

Update: FCJFS Accreditation On-Site Review

For 4 days in June, FCJFS hosted reviewers from the Council on Accreditation (COA) as a next step in the agency's journey to achieve accreditation. Mr. Warren Brown from El Paso Texas, and Mrs. Barbara Burlingham of South Bend, Indiana traveled to Fairfield County to complete an evaluation of FCJFS compliance with over 500 accreditation standards in the following areas of agency operations:

- o Casework Practices
- o Organizational management
- o Strategic planning
- o Continuous quality improvement
- o Risk management
- o Human Resource management
- o Finance operations
- o Information Technologies
- o Data and records management
- o Confidentiality
- o Facility management
- o Organizational integrity
- o Ethical practices
- o Staff training and development
- o Service delivery



The review team demonstrated a no non-sense approach to their work, beginning their review early on Sunday, June 25 and working steady through Wednesday June 28, 2006. During the site visit, the review team conducted interviews with a significant number of leadership and casework staff, as well as completing a review of more than 10,000 pages of written evidence submitted last Spring (see photo above). The team examined case files and agency financial and human resource records, and interviewed foster parents, foster and adoptive children, key stakeholders and community partners. The team made unsolicited phone calls to community members and customers to obtain independent feedback.

The team conducted a final exit conference Wednesday afternoon and headed to the airport by evening. I am so extremely grateful for the extraordinary efforts of the entire FCJFS team during the 2 years of planning for the site visit, and during the 4 days of intense evaluation.

The review team has submitted a report to COA in New York City, after which, a Board of Commissioners for COA will make a final determination related to our application for accreditation within 45 calendar days. FCJFS shined during the site visit, and I am cautiously optimistic that we will be successful in this important endeavor.

What Accreditation Is:

- o A formal acknowledgement from the Council On Accreditation (COA) that agency services are delivered according to nationally recognized standards of best practice.
- o A commitment to continuously improving services that agency provides to clients.
- o A process to help identify organizational strengths & weaknesses related to quality of services.
- o A designation that denotes professional expertise in the field and competent service delivery.
- o A measurement tool providing external validation that agency delivers quality services to clients and community

Accreditation Project Director Rich Bowlen has been recognized by the FCJFS leadership team for his extraordinary performance related to this initiative.



June 2006

Free Legal Clinic
July 25, 2006
5:00 pm
First United Methodist
Church





JFS Vision Statement

JFS, through state and local partnerships, will be Ohio's premier family support and workforce development system, contributing to skilled, safe, healthy Fairfield Countians, successful businesses and a strong community.

JFS Mission Statement

Through a spirit of community cooperation, the mission of Fairfield County Job and Family Services is to provide services that encourage productivity, develop competencies, ensure accountability, and promote self-reliance, family stability, and child safety.

JFS Strategic Goal Areas:

1. FCJFS will responsibly obtain, maximize, and allocate financial resources according to agency priorities.
2. FCJFS will value and respect employees as our greatest asset.
3. FCJFS will provide exceptional public service to the community.
4. FCJFS will demonstrate, inspire, and empower leadership.
5. FCJFS will continue to improve and measure performance in all areas, utilizing technology and available resources.
6. FCJFS will initiate, promote, and enhance community and inter-governmental relationships to further our mission.

FCJFS Grant writers awarded 2 Fairfield Foundation-Martens Trust Fund Grants

On June 30, 2006, Fairfield Foundation- Martens Trust Fund officials notified FCJFS that both grant applications submitted by the agency in April have been approved for funding by their Board of Directors. The agency received funding for the development of a Child and Family Advocacy Center and to support an innovative independent living program for abused and neglected children, ages 15-18. More details on these exciting new initiatives in the next editions. I would like to extend my sincere gratitude to the Fairfield Foundation and to the Honorable Steven Williams for making this dream come true.

FCJFS -Children Services Department continues to project a \$150,000.00 deficit for FY 2006. Placement costs for abused and neglected children exceed planning estimates.

