

**REPORT OF
THE VIRGINIA DEPARTMENT OF EDUCATION
THE DEPARTMENT OF MENTAL HEALTH, MENTAL
RETARDATION, AND SUBSTANCE ABUSE SERVICES
THE DEPARTMENT OF YOUTH AND FAMILY SERVICES
THE DEPARTMENT OF CORRECTIONAL EDUCATION ON**

Sexual Abuse Prevention Treatment Programs

**TO THE GOVERNOR AND
THE GENERAL ASSEMBLY OF VIRGINIA**



SENATE DOCUMENT NO. 11

**COMMONWEALTH OF VIRGINIA
RICHMOND
1994**



COMMONWEALTH of VIRGINIA

DEPARTMENT OF EDUCATION

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Superintendent of Public Instruction

November 30, 1993

The Honorable L. Douglas Wilder
Governor of Virginia, and
Members, General Assembly of Virginia
Third Floor, State Capitol
Richmond, Virginia 23219

Dear Governor Wilder and Members of the General Assembly:

The report transmitted herewith is pursuant to Senate Joint Resolution 285 of the 1993 General Assembly of Virginia. This resolution requested the Departments of Education, Youth and Family Services, Social Services, Mental Health, Mental Retardation and Substance Abuse Services, and Correctional Education to make development of sexual abuse prevention programs a priority in the next biennium and report its findings and recommendations to the 1994 session of the General Assembly.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Joseph A. Spagnolo, Jr.", written in dark ink.

Joseph A. Spagnolo, Jr.
Superintendent of Public Instruction

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Preface

During the 1993 General Assembly session, a study was proposed regarding sexual abuse prevention programs under Senate Joint Resolution No. 285. (See Appendix A) This study requested the Departments of Education; Youth and Family Services; Social Services; Mental Health, Mental Retardation, and Substance Abuse Services; and Correctional Education to make development of child sexual abuse prevention programs a priority in the next biennium.

In response to Senate Joint Resolution 285 the agencies cited in the study formed internal teams to review and recommend strategies to address the concern of child sexual assault and employee screening practices. The Team Leader from each internal team then met with team leaders from each agency represented on the study to coordinate the joint activities and recommendations contained in this document. The accepted proposal included the following study teams representing the following agencies: (*Team Leaders)

Department of Education

- * Robert Whytal - Associate School Social Services
- Brenda Briggs - Associate Federal Program
Monitoring
- Harvey Waters - Employment Manager
- Nancy Bowman - Director of Human Resources
Virginia School for the Deaf and
Blind
- Patty Pitts - Associate Teacher Licensure
- Fran Meyer - Associate Health Education
- Sharon Glasscock - Associate Work & Family Studies

Department of Social Services

- * Ann Childress - Child Protective Services Unit
- Betty Jo Zarris - Foster Care and Adoptions Unit
- Carol Broadus - Division of Licensing
- Paula Mercer - Day Care Unit
- Vernon Simmons - Service Programs Training Unit

Department of Mental Health, Mental Retardation, and Substance Abuse Services

- * Harriet Russell - Office of Prevention and Children's Resources
- Elsie Little - Office of Human Rights
- Betty Waltman - Office of Human Resources/Management
- Carrie Eddy - Office of Licensure
- Jan McCarthy - Office of Mental Health Services
- Phyllis Bolden - Office of Human Resources

Department of Youth and Family Services

- * Livia Jansen - Psychologist Supervisor
- Patricia Magnone - Chief Youth Advocate
- Lisa Walker - Training and Development Manager
- Charles Hodges - Corrections Institutional Rehabilitation Supervisor
- Thomas J. Northern, III - Prevention/Volunteer Coordinator

Department of Correctional Education

- * Helen Williams - Director of Special Programs
- Robert Slaughter - Chapter I Coordinator
- Elizabeth Lewis - Library Coordinator

EXECUTIVE SUMMARY

This study was conducted during the spring and summer of 1993 in response to Senate Joint Resolution (SJR) 285. The resolution requested the Departments of Education; Youth and Family Services; Social Services; Mental Health, Mental Retardation, and Substance Abuse Services; and Correctional Education to make development of child sexual abuse prevention programs a priority in the next biennium. Such programs could include improved employment screening tools and educational programs for professionals working with children.

Objectives of the Study

- ▶ review current employment hiring practices,
- ▶ review current educational programs for professionals,
- ▶ develop strategies to encourage agencies to prepare staff educational programs,
- ▶ prepare recommendations for improvement of employment screening tools when hiring professionals, and
- ▶ review current educational programs for children who are in state care.

Sources of Information

- ▶ review of current policies,
- ▶ review of the Family Life Education Curriculum regarding child abuse and child sexual assault,
- ▶ analysis of the need to promote further educational programs for staff, and

- ▶ analysis of the need to promote greater coordination among agencies and organizations.

Overview of Child Sexual Assault

The issue of child sexual assault is one that confronts us daily as we read newspapers, listen to the news, or have personal knowledge of a child who was a victim of sexual assault. From the report of The Commission on the Reduction of Sexual Assault Victimization in Virginia, Senate Document No. 31, (1993), it is known that:

- ▶ one in four girls and one in ten boys will be a victim of sexual assault of some kind before they reach the age of 18, and
- ▶ 20 percent of Virginia's adult prison population have been arrested for sexual offenses at some time. Many of them were also victims of child sexual assault.

The data make clear there is a need for appropriate treatment of child victims and for comprehensive services to reduce the risk of child sexual assault. Prevention includes providing children with the information they need to protect themselves from harm, as well as educational efforts directed at parents and the community at large. Professionals who work with children must be aware of the dynamics, scope, and impact of child sexual assault so they can identify and respond to the needs of the child.

