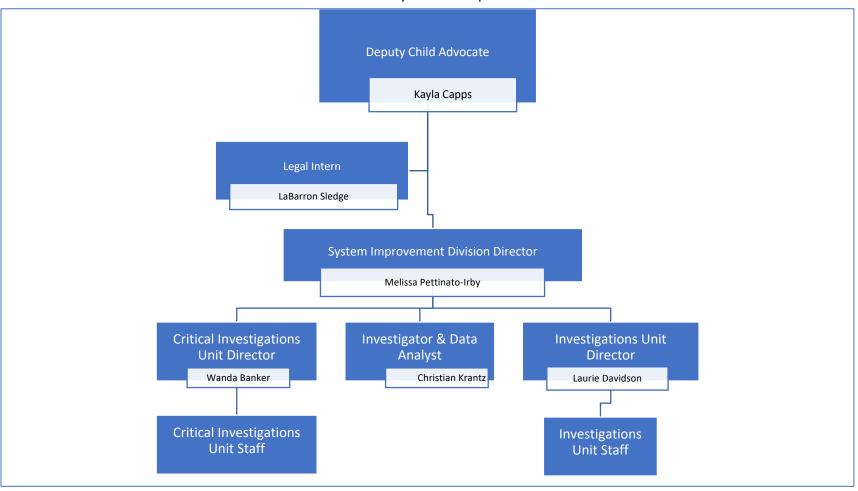
South Carolina Department of Children's Advocacy

State Child Advocate and State Director



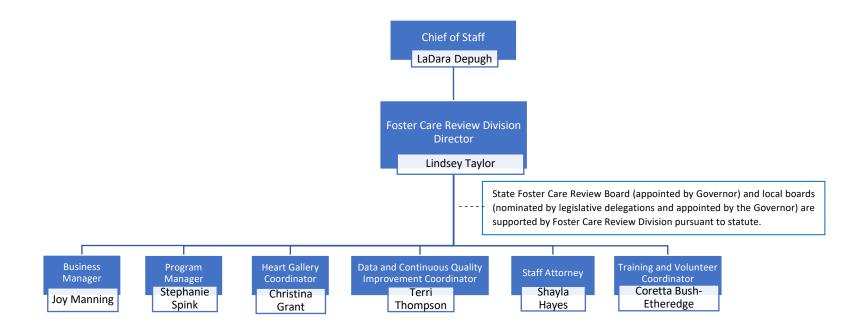
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System Improvement



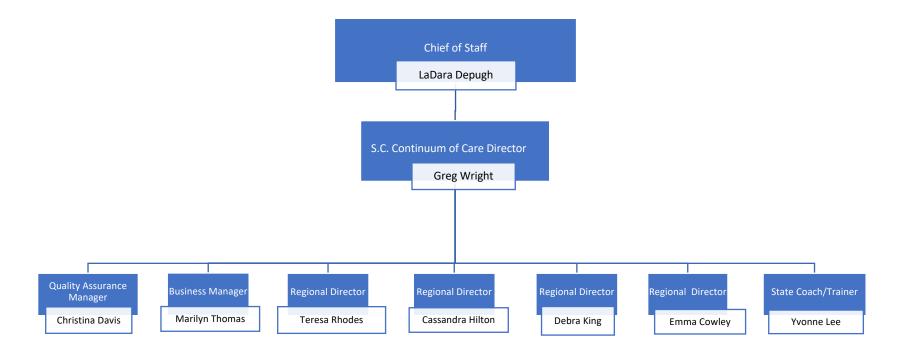
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Foster Care Review Division



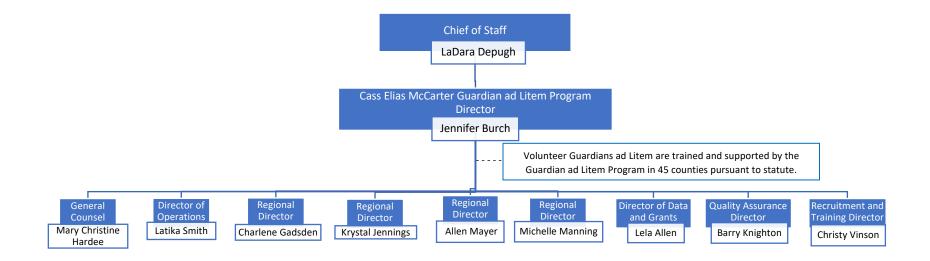
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S.C. Continuum of Care



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Cass Elias McCarter Guardian ad Litem Program



2025

Last Name

Reorganization and Compliance

as submitted for the Accountability Report by:

Primary Contact

Agency Mission

First Name

L080 - DEPARTMENT OF CHILD ADVOCACY

Email Address

Phone

2019

Adopted in:

Robert	Schaller	Director of Communications	rob.schaller@childadvoc ate.sc.gov	803-734-4155
Secondary Con	itact			
First Name	Last Name	Role/Title	Email Address	Phone
LaDara	Depugh	Chief of Staff	ladara.depugh@childadv ocate.sc.gov	803-734-1308

Role/Title

The S.C. Department of Children's Advocacy champions advocacy, accountability, and service to improve outcomes for children served by state agencies in South Carolina

Agency Vision Adopted in: 2019

Growing a Community Where Children Thrive

Recommendations for reorganization requiring legislative change:

(1) Foster Care Review Board (FCRB) and Division of Foster Care Review (FCRD): Revision of S.C. Code of Laws Ann. Section 63-11-700, et.seq. in an effort to improve the effectiveness of providing advocacy and accountability to improve outcomes for children who are in foster care

Agency intentions for other major reorganization to divisions, departments, or programs to allow the agency to operate more effectively and efficiently in the succeeding fiscal year:

In FY26, the System Improvement Division and will create a third unit that will house attorneys for a pilot project that will offer direct representation to children in abuse and neglect proceedings.

Significant events related to the agency that occurred in FY2025

Description of Event	Start	End	Agency Measures Impacted	Other Impacts
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Foster Care Review Division held 8 regional annual trainings this fiscal year on October 18, October 25, November 1, November 8, March 14, March 28, April 25, and May 30.	October	May	Develop and deliver one annual topical training and four regional trainings for FCRB board members and FCRD staff to improve the quality of case reviews.	
Due to weather impacts, the Foster Care Review Division made the decision to change the schedule of the annual virtual statewide training and regional in person trainings to avoid hurricane season which resulted in additional regional trainings instead of the annual statewide training. However, the Division did offer shorter "lunch and learn" trainings statewide on July 26, August 23, September 20, January 31, February 27, May 23, and June 27. These trainings were offered to all board members and recorded for later viewing for anyone unable to attend live.	July	June	Develop and deliver one annual topical training and four regional trainings for FCRB board members and FCRD staff to improve the quality of case reviews.	
The Foster Care Review Division held a Chairperson Training for board chairs and vice chairs on January 24, 2025.	January	January	Develop and deliver one annual topical training and four regional trainings for FCRB board members and FCRD staff to improve the quality of case reviews.	
The FCRD/FCRB policies were reviewed and drafts were submitted for review of 90% of the policies before the end of the fiscal year. Work is ongoing and the Division anticipates all policy updates being completed by the end of September 2025.	March	June	Review and update 100% of FCRD/FCRB policies and procedures to streamline and improve consistency across the state.	

Quarterly reports were completed by FCRD and submitted to DSS in July, October, January and April and the annual report was published in May.	July	May	Monitor and report progress quarterly and annually in achieving permanent plans for children in foster care through an external system of accountability and advocacy each fiscal year.	
SCHG Children were featured on several different news stations across the state throughout the year. The SCHG maintains a relationship with a station in Columbia, the Upstate, and Charleston with the support of nonprofit Grant Me Hope.	July	June	Provide information through television, radio, or other media outlet about children awaiting adoption in South Carolina	
The SCHG posted on social media via their Facebook page several times each month to feature children who are awaiting adoption or to share information about the adoption process.	July	June	Provide information to the public through social media about children awaiting adoption in South Carolina	
The SCHG conducted 25 photo shoots through either group photo shoots, attending DSS adoption recruitment events, or going to the child's home for children who were medically fragile or needed an individual shoot for other reasons. This resulted in photos being taken of 109 children and videos being made of 58 children.	July	June	Increase the number of adoption referrals received by Heart Gallery by 10%	
Foster Care Review Division decreased the number of children with overdue reviews from 16.9% to .1% by the end of the fiscal year.	July	June	Monitor and report progress quarterly and annually in achieving permanent plans for children in foster care through an external system of accountability and advocacy each fiscal year.	

Foster Care Review Division began reporting using the new tool of the Barriers to Permanency to identify factors having an impact on permanency outcomes for children in foster care in South Carolina and what is reported to be causing those barriers	January	June	Monitor and report progress quarterly and annually in achieving permanent plans for children in foster care through an external system of accountability and advocacy each fiscal year.	
The Guardian ad Litem Program launched an online application to streamline the process for submitting applications directly through the GAL.SC.GOV website. Previously, applicants were required to download, print, and mail in their applications. This improvement has made it significantly easier for volunteers to apply to the program.	April	June	Increase the number of active volunteers	
The GAL Program launched a volunteer mileage reimbursement initiative to help ease the financial burden of costs associated with volunteer work that might otherwise prevent someone from volunteering or taking on a case. By July 2025, approximately 80 volunteers had submitted mileage reimbursements totaling \$8,065. To ensure the program is meeting volunteer needs, we plan to conduct a survey in October 2025 to gather feedback on the reimbursement process and assess whether it is helping volunteers carry out their responsibilities more effectively.	April	June	Increase the number of active volunteers	

GAL staff were sent a link to provide anonymous feedback about their leaders through the 360-Leadership survey. Summaries of this feedback were shared with supervisors.	February	April	Foster innovation in retention methods for staff. Survey Guardian ad Litem staff regarding their satisfaction with their relationship with leadership	
The Guardian ad Litem pre-service training was revamped by the Recruitment and Training Team, led by Christina Vinson, based on valuable feedback from volunteers, county staff, and judges. The updated training now includes new case studies and current statistics to better prepare volunteers for their role.	October	June	Increase the completion rate of potential volunteers from the 30-hour Pre-service Training.	
In May 2025, the South Carolina Department of Health and Human Services (DHHS) elected not to renew the Palmetto Coordinated System of Care (PCSC) Waiver contract due to the restructuring of state government services. Starting May 1, enrollment in the waiver ceased and Managed Care Organizations (MCOs) became responsible for providing intensive care coordination services directly to children and families. COC had until July 31, 2025 to wrap up services to already-enrolled youth and get them transferred to their Managed Care Organization (MCOs).	May	June	Increase the number of youth enrolled in the 1915(c) waiver	

In May 2025, COC made the decision to transition away from providing High-Fidelity Wraparound services, concluding our 11-year partnership with the National Wraparound Implementation Center. The contract officially expired on July 20, 2025. No performance measures were affected by this event.	May	June		
COC closed 11 satellite offices, representing significant cost savings in the budget. No performance measures were affected by this event.	January	June		
COC reclassified a vacancy to create a new community liaison position responsible for creating, building, and sustaining relationships with referral sources and providing information to communities and agencies about COC's services and eligibility requirements. The community liaison position was filled in February.	February	June	Increase the number of youth enrolled in the 1915(c) waiver	Increase the number of overall referrals COC receives.
COC launched an electronic application, making it substantially easier to initiate a referral and streamline internal processes.	October	June	Increase the number of youth enrolled in the 1915(c) waiver	Increase the number of overall referrals COC receives.
COC lowered the initial CAFAS score threshold from 140 to 120, making it easier for youth to qualify for services.	December	June	Increase the number of youth enrolled in the 1915(c) waiver	

