

1) Did you attend the May VLSSE Conference?

We had 76 Directors fill out the survey with 40 or 52.6% attending. Piedmont Region had the highest turnout with 12 Directors attending. Northern Region had the lowest with only 3.

2) What did you enjoy most about the conferences?

91% of all regions said Networking was most enjoyable. Second was State/Local dialogue with 64.4%

3) If you did not attend, what was the reason?

Cost had 62.5% being the number 1 reason why directors did not attend. However, Piedmont checked Personal issues/other commitments and Northern was split between cost and location.

Some of the other reasons for not attending were:

- No money in budget at end of FY
- Pressing work related issues took priority. We are at the end of the fiscal year and training budget is limited.
- Lack of Staff /work demands at office
- Locality has some travel restrictions in place

4) Suggestions for future conference topics

For the Regions as a whole Cost allocation was the most popular with 60.8%--the break down by regions is as follows

Eastern Region – Leadership
Central Region – Hornby Zeller
Northern Region – Cost Allocation
Piedmont Region – Cost Allocation
Western Region – Lay-off Plans

5) Suggestions for Workshops/Presenters

The number 1 topic that came up for all regions were Personnel issues from Grievance/EEOC Complaints, Lack of sufficient staffing, stressing out existing staff, performance evaluations, lay-offs, problem workers, Family Medical Leave Act, how to manage politics and politicians, Phyllis Katz was mentioned several times.

All but one region indicated they are interested in hearing from Commissioner Brown

Budget strategies are another hot topic Directors are wanting to hear.