Findings of the Study:

- ▶ The use of background checks as an employment screening practice varies among agencies represented in the study.
- ▶ Educational programs regarding child sexual assault are not uniformly available for professionals working with children.
- ▶ Agencies represented in the study have given direction and assistance to localities on child abuse and child sexual assault related to prevention and treatment. It is acknowledged, however, that these efforts should be ongoing and strengthened.
- ▶ The Family Life Education program includes instructional objectives for dealing with sexual assault on children, and the objectives were modified for children with special needs. The Family Life Education program is accessible to all public school children and children in private accredited facilities.
- ▶ Specialized programs on preventing or coping with sexual assault are not uniformly available for children in state care, i.e., in state custody or in a facility operated by the state.
- ▶ Educational programs for parents and local communities targeted at preventing child sexual abuse need to be comprehensive and ongoing.

Recommendations

Status of Employment and Screening Practices

1. A child abuse informational packet with emphasis on child sexual assault be given to every new employee who works with children as part of his or her orientation. This would assure that all new employees have current information.

- * Request the Department of Social Services to coordinate this effort.

2. CORE licensing regulations be revised to include requirements for criminal record checks and Child Abuse/Neglect Central Registry screening for all prospective staff providing direct services to children and adolescents.

- * Request a General Assembly resolution.

Status of Educational Programs for Professionals

3. Continuing education be provided for professional personnel who conduct assessment, referral, and treatment services for sexual abuse victims.

- * Request agencies to provide these services as resources allow.

4. Every child who is the victim of sexual assault should receive needed services.

- * Consider recommendations from SJR 277.

[NOTE: * designates an implementation strategy]

Programs for Children in State Care

5. All agencies providing services for children in state care should review, revise, and strengthen sexual assault programs designed to teach children how to protect themselves from abuse and neglect and to provide treatment for children who have been victimized.

- * Direct appropriate agencies to complete the review and enhancement within the next biennium.

6. Increase funding to support performances of "Hugs and Kisses" for children in kindergarten through grade 3.

- * Request a budget addendum of \$200,000 to the Department of Social Services.

Prevention Education Programs for Parents and Communities

7. Provide and earmark funding through the Virginia Family Violence Prevention grant program for the development and implementation of comprehensive educational programs targeted at parents and the community at large.

- * Request a budget addendum of \$500,000 to the Department of Social Services.

8. Distribute information about the prevention and identification of child abuse and neglect to parents of all children entering public kindergarten in September 1995.

- * Request a budget addendum of \$150,000 to the Department of Education.

I. INTRODUCTION

This study was conducted jointly by the Departments of Education; Youth and Family Services; Social Services; Mental Health, Mental Retardation and Substance Abuse Services; and Correctional Education. The study was conducted during the late spring and summer of 1993 in response to Senate Joint Resolution (SJR) 285 requesting the state agencies to make development of sexual abuse prevention programs a priority in the next biennium. The objectives of the study were to:

- ▶ study current employment and screening practices,
- ▶ review current educational programs for professionals,
- ▶ develop a plan to encourage appropriate agencies to enhance staff educational programs, and
- ▶ prepare recommendations for the improvement of employment and screening practices.

II. STATUS OF EMPLOYMENT AND SCREENING PRACTICES

DEPARTMENT OF EDUCATION:

The Virginia Board of Education does not require criminal background checks as a requirement for endorsement of school personnel or as a condition of employment in school divisions.

Employment and supervision of school personnel, including substitute teachers, are responsibilities of local school divisions.

The Board of Education does not license all school personnel who have contact with students. Therefore, requiring criminal record checks as a condition of endorsement does not include all school personnel. However, Section 22.1-296.1 of the Code of Virginia, does require certification by all school employees, on their employment applications, that they have not been convicted of child abuse or molestation.

It should be noted that school divisions are beginning to utilize background checks more frequently. Currently, seventeen school divisions in the state are specifically authorized by Section 22.1-296.2 of the State Code to require fingerprinting for checking criminal history records. All school divisions in the state currently have the authority to request a state criminal history record check through the Department of State Police. The state record check, however, only provides information about criminal convictions reported to the state police.

If the Board of Education directed criminal records checks for employees, approximately 5,650 beginning teachers, 8,550 licensed teachers, and 13,000 substitute teachers would be checked annually. Conducting a State Criminal Record Check and a National (FBI) Record check would cost approximately \$1,221,000 (Appendix B). This cost factor does not include the dollars and staff time required to process the requests.

INITIATIVES:

- ▶ The Virginia Department of Education is currently studying the issue of criminal background checks, which would result in improved employment screening practices. It is recommended that this study be continued.

DEPARTMENT OF CORRECTIONAL EDUCATION:

As a condition of employment with the Virginia Department of Correctional Education (DCE), a criminal background check by state police is required. Furthermore, the Virginia Code requires an applicant to reveal past convictions on the standard state job application form.

INITIATIVES:

- ▶ Include a copy of Child Abuse and Neglect Information Booklet: Assistance for Educators in Recognizing and Reporting Child Abuse and Neglect to each newly hired DCE teacher as part of the orientation packet.

DEPARTMENT OF MENTAL HEALTH MENTAL RETARDATION AND SUBSTANCE ABUSE SERVICES

All prospective facility employees are subjected to a criminal records check through the Virginia Criminal Information Network. Some, but not all, of the department's facilities screen prospective employees through the Child Abuse/Neglect Central Registry. As a result of a recent survey by DMHMRSAS it was found that:

- 65% of the Community Services Boards screen new employees for previous histories of child sexual assault,

- 77% of the CSBs who screen new employees check all new employees,
- 96% of the CSBs who reported screening new employees perform these checks through the Virginia Criminal Information Network, and
- 19% of the CSBs who screen prospective employees use the Child Abuse/Neglect Central Registry to screen new employees.

The Department has promulgated standards for employee recruitment and screening that address the use of criminal records checks for prospective employees of state facilities. These standards are distributed to Community Services Boards (CSBs) and other programs licensed by the Department. All facilities that provide services to children are currently subject to CORE licensing regulations. The CORE regulations currently do not require either criminal record checks or Child Abuse/Neglect Central Registry screening. Although some CSBs and other licensed child service agencies use these practices, use is not universal.