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During FY25, SI became its own	July	June	Provide data and analysis	
division and expanded			regarding complaint	
significantly to keep up with the			dispositions in an effort	
tremendous growth in the number			to inform	
of complaints and critical incident			recommendations for	
notifications. Candidates were			improvement.	
chosen to head both the division				
and its new system coordinator				
position who will enhance				
interagency collaboration and				
improve services for children with				
complex needs. The Critical				
Investigations Unit received it's				
own director, two new				
investigators, and an intake				
specialist. IU added a second				
intake specialist, a new				
investigator and a new supervisor.				
During FY25, SI became its own	July	June	Initial response to	
division and expanded	· ·		complaints occurs within	
significantly to keep up with the			one business day of the	
tremendous growth in the number			Agency's receipt of	
of complaints and critical incident			telephone, website-	
notifications. Candidates were			submitted, or emailed	
chosen to head both the division			complaints for FY25.	
and its new system coordinator				
position who will enhance				
interagency collaboration and				
improve services for children with		Ī	1	
improve services for emidren with				
complex needs. The Critical				
complex needs. The Critical				
complex needs. The Critical Investigations Unit received it's own director, two new				
complex needs. The Critical Investigations Unit received it's own director, two new investigators, and an intake				
complex needs. The Critical Investigations Unit received it's own director, two new investigators, and an intake specialist. IU added a second				
complex needs. The Critical Investigations Unit received it's own director, two new investigators, and an intake specialist. IU added a second intake specialist, a new				
complex needs. The Critical Investigations Unit received it's own director, two new investigators, and an intake specialist. IU added a second				

DCA converted its Deputy Child Advocate position to a General Counsel position following the departure of Kayla Capps in March. Similar to the Deputy	March	June		
Child Advocate, the new GC still oversees the System Improvement Division, but also serves as chief lega officer for the entire agency.				
Mary Christine Hardee was named General Counsel in X.				
This does not correlate to a performance measure.				
New staffing procedures were implemented, providing a chance for all staff in each unit to discuss open cases, share diverse viewpoints, recommendations, and insights; recognize trends, barriers, and gaps; and in some cases discover that multiple cases may involve the same child. This new process, which staffs cases on their fifth and 20th days, and then each month that it remains open, allows the units to take a more holistic approach to helping each child.	May	June	Provide data and analysis regarding complaint dispositions in an effort to inform recommendations for improvement.	

New visitations procedures were implemented, ensuring that pairs of CIU investigators make visits once a week to one of the various agencies they oversee. While the visits are on a set rotation, some visits are announced, and others are spot checks, allowing for CIU staff to more regularly observe conditions at various facilities, and build better relationships with both facility staff and the children who stay there. Problems are more easily identified and can be followed up on more easily.	April	June	Monitor and report total number and typology trends of complaints and critical incident notifications received by the DCA within a fiscal year.	
SI hired a Handle with Care Coordinator in a temporary grant position to help establish the Handle with Care program in the Upstate counties. The coordinator will work with law enforcement and schools to make sure that schools are aware of any children in their student body who have had law enforcement interaction. This does not correlate to a performance measure.	May	June		
In February 2025, State Director and State Child Advocate Amanda Whittle was elected by the General Assembly to become a Family Court judge for the Second Judicial Circuit. Her last day with the agency was April 21. This does not correlate to a performance measure.	February	June		
Is the agency in compliance with a of certain reports to the Legislativ State Library? (See also S.C. Cod	Yes			

Reason agency is out of compliance: (if applicable)											
Is the agency in compliance with various requirements to transfer its records, including electronic ones, to the Department of Archives and History? See the Public Records Act (S.C. Code Ann. § 30-1-10 through 30-1-180) and the South Carolina Uniform Electronic Transactions Act (S.C. Code Ann. § 26-6-10 through 26-10-210).											
Does the law allow the agency to	Yes										
Law number(s) which gives the agency the authority to promulgate regulations:	agency the authority to Division; S.C. Code of Laws Ann. Section 63-11-1340 for Continuum										
Has the agency promulgated any	regulations?	Yes									
Is the agency in compliance with S.C. Code Ann. § 1-23-120 (J), which requires an agency to conduct a formal review of its regulations every five years?											
(End	of Reorganization and Compliance Section)										

Strategic Plan Results

FY2025

as submitted for the Accountability Report by:

L080 - DEPARTMENT OF CHILD ADVOCACY

Goal 1 To serve as advocates for timely, safe, and effective services for child

Goal 2 To ensure that children, parents, and concerned citizens in South Carolina know how to connect children in need to the right serv

Develop and promote a broad vision for reform, driven by the values and goals of child-serving agencies, to make the services and programs provided by state agencies meeffective for children, youth, families and communities

Perf.						Desired							State Funded Program Number	
Measure Number		Base improve innovat		Actual tive recruitment eff	Value Type	Outcome	Time Applicable	Calculation Method	Data Source	Data Location State Objective:	Stakeholder Need Satisfied Healthy and Safe Families	Primary Stakeholder	Responsible	Notes
1.1.1	Establish, maintain, and continue to Increase the number of active volunteers		ive and competit	tive recruitment eff	Percent	Equal to or greater than	State Fiscal Year	Number of children served by volunteer Guardians ad Litem/Total number of children served by the Guardian ad Litem program.	GAL Casa Manager System "Case Listing by Volunteer" or another case management created to track this information	State Objective: GAL Casa Manager System "Case Listing by Volunteer" or another case management created to track this information	Healthy and Safe Families Children will have trained, volunteer Guardian ad Litem appointed whose sole role is to advocate for their best interests. Saff are also served, because, without sufficient volunteers, staff are assigned to serve as Guardians ad Litem.	Abused and neglected children who are named in DSS abuse and neglect actions filed in Family Court and Guardian ad Litem Program staff	0500.059100.000	With the database launching in March 2024 (near the end of FV24), much of FV25 was spen with data migration and data cleanup. Our volunteer numbers were adjusted throughout FV25 to adequately reflect the number of volunteers serving in our program, which may account for some of the data discrepancies. Recruitment efforts remain orgoing, and we anticipate progress toward this goal with the recent launch of the Volunteer mileage reimbursement program in April 2025, which is intended to support volunteers and help offset the personal costs of volunteering. In FV25, gains in volunteers were offset by a 17% attraitor nate. Attrition will be a new strategic performance measure that we are implementing in FV26.
1.1.2	Improve or maintain agency turnover rate through effective recruitment and retention	15%	15%	15%	Percent	Equal to or less than	State Fiscal Year	(number of separations / average number of employees) / 100 = Staff Turnover Rate NOTE: Baseline was 34% for FY22 with baseline data calculated with 165.75 as the average number of employees with 55 separations. As staff are hired, the average number of employees may change and may affect the turnover data	The DCA will track progress on this measure with State HR/Admin HR Shared Services; Turnover rate is calculated by Admin HR Shared Services.	Dept. of Admin. Human Resources Vacancy Turnover Report	Staff and the public benefit from having a stable workforce of quality, trained individuals who have a positive relationship with their employer.	Staff; Public; children; other agencies	0100.000000.000	
1.1.3	Reduce the existing staff vacancies within Continuum of Care.	35%	15%	33%	Percent	Equal to or less than	State fiscal year	The number of vacant positions divided by the number of FTE positions	Continuum of Care will track progress on this measure both within its division and with State HR/Admin HR Shared Services; Vacancy rate is calculated by Admin HR Shared Services.	Dept. of Admin. Human Resources Vacancy Report	The Waiver allows Continuum of Care to serve up to 350 children during the fourth year of the waiver, and serving youth and families promotes youth safely remaining in their homes and communities by reducing foster care entry, juvenile justice involvement, and trauma for youth and families. Continuum of Care must have a trained and consistent workforce to provide High Fidelity Wraparound for children and youth. Otherwise, there will be waitlists and inadequate Wrap Facilitators and Wrap Team Leads for the intensive care coordination.	Staff, Public children; other agencies	0500.150100.000	Several targeted "hiring blitz" recruitment initiatives were conducted throughout the fiscal year to address staffing needs. During fiscal year 2025, Regional Program Directors introduced flexible work arrangements as a strategy to enhance employee retention.

Perf. Measure Number	Description	Rose	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
Measure Number 1.1.4	Increase the diversity of GALs who serve as best interest advocates for children.	19%	21%		Percent	Ottome Equal to or greater than	Ime Applicable State fiscal year	(Total number of violunteer GALs divided by total number of of minorities) + (Total number of GALs divided by total number of combined percentage for this goal. Diversity will include increasing the percentage of minorities and male population. Currently the Baseline is 16% for male and 22% for male and 22% for male and 22% for male and 24% minorities. The Target for FY25 is 18% male and 24% minorities.	Dala Nource GAL Casa Manager System "Case Listing by Volunteer" or another case management created to track this information	GAL Casa Manager System "Case Listing by Volunteer" or another case management created	Stickender Need Satisface. Children will have trained, volunteer Guardina ad Litem appointed whose role is to advocate for their best interests. A diverse pool of volunteer GALs provides a greater opportunity for children and youth to feel comfortable with the GAL that is assigned to them.	Frimary Makeholder Staff; Public, children; other agencies	Responsible 0500.050100.000	Nits Nitsorically, our program has seen a consistently low number of male volunteers. In FY25, recruitment events were planned to increase male participation, including participating in a bike rally, attending car shows, and setting up tables at golf tournaments. Despite these targeted efforts, our male volunteer enrollment has not shown a significant increase. However, the percentage of male volunteers remained steady compared to last year and did not decline.
1.2	Support our employees with clear exp	ectations, meas	urable and achie	vable success crite	ria, and regul	lar feedback to help	them be successful	in the workplace.		State Objective:	Healthy and Safe Families			
1.2.1	Foster innovation in retention methods for staff. Survey Guardian ad Liten staff regarding their satisfaction with their relationship with leadership	0%	80%		Percent	Equal to or greater than	State Fiscal Year	Number of staff answering "pleased" or "very pleased" to question #10 of a survey developed for staff divided by total number of staff participating in survey			Revising the former goal which was related to reducing the GAL staff vacancy rate since that goal was met, exceeded, and consistently stable for the last 7 months of FY24. Replacing with a goal for FY25 to foster innovation in retention methods for staff. Survey Guardian ad Liten staff regarding their satisfaction with their relationship with leadership. This survey will be similar to the volunteer survey with a 500 survey to focus on GAL leadership. The survey will only be sent to staff only. Questions will be developed and disseminated to staff with one question related to an employee's direct supervisor. "Base O Target 80%" Calculation: Number of staff who report being p'elasest' or 'very pleased' in response to Question #10 of the survey. This goal will assist with identifying training needs to strengthen and support the work of managers and supervisors.	other agencies	0500.050100.000	
1.2.2	Develop and deliver one annual topical training and four regional trainings for FCRB board members and FCRD staff to improve the quality of case reviews.	0	5	15	Count	Equal to or greater than	State Fiscal Year	Count of Trainings	FCRD regional and annual training dates	FCRD will maintain records of dates, locations, times, and attendance regarding completed training sessions.	Regular trainings provide an opportunity for relevant legislative and easeclaw updates in addition to strengthening ongoing mission objectives and focus.	Staff; Public; children; other agencies	0502.100100.000	The Division held 8 regional annual trainings this fiscal year on October 18, October 25, November 1, November 8, March 14, March 28, April 25, and March 14, March 28, April 25, and March 30. Due to weather impacts, the Division made the decision to change the schedule of the annual vitual statewide training and regional in person trainings to avoid murricane season which resulted in additional regional trainings instead of the annual statewide training. However, the Division did offer shorter "lunch and learn" trainings sattevide on July 26, August 23, September 20, January 31, February 27, May 23, and June 27. These trainings were offered to all board members and recorded for later viewing for anyone unable to attend live. The Division held a Chairperson Training for board chairs and vice chairs on January 24.

