



Kay Ivey
Governor

State of Alabama Department of Human Resources

S. Gordon Persons Building
50 Ripley Street
P. O. Box 304000
Montgomery, Alabama 36130-4000
(334) 242-1310
www.dhr.alabama.gov



Nancy T. Buckner
Commissioner

July 1, 2019

Ms. Shalonda Cawthon, Program Manager
Region IV - Administration for Children and Families
61 Forsyth Street, SW
Atlanta, GA 30303-8909

Dear Ms. Cawthon:

Attached please find Alabama's Final Report for the 2015-2019, Child and Family Services Plan (CFSP), as well as the 2020-2024 CFSP, and other required reports and documents.

If there are any questions and/or if further information/clarification is needed, please contact Jan Casteel, Director, and/or Larry Dean, Office of Federal Coordination and Reporting, in the Family Services Division. They can both be reached at (334) 242-9500.

We appreciate the assistance and support that you and your staff have again provided this year in the compiling of this report.

Respectfully Yours,

Nancy T. Buckner
Commissioner

Cc: Anthony Bingham
Karen H. Smith
Gina Simpson
Jan Casteel
Eric Graves
Amanda Faulk
Corey Williams
Emily Jones
Larry Dean
NTB: ld



DEPARTMENT OF HEALTH & HUMAN SERVICES

ADMINISTRATION FOR CHILDREN AND FAMILIES
Administration on Children, Youth and Families
330 C Street, S.W.
Washington, D.C. 20201

October 4, 2019

Nancy T. Buckner
Commissioner
Alabama Department of Human Resources
Gordon Persons Building
51 Ripley Street
Montgomery, Alabama 36130-4000

Ms. Buckner:

Thank you for submitting Alabama's Child and Family Services Plan (CFSP) Final Report for fiscal years (FYs) 2015-2019, the CFSP for FYs 2020-2024, and the CFS-101s to address the following programs:

- Title IV-B, subpart 1 (Stephanie Tubbs Jones Child Welfare Services) of the Social Security Act (the Act);
- Title IV-B, subpart 2 (Promoting Safe and Stable Families Program and Monthly Caseworker Visit Grant) of the Act;
- Child Abuse Prevention and Treatment Act (CAPTA) State Grant;
- Chafee Foster Care Program for Successful Transition to Adulthood (Chafee Program); and
- Education and Training Vouchers (ETV) Program.

These programs provide important funding to help child welfare agencies enact the state's vision of safety, permanency, and well-being for children, youth and their families. The CFSP planning process facilitates development, continued assessment, and implementation of a comprehensive continuum of services for children and families. It provides an opportunity to integrate more fully each state's strategic planning around the use of federal funds with its work relating to the primary prevention of maltreatment, the Child and Family Services Reviews Program Improvement Plan and continuous program improvement activities.

Approval

The Children's Bureau (CB) has reviewed your CFSP Final Report for FYs 2015- 2019 (including the annual report on the use of CAPTA funds) and the CFSP for FYs 2020- 2024 and finds them to be in compliance with applicable federal statutory and regulatory requirements. Therefore, we approve FY 2020 funding under the title IV-B, subpart 1; title IV-B, subpart 2; CAPTA; Chafee and ETV programs. For the Chafee program, your state has elected to serve eligible youth up to age 21.

A counter-signed copy of the CFS-101 forms is enclosed for your records. The Children's Bureau may ask for a revised CFS-101, Part I, should the final allotment for any of the approved programs be more than that requested in the Annual Budget Request.

The Administration for Children and Families' Office of Grants Management (OGM) will issue a grant notification award letter with pertinent grant information. Please note that OGM requires grantees to submit additional financial reports, using the form SF-425, at the close of the expenditure period according to the terms and conditions of the award.

Training Plan

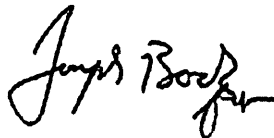
The Training Plan for title IV-B and IV-E programs is also approved. Approval of the Training Plan does not release the state from ensuring that training costs included in the Training Plan and charged to title IV-E of the Act comply with the requirements at 45 CFR 1356.60(b) and (c) and 45 CFR 235.63 through 235.66(a), including properly allocating costs to all benefiting programs in accordance with the state's approved cost allocation plan.

Additional Information Required

Pursuant to Section 424(f) of the Act, states are required to collect and report on caseworker visits with children in foster care. The FY 2019 caseworker visit data must be submitted to the Regional Office by December 16, 2019. States that wish to use a sampling methodology to obtain the required data must obtain prior approval from the Regional Office.

The CB looks forward to working with you and your staff. Should you have any questions or concerns, please contact Anthony Bingham, Child Welfare Program specialist in Region IV at (404) 562-0019 or by e-mail at anthony.bingham@acf.hhs.gov. You may also contact Shalonda Cawthon, Child Welfare Regional Program Manager in Region IV or by e-mail shalonda.cawthon@acf.hhs.gov.

Sincerely,



Jerry Milner
Associate Commissioner
Children's Bureau

Enclosure(s)

cc: Gail Collins, Director; CB, Division of Program Implementation; Washington, DC
Tina Naugler, Director of Regional Programs; CB, Washington, DC
Shalonda Cawthon, Child Welfare Regional Program Manager; CB, Region IV;
Atlanta, GA
Anthony Bingham, Child and Family Program Specialist; CB, Region IV;
Atlanta, GA

**Child Abuse Prevention and Treatment Act (CAPTA)
Grant to States for Child Abuse or Neglect Prevention and Treatment Programs**

**State Plan Assurance amended by
P.L. 115-424
The Victims of Child Abuse Act Reauthorization Act of 2018**

(This amendment to CAPTA became effective January 7, 2019)

**Governor's Assurance Statement for
The Child Abuse and Neglect State Plan**

As Governor of the State of Alabama

I certify that the State has in effect and is enforcing a State law relating to child abuse and neglect which includes:

Provisions for immunity from civil or criminal liability under State and local laws and regulations for individuals making good faith reports of suspected or known instances of child abuse or neglect, or who otherwise provide information or assistance, including medical evaluations or consultations, in connection with a report, investigation, or legal intervention pursuant to a good faith report of child abuse or neglect (see section 106(b)(2)(B)(vii) of CAPTA).

Signature of Governor:

Kay Ivey

Date: 5-21-19

**State Chief Executive Officer's Certification
for the
Education and Training Voucher Program
Chafee Foster Care Program for Successful Transition to Adulthood**

As Chief Executive Officer of the State of Alabama, I certify that the State has in effect and is operating a Statewide program relating to the Chafee Foster Care Program:

1. The State will comply with the conditions specified in subsection 477(i).
2. The State has described methods it will use to:
 - ensure that the total amount of educational assistance to a youth under this and any other Federal assistance program does not exceed the total cost of attendance; and
 - avoid duplication of benefits under this and any other Federal assistance program, as defined in section 477(b)(3)(J).