INITIATIVES:

- ▶ Department of Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS) will develop and implement a policy to require Child Abuse/Neglect Central Registry screening for all prospective direct service personnel employed in facilities. (cost \$5 per screening)
- ▶ The Commissioner of the department will distribute a technical assistance bulletin focused on standard pre-

employment screening practices to all facilities and human resource development managers.

DEPARTMENT OF SOCIAL SERVICES

According to data available in August of 1993, the Virginia Department of Social Services (DSS), through licensure, regulates 1,446 child day centers, 675 family day homes, and 42 residential facilities for children. There are 615 voluntarily registered family day homes. The Department's data base currently lists 4,289 families approved by local social services agencies to provide foster family care, and approximately 770 families approved as non-relative adoptive families. Local departments of social services list approximately 3,000 in-home and family day care home providers whom they have certified.

A criminal records check is conducted on all licensed center-based and home-based day care providers through the Department of State Police. Many licensed centers voluntarily complete the Child Abuse/Neglect Central Registry Check. A Child Abuse/Neglect Central Registry Check is conducted on all licensed and voluntary registered family day care homes.

Local social services agencies have the authority to regulate small family day care homes which are exempt from licensure and which are used by families eligible for day care subsidies. All providers, all adults living in the household and all assistants undergo a Child Abuse/Neglect Central Registry Check and a state

police criminal history records check. Some homes used by families eligible for day care subsidies are not subject to any regulation as long as they operate legally in the state. Starting October 1, 1993, all new providers, all adults living in the household and all assistants used by local social services agencies for their eligible clients -even those exempt from regulation (with the exception of grandparents, aunts and uncles) are required to undergo Child Abuse/Neglect and state police record checks. It is estimated that by May of 1994 these checks will involve over 2,000 additional providers.

At the request of the 1988 Virginia General Assembly, the Department's Division of Licensing Programs developed guidelines entitled "Good Hiring Practices in Child Care Centers" to assist day care directors in effective recruitment and selection strategies. Better hiring decisions and reducing the likelihood of employing child abusers' were anticipated results. The guidelines were widely disseminated and the Department continues to distribute them to newly licensed child care facilities.

Staff employed in children's residential facilities licensed by the Department of Social Services receive a state police criminal history records check. Residential facilities are encouraged to check all employees and volunteers in their facilities through the Child Abuse/Neglect Central Registry. Consideration is being given to requiring residential facilities licensed by the Department of Social Services to complete the Child Protective Service (CPS) Central Registry check.

Pursuant to Department of Social Services policy, state police records checks and Child Abuse/Neglect Central Registry Checks also are used to screen foster parents, adoptive parents, and adult household members with whom a child will have contact. This procedure is completed at the time of the initial application and is repeated each time the application is renewed.

Currently, local child welfare staff who spend time working with children are not subject to records checks except by local agency option. Future consideration will be given to State Board regulations for records checks for these local employees. Criminal History Records Checks conducted by the Department of State Police currently cost \$10 each and Child Abuse/Neglect Central Registry checks currently cost \$5.00 each. If the State Board of Social Services directed records checks for local child welfare staff, approximately 240 staff would be checked annually for an approximate cost of \$3,600. There would be an initial cost of approximately \$29,295 to check 1,953 current child welfare staff. The source of payment for these records checks would need to be determined.

INITIATIVES:

- ▶ Consideration will be given to requiring Central Registry Checks for children's residential facilities licensed by the Department.
- ▶ Future consideration will be given to implementing criminal records and central registry checks for local child welfare workers.

DEPARTMENT OF YOUTH AND FAMILY SERVICES

Directed through Board Policy Number 05-002, the Virginia Department of Youth and Family Services conducts background investigations on all candidates for employment or promotion. This requirement is aimed at enhancing the quality of services and safety of clients whose custody and/or care is provided by the Department. The scope of the pre-employment background investigation is determined by the level and frequency of client contact required by the position.

The Department has two levels of background investigation. For positions designated by the agency head as involving frequent and direct client contact a very comprehensive Standard Background Investigation is required. Such an investigation conducted on newly hired or promoted employees includes the following:

- ▶ Fingerprint checks (State Police, FBI)
- ▶ Local agency checks (Local Police, Sheriff's Department, etc.)
- ▶ Employment verification/references
- ▶ Verification of education and licensure where relevant to employment.
- ▶ Computer checks with the Virginia Criminal Information Network (VCIN), National Criminal Information Center (NCIC), and Virginia Department of Motor Vehicles (DMV).

- ▶ Social Services: Child Abuse/Neglect Central Registry Search.

For positions designated by the agency head as having little, if any, direct responsibility for the care and custody of clients, a Limited Background Investigation is conducted for these newly hired employees. This investigation includes:

- ▶ Fingerprint checks (State Police, FBI)
- ▶ Local agency checks (Local Police, Sheriff's Dept., etc.)
- ▶ Computer checks with VCIN, NCIC, DMV
- ▶ Employment verification/references

Additionally, Standards for Pre- and Post-Dispositional Group Homes developed by the Board of Youth and Family Services require that a criminal record check, a DMV check and a Central Registry check be conducted on all prospective employees of group homes funded and licensed by DYFS.

CONCLUSION:

Although all agencies involved in this study use some form of background check as an employment screening tool, the use and extent of such checks vary from agency to agency and among different services within agencies. Criminal records checks are the most prevalent form of screening; the Child Abuse/Neglect Central Registry is used less frequently. The agencies involved in the study agree that such screenings have value and should be pursued as appropriate. But screenings alone will not protect children in state care from abuse. Screenings must be used in conjunction with policy development, staff training, and

comprehensive prevention education programs for children, parents, and the community.

RECOMMENDATIONS AND STRATEGIES:

1. Child abuse informational material, with emphasis on child sexual assault, be given to every new employee who works with children as part of his or her orientation. This would assure that all new employees have current information.