Perf. Measure Number						Desired							State Funded Program Number	
Measure Number	Description	Base	Target	Actual	Value Type	Outcome		Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	Responsible 0100.000000.000	Notes
1.2.3	Augment existing policies and procedures for the System Improvement Division to ensure clear expectations for staff and alignment with the agency's mission and duties.	0%	6 100%	100%	Percent	Complete	State Fiscal Year	Percent Completion	Department of Children's Advocacy policy and procedure; SCEIS database	Department of Children's Advocacy policy and procedure; SCEIS database	The Investigations Unit was created when the agency became effective on July 1, 2019. This policies that have been created should be reviewed and augmented to meet the increased capacity of the unit to ensure that staff know what the expectations are and to resture alignment of policy and practice with the agency's mission and duties.	Staff; Public; children; other agencies	0100.000000.000	
1.3	Foster innovation in retention metho	ds for voluntee	rs							State Objective:	Healthy and Safe Families			
1.0	TOACT IMMOVILION IM TECCHION INCHO	as for voluntee.								State Objective.	reality and one rannes			
1.3.1	Increase the completion rate of potential volunteers from the 30-hour Pre-service Training.	62%	6 65%	0.59	Percent	Equal to or greater than	State Fiscal Year	Number of volunteers who completed pre- services training the number of enrollees - Note: The formula for this target is revised the number of enrollees - FV23 to include the number of enrollees instead of the number of a		Case management system	Collecting and considering this type of information will help the Guardian ad Liten Program increase the number of qualified volunteers to advocate for abused and neglected children.	Staff; Public; children; other agencies	0500.050100.000	The August 2024 pre-service training class, which ran from 8/13 to 95, contributed to lower completion numbers that month because those trained participants were counted in September. Additionally, delays from National CASA, specifically the suspension of the April training class, led to those enrolled participants being split between the May and June sessions, with some not completing training until FY26 and skewing the numbers. Despite these setbacks, we have seen an overall increase in the number of volunters successfully completing pre-service training, especially following the training updates implemented in October 2024.
2.1	Educate the public about state agenc	y services								State Objective:	Healthy and Safe Families			
2.1.1	Review and update the agency's online resource directory of state services and resources for children	09	6 100%	109	Percent	Equal to or greater than	State Fiscal Year	Percent completion	Department of Children's Advocacy's website	Department of Children's Advocacy's website	One of the statutory duties of the Dept. of Children's Advocay includes clouesting the public about state agency services. Providing easily-accessible online information to the public about the availability of services could reduce incidences of abuse, neglect and mistitutionalization of children by apprising families of services available to them in their homes and communities. It also improves awareness, accessibility and relationships with child-serving agencies and organizations.	Staff; Public; children; other agencies	0100.00000.000	Certain parts of the resource library was updated periodically during F2/5, however, there was no systematic approach to make sure the entire library was reviewed. A plan has been put in place to ensure this happens in FY26.

Perf.					Desi	red							State Funded Program Number	
Measure Number 2.1.2	Description Develop and deliver or attend and participate in at least 4 public or community meetings or events to share information about accessing and/or navigating services provided by state agencies for children	Base 0		Actual >4	Value Type Out	come Tin	me Applicable ste Fiscal Year	Calculation Method Count of meetings with 100% representing 4 meetings.	Data Source Department of Children's ID- Advocacy will maintain a Count	Data Location Data Location Children's Location Location	Stakeholder Need Satisfied Creating a forum for members of the community to hear about how to access and awaygate through services and programs will not only help people know what services are available but also help them feel less intimidated, confused, and overwhelmed by applying for and accessing services available to children.	Primary Stakeholder Staff; Poblice, children, families, other agencies	Responsible 0500.150100.000	Notes The number of visits made by key DCA leadership members was not provided before their departure from the agney prevents an exact number, however we know it was well in excess of 4.
2.1.3	Increase the number of youth enrolled in the 1915(c) waiver	107	250	171	Count Equi	al to or State than State than	ate Fiscal Year	Count will be determined by the number of children/youth entered as enrolled in the Phoenix Electronic Health Record and served by Continuum of Care.	Phoenix Electronic Health Record maintained by Continuum of Care	Phoenix Electronic Health Record maintained by Continuum of Care	In July of 2020 (FY21), Continuum of Care was identified as the provider for intensive care coordination through a 1915(C) Medicial Waiver. The Waiver allows Continuum of Care to serve up to 350 children during the 4th year which was FY24 of the waiver and up to 400 youth during year. Serving youth and families promotes youth safely remaining in their homes and communities by reducing foster care entry, juvenile justice involvement, and trauma for youth and families.	Staff; Public; children, families, other agencies	0500.150100.000	Goal not met. In FY25, the South Carolina Department of Health and Human Services (DHHS) elected not to renew the Palmetto Coordinated System of Care (PCSC) Waiver contract due to the restructuring of state government services. Intensive care coordination services will now be provided directly by Managed Care Organizations (McCos). Effective May 1, 2025, DHHS halted enrollment of new youth into the PCSC Waiver program.
2.2	Develop process to provide an excelle	nt customer exp	erience.								Healthy and Safe Families			
2.2.1	Create and disseminate at least 4 effective and engaging training modules for Department of Children's Advocacy staff and volunteers by the end of FY25.	20%	100%	0		al to or Stater than	ate Fiscal Year	Number of training modules completed/4	Department of Children's De Advocacy online training Ac modules; SCEIS database mo	lvocacy online training	The agency will create and launch training modules for staff and volunteers.	Staff; Public; children; other agencies	0100.000000.000	Videos had been planned for FY25, in particular for FCRD, however, were pushed into FY26 due to scheduling reasons.
2.2.2	Ensure 87% of Continuum of Care parents interviewed will flee statisfied with the services they receive overall each fiscal year.	67%	87%	1		d to or Stat	nte Fiscal Year	Number of parents who report being satisfied with the services they receive overall from the Continuum of Care program/total number of parents who complete the survey.		Continuum of Care's subscription program	DCA seeks to develop processes to provide excellent customer service through measuring customer service and establishing a customer feedback process which guides service improvements.	Staff; Public; children; other agencies	050.150100.000	Caregiver satisfaction with COC services fell below the performance measure target, which could be attributed to a variety of factors including trouble consistently referring families to relevant community resources and/or difficulty identifying services or strategies to help improve youth behavior or keep them in the community. Additionally, in some cases, wraparound teams did not adequately understand a youth and family's unmet needs and culture or did not properly engage with people outside of the family who could provide supports.

Perf.					Value Type	Desired	Time Applicable	Calculation Method			Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number	Notes
Measure Number 2.2.3	Maintain or improve efficacy of Continuum of Care's services for children and youth as measured through dashboard data.	29	Target 30	Actual 31	Rank Rank	Outcome Equal to or greater than	Time Applicable State Fiscal Year	Calculation Method Comparison of youths' beginning and ending CAFAS scores - the measure shows as a percentage but is actually a point measurement rather than a percentage measurement	Data Source Phoenix Electronic Health Record maintained by Continuum of Care	Data Location Phoenix Electronic Health Record maintained by Continuum of Care	Stakeholder Need Satisfied A child's improvement is the single-most important goal of DCA. Continuum of Care's ability to objectively measure a youth's improvement is fundamental to the effectiveness of COC's model and professionals.	Frimary Makeholder Staff; Public, children; other agencies	Responsible 0500.150150.000	Notes
2.2.4	Initial response to complaints occurs within one business day of the Agency's receipt of telephone, website-submitted, or emailed complaints for FY25.	100%	98%	99%	Percent	Equal to or greater than	State Fiscal Year	Number of complaints for which agency's initial response was within one business day of agency's receipt of the complaint/total number of complaints received by the agency.	Investigations Unit electronic case management system (Intranet Quorum)	Investigations Unit electronic case management system (Intranet Quorum)	DCA shall respond to complaints within one business day, not counting holidays or weekends, to determine which matters require an agency referral or an investigation.	Staff; Public; children; other agencies	0100.00000.000	
2.2.5	Review and update 100% of FCRDFCRB policies and procedures to streamline and improve consistency across the state.	90%	100%	90%	Percent	Equal to or greater than	State Fiscal Year	Percent Completion	Foster Care Review Division policies; SCEIS database	Foster Care Review Division policies; SCEIS database	The Foster Care Review Board and Foster Care Review Division have established policies and procedures which are outlined in separate formats for staff and volunteers. FCRDF-FCRB operations will perform more smoothly and interact more efficiently with volunteers and other offices with more streamlined and updated office management policy and procedure.	Staff; Public; children; other agencies	0502.100100.000	By the end of FY25 FCRD had a draft of most of the needed policies for the Division and was in the process of finalizing and pu blishing them. The Division has a project plan to complete and publish the remaining policies by the end of September 2025.
3.1	Examine, on a system-wide basis, the	care and corvice	ear that state age	ncies provide child	ron					State Objective:	Government and Citizens			
3.1.1	Review and improve the agency's tracking system for reviewing and evaluating services for children.	50%			Percent	Equal to or greater than	State Fiscal Year	Percent completion - Explore modification of current case management system to add fields for automated reports and/or development of an evaluation tool and report development process	Investigations Unit electronic case management system (Intranet Quorum)	Investigations Unit electronic case management system (Intranet Quorum)	One of the statutory duties of the Dept. of Children's Advocacy includes examining, on a system-wide basis, the care and services that state agencies provide children.	Staff; Public; children; other agencies	0100.00000.000	
3.1.2	Review and report on services that state agencies provide to children to the General Assembly and Governor.	1	1	1	Count	Complete	State Fiscal Year	Report submission or delivery	Department of Children's Advocacy records and data/information from other agencies/sources as noted in the report	Department of Children's Advocacy website and in print; Department of Archives; S.C. State Library	One of the statutory duties of the Dept. of Children's Advocacy includes providing a report to the General Assembly regarding the activities of the SCA.	Staff; Public; children; other agencies	0100.00000.000	