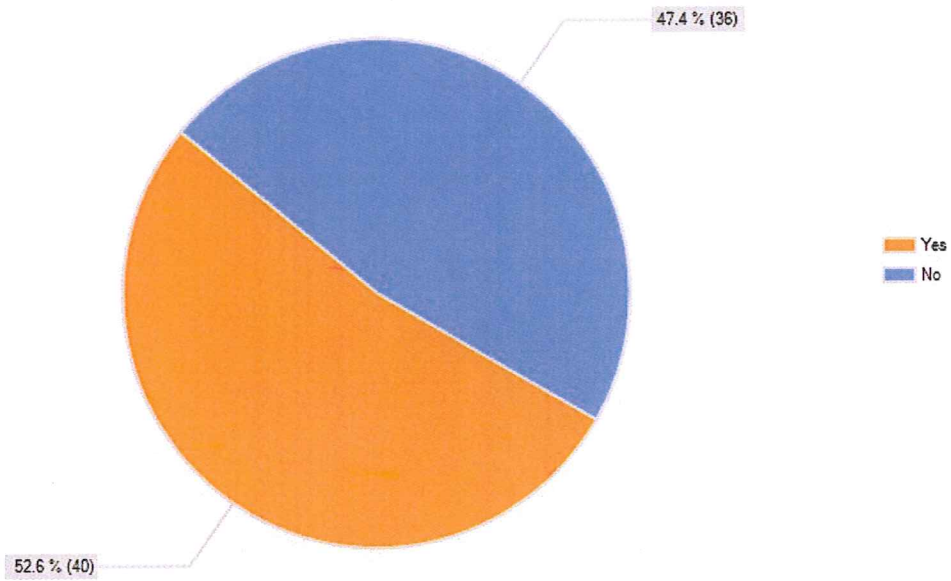
6) Suggestions for State people

1 More on think tank
2 Family services - CPS - panel discussion on dealing with jurisdictional issues
re.CPS complaints and investigations
3 More on local review process; cost allocation; adoption subsidy (how long can
these expenses continue to increase without some sort of boundaries put in
place); VMAT - are there other options- this is breaking the CSA and local bank.
Addressing H-Z to include current caseload demands, including FEM and VMAT.
4 None. We hear from them at the Regional Directors' meetings
5 From Children Services on program budget decisions involving local agencies or
the league and improve communicate on these decisions and how they impact
local services.
Family Engagement - Best Practices
CSA- The Future
6 CSA and mandates to fund IEP services. I know that once services are in the IEP
they must be funded, but what is the school criteria when deciding the case should
be referred to CSA verses the services being funded from the school's budget.
7 Initiatives to continue to provide training for employees within region
8 Fraud - Increasing fraud, cut in funding
9 Some of the items checked in item 4
10 Commissioner Brown's position on the future of children in Virginia and include
budget and legislative perspectives
11 CSA
12 How they expect us to meet new and absurd requirements without staffing, do
they really hear us, why won't they change their aging formulas for allocations,
and the list could go on
13 Budgets, personnel, dealing with people, service delivery in economic hardship,
legal issues
14 Childrens Transformation - continued
Adult Services - where are we going with the baby boomers
15 How does state staff provide knowledge to elected officials.
16 Local Finance Reviews - Best Practices
17 More on Quality Services Reviews for child welfare; status of changes expected
for health care reform
18 J.R. Simpson - budget strategies when there is no money.
19 Health Care Reform
20 DMAS Director - what does the future look like.
21 communication from state to locals
22 Commissioner - His vision for the Department.
23 HR Management topics presented by state HR folks and financial topics with JR
24 More HR--in conjunction with Phyllis Katz
25 New Commissioner, of course. Panel of Regional Directors on how local DSS
directors can best utilize the Regional Offices and the Regional Directors
themselves.
26 the stress of Northrop Grumman
27 I am always interested in new policy initiatives and always interested in learning
what support the State can give us and where we need to exercise our input.
28 Updates from Finance and Human Resources are always helpful. Meeting with
the Commissioner to hear his latest thoughts and concerns is important.

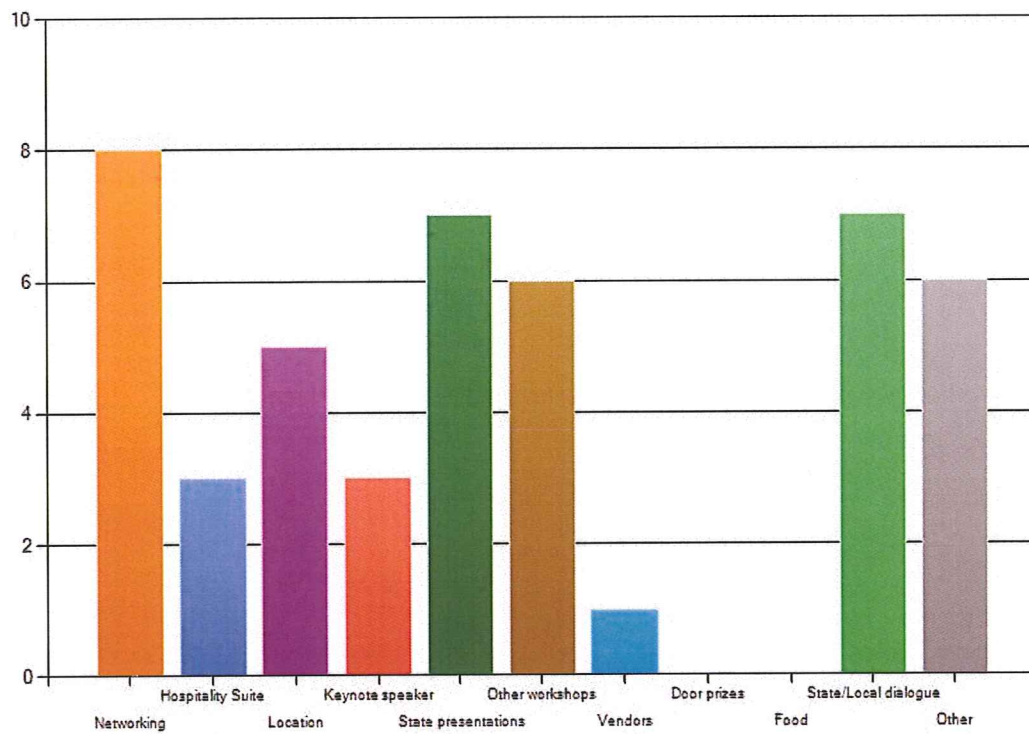
- 7) **When asked if the hotel accommodations are reasonable priced** every region said yes
- 8) **Do you have any suggestions for future conference locations?**
Virginia Beach was ranked #1 followed by Richmond and Williamsburg
- 9) Eastern and Western Regions marked Travel as **the least enjoyable part of the VLSSE Conferences**. For Central, Northern and Piedmont cost is the least enjoyable part.
- Another concern was listed as conference dates interfere with budget times and end of fiscal year
- 10) 44.1% think **the conferences should remain VLSSE conferences** 2x's per year; and joint with affiliates every 2 years
Northern Region would like to see it go to once a year and VLSSE only
- 11) **Other suggestions to make the conference a more enjoyable experience are**
Broken down by regions
- **Eastern Region:** thinks it would be wise to recognize that it is the state's responsibility to train. What do they need for us to learn or to do to support the mission of DSS as a whole
 - **Central Region:** would like to see a conference focusing on the future of Virginia's children. The conference could have a wide net of presenters/topics from Juvenile Justice, childhood Obesity, School Readiness, Immigration, Etc.
 - A better job needs to be done lobbying new directors to attend and join the VLSSE
 - A session of roundtable discussions with other directors on various topics – budge, HR etc.
 - A good keynote speaker is important, particularly an inspirational one
 - **Northern Region:** would like to see the conference scheduled for Wed-Fri. on occasion
 - Budget is an issue
 - During the business meeting, the committee reports should take more time to explain the issue, the task, the goal and then the status. If you are a new Director you may not be familiar with the issue to trying to understand and appreciate the work of the committee becomes more of a challenge
 - Appreciates the effort that goes into putting the conferences together by the committee
 - Suggested each Director bring info on a new program idea that they are doing and share with the others

