

Oversight Commission on Children, Youths, and Families - Minutes Monday, November 14, 2022, 10:00 AM

Location: Vermont State House, 115 State Street, Montpelier, VT 05633, House Education Committee Room 9/hybrid via Microsoft Teams
[Recording of Meeting, Video 1](#)
[Recording of Meeting, Video 2](#)
[Recording of Meeting, Video 3](#)

Website: <https://aoa.vermont.gov/content/oversight-commission-children-youths-and-families>

Members Present: Representative Daniel Noyes, Nate Farnham, Xusana Davis, Steve Dale, Shela Linton, Amy Rose, Laura Schaller, Lynn Messier (remote), Senator Ginny Lyons (joined remotely at 11:30 AM)

Minutes By: Melissa Mazza-Paquette

10:12 AM Welcome and Introductions

Approval of Minutes From the [October 4, 2022](#) Meeting

- Shela made a motion to approve, Nate seconded, and all approved anonymously.
 - Minutes captured are to reflect business decisions in brevity. Meeting will be recorded and transcribed for in depth details.
- No one present for public comment.

10:20 AM Interactive Activity to Identify Qualities for the Hiring Matrix (*photo attached*)

- Amy, Shela, and Steve met to review the legislation ([H.265 \(Act 129\)](#)) to determine the criteria the Commission will use for the hiring matrix as a guide through the hiring process. They decided to use the six requirements from legislation (§ 3203. DUTIES AND AUTHORITY (of the § 3202. OFFICE OF THE CHILD, YOUTH, AND FAMILY ADVOCATE)).



- Each requirement was evaluated, and notes were posted to each from Commission members.
- In addition, a seventh category was determined for Commissioner members to reference for areas they need to further research and learn more about.
- Remove using 'non-adversarial' language and understand this is collaborative work.

12:00 PM Lunch Break

1:00 PM Interview Process

- References to be called after 1st round of interviews for those that may be invited to be called back for a 2nd interview.
- 1st round of interviews to be conducted virtually.
- All qualified applicants will be considered.
- Those

1:35 PM Motion made by Senator Lyons and Seconded by Shela to Enter Executive Session to Discuss Applicants for the Director of the Office of the Child, Youth, and Family Advocate and Confidentiality; Decide on First Round Interview Candidates, Questions, Schedule and Interview Format.

3:41 PM Next Meeting

- Motion made by Nate, seconded by Steve, and approved anonymously to invite the five candidates for 1st interview that were decided upon in executive session.
- Xusana will send a meeting poll to the group to schedule interviews and will send a shared document with starter set of interview questions.

3:53 PM Adjourn

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APPROACH

INTERACTIONS

COMMUNICATION

TECHNICAL

Must have

needed

Preferred

understand ones own privilege and their impact from it.

Review (complaint w/ a lesson how systems + structures have impacted individuals)

ABLE TO WORK IN NEW STRUCTURE BY LACK OF CLARITY

PASSION FOR THE ROLE

Be comfortable in conflict!

Problem Solver

completion of reports / tasks within specified time frames

willing to question / curiosity / ability to unlearn

Be vulnerable

open-minded

flexible

even-keeled

balanced decisions

Collaborative leadership skills

Make a clear process on how complaints will be received and handled.

find out what works best in other states - then take that info to make something that works for us.

from past mistakes

UNDERSTAND NEED FOR DEI & CULTURAL COMPETENCY

organized ability to multitask

COLLABORATION "SAFETY SCIENCE"

NON ADVERSARIAL

to work with other professionals

Self directed

Understanding and appreciation for the "best interests of the child"

needs little or no positive reinforcement for completed tasks

Transparency

Honesty

ABLE TO HAVE A STRONG + REFLECTIVE JOURNAL REFERENCE 3 IN THE STATE 3 IN THE SYSTEM

excellent boundaries

GIFTED LISTENER

CONVENER

RESOLVER

previous experience: Collaboration teams systems

Willingness to accept criticism

Awareness and connections with relevant VT non-profit sector

Spend time in state house working with legislators

Counseling skills

Can delegate authority

Empathy

Compassion

warmth

welcoming

Non-judgmental

a neutral observer with critical thinking skills

Can connect those in direct authority while continuing to serve as a strong advocate for what is right.

WILLINGNESS & ABILITY TO TRAVEL AROUND VT FOR SITE VISITS OR EVENTS

ABILITY TO COMMUNICATE W/ DIVERSE POPULATIONS

Effective communication skills / listening / speaking / writing / etc

authentic relationships.

consistent communication

THE ABILITY TO PROVIDE INFORMATION IN legal action that can be taken while providing a non-bias response

Knowledge of Resources

Be creative w/ how to reach youth, social media, etc

Make sure info is MIP centered and ask folks what ways are best w/ ppl to receive + understand info.

PRESENCE

RPL

make info accessible in laymen terms and in forms that reach MIP

Work with Media

create space for voices (new) / impacted

Knowledge of Defamation and creates Accusing Policies as well as State Law Offices and online Resources

MULTI-DISCIPLINARY CASE REVIEW EXPERIENCE

ABILITY TO DEDICATE ADEQUATE TIME TO CONTINUING ED & SUBSTANTIVE LEARNING

Have a Law Degree

understand Pacam Current and History

understanding of effective research / qualitative / quantitative

especially Vermont's

Understand how state agencies work

- DE F

- courts

- etc.

WORKING KNOWLEDGE OF C-Y-F SYSTEMS

budget management / and accounting skills

Understanding of effective research / qualitative / quantitative

Spreadsheet data input / analysis

PLAN GRAPHIC ANALYZE REPORT DATA

Experience with online digital communications platforms

In depth digital skills