STRATEGY:

Copy-ready material will be developed collaboratively by representatives from all agencies represented in this study. Each agency will distribute a master copy of the materials to their appropriate local agency and facility personnel directors for replication and inclusion in new employee orientation materials. The Department of Social Services will coordinate this effort.

2. CORE licensing regulations (which apply to all children's residential programs provided by DMHMRSAS, DSS, DYFS and DOE) be revised to include requirements for criminal records checks and Child Abuse/Neglect Central Registry screening for all prospective direct service personnel employed by licensees.

STRATEGY:

Request the General Assembly, through a resolution, direct a review of CORE licensing standards so that they may be revised to include requirements for criminal

records checks and Child Abuse/Neglect Central Registry screenings for all prospective direct service personnel employed by licensees.

III. STATUS OF EDUCATIONAL PROGRAMS FOR PROFESSIONALS

DEPARTMENT OF EDUCATION:

Staff development activities regarding child sexual assault and child abuse in general are up to each local education agency to initiate. Many past activities have occurred at the local level through school psychologists, visiting teachers/school social workers, and guidance counselors. Many school divisions also have shown the play "Hugs and Kisses." In many divisions, staff development programs have been conducted in cooperation with the Department of Social Services.

The Virginia Department of Education also provided direction to localities regarding child sexual assault and abuse through two Superintendent's Memos. The summary of each memo is as follows:

- ▶ SUPTS. MEMO. NO. 65, March 15, 1989, provided copies of a Child Abuse and Neglect Agreement between the Department of Education and the Department of Social Services.

The education agency recommended that school divisions familiarize employees with the child abuse law and to cooperate with Social Services staff in investigating and following up complaints.

- ▶ SUPTS. MEMO. NO. 26, February 5, 1992 distributed the booklet entitled Child Abuse and Neglect Information Booklet: Assistance for Educators in Recognizing and Reporting Child Abuse and Neglect to all teachers in the Commonwealth. Training was offered to educators through local social services departments.

To further underscore commitment to children, the Virginia Department of Education will be redistributing the booklet mentioned in Superintendent's Memo No. 26 to all school principals. The principals will be requested to review this booklet with their faculties, emphasize problems of sexual assaults on children, and the role of educators in dealing with these problems, and the moral and legal responsibilities involved.

INITIATIVES:

- ▶ School divisions conduct inservice training dealing with sexual assault on children at the local school level.
- ▶ Encourage localities to maintain documentation when training has been given to teachers and staff in the area of child sexual assault and abuse. Such documentation may be of assistance in future inservice training and employment liability issues.

DEPARTMENT OF CORRECTIONAL EDUCATION:

Staff development activities regarding child sexual assault and child abuse are the responsibility of the Department of Correctional Education and each DCE school. The Virginia Department

of Correctional Education developed a Family Violence Curriculum Project in conjunction with Creative Leadership Systems, Inc. The Family Violence unit of the DCE Social Skills curriculum was developed to expand the Family Unit in the chapter on Interpersonal Relationships and address the issues of child sexual assault and child abuse. Teachers received inservice training in the module prior to initiating the curriculum in the learning center classroom.

The Family Violence Curriculum also includes a list of resources for information and programs on child abuse and sexual assault.

INITIATIVES:

- ▶ The Child Abuse and Neglect Information Booklet: Assistance for Educators in Recognizing and Reporting Child Abuse and Neglect should be used as the basis for a trimester inservice program for staff training during the FY 1993 -1994 school year.

DEPARTMENT OF MENTAL HEALTH MENTAL RETARDATION AND SUBSTANCE ABUSE SERVICES

All programs licensed or operated by the DMHMRSAS including facilities, CSB and private contract providers, are required to develop a Human Rights Protection Plan. This plan must address how the consumers served will be protected from abuse and neglect, and how abuse and neglect will be reported and investigated. All plans are submitted to the State Human Rights Committee for approval. The

Office of Human Rights monitors implementation and compliance with these plans. All new employees must receive a copy of the plan and training related to its use.

Currently, no on-going training in preventing child abuse and neglect is provided on a system wide basis in the agency. The Office of Mental Health Services has surveyed the CSBs to determine what screening practices, qualifications, and training are offered employees who provide treatment services to victims of child abuse and neglect and those children who are sexual assault offenders. The survey showed that:

- Only 12.5% of the CSBs believe that their training needs related to child sexual assault are adequately met,
- The time away from work to attend training, the lack of proximity of training and the relevance of training are cited as barriers to meeting training needs, and
- The CSBs ranked both general and specific training needs and they identified funding, provision of training locally and regionally planned training as approaches required to meet needs.

INITIATIVES:

- ▶ The Commissioner will distribute a technical assistance bulletin to all facilities and licensed programs to refocus attention on the existing Human Rights Protection Policy and underscore the Department's philosophical commitment to protecting children from abuse and neglect.
- ▶ DMHMRSAS will develop and conduct five regional

training programs for facility, CSB and other licensees related to the Human Rights Protection Plan and their implementation. The trainings will incorporate licensure, personnel, human rights, and clinical issues.

- ▶ DMHMRSAS is requesting \$50,000 through recommendations from their study subsequent to Item 324J of the Appropriations Act to provide specialized training for CSB Child Mental Health Staff who provide treatment services to child sexual assault victims and offenders.
- ▶ DMHMRSAS will provide one regional training in HPR IV related to treatment services to child sexual assault victims and offenders through existing funds.

DEPARTMENT OF SOCIAL SERVICES:

Education on child sexual abuse is integrated at varying levels throughout the Department's child-centered programs, which include licensing, foster care, adoptions, day care, and child protective services.

The Department's Child Protective Services Unit (CPS) developed two booklets on child abuse and neglect that include information on recognizing sexual abuse. These have been widely distributed and used among schools and day care providers. Funded with a federal grant, the booklet, Assistance for Educators in Recognizing and Reporting Child Abuse and Neglect was distributed to 85,000 school teachers in February 1992 and is available for purchase on an on-going basis. Also funded with a federal grant, the second booklet, Assistance for Child Care Providers in

Recognizing and Reporting Child Abuse and Neglect was distributed to 35,000 child care providers and is available for purchase on an ongoing basis.