Perf.	Description	Dana	Target	Actual	Value Type	Desired	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number	Natur
3.1.3	Monitor and report audits scores for local county offices to ensure quality standards are met.	86%	88%		Percent	Outcome Equal to or greater than	State Fiscal Year	Average final audit score for all county offices; weight of QA scores of volunteer files is 25% and weight of actual case files is 75% Calculation: Average final audit score for all county offices.	Case management system	Case management system	Collecting, reviewing, and considering this type of information will help the Guardian ad Litem Program provide better advocacy for children	Frindry Statemouter Staff; Public, bildren; other agencies	0500.050100.000	Mics
3.1.4	Maintain youth in their homes, schools, and communities through High Fidelity Wraparound intensive care coordination	new goal	80%	1	Percent	Equal to or greater than	State fiscal year	Number of youth who remain at home/total number of youth partnered by COC	Continuum of Care's electronic health record systems	COC's electronic health record systems' custody report which acludates the number of days each youth remains in the community	The stakeholder need most satisfied by the agency meeting this measure is improving youth functionality through decreasing emotional and behavioral challenges. This measure is a precentage of youth who remain at home in the community compared with youth who are placed in a residential findity. Youth outcomes are improved when they can safely and appropriately live at home and have access to their family and friends.	Staff; public; children; other agencies	0500.150150.000	
3.1.5	Increase the number of adoption referrals received by Heart Gallery by 10%	855	940		Count	Equal to or greater than	State fiscal year	Number of referrals received by Heart Gallery	Foster Care Review Division will track the number of times	Foster Care Review Division will track the number of times	The stakeholder need most satisfied by the agency meeting this measure is permanency for children who are in foster care awaiting adoption.	Staff, board members, public, children, other agencies	0502.100100.000	SCHG had a lower number of inquiries this year than the previous year. In FV24 the SCHG had several featured children "go viral" resulting in an unusually high number of inquiries. This publicity had some unintended impacts on some of the children featured so the SCHG decreased the social media features in order to evaluate how best to feature the children and be mindful of the impact this attention can have on them which resulted in a lower number of inquiries.
3.2	Receive, refer, monitor and investigat	e complaints re	garding state ago	encies						State Objective:	Government and Citizens			
32.1	Provide data and analysis regarding complaint dispositions in an effort to inform recommendations for improvement.	50%	100%	75%	Percent	Equal to or greater than	State Fiscal Year	Electronic network database captures which agencies receive complaints against their services or programs, how complaints are categorized internally, and how our complaints are resolved and coded.	Investigations Unit electronic case management system (Intranet Quorum)	Investigations Unit electronic case management system (Intranet Quorum)	Collecting, reviewing, and considering this type of information will help DCA and other agencies provide better services for children and families and will assist in the State Child Advocate in developing a broad vision for reform that includes recommendations for improvement.	Staff; Public; children; other agencies	0100,000000,000	This is an estimation of the actual performance measure. Changes in leadership and to the electronic case managements system itself have made it difficult to provide an exact accounting of this performance measure.

Perf.						Desired							State Funded Program Number	
Measure Number 3.2.2	Description Encourage a culture of collaboration and coordination among state agencies which serve children by developing relationships and communicating regularly in a professional and respectful manner. Regular meetings should occur, with a minimum of one virtual or in-person meeting occurring with each of the nine state agencies each fiscal year.	Rase 0	Target 9		Count	Outcome Equal to or greater than	Time Applicable State Fiscal Year	Calculation Method Count of meetings	Data Source Department of Children's Advocacy will keep records of the number of meetings that occur	Data Location Department of Children's Advocacy will keep records of the number of meetings that occur	Stakeholder Need Satisfied DCA should be involved in regular conversations with agency leadership to inform agencies of issues, to enlist their help and cooperation in resolving issues, and to learn more about other agencies processes and resources to better-assist DCA with assisting callers and with making recommendations and advocating for systemic improvement.	Primary Stakeholder Staff; Public: children; other agencies	Responsible 0100.000000.000	Notes This measure has historically been a tightly intertwined between DCA leadership and SI staff who both performed visits, sopecially before SI was its own drivsion. The number of visits made by key DCA leadership members was not provided before their departure from the agency prevents an exact number, however we know each of the nine agencies was visited at least once in FY25, but some were visited many more times.
3.3	Establish the capacity to manage, more	nitor, and repo	rt on statewide a	nd/or internal proj	jects.					State Objective:	Government and Citizens			
3.3.1	Monitor and report progress quarterly and annually in achieving permanent plans for children in foster care through an external system of accountability and advocacy each fiscal year.		5			Equal to or greater than	State Fiscal Year	Count of annual report (1) and count of (4) quarterly reports during FY25	Division case management system; DSS Child and Adult Protective Services Systems (CAPSS)	Foster Care Review Division website and in print	Foster Care Review Division will track and report the achievement of timely permanence for children by permanence type and by time achieved.	Staff; Public; children; other agencies	0502.100100.000	The Division completed and submitted 4 quarterly reports and 1 annual report including data on the Division's activities and findings. The Division also submitted a monthly report to DSS with information about continuances so they can address any areas needing improvement to decrease the number of overdue reviews.
3.3.2	Monitor and report total aumber and typology trends of complaints and critical incident notifications received by the DCA within a fiscal year.	0%	100%	100%	Percent	Equal to or greater than	State Fiscal Year	System Improvement Division section regarding complaints and critical incident notifications in agency's Annual Report	System Improvement Division electronic case management system (Intranet Quorum)	System Improvement Division electronic case management system (Intranet Quorum)	DCA of Investigations will monitor and compile data trends within CI notifications from CI dashboard and provide a report to be included in the agency's Annual Report	Staff; Public; children; other agencies	0100.000000.000	

Strategic Plan Development

FY2026

as submitted for the Accountability Report by:

L080 - DEPARTMENT OF CHILD ADVOCACY

Goal 1 Serve as advocates for timely, safe, and effective services for children

Goal 2 To ensure that children, parents, and concerned citizens in South Carolina know how to connect children in need to the right services

Goal 3 Develop and promote a broad vision for reform, driven by the values and goals of child-serving agencies, to make the services and programs provided by state agencies more effective for children, youth, families and communities

Perf.													
Measure					Desired	Time				Stakeholder Need	B	State Funded Program	
Number		Base	Target	Value Type	Outcome	Applicable	Calculation Method	Data Source	Data Location	Satisfied	Primary Stakeholder	Number Responsible	Notes
1.1	Establish, maintain, and contin	nue to improv	e innovative a	nd competitive r	ecruitment efforts				State Objective:	Healthy and Safe Families			
1.1.1	Increase the number of children served by volunteer guardians ad litem.	47%	55%	Percent	Equal to or greater than	State Fiscal Year	Number of children served by volunteer Guardians ad Litem/Total number of children served by the Guardian ad Litem program.	GAL Casa Manager System "Case Listing by Volunteer" or another case management tool created to track this information	GAL Casa Manager System "Case Listing by Volunteer" or another case management tool created to track this information	Children will have a trained volunteer Guardian ad Litem appointed to their case whose sole role is to advocate for their best interests. Staff also benefit because they are assigned to serve as Guardians ad Litem for any case that cannot be delegated to a volunteer.	Abused and neglected children who are named in DSS abuse and neglect actions filed in Family Court and Guardian ad Litem Program staff	0500.050100.000	
1.1.2	Improve or maintain agency turnover rate through effective recruitment and retention	15%	15%	Percent	Equal to or less than	State Fiscal Year	(number of separations / average number of employees) / 100 = Staff Turnover Rate	The DCA will track progress on this measure with State HR/Admin HR Shared Services; Turnover rate is calculated by Admin HR Shared Services.	Dept. of Admin. Human Resources Vacancy Turnover Report	Staff and the public benefit from having a stable workforce of quality, trained individuals who have a positive relationship with their employer.	Staff; Public; children; other agencies	0100.000000.000	
1.1.3	Maintain current staffing levels within the division, with a focus on employee retention, until a new funding source is secured.	33%	33%	Percent	Equal to or less than	State fiscal year	The number of vacant positions divided by the number of FTE positions	Continuum of Care will track progress on this measure both within its division and with State HR/Admin HR Shared Services; Vacancy rate is calculated by Admin HR Shared Services.	Dept. of Admin. Human Resources Vacancy Report	Serving youth and families in their homes and communities can reduce foster care entry, juvenile justice involvement, and trauma for youth and families. Continuum of Care must have a trained and consistent workforce to provide intensive care coordination services for children to avoid waitlists.	Staff, Public children; other agencies	0500.150100.000	

Perf.													
Measure					Desired	Time				Stakeholder Need		State Funded Program	
Number	Description	Base	Target	Value Type	Outcome	Applicable	Calculation Method	Data Source	Data Location	Satisfied	Primary Stakeholder	Number Responsible	Notes
1.1.4	Decrease the attrition rate of active volunteers	New Measure 0%	15%	Percent	Equal to or less than		(Total number of volunteer departures/Average number of volunteers) x 100 = attrition rate percentage	GAL Casa Manager Case Management System	GAL Casa Manager Case Management System	Children will have a trained volunteer Guardian ad Litem appointed to their case whose sole role is to advocate for their best interests. Staff also benefit because they are assigned to serve as Guardians ad Litem for any case that cannot be delegated to a volunteer.	Abused and neglected children who are named in DSS abuse and neglect actions filed in Family Court and Guardian ad Litem Program staff	0500.050100.000	
1.2	Support our employees with o	elear evnectat	ions measurah	le and achieveah	le success criteria	and regular fee	odhack to help them he		State Objective	Healthy and Safe Families			
1,2	successful in the workplace	.car expectati	ons, measurad	ic and acmevean	ic success criteria.	, and regular lee	and the man them be		State Objective:	Treating and Safe Paililles			
1.2.1	Foster innovation in retention methods for staff. Survey Guardian ad Litem staff regarding their satisfaction with their relationship with leadership	8294	85%	Percent	Equal to or greater than	State Fiscal Year	Number of staff answering "pleased" or "very pleased" to question #10 of a survey developed for staff divided by total number of staff participating in survey	GAL staff survey results	GAL staff survey results	This goal will assist with identifying training needs that can strengthen supervisors' ability to manage and support their staff. Supported staff are happier and less likely to leave. Reducing turnover also ensures experienced staff can continue to grow in their knowledge, understanding and ability to advocate. Children will receive better advocacy when there is more continuity in staff handling cases.	Staff; Public; children; other agencies	0500.050100.000	
1.2.2	Develop and deliver one annual statewide training and four regional trainings to serve as the mandatory training program for FCRB board members and FCRD staff to improve the quality of case reviews.	15	5 5	Count	Equal to or greater than	State Fiscal Year	Count of Trainings	FCRD regional and annual training dates	FCRD will maintain records of dates, locations, times, and attendance regarding completed training sessions.	Regular trainings provide an opportunity for relevant legislative and caselaw updates in addition to strengthening ongoing mission objectives and focus.	Staff; Public; children; other agencies	0502.100100.000	
1.2.3	Review and augment existing policies and procedures for the System Improvement Division to ensure clear expectations for staff and alignment with the agency's mission and duties.		100%	Percent	Complete	State Fiscal Year	Percent Completion	Department of Children's Advocacy policy and procedure; SCEIS database	Department of Children's Advocacy policy and procedure; SCEIS database	Policies that have been created should be reviewed and augmented to meet the increased capacity of the unit to ensure that staff know what the expectations are and to ensure alignment of policy and practice with the agency's mission and duties.	Staff; Public; children; other agencies	0100.000000.000	
1.3	Foster innovation in retention	methods for	volunteers						State Objective	Healthy and Safe Families			
1.3	roster innovation in retention	metnods for	volunteers						State Objective:	meantny and Safe Families			