Despite continuing efforts to reduce the number of abused and neglected children in protective care, the agency has continued to experience an influx of referrals necessitating emergency placement. For example, in the matter of the wife alleged to have stabbed her husband in Lancaster last week, the agency received emergency custody of the three minor children. These types of circumstances cannot be anticipated, nor accommodated for within current funding levels. While that situation involved a high profile placement, each week the agency is confronted with similar exigent circumstances requiring protective placement. The department is projecting a deficit in protective placement funds exceeding \$150,000.00 in fiscal year 2006. The FCJFS director met with the Board of Commissioners on July 6, to provide an update on this serious matter.

JFS Community Advisory and Planning Panel (CAPP) kick-off is a great success

Agency officials hosted the first meeting of the JFS Community Advisory and Planning Panel (CAPP) on June 27, 2006 at the Lancaster Community Church. Pursuant to requirements of the Ohio Revised Code (ORC) 329.06 and Board of County Commissioner Resolution, the (CAPP) serves as an advisory body to the Board of County Commissioners with regard to family and workforce development services provided in the county. The primary goals of the CAPP include:

- o Community education
- o Stakeholder and community partner feedback
- o Program planning and development

Each of the 13 stakeholder work groups is scheduled to meet in July or August to begin work. FCJFS officials are extremely grateful to the more than 100 stakeholders, community partners, consumers, and public officials that participated in the June 27 CAPP orientation.

The following is a list of the 13 CAPP stakeholder workgroups:

- o Community Planning and Funding
- o Government Partners
- o Criminal Justice/Courts
- o Medical Provider
- o JFS Consumers
- o Business Partners
- o Foster and Adoptive parents
- o Schools and Education
- o Early Childhood Services
- o Faith partners
- o JFS Employee-CQI Team
- o Legal Services
- o Community partners/Service Providers

Anyone interested in participating on one of these work groups, please contact FCJFS director Mike Orlando at 740-687-6725, or by email at orlanm@odjfs.state.oh.us.

F.Y.	Amount	% of Fund
2006	\$2,067,750.00	7.35%
2005	\$2,020,114.00	7.86%
2004	\$2,422,569.00	8.68%
2003	\$2,408,538.00	8.32%
2002	\$2,339,000.00	8.36%
2001	\$2,386,292.00	9.54%

Client Count Jun 1 – 30	2006	2005	2004
Community Services	5569	5080	4533
Child Support	583	657	700
Children Services	752	640	843
WorkNet	1675	1165	1126
YTD (Jan 1 – Jun 30)	61130	51676	44400



The Community Services caseload for June is 5,437 open cases. This includes Healthy Start/Healthy Families, Food Stamps, and Ohio Works First. This is the highest open caseload in more than five years.

In June there were 280 scheduled intakes; 224 attended intake appointments, (families who do not currently have an open case requesting assistance). Thirty-nine customers were a no show to the appointment and 17 customers rescheduled.

Help Desk staff answered 1,582 requests from families. Of those 517 were walk-in customers and 1,065 were phone contacts.

Food Stamp cases totaled 2,541 open cases in Community Services.

Families receiving only Medicaid benefits such as Healthy Start, Healthy Families, or Transitional Medicaid total 3,750 open cases in June. The majority of these families have employment in the household.

In June, 785 families are receiving Ohio Works First (ongoing cash assistance).

In June, the Transportation Team provided 3,305 one-way trips through the Non-Emergency Medicaid Transportation program and through TANF funding.

Medicaid Managed Care Coming Soon to Fairfield County

As a result of Amended Substitute House Bill 66, the Ohio Department of Job and Family Services is expanding Medicaid managed care for Covered Families and Children consumers throughout the state by the end of this year. ODJFS has segmented Ohio into eight regions and is contracting with managed care providers for each region. Fairfield County is included in the Central Region along with Crawford, Delaware, Fayette, Franklin, Hocking, Knox, Licking, Logan, Madison, Marion, Morrow, Perry, Pickaway, Pike, Ross, Scioto, and Union counties. The changes will affect approximately 12,659 recipients of Medicaid in Fairfield County.