Kay Ivey
Signature of Chief Executive Officer

5-21-19
Date

State Certifications for the Chafee Foster Care Program for Successful Transition to Adulthood

As Chief Executive Officer of the State of Alabama, I certify that the State has in effect and is operating a Statewide pursuant to section 477(b) and that the following provisions to effectively implement the Chafee Foster Care Program for Successful Transition to Adulthood are in place:

1. [Check one of the following boxes]:

☒ The State will provide assistance and services to youths who have aged out of foster care, and have not attained 21 years of age [Section 477(b)(3)(A)(i)];

OR

☐ The State will provide assistance and services to youths who have aged out of foster care, and have not attained 23 years of age [Section 477(b)(3)(A)(ii)];

AND:

☐ the State has elected under section 475(8)(B) of title IV-E of the Social Security Act to extend eligibility for foster care to all children who have not attained 21 years of age;

OR:

☐ the State agency responsible for administering the State plans under titles IV-B and IV-E of the Social Security Act uses State funds or any other funds not provided under title IV-E to provide services and assistance for youths who have aged out of foster care that are comparable to the services and assistance the youths would receive if the State had elected to extend eligibility for foster care up to age 21 under section 475(8)(B) of title IV-E;

2. Not more than 30 percent of the amounts paid to the State from its allotment for a fiscal year will be expended for room or board for youths who have aged out of foster care and have not attained 21 years of age (or 23 years of age, in the case of a State with a certification under section 477(b)(3)(A)(ii) to provide assistance and services to youths who have aged out of foster care and have not attained age 23) [Section 477(b)(3)(B)];
3. None of the amounts paid to the State from its allotment will be expended or room or board for any child who has not attained 18 years of age [Section 477(b)(3)(C)];
4. The State will use training funds provided under the program of Federal payments for foster care and adoption assistance to provide training including training on youth development to help foster parents, adoptive parents, workers in group homes, and case managers understand and address the issues confronting youth preparing for a successful transition to adulthood and making a permanent connection with a caring adult [Section 477(b)(3)(D)];
5. The State has consulted widely with public and private organizations in developing the plan and has given all interested members of the public at least 30 days to submit comments on the plan [Section 477(b)(3)(E)];
6. The State will make every effort to coordinate the State programs receiving funds provided from an allotment made to the State with other Federal and State programs for youth (especially transitional living youth projects funded under part B of title III of the Juvenile Justice and Delinquency Prevention Act of 1974), abstinence education programs, local housing programs, programs for disabled youth (especially sheltered workshops), and school-to-work programs offered by high schools or local workforce agencies [Section 477(b)(3)(F)];

7. Each Indian tribe in the State has been consulted about the programs to be carried out under the plan; that there have been efforts to coordinate the programs with such tribes; that benefits and services under the programs will be made available to Indian children in the State on the same basis as to other children in the State; and that the State will negotiate in good faith with any Indian tribe, tribal organization, or tribal consortium in the State that does not receive an allotment under subsection (j)(4) for a fiscal year and that requests to develop an agreement with the State to administer, supervise, or oversee the programs to be carried out under the plan with respect to the Indian children who are eligible for such programs and who are under the authority of the tribe, organization, or consortium and to receive from the State an appropriate portion of the State allotment for the cost of such administration, supervision, or oversight [Section 477(b)(3)(G)];
8. The State will ensure that youth participating in the program under this section participate directly in designing their own program activities that prepare them for independent living and that the youth accept personal responsibility for living up to their part of the program [Section 477(b)(3)(H)];
9. The State has established and will enforce standards and procedures to prevent fraud and abuse in the programs carried out under the plan [Section 477(b)(3)(I)]; and
10. The State will ensure that a youth participating in the program under this section is provided with education about the importance of designating another individual to make health care treatment decisions on behalf of the youth if the youth becomes unable to participate in such decisions and the youth does not have, or does not want, a relative who would otherwise be authorized under State law to make such decisions, whether a health care power of attorney, health care proxy, or other similar document is recognized under State law, and how to execute such a document if the youth wants to do so [Section 477(b)(3)(K)].



Signature of Chief Executive Officer

5-21-19

Date

Title IV-B, subpart 1 Assurances for States

The assurances listed below are in 45 CFR 1357.15(c) and title IV-B, subpart 1, sections 422(b)(8), 422(b)(10), and 422 (b)(14) of the Social Security Act (the Act). These assurances will remain in effect during the period of the current five-year Child and Family Services Plan (CFSP).

1. The State assures that it is operating, to the satisfaction of the Secretary:
 - a. A statewide information system from which can be readily determined the status, demographic characteristics, location, and goals for the placement of every child who is (or, within the immediately preceding 12 months, has been) in foster care;
 - b. A case review system (as defined in section 475(5) and in accordance with the requirements of section 475A) for each child receiving foster care under the supervision of the State/Tribe;
 - c. A service program designed to help children:
 - i. Where safe and appropriate, return to families from which they have been removed; or
 - ii. Be placed for adoption, with a legal guardian, or, if adoption or legal guardianship is determined not to be appropriate for a child, in some other planned, permanent living arrangement subject to the requirements of sections 475(5)(C) and 475A(a) of the Act which may include a residential educational program; and
 - d. A preplacement preventive services program designed to help children at risk of foster care placement remain safely with their families [Section 422(b)(8)(A)].
2. The State assures that it has in effect policies and administrative and judicial procedures for children abandoned at or shortly after birth (including policies and procedures providing for legal representation of the children) which enable permanent decisions to be made expeditiously with respect to the placement of the children [Section 422(b)(8)(B)].
3. The State assures that it shall make effective use of cross-jurisdictional resources (including through contracts for the purchase of services), and shall eliminate legal barriers, to facilitate timely adoptive or permanent placements for waiting children [Section 422(b)(10)].
4. That State assures that not more than 10 percent of the expenditures of the State with respect to activities funded from amounts provided under this subpart will be for administrative costs [Section 422(b)(14)].
5. The State assures that it will participate in any evaluations the Secretary of HHS may require [45CFR 1357.15(c)].

6. The State assures that it shall administer the Child and Family Services Plan in accordance with methods determined by the Secretary to be proper and efficient [45CFR 1357.15(c)].

Effective Date and Official Signature

I hereby certify that the State complies with the requirements of the above assurances.

Certified by: Amy A. Gubow

Title: Commissioner

Agency: Alabama DHR

Dated: 5-14-19

Title IV-B, subpart 2 Assurances for States

The assurances listed below are in 45 CFR 1357.15(c) and title IV-B, subpart 2, sections 432(a)(2)(C), 432(a)(4), 432(a)(5), 432(a)(7) and 432(a)(9) of the Social Security Act (the Act). These assurances will remain in effect during the period of the current five-year CFSP.

1. The State assures that after the end of each of the first four fiscal years covered by a set of goals, it will perform an interim review of progress toward accomplishment of the goals, and on the basis of the interim review will revise the statement of goals in the plan, if necessary, to reflect changed circumstances [Section 432(a)(2)(C)(i)].
2. That State assures that after the end of the last fiscal year covered by a set of goals, it will perform a final review of progress toward accomplishment of the goals, and on the basis of the final review:
 - a. Will prepare, transmit to the Secretary, and make available to the public a final report on progress toward accomplishment of the goals; and
 - b. Will develop (in consultation with the entities required to be consulted pursuant to subsection 432(b) of the Act) and add to the plan a statement of the goals intended to be accomplished by the end of the 5th succeeding fiscal year [Section 432(a)(2)(C)(ii)].
3. The State assures that it will annually prepare, furnish to the Secretary, and make available to the public a description (including separate descriptions with respect to family preservation services, community-based family support services, family reunification services, and adoption promotion and support services) of:
 - a. The service programs to be made available under the plan in the immediately succeeding fiscal year;
 - b. The populations which the programs will serve; and
 - c. The geographic areas in the State in which the services will be available [Section 432(a)(5)(A)].
4. The State assures that it will perform the annual activities described in section 432(a)(5)(A) in the first fiscal year under the plan, at the time the State submits its initial plan, and in each succeeding fiscal year, by the end of the third quarter of the immediately preceding fiscal year.
5. The State assures that Federal funds provided to the State under this subpart will not be used to supplant Federal or non-Federal funds for existing services and activities which promote the purposes of this subpart [Section 432(a)(7)(A)].