The Department also contracts with James Madison University for the publication of a journal-type newsletter for professionals three times per year. A child abuse and neglect topic is selected and in-depth research is conducted on the topic. The Virginia Child Protection Newsletter has a circulation of approximately 10,000. Topics in recent years have included sexually victimized boys, male survivors of childhood sexual abuse, female sex offenders, and abuse and neglect in out-of-home care.

The Division of Licensing Programs developed and is distributing booklets and training on Selecting and Monitoring Child Care and Good Hiring Practices in Child Care Centers. The Division distributes the booklet Recognizing and Reporting Child Abuse and Neglect, to all licensed Family Day Care Homes. Information and articles on child abuse and neglect, and prevention and reporting such instances are included in newsletters targeted to licensed child care centers and family day care homes. The Division of Licensing also has six regional Child Care Media Resource Centers located in community college libraries across the state, and a seventh is scheduled to open this winter. These centers house information on a full range of topics related to child care and child rearing. Books and information on child abuse and neglect are in the collections. The information is available to child care providers and to the public.

The Division of Licensing Programs has distributed resource material on child abuse reporting and prevention to children's residential facilities licensed by the Department of Social Services.

Training:

Staff of local departments of social services are invited to attend training sessions conducted by the Virginia Institute for Social Service Training Activities (VISSTA) in identifying child and adolescent sexual abuse and using effective intervention strategies. VISSTA Course 203, Sexual Abuse, is a five-day curriculum. General concepts and issues of child sexual abuse are covered, including indicators of maltreatment, the progression of sexual abuse, and profiles of victims, offenders, and non-offenders. Information is given on how to identify and work with offenders, children, and non-offenders. While the main focus of the course is on intrafamilial sexual abuse (sexual abuse and incest in the home), time also is given to abuse in out-of-home situations. A family-based philosophy is used, including a section on family dynamics and family assessments. Workers and supervisors complete Individual Training Needs Assessments to determine needs on sexual abuse and other topics offered through VISSTA. Some 172 workers completed the course in the 1993 fiscal year.

The Virginia Department of Criminal Justice Services receives funding from the federal government in the Children's Justice Act Grant. The Virginia Children's Justice Act project has provided multidisciplinary training on the investigation and prosecution of

child sexual abuse for law enforcement officers, child protective services, commonwealth's attorneys, school personnel, and medical and mental health professionals. These two-day sessions are offered in various locations across the state each fall and spring. Approximately 230 social services workers attended sessions in the 1992 fiscal year. In addition to multidisciplinary training, profession specific conferences have been developed and offered to these targeted groups. Five of the special topic trainings were held in fiscal year 1992 and approximately 245 social services workers attended these training sessions.

The Department's licensing supervisors who are responsible for licensure and monitoring of children's residential facilities provide consultation in recognizing and reporting child abuse during their visits to facilities. Providers of residential services are encouraged to invite child protective services staff from their locality's department of social services to give presentations on child abuse and neglect to personnel in the facilities.

At this time, the choice of requiring training for foster parents is a decision of local agencies. The Foster and Adoptive Care Training System (FACTS) offers centralized curriculum development, regional consultation and training for local trainers, and special training events for workers and parents. Workshops on sexual abuse have been offered in some regions and at the state foster parent conference. Resources on child abuse and neglect are available in the Department's FACTS library for use by staffs of

local departments and by foster/adoptive parents affiliated with those departments. FACTS also publishes a newsletter, which is circulated to foster/adoptive parents and social workers.

INITIATIVES:

- ▶ Child abuse prevention, identification and reporting will be a topic presented by the Division of Licensing this year to child care providers. This will likely involve a three hour workshop presented at five or six locations across the state targeted to licensed providers of child care services, both home-based and center-based. The Division will be distributing resource materials on child abuse and neglect, including sexual abuse to child care providers.
- ▶ In the 1993-94 biennium, the Division of Licensing plans to educate providers of children's residential care licensed through the Department in identifying and reporting child abuse and neglect, including sexual abuse.
- ▶ Publications such as the foster parent newsletter, the foster care independent living newsletter and the foster parents AIDS information packet will be requested to include information on child sexual abuse.

DEPARTMENT OF YOUTH AND FAMILY SERVICES

Currently, the Department requires little staff training on child sexual abuse prevention. However, as part of the mandatory orientation of personnel who are responsible for the custody and/or

care of youths, instruction is provided on reporting suspected instances of child abuse to child protective services as required by law. In addition, staff in the Department's residential facilities receive information on inappropriate or unlawful interaction between staff and youth.

As part of this effort, the Department's Training Unit is planning its first specialized training course on child sexual abuse. The new course, which will be offered in December, 1993, is entitled: "Introduction to Evaluating Victims of Sexual Abuse." A survey of the Department's residential facilities and Court Service Units revealed considerable variability in exposure to sexual abuse prevention education, and indicated that some facilities and units use local training resources on a limited basis to educate their staff on child sexual abuse.

The Departmental personnel who receive the most training in this area appear to be those who provide sex offender treatment at the learning centers or Court Service Units. Victimization issues are addressed as part of the sex offender training for staff directly providing offender services.

INITIATIVES:

- ▶ Provide a training module of approximately two hours focused on identification of signs of sexual abuse, early signs and symptoms of deviant sexual behavior, and how to protect youth from sexual abuse. This module would be included in the 40 hours of orientation curricula for Court Service Unit personnel who have direct contact with

youth and in the 80 hours of orientation curricula for residential care staff in learning centers, detention homes and state-operated half-way houses.

- ▶ Provide at least one training workshop on sexual abuse per six-month training calendar for professional staff who conduct assessment, referral and/or treatment services in the DYFS system.