Perf.													
Measure					Desired	Time				Stakeholder Need		State Funded Program	
Number 1.3.1	Description Increase the completion rate of potential volunteers from the 30-hour pre-service training	59%	Target 65%	Value Type Percent	Outcome Equal to or greater than	Applicable State Fiscal Year	Calculation Method Number of volunteers who completed pre-services training/ the number of enrollees	Data Source Case management system	Data Location Case management system	Satisfied Collecting and considering this type of information will help the Guardian ad Litem Program increase the number of qualified volunteers to advocate for abused and neglected children.	Primary Stakeholder Staff; Public; children; other agencies	Number Responsible 0500.050100.000	Notes
1.4	Identify and secure dedicated t	funding to pr	ovide and expa	nd services for yo	outh with severe	mental health co	nditions		State Objective:	Healthy and Safe Families			
1.4.1	Secure at least one contract, MOU, or other funding source that allows COC to provide and expand services for youth with severe mental health conditions	0	1	Count	Equal to or greater than	State Fiscal Year	Count will be determined by the number of new contracts or MOUs	Continuum of Care will track the number of new funding sources	Continuum of Care	Securing a funding source will allow COC to partner with youth and families, which will help decrease PRTF placements, ER visits, youth incarceration, and/or removal of the child from the home.	Staff; Public; children, families, other agencies	0500.150100.000	
1.5	Launch Direct Representation	pilot project	that will provi	de legal represent	tation to children	involved in abus	se and neglect court		State Objective:	Healthy and Safe Families			
	proceedings.												
1.5.1	Launch Direct Representation pilot project in up to three counties in South Carolina	0		Count	Equal to or greater than	State Fiscal Year	Count will be determined by number of counties the pilot program is launched and operated in.	Court Administration	Court Administration	Youth in foster care will experience a higher rate of exit from foster care to permanency, positive placement matching and retention in positive placements, fewer group home and traditional foster homes with increased kinship placements, and a reduction in the rate of non-normative school transitions.	Youth in foster care and Department of Social Services	0100.000000.000	
2.1	Educate the public about state	agency servi	ces						State Objective:	Healthy and Safe Families			
2.1.1	Review and update the agency's online resource directory of state services and resources for children	10%	100%	Percent	Equal to or greater than	State Fiscal Year	Percent completion	Department of Children's Advocacy's website	Department of Children's Advocacy's website	Public awareness of the availability of services in their homes and communities could reduce incidences of abuse, neglect and institutionalization of children. It also improves awareness, accessibility and relationships with child-serving agencies and organizations.	Staff; Public; children; other agencies	0100.000000.000	

Perf.													
Measure					Desired	Time				Stakeholder Need		State Funded Program	
Number 2.1.2	Develop and deliver or attend and participate in at least 4 public or community meetings or events to share information about accessing and/or navigating services provided by state agencies for children	Base >4	Target 4	Value Type Count	Outcome Complete	Applicable State Fiscal Year	Calculation Method Count of meetings	Data Source Department of Children's Advocacy will maintain a count	Data Location Department of Children's Advocacy will maintain a count	Satisfied Participating in public forums allows community members to learn how to access and navigate services and programs, not only helping them know what services are available but also feel less intimidated, confused, and overwhelmed when applying for and accessing available services to children.	Primary Stakeholder Staff; Public; children, families, other agencies	Number Responsible 0500.150100.000	Notes
2.1.3	Provide information through television, radio, or other media outlet about children awaiting adoption in South Carolina	60	25	Count	Equal to or greater than	State fiscal year	Number of times Heart Gallery and/or Foster Care Review Division provides information about adoption through media outlets	Foster Care Review Division will track the number of times	Foster Care Review Division	Children who are in foster care awaiting adoption.	Staff, board members, public, children, other agencies	0502.100100.000	
2.1.4	Provide information to the public through social media about children awaiting adoption in South Carolina	48	52	Count	Equal to or greater than	State fiscal year	Number of social media posts by Heart Gallery regarding adoption	Foster Care Review Division will track the number of times	Foster Care Review Division	Children who are in foster care awaiting adoption.	Staff, board members, public, children, other agencies	0502.100100.000	
2.2	Develop processes to provide a	an excellent c	ustomer experi	ience.					State Objective:	Healthy and Safe Families			
2.2.1	Create and disseminate at least 4 effective and engaging training modules for Department of Children's Advocacy staff and volunteers by the end of FY26.	20%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of training modules completed/4	Department of Children's Advocacy online training modules; SCEIS database	Department of Children's Advocacy online training modules; SCEIS database	The agency will create and launch training modules for staff and volunteers.	Staff; Public; children; other agencies	0100.000000.000	
2.2.2	Ensure 80% of Continuum of Care parents interviewed will feel satisfied with the services they receive overall each fiscal year.	73%	80%	Percent	Equal to or greater than	State Fiscal Year	Number of parents who report being satisfied with the services they receive overall from the Continuum of Care program/total number of parents who complete the survey.	Customer satisfaction surveys submitted by families/guardians of children served by Continuum of Care	Continuum of Care's subscription program	DCA seeks to develop processes to provide excellent customer service through measuring customer service and establishing a customer feedback process which guides service improvements.	Staff; Public; children; other agencies	050.150100.000	
2.2.3	Maintain or improve efficacy of Continuum of Care's services for children and youth as measured through dashboard data.	30.5	30	Rank	Equal to or greater than	State Fiscal Year	Difference between youths' beginning and ending CAFAS scores.	Continuum of Care client records	Continuum of Care client records	A child's improvement is the single-most important goal of DCA. Continuum of Care's ability to objectively measure a youth's improvement is fundamental to the effectiveness of COC's model and professionals.	Staff, Public; children; other agencies	0500.150150.000	

Perf.					Desired	Time				Carloshaldon Nord		Chata Eurodad Dura	
Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
2.2.4	Initial response to complaints occurs within one business day of the Agency's receipt of telephone, website-submitted, or emailed complaints for FY26.	99%		Percent	Equal to or greater than	State Fiscal Year	Number of complaints for which agency's initial response was within one business day of agency's receipt of the complaint/total number of complaints received by the agency.	Investigations Unit electronic case management system (Intranet Quorum)	Investigations Unit electronic case management system (Intranet Quorum)	DCA shall respond to complaints within one business day, not counting holidays or weekends, to determine which matters require an agency referral or an investigation.	Staff; Public; children; other agencies	0100.00000.000	
2.2.5	Review and update 100% of FCRD/FCRB policies and procedures to streamline and improve consistency across the state.	90%	100%	Percent	Equal to or greater than	State Fiscal Year	Percent Completion	Foster Care Review Division policies; SCEIS database	Foster Care Review Division policies; SCEIS database	The Foster Care Review Board and Foster Care Review Division have established policies and procedures which are outlined in separate formats for staff and volunteers. FCRD/FCRB operations will perform more smoothly and interact more efficiently with volunteers and other offices with more streamlined and updated office management policy and procedure.	Staff; Public; children; other agencies	0502.100100.000	
3.1	Examine, on a system-wide bas	sis, the care a	and services th	at state agencies p	provide children	_			State Objective:	Government and Citizens			
3.1.1	Review and improve the agency's tracking system for reviewing and evaluating services for children.	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Percent completion - Explore modification of current case management system to add fields for automated reports and/or development of an evaluation tool and report development process	Investigations Unit electronic case management system (Intranet Quorum)	Investigations Unit electronic case management system (Intranet Quorum)	One of the statutory duties of the Dept. of Children's Advocacy includes examining, on a system- wide basis, the care and services that state agencies provide children.	Staff; Public; children; other agencies	0100.000000.000	
3.1.2	Review and report on services that state agencies provide to children to the General Assembly and Governor.	1	1	Count	Complete	State Fiscal Year	Report submission or delivery	Department of Children's Advocacy records and data/information from other agencies/sources as noted in the report	Department of Children's Advocacy website and in print; Department of Archives; S.C. State Library	One of the statutory duties of the Dept. of Children's Advocacy includes providing a report to the General Assembly regarding the activities of the SCA.	Staff; Public; children; other agencies	0100.000000.000	
3.1.3	Monitor and report audits scores for local county offices, with an increased focus of records in the case management system, to ensure quality standards are met.	88%	80%	Percent	Equal to or greater than	State Fiscal Year	Average final audit score for all county offices; weight of QA scores of case management system is 50%, volunteer files is 15%, and physical case files is 35%. Note: The formula for this target is revised for FY26, giving more weight to case management system score.	Case management system	Case management system	Collecting, reviewing, and considering this type of information will help the Guardian ad Litem Program provide better advocacy for children	Staff; Public; children; other agencies	0500.050100.000	

Perf.													
Measure					Desired	Time				Stakeholder Need		State Funded Program	
Number 3.1.4	Description Maintain youth in their homes, schools, and communities through intensive care coordination.	92%		Value Type Percent	Outcome Equal to or greater than	Applicable State fiscal year	Calculation Method Number of youth who remain at home/total number of youth partnered by COC	Data Source Continuum of Care client records	Data Location Continuum of Care client records	Improving youth functionality through decreasing emotional and behavioral challenges. This measure is a percentage of youth who remain at home in the community compared with youth who are placed in a residential facility. Youth outcomes are improved when they can safely and appropriately live at home and have access to their family and friends.	Primary Stakeholder Staff; public; children; other agencies	Number Responsible 0500.150150.000	Notes
3.1.5	Increase the number of adoption referrals received by Heart Gallery by 10%	501	551	Count	Equal to or greater than	State fiscal year	Number of referrals received by Heart Gallery	Foster Care Review Division will track the number of times	Foster Care Review Division will track the number of times	Children who are in foster care awaiting adoption.	Staff, board members, public, children, other agencies	0502.100100.000	
3.1.6	Ensure all children in foster care are scheduled for a timely review in accordance with the statutory requirement of reviewing each case every 6 months.	99.90%	100%	Percent	Equal to or greater than		Number of children in foster care who were in foster care for at least four months and were scheduled for a timely review/Total number of children who were in foster care for at least four months. While this is a new measure for FY26, this data was available for FY25, which set the baseline measure at 99.9%	Foster Care Review Division case management system; DSS Child and Adult Protective Services Systems (CAPSS)	Foster Care Review Division annual report on website and in print	Children in foster care are receiving the reviews required by statute.	Children; other agencies	0502.100100.000	
3.2	Receive, refer, monitor and in	vestigate com	plaints regardi	ing state agencies					State Objective:	Government and Citizens			
3.2.1	For all cases that are closed as "inadequate," SI will provide to the agency in question a data and analysis report informing them of the investigation outcome and recommendations for improvement.	Measure	95%	Percent	Equal to or greater than	State Fiscal Year	Number of reports for cases closed as "inadequate" that were sent to agencies /total number of cases investigated and closed as "inadequate."	Investigations Unit electronic case management system (Intranet Quorum)	Investigations Unit electronic case management system (Intranet Quorum)	Collecting, reviewing, and considering this type of information will help DCA and other agencies provide better services for children and families and will assist in the State Child Advocate in developing a broad vision for reform that includes recommendations for improvement.	Staff; Public; children; other agencies	0100.000000.000	