6. The State will furnish reports to the Secretary, at such times, in such format, and containing such information as the Secretary may require, that demonstrate the State's compliance with the prohibition contained in 432(a)(7)(A) of the Act [Section 432(a)(7)(B)].
7. The State assures that in administering and conducting service programs under the plan, the safety of the children to be served shall be of paramount concern [Section 432(a)(9)].
8. The State assures that it will participate in any evaluations the Secretary of HHS may require [45CFR 1357.15(c)].
9. The State assures that it shall administer the Child and Family Services Plan in accordance with methods determined by the Secretary to be proper and efficient [45CFR 1357.15(c)].
10. The State assures that not more than 10 percent of expenditures under the plan for any fiscal year with respect to which the State is eligible for payment under section 434 of the Act for the fiscal year shall be for administrative costs, and that the remaining expenditures shall be for programs of family preservation services, community based support services, family reunification services, and adoption promotion and support services, with significant portions of such expenditures for each such program [Section 432(a)(4)].

Effective Date and Official Signature

I hereby certify that the State complies with the requirements of the above assurances.

Certified by: Amy J. Thurman

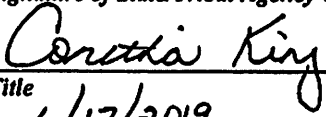
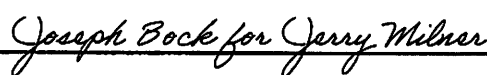
Title: Commissioner

Agency: Alabama DHR

Dated: 5-14-19

**CFS-101, Part I: Annual Budget Request for Title IV-B, Subpart 1 & 2 Funds, CAPTA, CHAFEE, and ETV and
Reallotment for Current Federal Fiscal Year Funding**

For Federal Fiscal Year 2020: October 1, 2019 through September 30, 2020

1. Name of State or Indian Tribal Organization and Department/Division:		3. EIN:	636000619
ALABAMA DEPT. OF HUMAN RESOURCES		4. DUNS:	836723197
2. Address: (insert mailing address for grant award notices in the two rows below)		5. Submission Type: (select one)	
50 N RIPLEY STREET		<input checked="" type="checkbox"/> NEW	
MONTGOMERY, AL 36130-4000		<input type="checkbox"/> REALLOTMENT	
a) Email address for grant award notices: beth.dykes@dhr.alabama.gov		<input type="checkbox"/> REVISION	
REQUEST FOR FUNDING for FY 2020:			
Hardcode all numbers; no formulas or linked cells.			
6. Requested title IV-B Subpart 1, Child Welfare Services (CWS) funds:			\$5,119,359
a) Total administrative costs (not to exceed 10% of the CWS request)		ok	\$465,396
7. Requested title IV-B Subpart 2, Promoting Safe and Stable Families (PSSF) funds and estimated expenditures:		% of Total	
a) Family Preservation Services		27%	\$1,674,804
b) Family Support Services		27%	\$1,680,000
c) Family Reunification Services		20%	\$1,263,603
d) Adoption Promotion and Support Services		27%	\$1,684,804
e) Other Service Related Activities (e.g. planning)		0%	\$4,804
f) Administrative costs (APPLICABLE TO STATES ONLY: not to exceed 10% of the PSSF request)		0.2%	\$10,000
g) Total itemized request for title IV-B Subpart 2 funds: <i>NO ENTRY: Displays the sum of lines 7a-f.</i>		100%	\$6,318,015
8. Requested Monthly Caseworker Visit (MCV) funds: (For STATES ONLY)			\$398,134
a) Total administrative costs (FOR STATES ONLY: not to exceed 10% of MCV request)		ok	\$1,000
9. Requested Child Abuse Prevention and Treatment Act (CAPTA) State Grant: (STATES ONLY)			\$1,274,474
10. Requested John H. Chafee Foster Care Program for Successful Transition to Adulthood:			\$1,493,349
a) Indicate the amount to be spent on room and board for eligible youth (not to exceed 30% of CFCIP request).		ok	\$400,000
11. Requested Education and Training Voucher (ETV) funds:			\$541,116
REALLOTMENT REQUEST(S) for FY 2019:			
Complete this section for adjustments to current year awarded funding levels.			
12. Identification of Surplus for Reallotment:			
a) Indicate the amount of the State's/Tribe's FY 19 allotment that will not be utilized for the following programs:			
CWS	PSSF	MCV (States only)	Chafee Program
\$0	\$0	\$0	\$0
13. Request for additional funds in the current fiscal year, should they become available for re-allotment:			
CWS	PSSF	MCV (States only)	Chafee Program
\$0	\$0	\$0	\$0
14. Certification by State Agency and/or Indian Tribal Organization:			
The State agency or Indian Tribal Organization submits the above estimates and request for funds under title IV-B, subpart 1 and/or 2, of the Social Security Act, CAPTA State Grant, CFCIP and ETV programs, and agrees that expenditures will be made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the Children's Bureau.			
Signature of State/Tribal Agency Official		Signature of Federal Children's Bureau Official	
			
Title		Title	
6/17/2019		10/3/2019	
Date		Date	

CFS-101 Part II: Annual Estimated Expenditure Summary of Child and Family Services

Name of State or Indian Tribal Organization: **ALABAMA DEPT. OF HUMAN RESOURCES**