- Also suggested having a one day league meeting like the board meeting one time a year that is just business
- **Piedmont Region:** appreciate people's time to make these successful.
 - Good speakers, motivational workshops, good location
 - The League does a darned good job with little money and "volunteers" running the show. Think the business meetings could be more efficiently managed—and don't mean make them shorter—the information shared and discussed from the committees should be more substantive
 - Move away from presentation format to hands on learning with require participants to actively engage and share perspective
- **Western Region:** More use of vendors possibly reducing cost

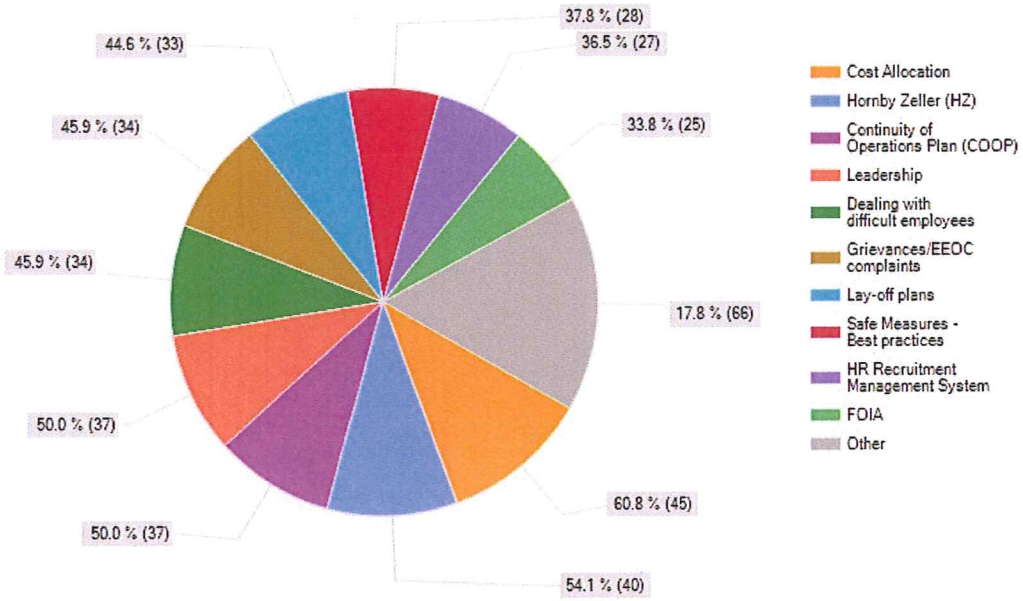
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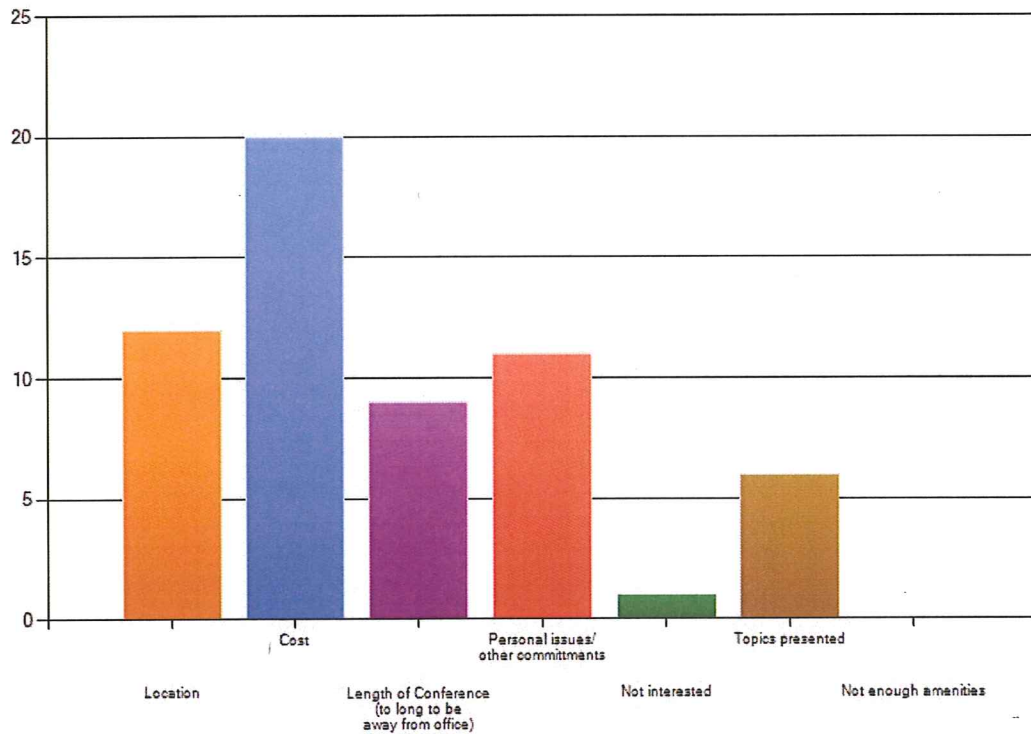
What did you enjoy most about the conferences? Please check all that apply