Perf.													
Measure					Desired	Time				Stakeholder Need		State Funded Program	
Number	Description	Base	Target	Value Type	Outcome	Applicable	Calculation Method	Data Source	Data Location	Satisfied	Primary Stakeholder	Number Responsible	Notes
3.2.2	Description Encourage a culture of collaboration and coordination among state agencies which serve children by developing relationships and communicating regularly in a professional and respectful manner. Regular meetings should occur, with a minimum of one virtual or in-person meeting occurring with each of the nine state agencies each fiscal year.	Base ≥100		Value Type Count	Outcome Equal to or greater than	Applicable State Fiscal Year	Calculation Method Count of meetings	Data Source Department of Children's Advoacy will keep records of the number of meetings that occur	Department of Children's Advoacy will	Satisfied DCA should be involved in regular conversations with agency leadership to inform agencies of issues, to enlist their help and cooperation in resolving issues, and to learn more about other agencies' processes and resources to better-assist DCA with assisting callers and with making recommendations and advocating for systemic improvement.	Primary Stakeholder Staff; Public; children; other agencies	Number Responsible 0100.000000.000	Notes
3.3.1	Establish the capacity to mana Monitor and report quarterly and annually on Division	ge, monitor,		statewide and/or i	Equal to or greater than	State Fiscal Year	Count of annual report (1) and count of (4) quarterly	Foster Care Review Division case	Foster Care Review Division website and in	Government and Citizens Foster Care Review Division will track and	Staff; Public; children; other agencies	0502.100100.000	
	activities, recommendations for permanency, and any deficits or barriers in the foster care system that are impacting permanency for children in foster care each fiscal year.						reports during fiscal year	management system; DSS Child and Adult Protective Services Systems (CAPSS)	print	report the achievement of timely permanence for children by permanence type and by time achieved.			
3.3.2	Monitor and report total number and typology trends of complaints and critical incident notifications received by the DCA within a fiscal year.	Revised Measure	1	Count	Equal to or greater than	State Fiscal Year	Electronic network database captures which agencies receive complaints against their services or programs, how complaints are categorized internally, and how our complaints are resolved and coded.	System Improvement Division electronic case management system (Intranet Quorum)	SI portion of the FY26 Annual Report	DCA of Investigations will monitor and compile data trends within CI notifications from CI dashboard and provide a report to be included in the agency's Annual Report	Staff; Public; children; other agencies	0100.000000.000	

Budget Data

as submitted for the Accountability Report by:

State Funded Program No.	State Funded Program Title	Description of State Funded Program	(Actual) General	(Actual) Other	(Actual) Federal	(Actual) Total	(Projected) General	(Projected) Other	(Projected) Federal	(Projected) Total
0100.000000.000	Administration	Provides support for the agency as a whole and promotes a broad vision for reform to improve services provided by child-serving agencies in South Carolina	\$ 389,092.68			\$ 389,092.68				\$ 378,194.00
0119.100000X000	Network of Children's Advocacy Centers		\$ 80,000.00	\$ -	\$ -	\$ 80,000.00	\$ 80,000.00	\$ -	\$ -	\$ 80,000.00
0121.050000X000	Children's Trust Fund	Provides prevention services for children and families	\$ 200,000.00	\$ -	\$ -	\$ 200,000.00	\$ 200,000.00	\$ -	\$ -	\$ 200,000.00
0500.050100.000	Guardian ad Litem Program	Advocates for abused and neglected children	\$ 4,095,031.50	\$ 6,479,223.09		\$ 10,574,254.59	\$ 5,197,274.00	\$ 7,218,153.00	\$ -	\$ 12,415,427.00
0500.150100.000	Continuum of Care	Assists children with emotional and behavioral needs	\$ 1,898,064.91	\$ 1,053,371.61	\$ -	\$ 2,951,436.52	\$ 2,376,083.00	\$ 1,324,952.00	\$ -	\$ 3,701,035.00
0501.200100.000	Investigations Unit	Receives, refers, monitors, and investigates complaints about and critical incidents from child-serving agencies in South Carolina	\$ 1,011,283.41	\$ 2,726.66	\$ -	\$ 1,014,010.07	\$ 1,678,826.00	\$ 65,440.00	\$ -	\$ 1,744,266.00
0502.100100.000	Foster Care Review Division	Provides accountability for children in foster care	\$ 766,893.69	\$ 851,802.11	\$ -	\$ 1,618,695.80	\$ 813,528.00	\$ 871,986.00	\$ -	\$ 1,685,514.00
9500.050000.000	State Employer Contributions	To provide state employer contribution funding source	\$ 3,221,853.39	\$ 2,659,742.74	\$ -	\$ 5,881,596.13	\$ 4,245,939.00	\$ 3,103,852.00	\$ -	\$ 7,349,791.00
9817.310000X000	South Carolina Network for Children's Advocacy Centers (SCNCAC)	SCNCAC is the coordinating entity for the 17 Child Advocacy Centers (CACs) in South Carolina. SCNCAC provides support, advocacy, quality assurance, and statewide leadership for CACs. CACs provide a coordinated, evidence-based response to children who have been abused in all 46 counties of South Carolina.	\$ 1,500,000.00	s -	\$ -	\$ 1,500,000.00	s -	\$ -	\$ -	\$ -
9828.050000X000	AGENCY WORKSTATIONS		\$ 183,465.29	\$ -	\$ -	\$ 183,465.29	\$ 136,988.00	\$ -	\$ -	\$ 136,988.00
9837.070000X000	CHILDREN'S TRUST		\$ 250,000.00	\$ -	\$ -	\$ 250,000.00	-	\$ -	\$ -	\$ -
9838.020000X000	Investigations Unit N/R		\$ -	\$ -	\$ -	\$ -	\$ 25,000.00	\$ -	\$ -	\$ 25,000.00

Legal Data

as submitted for the Accountability Report by:

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2025
2022-23 Appropriations Act Section 41	State	FY25-26 Proviso	Cass Elias McCarter Guardian ad litem Program	Funding agency deliverable(s)		Reenacted
2022-23 Appropriations Act Section 41	State	FY25-26 Proviso	Foster Care Review Board	Requires a service	May suspend reviews of children in certain settings	Reenacted
2022-23 Appropriations Act Section 41	State	FY25-26 Proviso	Continuum of Care for Emotionally Disturbed Children	Funding agency deliverable(s)		Reenacted
63-11-2410(2)	State	Statute	S.C. Child Abuse Response Protocol	Requires a service	Requires agency to convene the first meeting and to provide staff support for the committee	No Change
63-11-2420	State	Statute	S.C. Child Abuse Response Protocol	Requires a service	Requires agency to maintain the protocol and the committee's updates	No Change
Proviso 103.3(2)	State	FY25-26 Proviso	Revenue and Fiscal Affairs Office: S.C. Health and Human Services Data Warehouse	Report our agency may/must provide	Provides that Continuum of Care and Foster Care Review Division should submit data	Reenacted

Law number	Jurisdiction	Туре	Description	Purpose the law serves:	Notes:	Changes made during FY2025
Proviso 35.1	State	FY25-26 Proviso	Department of Mental Health Transfer	Funding agency deliverable(s)	Authorizes DMH to transfer funds to Continuum of Care	Reenacted
Proviso 41.2	State	FY25-26 Proviso	Guardian ad Litem Trust Proviso	Funding agency deliverable(s)		Reenacted
2025-26 Appropriations Act Section 41	State	FY25-26 Proviso	Administration/Investigations Unit	deliverable(s)	Provides funding for Administration division of agency as well as statutory requirements associated with Investigations Unit	Reenacted
S. C. Code of Regs. 31-10	State		Office of the Governor - Continuum of Care for Emotionally Disturbed Children	-	Minimum eligibility requirements and application process for selection as a client of Continuum of Care	No Change
S.C. Code of Laws Ann. Section 63-11-1310, et.seq.	State	Statute	Continuum of Care for Emotionally Disturbed Children	•	Enhances the delivery of services to severely emotionally disturbed children and youth	Amended
S.C. Code of Laws Ann. Section 63-11-1900, et.seq.	State		Department of Child Fatalities and State Child Fatality Advisory Committee	Board, commission, or committee on which someone from our agency must/may serve	serves on committee to review child fatalities	No Change

Law number	Jurisdiction	Туре	Description	Purpose the law serves:	Notes:	Changes made during FY2025
S.C. Code of Laws Ann. Section 63-11-2210, et.seq.	State	Statute	Department of Children's Advocacy	Requires a service	Duties regarding reviewing and making recommendations regarding services provided to children by state agencies	No Change
S.C. Code of Laws Ann. Section 63-11-2210, et.seq.	State	Statute	Department of Children's Advocacy	Report our agency must/may provide	Participates in or leads investigations regarding critical incidents; provides an annual report to General Assembly, JCCLC and Governor	No Change
S.C. Code of Laws Ann. Section 63-11-500, et.seq.	State	Statute	Cass Elias McCarter Guardian ad Litem Program	Requires a service	Recruiting, training and supervising volunteer guardians ad litem; Confidentiality of investigations	Amended
S.C. Code of Laws Ann. Section 63-11-700, et.seq.	State	Statute	Foster Care Review Board	Requires a service	Monitoring progress in achieving permanent placements for children in foster care	Amended
S.C. Code of Regs. 24-1	State	Regulation	Office of the Governor-Division for Review of the Foster Care of Children	Requires a service	Monitoring progress in achieving permanent placements for children in foster care	No Change
Proviso 117.19	State	FY23-24 Proviso	Per Diem for Boards, Commissions and Committees	Distribute finding to another entity	Increased the authorized payment of per diem to Foster Care Review Board members	No Change

Law number	Jurisdiction	Туре	Description	Purpose the law serves:	Notes:	Changes made during FY2025
Proviso 117.20(E)	State	FY23-24 Proviso	Meals and mileage reimbursement for Board members		Authorizes reimbursement of mileage and meals to Foster Care Review Board members	No Change
S.C. Code of Laws Ann. 63-1-50(A)	State	Statute	Addition to Joint Citizens and Legislative Committee on Children (JCLCC)	Board, commission, or committee on which someone from our agency must/may serve	Advocate as ex officio, non-voting member of the	No Change
S.C. Code of Laws Ann. 63-7- 2750(C)	State	Statute	Extension of foster care		Requires the appointment (or ongoing appointment) of a guardian ad litem with the Guardian ad Litem Program beyond the child's 18th birthday if the young adult remains in foster care. Prior to this change, guardian ad litem appointments ended at the child's 18th birthday.	