For FY 2020: **OCTOBER 1, 2019 TO SEPTEMBER 30, 2020**

SERVICES/ACTIVITIES	(A) IV-B Subpart I- CWS	(B) IV-B Subpart II- PSSF	(C) IV-B Subpart II- MCV	(D) CAPTA	(E) CHAFEE	(F) ETV	(G) TITLE IV-E	(H) STATE, LOCAL & DONATED FUNDS	(I) Number Individuals To Be Served	(J) Number Families To Be Served	(K) Population To Be Served	(L) Geog. Area To Be Served
1.) PROTECTIVE SERVICES	\$ 2,500,000			\$ 1,274,474				\$ 16,839,745	62,327	40,964	Individuals requiring abuse prevention, protection & remedy	Statewide/Reservation
2.) CRISIS INTERVENTION (FAMILY PRESERVATION)	\$ -	\$ 1,674,804		\$ -				\$ 558,268	350	1,500	Families in place	Statewide/Reservation
3.) PREVENTION & SUPPORT SERVICES (FAMILY SUPPORT)	\$ -	\$ 1,680,000		\$ -				\$ 560,000	0	45,000	Children & families at-risk children & other eligible clients	-
4.) FAMILY REUNIFICATION SERVICES	\$ -	\$ 1,263,603		\$ -				\$ 421,201	375	800	Families with children returning home following placement	Statewide/Reservation
5.) ADOPTION PROMOTION AND SUPPORT SERVICES	\$ -	\$ 1,684,804						\$ 561,601	3,862	1,156	Pre-Adoption Services & families inquiring about FCHS adoption	Statewide/Reservation
6.) OTHER SERVICE RELATED ACTIVITIES (e.g. planning)	\$ -	\$ 4,804						\$ 1,601	-	-	All eligible children	Statewide/Reservation
7.) FOSTER CARE MAINTENANCE:												
(a) FOSTER FAMILY & RELATIVE FOSTER CARE	\$ 1,172,618						\$ 8,944,630	\$ 10,458,688	6,750	-	All children in Foster Care	Statewide/Reservation
(b) GROUP/INST CARE	\$ -						\$ 878,450	\$ 13,619,376	550	-	Foster Care children in contracted care	Statewide/Reservation
8.) ADOPTION SUBSIDY PYMTS.	\$ 981,345						\$ 17,857,810	\$ 15,536,190	4,350	-	All eligible children	Statewide/Reservation
9.) GUARDIANSHIP ASSISTANCE PAYMENTS	\$ -						\$ 1,021,580	\$ 399,650	810	-	All eligible children	Statewide/Reservation
10.) INDEPENDENT LIVING SERVICES	\$ -				\$ 1,493,349		\$ -	\$ 383,337	1,890	1,575	All eligible Youth 14 to 21 years of age in foster care	Statewide/Reservation
11.) EDUCATION AND TRAINING VOUCHERS	\$ -				\$ -	\$ 541,116	\$ -	\$ 135,279	200	165	Youth 13 to 21 years of age	Statewide/Reservation
12.) ADMINISTRATIVE COSTS	\$ 465,396	\$ 10,000	\$ 1,000				\$ 30,838,000	\$ 74,544,206				
13.) FOSTER PARENT RECRUITMENT & TRAINING	\$ -	\$ -		\$ -			\$ 590,000	\$ 936,948				
14.) ADOPTIVE PARENT RECRUITMENT & TRAINING	\$ -	\$ -		\$ -			\$ 550,000	\$ 550,000				
15.) CHILD CARE RELATED TO EMPLOYMENT/TRAINING	\$ -						\$ -	\$ -	-	-	All eligible children	Statewide
16.) STAFF & EXTERNAL PARTNERS TRAINING	\$ -	\$ -		\$ -	\$ -	\$ -	\$ 550,000	\$ 550,000				
17.) CASEWORKER RETENTION, RECRUITMENT & TRAINING	\$ -	\$ -	\$ 397,134				\$ -	\$ 132,378				
18.) TOTAL	\$ 5,119,359	\$ 6,318,015	\$ 398,134	\$ 1,274,474	\$ 1,493,349	\$ 541,116	\$ 61,230,470	\$ 138,188,469				

19.) TOTALS FROM PART I

\$5,119,359 \$6,318,015 \$398,134 \$1,274,474 \$1,493,349 \$541,116

20.) Difference (Part I - Part II)

\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00

(If there is an amount other than \$0.00 in Row 20, adjust amounts on either Part I or Part II. A red value means Part II exceeds request)

21.) Population data required in columns I - L can be found:
On this form
In the APSR/CFSP narrative

CFS-101, PART III: Annual Expenditures for Title IV-B, Subparts 1 and 2, Chafee Foster Care Independence and Education And Training Voucher
Reporting on Expenditure Period For Federal Fiscal Year 2017 Grants: October 1, 2016 through September 30, 2018

1. Name of State or Indian Tribal Organization:		2. Address:				3. EIN: 636000619
ALABAMA DEPT. OF HUMAN RESOURCES		50 N RIPLEY STREET				4. DUNS: 836723197
5. Submission Type: (select one) <input checked="" type="checkbox"/> NEW <input type="checkbox"/> REVISION		MONTGOMERY, AL 36130-4000				
Description of Funds	(A) Original Planned Spending for FY 17 Grants	(B) Actual Expenditures for FY 17 Grants	(C) Number Individuals served	(D) Number Families served	(E) Population served	(F) Geographic area served
6. Total title IV-B, subpart 1 (CWS) funds:	\$ 4,680,456	\$ 4,644,389	59,359	39,013	Children needing abuse prevention, protection & remedy	Statewide/Reservation
a) Administrative Costs (not to exceed 10% of CWS allotment)	\$ 468,045	\$ -				
7. Total title IV-B, subpart 2 (PSSF) funds:	\$ 5,623,145	\$ -	48,204	35,823	Interventions to help alleviate situations/conditions within families where removal of children is imminent	Support is in 12 counties. Preservation and Reunification is statewide
Tribes enter amounts for Estimated and Actuals, or complete 7a-f.						
a) Family Preservation Services	\$ 1,480,885	\$ 1,755,170				
b) Family Support Services	\$ 1,480,886	\$ 1,300,154				
c) Time-Limited Family Reunification Services	\$ 1,480,886	\$ 1,151,639				
d) Adoption Promotion and Support Services	\$ 1,140,488	\$ 1,412,986				
e) Other Service Related Activities (e.g. planning)	\$ -	\$ -				
f) Administrative Costs	\$ -	\$ -				
(FOR STATES: not to exceed 10% of PSSF allotment)	\$ 40,000	\$ -				
g) Total title IV-B, subpart 2 funds:	\$ 5,623,145	\$ 5,619,949				
NO ENTRY: This line displays the sum of lines a-f.						
8. Total Monthly Caseworker Visit funds: (STATES ONLY)	\$ 472,181	\$ 354,136				
a) Administrative Costs (not to exceed 10% of MCV allotment)	\$ -	\$ -				
9. Total Chafee Foster Care Independence Program (CFCIP) funds: (optional)	\$ 1,441,886	\$ 1,441,886	1,815	1,571	Youth 14-20 years of age	Statewide/Reservation
a) Indicate the amount of allotment spent on room and board for eligible youth (not to exceed 30% of CFCIP allotment)	\$ 250,000	\$ -	-	-		
10. Total Education and Training Voucher (ETV) funds: (Optional)	\$ 472,473	\$ 483,899	172	150	Current and former FY clients	Statewide/Reservation
11. Certification by State Agency or Indian Tribal Organization: The State agency or Indian Tribal Organization agrees that expenditures were made in accordance with the Child and Family Services Plan, which was jointly developed with, and approved by, the Children's Bureau.						
Signature of State/Tribal Agency Official			Signature of Federal Children's Bureau Official			
Corretta King			Joseph Bock for Jerry Milner			
6/17/2019						
Title CFO	Date	Title			Date	
					10/3/2019	

Alabama Department of Human Resources

FY 2017 Payment Limitation Information, Title IV-B, Subpart 1

Request for Financial information comparing the total amount the State expended of Title IV-B, Subpart 1 funds for foster care maintenance payments, adoption assistance and child day care related to employment or training for employment in FY 2017 against Federal allotments made under title IV-B in 2005 (see ACYF-CB-PI-03-07).