CONCLUSION:

Personnel who have direct contact with children served by the various departments are in need of specialized training to help them understand the dynamics of incest and other forms of child sexual abuse in order to recognize signs of abuse and intervene appropriately and protect children under their care.

Professional staff who provide diagnostic and treatment services to child sexual assault victims and their families must be competent in their work, and they need training in the causes and effects of sexual abuse. They should be expected to understand the broad range of short-term and long-term sequelae of sexual abuse within a developmental model of childhood and within a conceptualization of the family dynamics which may have contributed to the abuse and which may interact with the post-trauma adjustment. The clinician providing intervention services to the victim and family should be expected to be competent regarding the treatment parameters and stages particularly relevant to child sexual abuse recovery. These include issues of trust and safety

within the therapeutic relationship, the memory retrieval process, and therapeutic strategies helpful with trauma victims.

RECOMMENDATIONS AND STRATEGIES:

3. Continuing education be provided for professional personnel who conduct assessment, referral, and treatment services for sexual abuse victims.

STRATEGY:

Recommendations are included in the DMHMRSAS study of the training needs of CSB direct service staff related to child sexual abuse.

DOE and DCE will request pupil personnel service staff to obtain professional development points through continuing education courses related to child abuse and neglect as they work toward recertification.

DSS will continue to offer training specifically related to child sexual abuse through the VISSTA program.

DYFS will continue to offer at least one course focussed on child sexual abuse assessment and/or treatment in each 6-month training calendar.

4. Every child who is the victim of sexual assault should receive needed services.

STRATEGY:

Consider the recommendations of "The Commission on the Reduction of Sexual Assault Victimization in Virginia" and consider the recommendations from SJR 277.

IV PROGRAMS FOR CHILDREN IN STATE CARE

DEPARTMENT OF EDUCATION:

The Family Life Education Curriculum developed by the Virginia Department of Education is incorporated in the curriculum in each public school. Additional activities and units of instruction may be developed as the need arises.

DEPARTMENT OF CORRECTIONAL EDUCATION:

The Family Violence Curriculum and the DCE Social Skills Curriculum incorporate the Family Life Education objectives developed by the Virginia Department of Education, including sexual assault objectives. These curriculums are presented as an integral part of the school day at each Learning Center operated by the agency.

DEPARTMENT OF MENTAL HEALTH MENTAL RETARDATION AND SUBSTANCE ABUSE

SERVICES:

The Department has instituted a policy that requires all facilities to develop curricula related to sexuality and protection from abuse. Copies of these curricula were sent to the Central Office. Some facilities that serve mentally retarded individuals do have Family Life Education curricula that include information on

protection from abuse. These facilities use the curricula on an individual basis to meet the needs and abilities of consumers. There is no on-going system-wide training for children in state care.

INITIATIVES:

- ▶ DMHMRSAS will review and possibly revise current policy and practices related to curricula on sexual abuse for children in state care.
- ▶ DMHMRSAS will convene a group that includes professionals who provide care, parents, and consumers to review the current policy on sexual abuse and develop recommendations for further training and technical assistance.

DEPARTMENT OF SOCIAL SERVICES:

The Department of Social Services does not have children in state care. Children in foster care and residential placements are in local custody.

DEPARTMENT OF YOUTH AND FAMILY SERVICES

Specialized assessment and intervention services for victims of sexual abuse are limited and vary throughout the department. Sexual abuse issues related to the youth's own victimization are addressed most comprehensively as part of sex offender treatment programs in some Court Service Units and four learning centers.

Individual and family therapy services are available at all

six learning centers. Bon Air Learning Center, which primarily serves females, has a focused, closed therapy group for sexual abuse survivors. Approximately 38 percent of the learning center's population has a documented history of sexual abuse. It is suspected that this is a significantly low estimate of the actual proportion of sexual abuse victims in the center's population.

Court Service Units make referrals to public and private providers for treatment services for victims. A few Court Service Units have specialized services. For example, the Seventh District Court Service Unit offers a psycho-educational Family Life Group that addresses sexual abuse issues.

INITIATIVES:

- ▶ Make assessment of sexual victimization and its psychological sequelae a standard component of the evaluation process for youth committed to the Department. Specific recommendations for treatment would be made by a Reception and Diagnostic Center evaluation team and forwarded to the youth's counselor at the learning center or special placement and to the Court Service Unit.
- ▶ Assess the level of treatment services for victims of sexual assault that are currently available in the Department's residential facilities.
- ▶ Provide sexual abuse prevention education for all youth in the Department's residential facilities as an integral part of each facility's treatment program.

CONCLUSION:

Curricula for children served through the public education system addresses the issue of child sexual abuse. The foundation for these educational programs is the Family Life Education Curriculum. This curriculum is also adapted for children with special needs. However, although curricula are available, special services and programs appear to be limited across the state for children in state care. Programs that exist need to be strengthened and programs need to be instituted where none exist.

RECOMMENDATIONS AND STRATEGIES:

5. All agencies providing services for children in state care should review, revise, and strengthen sexual assault programs designed to teach children how to protect themselves from abuse and neglect, and to provide treatment for children who have been victimized.

STRATEGY:

Each agency will review current programs and curricula designed to help child in state care protect themselves from abuse. Agencies will review and strengthen current treatment programs for children who have been victims of sexual abuse.

**V. PREVENTION EDUCATION PROGRAMS
FOR PARENTS AND COMMUNITIES**

DEPARTMENT OF EDUCATION:

Local programs have provided information about preventing sexual abuse of children to parents and communities throughout the Commonwealth. Probably the most notable effort has been the during April, Child Abuse Prevention Month. During this time, the Department of Education, in cooperation with the Department of Social Services and The Virginia Coalition for Child Abuse Prevention, provides school systems materials for parents called "Report Card Tips". The "Report Card Tips" address the issue of child abuse and neglect prevention by helping parents work with their children in constructive ways around report cards. Strategies are given to reduce stress and to help parents to discuss report cards in a positive, supportive manner. Many school systems also use the month of April to promote other activities focused around the issue of child abuse and neglect.