202	25		L	Services Dat as submitted for the Accountabili 080 - DEPARTMENT OF CHIL	ty Report by:			
Description of Service The Foster Care Review	Description of Direct Customer Agency FTEs with the	Customer Name DSS, Judicial System,	Others Impacted by Service foster parents, family members, fictive	Division or major organizational unit providing the service.	Description of division or major organizational unit providing the service. The Foster Care Review Board monitors	Primary negative impact if service not provided.	Changes made to services during FY2025 No Change	Summary of changes to services
The Foster Care Review Division provides support and coordination to local Foster Care Review Board member volunteers and State Board of Directors	Agency F1ES with the Foster Care Review Division work with appointed local FCRB members in each county in South Carolina and State Board of Directors representing each Congressional District in South Carolina	DSS, Judicial System, federal oversight, children/families	Toster parents, family memoers, netive kin	Foster Care Keview Board	The roster care keview Board monitors progress in achieving permanent placements for children in foster care	nack of accountaining or reliability for reviews and recommendations	No Change	
The Foster Care Review Board conducts periodic case reviews of children residing in foster care in South Carolina	Children and families involved in South Carolina's foster care system	DSS, Judicial System, federal oversight, children/families	foster parents, family members, fictive kin	Foster Care Review Board	The Foster Care Review Board monitors progress in achieving permanent placements for children in foster care	lack of accountability or reliability for reviews and recommendations	No Change	
The FCRB provides the Family Court in every county in South Carolina a child-specific written recommendation following each case review of a child in foster care	are making decisions about permanency for children in	DSS, Judicial System, federal oversight, children/families	foster parents, family members, fictive kin	Foster Care Review Board	The Foster Care Review Board monitors progress in achieving permanent placements for children in foster care	lack of accountability or reliability for reviews and recommendations	No Change	
The FCRB provides the S.C. Dept. of Social Services and Cass Elias McCarter Guardian ad Litem Program in every county in South Carolina a child specific written recommendation following each case review of a child in foster care		DSS, Judicial System, federal oversight, children/families	foster parents, family members, fictive kin	Foster Care Review Board	The Foster Care Review Board monitors progress in achieving permanent placements for children in foster care	lack of accountability or reliability for reviews and recommendations	No Change	
The S.C. Heart Gallery coordinates photos and video shoots for legally free children and maintains photo exhibits, an interactive website, and media relationships for enhanced targeted adoption recruitment.	Legally free children in foster care in South Carolina; interested families approved to adopt; interested families not yet approved to adopt; and South Carolina families assigned for completion of adoptive home studies	DSS, Judicial System, federal oversight, children/families	foster parents, family members, fictive kin	Foster Care Review Division - Heart Gallery	The SC Heart Gallery, a program of the Foster Care Review Division, provides enhanced child-specific adoption recruitment services	lack of recruitment and advocacy for youth in foster care who are awaiting adoption		Updated "description of the service" from "The S.C. Heart Gallery maintains photo exhibits and an interactive website for enhanced targeted adoption recruitment."
Evidenced-based, intensive care coordination with a Medicaid waiver or Medicaid Targeted Case Management	South Carolina youth under age 18 with severe emotional disturbance and/or behavioral health challenges; may serve up to age 21 if youth is in special education	ŕ	emergency departments, DJJ, DSS, DBHDD-OMH, DHHS	Continuum of Care	Continuum of Care serves children with the most severe and complex emotional or behavioral health challenges whose needs are not being adequately met by existing services or programs	lack of appropriate services for children, youth and families such that youth suicide, foster care entry, juvenile justice entry and hospitalizations may increase	Amend	"Others impacted by the service" included DMH, which is now DBHDD-OMH as of April 2025.

	Description of Direct			Division or major organizational unit providing	Description of division or major	Primary negative impact if	Changes made to services	Summary of changes to
Description of Service Establish capacity to examine nine specific state agencies/offices	Customer Child-recipients of state services and families who need to access services	Customer Name Children, families, General Assembly, Governor, DHHS, DBHDD-OMH, DBHDD-OIDD, DSS, DJJ, DPH, John de la Howe, Wil Lou Gray, School for the Deaf and for the Blind	Others Impacted by Service communities, service providers, placement providers, other agencies	the service. State Child Advocate and System Improvement Division	The State Child Advocate and the System Improvement Division examine the adequacy of services for children by nine specific state agencies/offices	service not provided. lack of appropriate oversight and improvements such that access and availability to quality services may harm or increase problems for children and families	during FY2025 Amend	"Customer's name" included DDSN and DMH, which are now DBHDD-OIDD and DBHDD-OMH, respectively, as of April 2025. Also changed DHEC to DPH to reflect name change that occurred in FY24. Updated cells I10 and J10 from "Investigations" to "System Improvement Division" of which Investigations is a part.
Online directory, public forums or other methods of informing public	Child-recipients of state services and families who need to access services	children, families	emergency departments, DJJ, DSS, DBHDD-OMH, DHHS	State Child Advocate and System Improvement Division	Improvement Division educate the public	lack of appropriate oversight and improvements such that access and availability to quality services may harm or increase problems for children and families	Amend	"Others impacted by the service" included DMH, which is now DBHDD-OMH as of April 2025. Updated cells I11 and J11 from "Investigations" to "System Improvement Division" of which Investigations is a part.
Attend public forums, speak with members of community and research availability of services to determine service array	Members of the community and families who benefit from coordination of services and processes	children, families		State Child Advocate and System Improvement Division	The State Child Advocate and the System Improvement Division educate the public about services available to children by state agencies/offices	lack of awareness, access and availability to quality services may harm or increase problems for children and families	Amend	Updated cells I12 and J12 from "Investigations" to "System Improvement Division" of which Investigations is a part.
Attend public forums, speak with members of community, research availability of services, and collaborate with agency leadership to coordinate service array	State agencies which function better as a result of coordination of services and processes	DHHS, DBHDD-OMH, DBHDD-OIDD, DSS, DJJ, DPH, John de la Howe, Wil Lou Gray, School for the Deaf and for the Blind	communities, service providers, placement providers, other agencies	State Child Advocate and System Improvement Division		lack of awareness, access and availability to quality services may harm or increase problems for children and families	Amend	"Customer's name" included DDSN and DMH, which are now DBHDD-OIDD and DBHDD-OMH, respectively, as of April 2025. Also changed DHEC to DPH to reflect name change that occurred in FY24. Updated cells I13 and J13 from "Investigations" to "System Improvement Division" of which Investigations is a part.
Establish capacity to receive, refer, monitor, review, and/or investigate complaints regarding nine specific state agencies/offices	Child-recipients of state services and families who are dissatisfied with state agency services	children, families	communities, service providers, placement providers, other agencies	State Child Advocate and System Improvement Division	Improvement Division receive, refer, monitor, review, and/or investigate complaints against nine specific state agencies/offices	lack of appropriate oversight and improvements such that access and availability to quality services may harm or increase problems for children and families	Amend	Updated cells I14 and J14 from "Investigations" to "System Improvement Division" of which Investigations is a part.

Description of Service Establish capacity to receive, refer, monitor, review, and/or investigate complaints regarding nine specific state agencies/offices	Description of Direct Customer State agencies who are seeking to improve the delivery of their services	Customer Name DHHS, DBHDD-OMH, DBHDD-OIDD, DSS, DJJ, DPH, John de la Howe, Wil Lou Gray, School for the Deaf and for the Blind	Others Impacted by Service communities, service providers, placement providers, other agencies	Division or major organizational unit providing the service. State Child Advocate and System Improvement Division	Description of division or major organizational unit providing the service. The State Child Advocate and the System Improvement Division receive, refer, monitor, review, and/or investigate complaints against nine specific state agencies/offices	lack of appropriate oversight and	Changes made to services during FY2025 Amend	Summary of changes to services "Customer's name" included DDSN and DMH, which are now DBHDD-OIDD and DBHDD-OMH, respectively, as of April 2025. Also changed DHEC to DPH to reflect name change that occurred in FY24. Updated cells I15 and J15 from "Investigations" to "System Improvement Division" of
Prepare and submit annual report	State agencies/offices and state leadership who are seeking to improve the delivery of their services	DHHS, DBHDD-OMH, DBHDD-OIDD, DSS, DJJ, DPH, John de la Howe, Wil Lou Gray, School for the Deaf and for the Blind	communities, service providers, placement providers, other agencies	State Child Advocate/ DCA Administration	The State Child Advocate and DCA Administration submit the annual report, which includes the activities of the State Child Advocate	lack of appropriate oversight and improvements such that access and availability to quality services may harm or increase problems for children and families		"Customer's name" included DDSN and DMH, which are now DBHDD-OIDD and DBHDD-OMH, respectively, as of April 2025. Also changed DHEC to DPH to reflect name change that occurred in FY24. Replaced "Investigations" with "DCA Administration" in cells
Prepare and submit annual report	Legislators who are seeking to determine the efficacy of state agencies' services to determine whether legislative changes are necessary to improve access, quality and delivery	General Assembly	communities, service providers, placement providers, other agencies	State Child Advocate/DCA Administration	The State Child Advocate and DCA Administration submit the annual report, which includes the activities of the State Child Advocate	lack of appropriate oversight and improvements such that access and availability to quality services may harm or increase problems for children and families	Amend	Ill6 and J16 since Investigations does not prepare/submit annual report. Replaced "Investigations" with "DCA Administration" in cells I17 and J17 since Investigations does not prepare/submit annual report.
Prepare and submit annual report	of services General public who seeks to better understand, access, or improve state agencies' services		children, families, General Assembly, Governor, DHHS, DBHDD-OMH, DBHDD-OIDD, DSS, DJJ, DPH, John de la Howe, Wil Lou Gray, School for the Deaf and for the Blind	State Child Advocate/DCA Administration	The State Child Advocate and DCA Administration submit the annual report, which includes the activities of the State Child Advocate	lack of appropriate oversight and improvements such that access and availability to quality services may harm or increase problems for children and families	Amend	"Others impacted by the service" included DDSN and DMH, which are now DBHDD-OIDD and DBHDD-OMH, respectively, as of April 2025. Also changed DHEC to DPH to reflect name change that occurred in FY24. Replaced "Investigations" with "DCA Administration" in cells 118 and J18 since Investigations does not prepare/submit annual report.

Description of Service Maintain the Child Abuse Response Protocol; convene the first meeting of the Protocol Review Committee	Description of Direct Customer Children and families who will have consistent access and availability to services; agencies who will have a clear understanding of expectations	Customer Name children, families and concerned citizens	Others Impacted by Service Law enforcement, Child Advocacy Centers, Judicial Branch, General Assembly, Governor, DBHDD- OMH, DSS, DJJ, Attorney General's Office/Human Trafficking Task Force	Division or major organizational unit providing the service. State Child Advocate/DCA Administration	Description of division or major organizational unit providing the service. The State Child Advocate and DCA Administration maintain the Child Abuse Response Protocol; the State Child Advocate convened the first meeting of the Protocol Review Committee	Primary negative impact if service not provided. lack of awareness, access and availability to quality services may harm or increase problems for children and families	Changes made to services during FY2025 Amend	Summary of changes to services "Others impacted by the service" included DMH, which is now DBHDD-OMH as of April 2025. Replaced "Investigations" with "DCA Administration" in cells I19 and J19 since Investigations does not maintain Child Abuse Response Protocol.
Serve on the State Child Fatality Advisory Committee Serve on the Joint Citizens and Legislative Committee on Children	Review child fatalities in the state and make recommendations to prevent future child deaths Serve as an ex office member of the JCLCC also known as the Children's Committee	concerned citizens	Law enforcement, emergency departments, coroners, and other agencies Law enforcement, foster parents, kinship providers, juvenile correctional officers, Judicial Branch, General Assembly, Governor, DBHDD-OMH, DSS, DJJ, DBHDD-OIDD, DIHHS, providers, schools, Attorney General's Office/Human Trafficking Task Force	State Child Advocate State Child Advocate		The committee serves as a cross- section to provide recommendations and raise awareness about child fatalities and prevention opportunities. The JCLCC "is a consortium of appointed citizens, legislators, and agency directors charged with the critical responsibility of identifying and studying key issues facing South Carolina's children, then promoting sound strategies for the development of children's policy. The Committee makes recommendations to the		"Others impacted by the service" included DDSN and DMH, which are now DBHDD-OIDD and DBHDD-OMH, respectively, as of April 2025. Also, removed Deputy Child Advocate from cells 121 and J21. Updated the description in cell
Provide Guardians ad Litem for children who turn 18 years of age and remain in foster care pursuant to "extension of foster care" statute	Provide Guardians ad Litem for children who turn 18 years of age and remain in foster care pursuant to "extension of foster care" statute	children in foster care from ages 18 to 21	foster parents, family members, fictive kin, DBHDD-OIDD, DBHDD-OMH, DHHS	Guardian ad Litem Program	The Guardian ad Litem Program provides best interest advocates for children and youth in foster care.	Governor and General Assembly to use in consideration of policy, funding, and legislation to benefit our children's future." The young adult will not have someone to advocate for their best interests as required by law and best practice.		"Others impacted by the service" included DDSN and DMH, which are now DBHDD-OIDD and DBHDD-OMH, respectively, as of April 2025.