Alabama Federal allotment for IV-B payments per 2005 are:

\$1,172,618

Alabama expended Title IV-B, subpart 1 funds for:

110003	2223	TOTAL FOR ACTIVITY 2227 ACFC	/0905	\$ 6,834,761.36
110003	2223	TOTAL FOR ACTIVITY 2227 ACFC	/0905	\$ (1,527,872.82)
Total Aid to Children in Foster Care paid in FY2017				<u><u>\$ 5,306,888.54</u></u>

110003	2233	DHR FAMILY & CHILDREN SERVICES	/0093	\$ 11,041,118.69
110003	2233	DHR FAMILY & CHILDREN SERVICES	/0093	\$ (2,506.50)
Total Adoption assistance subsidy paid in FY2017				<u><u>\$ 11,038,612.19</u></u>

Total State Foster Care and Adoption Assistance paid for FY 2017

\$ 16,345,500.73

Alabama Federal allotment for IV-B, subpart 1, payments in FY 2017

\$1,172,618

State funds used to match Federal allotment for payments in FY 2017

\$390,873

BASE YEAR DATA

Total payments made for assistance in FY 2005

\$ 13,170,324.59

Alabama Federal allotment for IV-B, subpart 1, payments in FY 2005

\$1,172,618

State funds used to match Federal allotment for payments in FY 2005

\$390,873

State of Alabama
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Montgomery, AL 36130-4100
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www.personnel.alabama.gov

Continuous Announcement

SERVICE SUPERVISOR I – 50223

Salary: \$44,640.00 - \$67,660.80
Announcement Date: March 3, 2010
Revised Date: June 19, 2019

JOB INFORMATION

The Service Supervisor I is a permanent, full-time position with the Department of Human Resources. Positions are located throughout the state. This is supervisory service social work. Employees in this class plan, organize, and supervise child protective services, adult protective services, Medicaid waiver, child and adult foster care, and/or adoption operations within a county Human Resources office.

MINIMUM REQUIREMENTS

- For the promotional register, current permanent status as a Social Worker I, Social Worker II, Social Service Caseworker I, or Social Service Caseworker II with the Department of Human Resources
- Bachelor's degree from an accredited* four-year college or university in any major AND three (3) years of professional social work experience in child protective services, adult protective services, child/adult foster care, and/or adoption operations

OR

- Bachelor's degree from an accredited* four-year college or university AND 30 semester or 45 quarter hours in social or behavioral science courses AND two (2) years of professional social work experience in child protective services, adult protective services, child/adult foster care, and/or adoption operations. Please submit a transcript or list of all social or behavioral science courses completed.

NOTE

- A Master's degree in Social Work from a social work program accredited* by the Council on Social Work Education will substitute for one year of the required professional experience in child protective services, adult protective services, child/adult foster care, and/or adoption operations.

ADDITIONAL REQUIREMENTS

- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.
- Applicants must have available, suitable transportation for use on the job.

EXAMINATION

- Open-Competitive to all applicants and Promotional to current state employees with the Department of Human Resources in the job classifications listed above.
- An Evaluation of Training and Experience as shown on the application will comprise 90% of the applicant's final score for the promotional register, with the remaining 10% being based on the average of the applicant's service ratings for the last three years.

HOW TO APPLY

- Complete an Application for Examination Form available at www.personnel.alabama.gov, the above address, or any Alabama Career Center Office.
- Apply by mail or by fax. *Applications will be accepted until further notice.* The State Personnel Department is not responsible for late receipt of applications due to mail service or faxing malfunctions.

Veteran's credits are NOT allowed on promotional examinations.

THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER

*Please refer to the back of this announcement for complete information on State Personnel's policy for accepting postsecondary and advanced degrees.



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If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.

Applicants hired by the State of Alabama on or after January 1, 2012 will be subject to the E-Verify process pursuant to Act No. 2011-535.

**State of Alabama Personnel Department
Policy on Accepting College Coursework, Post-Secondary and Advanced Degrees**

1. Specific college coursework required for a job, as well as Bachelor's, graduate, post graduate, and doctoral degrees will be accepted from the schools accredited by any of the six regional accreditation associations in the United States listed below:
 - Southern Association of Colleges and Schools (SACS)
 - Middle States Commission on Higher Education (MSCHE)
 - Northwest Commission on Colleges and Universities (NWCCU)
 - Higher Learning Commission (HLC)
 - New England Commission of Higher Education (NECHE)
 - Western Association of Schools and Colleges –Senior College and University Commission (WASC-SCUC)
2. Coursework or degrees from schools that have not been accredited by one of the above listed regional accreditation associations may be accepted if a *regionally accredited school** considers the coursework or degree to be an acceptable prerequisite for admission to an advanced degree program. For example, if a regionally accredited school accepts an applicant's bachelor's degree for admittance into a graduate degree program, State Personnel will accept the degree. In the case of required college coursework (but no degree requirement), State Personnel will accept the college coursework if a regionally accredited school accepts the coursework towards a post-secondary degree (e.g., a bachelor's degree). *This must be documented by a letter of acceptance from the regionally accredited school.* State Personnel will review such requests on a case-by-case basis.

Note: This policy is subject to change. Certain state agencies may have additional requirements.

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Continuous Announcement

SERVICE SUPERVISOR II – 50259

Salary: \$46,867.20 - \$71,172.00
Announcement Date: May 1, 2019

JOB INFORMATION

The Service Supervisor II is a permanent, full-time position with the Department of Human Resources. Positions are located throughout the state. This is highly advanced supervisory service social work. Employees in this class plan, organize, and supervise child protective services, adult protective services, Medicaid waiver, child and adult foster care, and/or adoption operations within a county Human Resources office.

MINIMUM REQUIREMENTS

- Current, permanent status as a Service Supervisor I (50223).
- Bachelor's degree from an accredited* college or university in a social science, or in any major with at least 30 semester or 45 quarter hours in social or behavioral science courses.
- Two years of experience as a Service Supervisor I.

ADDITIONAL REQUIREMENTS

- Applicants must possess a valid driver license at the time of appointment.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

EXAMINATION

- Promotional to current state employees in the job classification listed above.
- An Evaluation of Training and Experience as shown on the application will comprise 95% of the applicant's final score for the promotional register, with the remaining 5% being based on the average of the applicant's service ratings for the last three years.

HOW TO APPLY

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Promotional

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2. Coursework or degrees from schools that have not been accredited by one of the above listed regional accreditation associations may be accepted if a *regionally accredited school** considers the coursework or degree to be an acceptable prerequisite for admission to an advanced degree program. For example, if a regionally accredited school accepts an applicant's bachelor's degree for admittance into a graduate degree program, State Personnel will accept the degree. In the case of required college coursework (but no degree requirement), State Personnel will accept the college coursework if a regionally accredited school accepts the coursework towards a post-secondary degree (e.g., a bachelor's degree). **This must be documented by a letter of acceptance from the regionally accredited school.** State Personnel will review such requests on a case-by-case basis.

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Continuous Announcement

SENIOR SOCIAL WORK SUPERVISOR I - 50224

Salary: \$46,867.20 - \$71,172.00
Announcement Date: May 19, 2004
Revised Date: June 19, 2019

JOB INFORMATION

The Senior Social Work Supervisor I is a permanent, full-time position with the Department of Human Resources. Positions are located throughout the state. This is advanced supervisory service social work. Employees in this class plan, organize, and supervise difficult child protective services, adult protective services, Medicaid waiver, child and adult foster care, and/or adoption operations within a county Human Resources office.