Some parents have participated in programs through Parent Resource Centers, in sessions provided by pupil personnel staff, and through joint efforts of school systems and other local agencies. Parent Teacher Associations and other civic groups have also used educational staff for programs promoting positive parenting. Although there is no mandate to communicate the message to parents and communities through the schools, many school systems

have taken a proactive position regarding the prevention of child abuse and neglect, including child sexual abuse.

DEPARTMENT OF CORRECTIONAL EDUCATION:

The Department of Correctional Education recognizes the need to include parental involvement as a vital component of its educational program. Currently, the DCE has employed four parental involvement coordinators who visit the learning centers on Sundays to talk with parents about their child's progress in school. Also, transitioning plans are discussed with parents at this visitation time. Parental involvement coordinators help to bridge the gap between the DCE School and the home community.

INITIATIVES:

- ▶ DCE parental involvement coordinators will distribute fact sheets on child abuse and child sexual abuse to parents on visiting Sundays.
- ▶ DCE parental involvement coordinators will facilitate parenting classes on visiting Sundays at least once a year.

DEPARTMENT OF MENTAL HEALTH, MENTAL RETARDATION AND SUBSTANCE ABUSE

SERVICES:

While this study was being completed, an internal work group was formed representing various divisions within the Department. Members of the work group determined there is a need for ongoing

coordination in developing and implementing policies, training and technical assistance to direct service providers, children and their families to protect children from sexual abuse. The Department currently distributes a handbook for consumers, their families and others involved in the care and treatment of the mentally disabled. The internal work group has identified the need to augment the handbook with training and technical assistance for children and families.

INITIATIVES:

- ▶ DMHMRSAS will form an internal work group to coordinate the development and implementation of policies, training and technical assistance for direct service providers and the parents and family members of consumers to protect children from abuse.

DEPARTMENT OF SOCIAL SERVICES

The Department utilized a federal grant to fund the development and dissemination of 50,000 copies of the pamphlet Secrets Can Hurt: Some Facts About Child Sexual Abuse. The Department uses federal grant funds to purchase a variety of pamphlets on child abuse and neglect for dissemination to the public and to professionals for use in workshops and presentations. These include the booklet What Everyone Should Know About the Sexual Abuse of Children published by the Channing L. Bete Company. "Virginia Cares About Its Children: Child Protective Services" is an information packet developed in 1992 by the Department for distribution to the public that includes indicators of child sexual

abuse and information on reporting and preventing such abuse.

The CPS Unit annually funds the development, printing, and dissemination of the Child Abuse Prevention Month packet, which is sent to 2,000 local agencies and organizations, including multidisciplinary teams, offices on youth, community service boards, school superintendents, women's clubs, Exchange Clubs, and other organizations and individuals to be used to promote child abuse prevention in communities.

The Department manages the Virginia Family Violence Prevention Program Child Abuse and Neglect Prevention grants that are made available to public and private nonprofit agencies and organizations in Virginia for a variety of child abuse and neglect prevention programs. The majority of the programs include parent education, and many include information on child sexual abuse. "Hugs and Kisses" a sexual abuse prevention program produced for elementary school children, has received some funding from VFVPP for a number of years.

The Department has also utilized federal grant funds to print and disseminate Children, Virginia's Greatest Resource: Survival Tips for Parents and Kids to parents of all kindergarten students in 1989. This booklet contains information on child development, choosing day care, children's personal body safety, and responding to child abuse.

The Department's Independent Living Program for Youth is for foster care youths aged 16 to 21, foster parents of older teens, and foster care workers. Approximately 1,500 youths are eligible to

participate. The range of services provided includes educational and training opportunities and a newsletter. The Youth Advisory Council received a presentation on sexual assault and domestic violence at its February 1993 meeting and included information on that topic in its July 1993 newsletter.

INITIATIVES:

- ▶ The Child Day Care Unit will be providing folders to 5,000 unregulated family day care providers and 5,000 parents. The folders will contain material on choosing child care, on child abuse and neglect (including sexual abuse), on parent education, and on health issues. Training is being developed on how to handle complaints in day care programs, including information on handling sexual abuse.
- ▶ Specific material on child sexual abuse will be included in the Child Abuse Prevention Month packet for April 1994.
- ▶ DSS will reprint the publication Secrets Can Hurt: Some Facts About Child Sexual Abuse and expand distribution to targeted audiences.
- ▶ Persons responsible for publishing the foster parent newsletter, the foster care independent living newsletter, and the foster parent packet of information on AIDS will be requested to include information on child sexual abuse.
- ▶ Local departments of social services and

multidisciplinary teams will be encouraged to continue and to expand their efforts to prevent child sexual abuse.

DEPARTMENT OF YOUTH AND FAMILY SERVICES:

In accordance with provisions of the Delinquency Prevention and Youth Development Act (Section 66-26 of the Code of Virginia), the Department of Youth and Family Services supervises and funds prevention programs for youth, their families, and the community at large. Some of these community-based programs have been focused on prevention of child sexual abuse. The Department funds 50 local Offices on Youth which serve 60 jurisdictions. Each Office on Youth sets program priorities based upon an assessment of youth needs in the community. Typically, Office on Youth program efforts are focused on high risk groups. Most of the programs are developed collaboratively with other agencies. Many of the child abuse prevention programs have received funding support from the Virginia Family Violence Prevention grant program.

For example, Washington County's Office on Youth recently worked with the local school system, social services, community services board, Big Brothers/Big Sisters, People Inc., and the Washington County Multi-agency Council to Prevent Child Abuse to implement a coordinated system of parent education programs and parent support groups. Among the initiatives undertaken, several 15 session Parent Nurturing Programs for parents of children 4 - 12 years of age and for parents of children under 4 were conducted to

improve the parents' ability to communicate with their children. A number of Empower Workshops (sexual abuse prevention) were presented to parent groups and children's groups. Many of these efforts were carried out through the county school system, which served as the sponsoring agency for the project. A number of other Offices on Youth have replicated this project design or have provided similar prevention services targeted to reduce child sexual abuse.