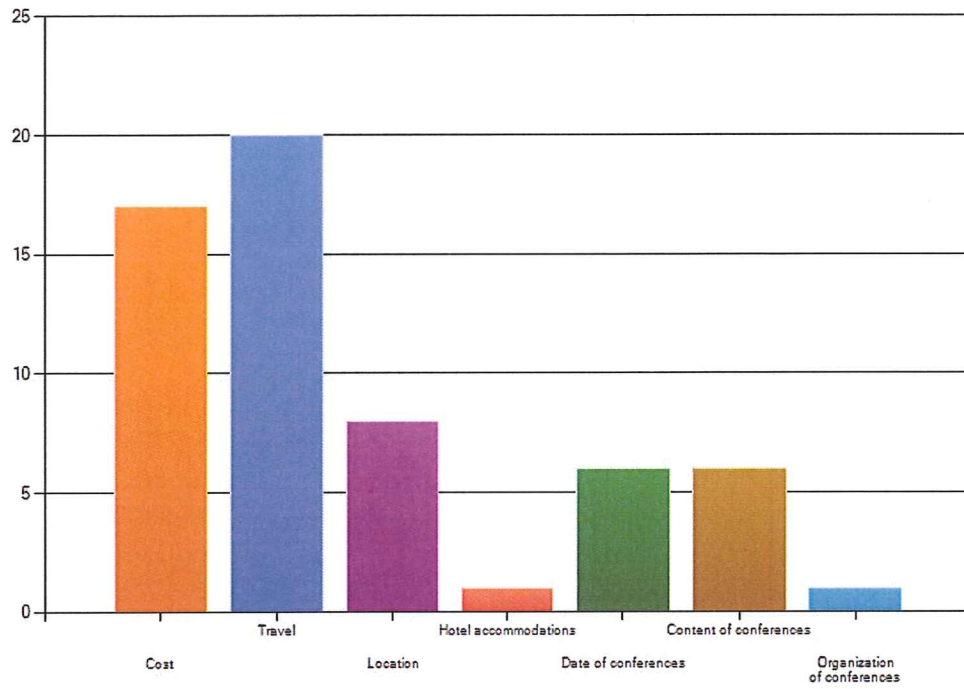
The following are suggestions for future conference topics.
 Please check all that are of interest to you



If you did not attend, what was the reason? (check all that apply)



What do you least enjoy about the VLSSE Conferences?



Do you think the conferences should