MINIMUM REQUIREMENTS

- Master's degree in Social Work from a social work program accredited by the Council on Social Work Education
- For the promotional register, current, permanent status with the Department of Human Resources as a Social Service Caseworker I, Social Service Caseworker II, Social Worker I, Social Worker II, Senior Social Worker I, Senior Social Worker II, Service Supervisor I, Service Supervisor II, or Human Resources Program Specialist
- Two years of professional social work experience in child welfare and/or adult services in a public welfare agency

ADDITIONAL REQUIREMENTS

- Applicants must possess licensure as issued by the Alabama Board of Social Work Examiners at or above the LMSW level in order to be considered for this position. Please include this information on the application.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.
- Applicants must have available, suitable transportation for use on the job.

EXAMINATION

- Open-Competitive to all applicants and Promotional to current state employees with permanent status in the job classifications listed above.
- An Evaluation of Training and Experience as shown on the application will comprise 95% of the applicant's final score for the promotional register, with the remaining 5% being based on the average of the applicant's service ratings for the last three years.

HOW TO APPLY

- Complete an Application for Examination Form available at www.personnel.alabama.gov, the above address, or any Alabama Career Center Office.
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Veteran's credits are NOT allowed on promotional examinations.

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Revised

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**State of Alabama Personnel Department
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Continuous Announcement

SENIOR SOCIAL WORK SUPERVISOR II – 50275

Salary: \$49,190.40 - \$74,868.00
Announcement Date: May 1, 2019

JOB INFORMATION

The Senior Social Work Supervisor II is a permanent, full-time position with the Department of Human Resources. Positions are located throughout the state. This is highly advanced supervisory service social work. Employees in this class plan, organize, and supervise difficult child protective services, adult protective services, Medicaid waiver, child and adult foster care, and/or adoption operations within a county Human Resources office.

MINIMUM REQUIREMENTS

- Current, permanent status as a Senior Social Work Supervisor I (50224).
- Master's degree in Social Work from a social work program accredited by the Council on Social Work Education.
- Two years of experience as a Senior Social Work Supervisor I.
- Active Licensed Master of Social Work (LMSW) licensure as issued by the Alabama Board of Social Work Examiners. Please include licensure information on the application.

ADDITIONAL REQUIREMENTS

- Applicants must possess a valid driver license at the time of appointment.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

EXAMINATION

- Promotional to current state employees in the job classification listed above.
- An Evaluation of Training and Experience as shown on the application will comprise 95% of the applicant's final score for the promotional register, with the remaining 5% being based on the average of the applicant's service ratings for the last three years.

HOW TO APPLY

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Veteran's credits are NOT allowed on promotional examinations.

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Promotional

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 - Western Association of Schools and Colleges –Senior College and University Commission (WASC-SCUC)
2. Coursework or degrees from schools that have not been accredited by one of the above listed regional accreditation associations may be accepted if a *regionally accredited school** considers the coursework or degree to be an acceptable prerequisite for admission to an advanced degree program. For example, if a regionally accredited school accepts an applicant's bachelor's degree for admittance into a graduate degree program, State Personnel will accept the degree. In the case of required college coursework (but no degree requirement), State Personnel will accept the college coursework if a regionally accredited school accepts the coursework towards a post-secondary degree (e.g., a bachelor's degree). *This must be documented by a letter of acceptance from the regionally accredited school.* State Personnel will review such requests on a case-by-case basis.

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Continuous Announcement

SOCIAL SERVICE CASEWORKER I - 50246

Salary: \$33,256.80 - \$50,392.80
Announcement Date: April 15, 2009
Revised Date: November 7, 2018

JOB INFORMATION

The Social Service Caseworker I is a permanent, full-time position used by various agencies throughout the state. This is service social work developing social service plans for select caseloads; investigating abuse and neglect cases; providing crisis intervention; assessing need and delivery of services; arranging for clinical services and/or planning for nursing home care; determining financial eligibility of day care and homemaker schedules; recruiting applicants for foster care and residential day care providers; speaking to the general public and groups; and preparing court reports and testifying in court.

MINIMUM REQUIREMENTS

- Bachelor's degree from an accredited* college or university in a social science.
- OR**
- Bachelor's degree from an accredited* college or university with a degree in any major and at least 30 semester or 45 quarter hours in social or behavioral science courses. Please submit a college transcript or a list of social or behavioral science courses and hours completed with application.

ADDITIONAL REQUIREMENTS

- On the reverse side of this announcement is a willingness questionnaire. These questions are tasks in which a Social Service Caseworker I may be asked to perform. Carefully read each question, then check yes or no as to your willingness to perform the task. If you answer no to any questions, you may wish to reconsider applying for Social Service Caseworker I. Attach the completed questionnaire to your application and return it to the State Personnel Department. Applications without the willingness questionnaire attached will not be accepted.
- Applicants must have available, suitable transportation for use on the job.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

NOTE

- Applicants may apply for this position during their last semester of college; however, applicants will be required to submit documentation verifying completion of the Bachelor's degree to the hiring agency prior to beginning work.

EXAMINATION

- Open-Competitive to all applicants.
- An Evaluation of Training and Experience as shown on the application will comprise 100% of the final score for the open-competitive register.

HOW TO APPLY

- Complete an Application for Examination Form available at www.personnel.alabama.gov, the above address, or any Alabama Career Center Office.
- Apply by mail or by fax. *Applications will be accepted until further notice.* The State Personnel Department is not responsible for late receipt of applications due to mail service or faxing malfunctions.

Individuals currently on the Social Service Caseworker register DO NOT need to reapply to remain eligible for employment.

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WILLINGNESS QUESTIONNAIRE FOR SOCIAL SERVICE CASEWORKER I (50246)

Are you willing and able to:

1. Work in situations where children or adults are deprived of basic living needs (i.e., food, shelter, education, medical services, clothing etc.)? Yes ☐ No ☐
2. Remove children from current living situations for placement in foster care against the wishes of the parents or legal guardians? Yes ☐ No ☐
3. View graphic physical abuse of children or adults? Yes ☐ No ☐
4. Work in high crime areas, sometimes alone? Yes ☐ No ☐
5. Use your personal vehicle to transport clients, children, supplies, or conduct visits? Yes ☐ No ☐
6. Work with persons who are substance abusers? (alcohol and drugs) Yes ☐ No ☐
7. Work in low income housing projects sometimes alone? Yes ☐ No ☐
8. Occasionally work nights and weekends? Yes ☐ No ☐
9. Take verbal abuse without retaliating physically or verbally? Yes ☐ No ☐
10. Visually observe children, clients, or adults for physical signs of deprivation (ie clothing, hygiene, extreme weight loss, etc)? Yes ☐ No ☐
11. Handle large case loads? Yes ☐ No ☐
12. Maintain strict confidentiality of all information to which you have access? Yes ☐ No ☐
13. Serve as a witness in court proceedings? Yes ☐ No ☐
14. Maintain very detailed case notes? Yes ☐ No ☐
15. Work in highly emotional situations and maintain composure? Yes ☐ No ☐
16. Handle a large volume of paperwork? Yes ☐ No ☐
17. Handle the pressure of meeting deadlines? Yes ☐ No ☐

Signature: _____ Social Security Number: _____

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Continuous Announcement

SOCIAL SERVICE CASEWORKER II – 50250

Salary: \$34,920.00 - \$52,917.60
Announcement Date: December 12, 2018

JOB INFORMATION

The Social Service Caseworker II is a permanent, full-time position used by various agencies throughout the state. This is responsible social service work to include, but not limited to, developing social service plans for select caseloads; investigating abuse and neglect cases; providing crisis intervention; assessing need and delivery of services; arranging for clinical services and/or planning for nursing home care; determining financial eligibility of day care and homemaker schedules; recruiting applicants for foster care and residential day care providers; speaking to the general public and groups on the department's community resources program; and preparing court reports and testifying in court.