Partnerships Data

as submitted for the Accountability Report by:

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
State Government	Department of Health and Human Services	Continuum of Care (Coordination for Medicaid reimbursement)	Amend
Non-Governmental Organization	National CASA	Guardian ad litem Program	No Change
Individual	Professional and Non-Professional Photographers	Foster Care Review Board/Heart Gallery	No Change
State Government	S.C. Attorney General's Office	Guardian ad litem Program (SAVS grant)	Amend
State Government	S.C. Dept. of Social Services	Foster Care Review Board (Title IVe and IVb funding regarding review of foster care placements)	No Change
State Government	S.C. Dept. of Social Services	Foster Care Review Board/Heart Gallery (contract for enhanced adoption recruitment)	No Change
State Government	S.C. Dept. of Social Services	Guardian ad litem Program (Title IVe funding for training of volunteer guardians ad litem)	No Change
Non-Governmental Organization	S.C. Network of Children's Advocacy Centers	SC Child Abuse Response Protocol implementation and maintenance	No Change
State Government	Substance Abuse and Mental Health Services Association (SAMHSA)	Continuum of Care (SAMHSA grant with DMH)	No Change
Higher Education Institute	University of Connecticut	Continuum of Care	Amend
Non-Governmental Organization	Various Child Welfare Organizations	Foster Care Review Board	No Change

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Non-Governmental Organization	Various Child Welfare Organizations-	Guardian ad litem Program	No Change
Private Business Organization	Various Continuum of Care Qualified Providers	Continuum of Care	No Change
Federal Government	Various Federal Agencies	Continuum of Care	No Change
Local Government	Various Local Agencies	Foster Care Review Board/Heart Gallery	Amend
Local Government	Various Local Agencies	Guardian ad Litem Program	No Change
Private Business Organization	Various Medicaid Contracted Care Organizations	Continuum of Care	No Change
Non-Governmental Organization	Various South Carolina and National Adoption Recruitment Organizations	Foster Care Review Board/Heart Gallery	No Change
State Government	Various State Agencies	Continuum of Care	No Change
State Government	Various State Agencies	Foster Care Review Board	No Change
State Government	Various State Agencies	Guardian ad Litem Program	No Change
Higher Education Institute	Various State Agencies	Guardian ad Litem Program (Training providers)	No Change
State Government	Various State Agencies, Legislators, and Gubernatorial Appointees from the Community	Joint Citizens and Legislative Committee on Children regarding legislation affecting children	No Change

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
State Government	Various State Agencies, Legislators, and Gubernatorial Appointees from the Community	State Child Fatality Advisory Committee	No Change
Non-Government Organization	Various State Agencies, Legislators, and Gubernatorial Appointees from the Community	State Child Fatality Advisory Committee	No Change
Local Government	Various State Agencies, Legislators, and Gubernatorial Appointees from the Community	State Child Fatality Advisory Committee	No Change
Private Business Organization	Columbiana Centre	Foster Care Review Board/Heart Gallery standing exhibit space	Add
Non-Government Organization	Grant Me Hope	Video production and adoption recruitment services for South Carolina Heart Gallery	Add
Private Business Organization	Various Media Outlets	South Carolina Heart Gallery	Add
State Government	SC Children's Justice Act Task Force	Federally mandated task force for the development and operation of programs designed to improve the handling of child abuse and neglect cases, the handling of suspected maltreatment related fatalities, and the investigation and prosecution of child abuse and neglect.	Add

Reports Data
as submitted for the Accountability Report by:

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Report Name	Law Number (if applicable)	Summary of information requested in the report	Date of most recent submission DURING the past fiscal year	Reporting Frequency	Type of entity/entities	Method to access the report	Direct access hyperlink or agency contact (if not provided to LSA for posting online)	Changes to this report during the past fiscal year	Explanation why a report wasn't submitted
Agency Annual Accountability Report	§1-1-810	The report "must contain the agency's or department's mission, objectives to accomplish the mission, and performance measures that show the degree to which objectives are being met." Agencies must "identify key program area descriptions and expenditures and link these to key financial and performance results measures."	September 2024	Annually	Governor or Lt. Governor AND Legislative entity or entities	Provided to LSA for posting online	www.admin.sc.gov	No Change	
Agency Head Performance Evaluation	§8-11-160	Evaluation of Performance of the Agency Director		Annually	Governor or Lt. Governor AND Legislative entity or entities AND South Carolina state agency or agencies		State Fiscal Accountability Authority, Agency Head Salary Commission	No Change	Agency Head Performance Evaluation was "put on hold" per Agency Head Salary Commission email from Blythe Littlefield on Nov. 7, 2024. New Performance Management Process is launching Fall 2025.
Agency Head Planning Stage	§8-11-160	Performance Expectations of the Agency Director		Annually	Governor or Lt. Governor AND Legislative entity or entities AND South Carolina state agency or agencies		State Fiscal Accountability Authority, Agency Head Salary Commission	No Change	Agency Head Planning Stage was "put on hold" per Agency Head Salary Commission email from Blythe Littlefield on Nov. 7, 2024. New Performance Management Process is launching Fall 2025.
Annual Comprehensive Financial Reporting (ACFR, formerly CAFR) Reports	S.C. Code of Laws Ann. § 11-3-175	Closing packages for GASB, leases, and other reporting	February 2025	Other	South Carolina state agency or agencies	Available on another website	admin.sc.gov	No Change	

Report Name	Law Number (if applicable)	Summary of information requested in the report	Date of most recent submission DURING the past fiscal year	Reporting Frequency	Type of entity/entities	Method to access the report	Direct access hyperlink or agency contact (if not provided to LSA for posting online)	Changes to this report during the past fiscal year	report wasn't submitted
Annual Report of Continuum of Care	§63-11-1360	The Continuum of Care Division shall submit an annual report to the Governor and General Assembly on its activities and recommendations for changes and improvements in the delivery of services by public agencies serving children.	June 2025	Annually	Governor or Lt. Governor AND South Carolina state agency or agencies	Available on agency's website	https://childadvocate.sc.gov/sites/s cdca/files/Documents/Dept_Childre ns_Advocacy_23- 24_Annual_Report.pdf		Individual Continuum of Care annual reports have not been submitted for at least a decade, but information for COC (activities, recommendations, improvement) was included in the Agency's Annual Report.
Annual Report of State Child Advocate	§63-11-2270(7)	The State Child Advocate is to annually submit a report to the Governor, President of the Senate, Speaker of the House of Representatives, and Joint Citizens and Legislative Committee on Children detailing the State Child Advocate's activities.		Annually	Governor or Lt. Governor AND Legislative entity or entities AND South Carolina state agency or agencies	Available on agency's website	https://childadvocate.sc.gov/sites/s cdea/files/Documents/Dept_Childre ns_Advocacy_23- 24_Annual_Report.pdf		
Budget	§11-11-30	Budget and proviso requests	September 2024	Annually	South Carolina state agency or agencies	Available on another website	admin.sc.gov	No Change	
Continuum of Care Annual Cost Report		Reports concerning Targeted Case Management	February 2025	Annually	South Carolina state agency or agencies	Electronic copy available upon request	n/a	No Change	
Continuum of Care Annual Cost Report		Reports concerning Medicaid Waiver	February 2025	Annually	South Carolina state agency or agencies	Electronic copy available upon request	n/a	No Change	
Earmarked Appropriations Reporting	Proviso 117.21 of the FY 2023-24 Appropriations Act and Governor McMaster's Executive Order 2025 24, which replaces Executive Order 2022 19	Expenditure Reports		Quarterly	Governor or Lt. Governor AND Legislative entity or entities AND South Carolina state agency or agencies	Available on agency's website	https://childadvocate.sc.gov/resources	No Change	

	Federal and Other Funds Oversight Act (Title 2, Chapter 65 of the SC Code of Laws, 1976 as amended	Summary of information requested in the report Financial information on federal projects/federal grants		Reporting Frequency Annually	Type of entity/entities South Carolina state agency or agencies	Method to access the report Available on another website	Direct access hyperlink or agency contact (if not provided to LSA for posting online) admin.sc.gov	Changes to this report during the past fiscal year No Change	Explanation why a report wasn't submitted
Foster Care Review Board Annual Report	§63-11-700(D)	The FCRB prepares an annual report with data regarding case reviews of children in foster care. Reports for the previous year are prepared and published in September or October after gathering the fiscal year's data.	June 2025	Annually	Governor or Lt. Governor AND South Carolina state agency or agencies	Available on agency's website	https://fcrd.se.gov/resources/public ations	No Change	
Foster Care Review Board quarterly reports to DSS		Quarterly reports are prepared by the Foster Care Review Division regarding Foster Care Review Board reviews. These reports are sent to DSS quarterly.	April 2025	Quarterly	South Carolina state agency or agencies	Hard copy available upon request.	n/a	No Change	
IT Data Collection Survey	Proviso 117.114 IT Data Collection	IT Employee Salary and Position Information	July 2024	Annually	South Carolina state agency or agencies	Available on another website	admin.sc.gov	No Change	
Minority Business Enterprise Utilization Plan	§11-35-5240	Utilization plan for the procurement of materials, supplies, and services from small and minority businesses pursuant to S.C. Code Section 11-35-5240	July 2024	Annually	Governor or Lt. Governor AND Legislative entity or entities	Electronic copy available upon request	n/a	No Change	
Travel Summary	Proviso 117.26	Travel summary for Travel Report pursuant to Proviso 117.26	August 2025	Annually	South Carolina state agency or agencies	Available on another website	www.cg.sc.gov/financial- reports/travel-reports	No Change	
Year-End Inventory	§10-1-140	Inventory of Assets	May 2025	Annually	South Carolina state agency or agencies	Electronic copy available upon request	n/a	No Change	
Telecommute Business Case Report		Business case for allowing staff to telecommute	August 2024	Annually	South Carolina state agency or agencies	Electronic copy available upon request	n/a	No Change	

AGENCY NAME:	Department of Children's Advocacy		
AGENCY CODE:	L080	SECTION:	41

2025 Accountability Report

SUBMISSION FORM

I have reviewed and approved the data submitted by the agency in the following templates:

- Data Template
 - o Reorganization and Compliance
 - o FY2025 Strategic Plan Results
 - o FY2026 Strategic Plan Development
 - o Legal
 - o Services
 - o Partnerships
 - o Report or Review
 - o Budget
- Discussion Template
- Organizational Template

I have reviewed and approved the financial report summarizing the agency's budget and actual expenditures, as entered by the agency into the South Carolina Enterprise Information System.

The information submitted is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR (SIGN AND DATE):	SIGNATURE ON FILE	Signature Received: 09/15/2025
(TYPE/PRINT NAME):	Margaret Bodman	
Board/Cmsn Chair (Sign and Date):	N/A	
(TYPE/PRINT NAME):		