In addition, some Court Service Units offer parenting skills programs for groups of parents whose youth have had contact with the juvenile court system. This is done as a means of prevention and early intervention. At this time, there does not appear to be a comprehensive effort at the Court Service Unit level to provide child sexual abuse prevention or education to parents and communities.

INITIATIVES:

- ▶ DYFS will encourage the local Offices on Youth to develop sexual abuse prevention programs for their communities.
- ▶ DYFS will encourage each Court Service Unit to ensure that parenting skills groups to teen-age parents who are involved in the court system and for parents who have youth who are involved with the courts are available in the community. It is recommended that prevention of sexual victimization be one of the issues addressed in these groups.

CONCLUSION:

In order to prevent child sexual abuse, a comprehensive approach must be adopted that goes beyond hiring practices, professional training, and programs directed at children. Efforts must be made to educate parents and the community about the dynamics and impact of child sexual abuse and how to protect children. All segments of society must become active partners in providing safe environments for children.

RECOMMENDATIONS AND STRATEGIES:

6. Increase funding to support performances of "Hugs and Kisses" targeted to children in kindergarten - grade 3.

STRATEGY:

Fund 340 performances of "Hugs and Kisses" at approximately \$500 per performance and earmark \$30,000 to evaluate the impact of the play. TOTAL - \$200,000.

7. Provide and earmark funding through the Virginia Family Violence Prevention grant program for the development and implementation of comprehensive educational programs targeted at parents and the community at large.

STRATEGY:

Establish a separate category for sexual abuse prevention programs in the Family Violence Prevention program. Eligible programs should include needs assessment and implementation plans as well as local planning. Estimated cost would be \$500,000

8. Distribute information about the prevention and identification of child sexual abuse, abuse and neglect to parents of all children entering public kindergarten in September 1995.

STRATEGY:

An information packet will be produced by representatives of the agencies participating in this study and disseminated through local education authorities. Estimated cost would be \$150,000.

APPENDIX A

SENATE JOINT RESOLUTION NO. 285

Requesting state agencies to develop sexual abuse prevention treatment programs.

Agreed to by the Senate, February 19, 1993

Agreed to by the House of Delegates, February 17, 1993

WHEREAS, one in four girls and one in ten boys will be victims of sexual assault before they reach age 18; and

WHEREAS, 2,066 Virginia children were victims or suspected to be victims of child sexual assault in Fiscal Year 1991-92 and the Child Protective Services System assists only some of those victims; and

WHEREAS, approximately 20 percent of Virginia's adult prison inmates have been arrested at some time for sexual offenses, and virtually all sexual offenders were child victims themselves; and

WHEREAS, childhood sexual victimization has a direct causal link with prostitution, drug addiction, alcoholism, chronic depression, dissociative disorders, and suicidal behaviors; and

WHEREAS, children are inundated with messages of exploitative sex, violence, abuse of power, and negative or stereotyped attitudes about male/female roles and relationships; and

WHEREAS, the Commonwealth has the responsibility to protect children in state custody from further victimization; now, therefore, be it

RESOLVED by the Senate, the House of Delegates concurring, That the Departments of Education, Youth and Family Services, Social Services, Mental Health, Mental Retardation, and Substance Abuse Services, and Correctional Education be requested to make development of sexual abuse prevention treatment programs a priority in the next biennium. Program development should be viewed in the broadest sense and include, but not be limited to, improved employment screening tools and educational programs for professionals working with children and for children in state care. The Departments are requested to provide a status report on their initiatives to the Commission on the Reduction of Sexual Assault by December 1, 1993, and shall submit their findings and recommendations to the Governor and the 1994 Session of the General Assembly as provided in the procedures of the Division of Legislative Automated Systems for the processing of legislative documents.

APPENDIX B

Fiscal Impact

CRIMINAL RECORD CHECKS AS A CONDITION OF EMPLOYMENT FOR TEACHERS

Approximate Cost for a State Criminal Record Check

<u>Average Number of Beginning Teachers in Virginia</u>	<u>Cost of a Criminal Record Check Via State Police</u>	<u>APPROXIMATE COST</u>
5,650	\$10	\$56,500

Approximate Cost for a National Criminal Record Check

<u>Average Number of Beginning Teachers in Virginia</u>	<u>Cost of a Fingerprint Check Via the FBI</u>	<u>APPROXIMATE COST</u>
5,650	\$35	\$197,750

CRIMINAL RECORD CHECKS AS A CONDITION OF INITIAL LICENSURE

Approximate Cost for a State Criminal Record Check

<u>Approximate Number of New Licenses Issued</u>	<u>Cost of a Criminal Record Check Via State Police</u>	<u>APPROXIMATE COST</u>
8,550	\$10	\$ 85,500

Approximate Cost of a National (FBI) Criminal Record Check

<u>Approximate Number of New Licenses Issued</u>	<u>Cost of a Criminal Record Check Via FBI</u>	<u>APPROXIMATE COST</u>
8,550	\$35	\$299,250

CRIMINAL RECORD CHECKS FOR SUBSTITUTE TEACHERS

Approximate Cost of a State Criminal Record Check

<u>Approximate Number of Substitutes Hired Yearly</u>	<u>Cost of a Criminal Record Check Via State Police</u>	<u>APPROXIMATE COST</u>
13,000	\$10	\$130,000

Approximate Cost of a National (FBI) Record Check

<u>Approximate Number of Substitutes Hired Yearly</u>	<u>Cost of a Criminal Record Check Via FBI</u>	<u>APPROXIMATE COST</u>
13,000	\$35	\$455,000

Additional costs which should be considered for both the state or national criminal record check are staff resources by the agency requiring the information to process the requests.