MINIMUM REQUIREMENTS

- Current, permanent status as a Social Service Caseworker I (50246).
- Bachelor's degree from an accredited* college or university in a social science, or in any major with at least 30 semester or 45 quarter hours in social or behavioral science courses. **Please submit a college transcript or a list of social or behavioral science courses and hours completed with application.**
- Two years of experience as a Social Service Caseworker I.

ADDITIONAL REQUIREMENTS

- Applicants must possess a valid driver license at the time of appointment.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

EXAMINATION

- **Promotional** to current state employees in the job classification listed above.
- An Evaluation of Training and Experience as shown on application will comprise 95% of the applicant's final score for the promotional register, with the remaining 5% being based on the average of the applicant's service ratings for the last three years.

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Montgomery, AL 36130-4100
Phone: (334) 242-3389
Fax: (334) 242-1110
www.personnel.alabama.gov

Continuous Announcement

SOCIAL WORKER I – 50248

Salary: \$34,920.00 - \$52,917.60
Announcement Date: February 16, 2000
Revised Date: November 7, 2018

JOB INFORMATION

The Social Worker I is a permanent, full-time position used by various agencies throughout the state. This is entry level to advanced level service social work. Employees in this class develop a social service plan for a select caseload in child protective services, adult protective services, child and adult foster care and/or adoptions; investigate abuse and neglect cases; provide immediate crisis intervention; assess need and delivery of services; arrange for clinical services; and/or plan for nursing home care.

MINIMUM REQUIREMENTS

- Bachelor's degree in Social Work from a social work program accredited by the Council on Social Work Education
- Eligibility for Licensure as issued by the Alabama Board of Social Work Examiners

ADDITIONAL REQUIREMENTS

- Licensure must be obtained within the probationary period in order to obtain permanent employment.
- Applicants must complete and submit with their applications the willingness questionnaire on the reverse side of this announcement. Applications without the willingness questionnaire will not be accepted.
- Applicants must have available, suitable transportation for use on the job.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

NOTE

- Applicants may apply for this position during their last semester of college; however, applicants will be required to submit documentation verifying completion of the bachelor's degree to the hiring agency prior to beginning work.

EXAMINATION

- Open-Competitive to all applicants.
- An Evaluation of Training and Experience as shown on the application will comprise 100% of the final score for the open-competitive register.

HOW TO APPLY

- Complete an Application for Examination Form available at www.personnel.alabama.gov, the above address, or any Alabama Career Center Office.
- Apply by mail or by fax. *Applications will be accepted until further notice.* The State Personnel Department is not responsible for late receipt of applications due to mail service or faxing malfunctions.

Individuals currently on the Social Worker register DO NOT need to reapply to remain eligible for employment.

THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER

*Please refer to the State Personnel Department web site or call us at (334) 242-3389 for complete information on our policy for accepting post-secondary and advance degrees.

Revised

Applicants hired by the State of Alabama on or after January 1, 2012 will be subject to the E-Verify process pursuant to Act No. 2011-535.

WILLINGNESS QUESTIONNAIRE FOR SOCIAL WORKER I (50248)

Are you willing and able to:

1. Work in situations where children or adults are deprived of basic living needs (ie food, shelter, education, medical services, clothing etc.)? Yes ☐ No ☐
2. Remove children from current living situations for placement in foster care against the wishes of the parents or legal guardians? Yes ☐ No ☐
3. View graphic physical abuse of children or adults? Yes ☐ No ☐
4. Work in high crime areas, sometimes alone? Yes ☐ No ☐
5. Use your personal vehicle to transport clients, children, supplies, or conduct visits? Yes ☐ No ☐
6. Work with persons who are substance abusers? (alcohol and drugs) Yes ☐ No ☐
7. Work in low income housing projects sometimes alone? Yes ☐ No ☐
8. Occasionally work nights and weekends? Yes ☐ No ☐
9. Take verbal abuse without retaliating physically or verbally? Yes ☐ No ☐
10. Visually observe children, clients, or adults for physical signs of deprivation (ie clothing, hygiene, extreme weight loss, etc)? Yes ☐ No ☐
11. Handle large case loads? Yes ☐ No ☐
12. Maintain strict confidentiality of all information to which you have access? Yes ☐ No ☐
13. Serve as a witness in court proceedings? Yes ☐ No ☐
14. Maintain very detailed case notes? Yes ☐ No ☐
15. Work in highly emotional situations and maintain composure? Yes ☐ No ☐
16. Handle a large volume of paperwork? Yes ☐ No ☐
17. Handle the pressure of meeting deadlines? Yes ☐ No ☐

Signature: _____ **Social Security Number:** _____

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Continuous Announcement

SOCIAL WORKER II – 50257

Salary: \$36,657.60 - \$55,615.20
Announcement Date: December 12, 2018

JOB INFORMATION

The Social Worker II is a permanent, full-time position used by various agencies throughout the state. This is responsible social service work to include, but not limited to, developing social service plans for select caseloads; investigating abuse and neglect cases; providing crisis intervention; assessing need and delivery of services; arranging for clinical services and/or planning for nursing home care; determining financial eligibility of day care and homemaker schedules; recruiting applicants for foster care and residential day care providers; speaking to the general public and groups on the department's community resources program; and preparing court reports and testifying in court.

MINIMUM REQUIREMENTS

- Current, permanent status as a Social Worker I (50248).
- Bachelor's degree in Social Work from a social work program accredited by the Council on Social Work Education.
- Two years of experience as a Social Worker I.
- Active Licensed Baccalaureate of Social Work (LBSW) licensure as issued by the Alabama Board of Social Work Examiners. Please include licensure information on the application.

ADDITIONAL REQUIREMENTS

- Applicants must possess a valid driver license at the time of appointment.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

EXAMINATION

- Promotional to current state employees in the job classification listed above.
- An Evaluation of Training and Experience as shown on application will comprise 95% of the applicant's final score for the promotional register, with the remaining 5% being based on the average of the applicant's service ratings for the last three years.

HOW TO APPLY

- Complete an Application for Examination Form available at www.personnel.alabama.gov, the above address, or any Alabama Career Center Office.
- Apply by mail or by fax. *Applications will be accepted until further notice.* The State Personnel Department is not responsible for late receipt of applications due to mail service or faxing malfunctions.

Veteran's credits are NOT allowed on promotional examinations.

THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER

*Please refer to the back of this announcement for complete information on State Personnel's policy for accepting post-secondary and advanced degrees.



Except for pretest information provided by State Personnel to all applicants, you should not directly or indirectly obtain information about examinations. If you do, the State Personnel Director may do several things. One, you may not be given an examination. Two, you may be disqualified after an examination. Three, your name may be removed from a register. Or four, your name may not be certified from the register. (Rules of the State Personnel Board, Chapter 670-x-9). According to the Code of Alabama, 36-26-47, a willful violation of exam security is a misdemeanor. Any person who is convicted of this type of misdemeanor will be ineligible for appointment to or employment in a position in State service for a period of five years and, if the person is an officer or employee of the State, will forfeit his or her office or position.

If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.

Applicants hired by the State of Alabama on or after January 1, 2012 will be subject to the E-Verify process pursuant to Act No. 2011-535.

**State of Alabama Personnel Department
Policy on Accepting College Coursework, Post-Secondary and Advanced Degrees**

1. Specific college coursework required for a job, as well as Bachelor's, graduate, post graduate, and doctoral degrees will be accepted from the schools accredited by any of the six regional accreditation associations in the United States listed below:
 - Southern Association of Colleges and Schools (SACS)
 - Middle States Commission on Higher Education (MSCHE)
 - Northwest Commission on Colleges and Universities (NWCCU)
 - Higher Learning Commission (HLC)
 - New England Commission of Higher Education (NECHE)
 - Western Association of Schools and Colleges –Senior College and University Commission (WASC-SCUC)
2. Coursework or degrees from schools that have not been accredited by one of the above listed regional accreditation associations may be accepted if a *regionally accredited school** considers the coursework or degree to be an acceptable prerequisite for admission to an advanced degree program. For example, if a regionally accredited school accepts an applicant's bachelor's degree for admittance into a graduate degree program, State Personnel will accept the degree. In the case of required college coursework (but no degree requirement), State Personnel will accept the college coursework if a regionally accredited school accepts the coursework towards a post-secondary degree (e.g., a bachelor's degree). *This must be documented by a letter of acceptance from the regionally accredited school.* State Personnel will review such requests on a case-by-case basis.

Note: This policy is subject to change. Certain state agencies may have additional requirements.

*The term "regionally accredited school" refers to an institution of higher education accredited by one of the above listed accreditation associations.

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Continuous Announcement

SENIOR SOCIAL WORKER I – 50221

Salary: \$38,510.40 - \$58,387.20
Announcement Date: December 12, 2012
Revised Date: November 7, 2018

JOB INFORMATION

The Senior Social Worker I is a permanent, full-time position used by various agencies throughout the state. This is advanced professional service social work. Employees in this class develop a social service plan for a difficult and complex select caseload in child protective services, adult protective services, child and adult foster care and/or adoptions; investigate complex abuse and neglect cases; provide immediate crisis intervention; assess need and delivery of services; arrange for clinical services; and/or plan for nursing home care.

MINIMUM REQUIREMENTS

- Master's degree in Social Work from a social work program accredited by the Council on Social Work Education
- Eligibility for Licensure as issued by the Alabama Board of Social Work Examiners

ADDITIONAL REQUIREMENTS

- Licensure must be obtained within the probationary period in order to obtain permanent employment.
- Applicants must complete and submit with their applications the willingness questionnaire on the reverse side of this announcement. Applications without the willingness questionnaire will not be accepted.
- Applicants must have available, suitable transportation.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

NOTES

- Applicants may apply for this position during their last semester of college; however, applicants will be required to submit documentation verifying completion of the Master's degree to the hiring agency prior to beginning work.

EXAMINATION

- Open-Competitive to all applicants.
- An Evaluation of Training and Experience as shown on the application will comprise 100% of the final score for the open-competitive register.

HOW TO APPLY

- Complete an Application for Examination Form available at www.personnel.alabama.gov, the above address, or any Alabama Career Center Office.
- Apply by mail or by fax. *Applications will be accepted until further notice.* The State Personnel Department is not responsible for late receipt of applications due to mail service or faxing malfunctions.

Individuals currently on the Senior Social Worker register DO NOT need to reapply to remain eligible for employment.

THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER

*Please refer to the State Personnel Department web site or call us at (334) 242-3389 for complete information on our policy for accepting post-secondary and advance degrees.

Revised

Applicants hired by the State of Alabama on or after January 1, 2012 will be subject to the E-Verify process pursuant to Act No. 2011-535.

WILLINGNESS QUESTIONNAIRE FOR SENIOR SOCIAL WORKER I (50221)

Are you willing and able to:

1. Work in situations where children or adults are deprived of basic living needs (ie food, shelter, education, medical services, clothing etc.)? Yes ☐ No ☐
2. Remove children from current living situations for placement in foster care against the wishes of the parents or legal guardians? Yes ☐ No ☐
3. View graphic physical abuse of children or adults? Yes ☐ No ☐
4. Work in high crime areas, sometimes alone? Yes ☐ No ☐
5. Use your personal vehicle to transport clients, children, supplies, or conduct visits? Yes ☐ No ☐
6. Work with persons who are substance abusers? (alcohol and drugs) Yes ☐ No ☐
7. Work in low income housing projects sometimes alone? Yes ☐ No ☐
8. Occasionally work nights and weekends? Yes ☐ No ☐
9. Take verbal abuse without retaliating physically or verbally? Yes ☐ No ☐
10. Visually observe children, clients, or adults for physical signs of deprivation (ie clothing, hygiene, extreme weight loss, etc)? Yes ☐ No ☐
11. Handle large case loads? Yes ☐ No ☐
12. Maintain strict confidentiality of all information to which you have access? Yes ☐ No ☐
13. Serve as a witness in court proceedings? Yes ☐ No ☐
14. Maintain very detailed case notes? Yes ☐ No ☐
15. Work in highly emotional situations and maintain composure? Yes ☐ No ☐
16. Handle a large volume of paperwork? Yes ☐ No ☐
17. Handle the pressure of meeting deadlines? Yes ☐ No ☐

Signature: _____ **Social Security Number:** _____

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Continuous Announcement

SENIOR SOCIAL WORKER II – 50258

Salary: \$40,468.80 - \$61,303.20
Announcement Date: March 6, 2019

JOB INFORMATION

The Senior Social Worker II is a permanent, full-time position used by various agencies throughout the state. This is responsible, professional social work to include, but not limited to, developing social service plans for complex select caseloads; investigating abuse and neglect cases; providing crisis intervention; assessing need and delivery of services; arranging for clinical services and/or planning for nursing home care; determining financial eligibility of day care and homemaker schedules; recruiting applicants for foster care and residential day care providers; speaking to the general public and groups on the department's community resources program; and preparing court reports and testifying in court.

MINIMUM REQUIREMENTS

- Current, permanent status as a Senior Social Worker I (50221).
- Master's degree in Social Work from a social work program accredited by the Council on Social Work Education.
- Two years of experience as a Senior Social Worker I.
- Active Licensed Master of Social Work (LMSW) licensure as issued by the Alabama Board of Social Work Examiners. Please include licensure information on the application.

ADDITIONAL REQUIREMENTS

- Applicants must possess a valid driver license at the time of appointment.
- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

EXAMINATION

- **Promotional** to current state employees in the job classification listed above.
- An Evaluation of Training and Experience as shown on application will comprise 95% of the applicant's final score for the promotional register, with the remaining 5% being based on the average of the applicant's service ratings for the last three years.

HOW TO APPLY

- Complete an Application for Examination Form available at www.personnel.alabama.gov, the above address, or any Alabama Career Center Office.
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Veteran's credits are NOT allowed on promotional examinations.

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Promotional

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