Implementation Summary

- o Delivery of service does not impact Medicaid eligibility
- o CDJFS responsibilities regarding Medicaid eligibility remain unchanged
- o Only Covered Families and Children Medicaid (CFC) will be subject to managed care
- o Once a region becomes mandatory, all CFC assistance groups, must select a managed care provider
- o Fairfield County has not been provided by ODJFS a firm date on the expansion into the Central Region

The Ohio Department of Job and Family Services has selected three Managed Care Providers (MCP) for the Central Region—Anthem Blue Cross Blue Shield Partnership Plan, CareSource, and Molina Healthcare of Ohio, Inc. ODJFS has communicated that providers will receive advance written notice when the Central Region will begin mandatory MCP enrollments.

As with any changes in a system as cumbersome as Medicaid, there will be positive and negative consequences and feedback. The anticipated positive outcomes are:

- o A significant savings of taxpayer dollars
- o Focused attention on prevention and care coordination for Medicaid consumers
- o A toll-free, centralized call center to assist consumers and staff to access information and assist in the selection of the Managed Care Provider
- o Field-based Outreach and Education Counselors available for county visits
- o Families can utilize providers in other counties within the Central Region
- o The MCP membership remains open if a family moves to another county within the same region
- o Some MCP's may provide incentives for keeping appointments such as prenatal care, immunizations and counseling appointments
- o A Managed Care Provider medical advice line. MCP's must provide a nationwide toll-free, 24-hour medical advice line staffed by trained medical professionals

Areas of concern as we move to a Medicaid managed care system are:

- o Lack of providers who agree to participate in the managed care system
- o Stress by consumers due to the significant changes in the Medicaid system
- o Difficulty choosing a Managed Care Provider due to a myriad of health issues in a family

Once a date for Fairfield County to be a mandatory county is established, information will be mailed by ODJFS to Medicaid consumers explaining the changes and the selection process for their Managed Care Provider.

Summer Time Fun

Summer time provides moments for children in the custody of Children Services to enjoy activities geared especially for them. Children ages four to twelve will join caseworkers for a day at the Columbus Zoo on July 18. On August 4, foster children and children awaiting adoption and their caregivers will join Children Services Staff for the 5th annual Pool Party at Valley View. The Pool Party is an opportunity for foster and adoptive families to bring other families who are interested in foster care or adoption so they may learn more about the joys of this type of parenting. Later in August, teens and caseworkers will go to King's Island to find out who can ride the most roller coasters. The summer will conclude with the 13th annual 40 et 8 sponsored picnic for foster and adoptive families and staff. This picnic is always a fun filled event with piñatas, hula hoop contests, clowns and more.

Children in out of home care need rituals and routines as they cope with the challenges resulting from abuse and neglect. These annual events are just four of the rituals Children Services and community members assure are provided to children while in the custody of the agency. Playing in a safe, fun and nurturing environment is part of the healing process.

Next Steps in the Accreditation Process

The enormous sigh of relief heard at Fairfield County Job & Family Services on Wednesday, June 28th, signified the completion of our Site Visit from the Council On Accreditation (COA). While excited to have this portion of the accreditation process completed, we were reminded by the Peer Review Team that we still have a few steps remaining in the process to becoming a nationally recognized accredited agency.

The good news for us is our work is done, for now. To get to this point, FCJFS provided more than 10,000 pages of evidence and hosted a Peer Review Team from COA from Sunday, June 25th through Wednesday, June 28th. The Peer Review Team immediately submitted a Findings Report to COA. After receipt of the report, COA will send a Preliminary Accreditation Report (PAR) to FCJFS within 45 business days of the completed Site Visit. This report will include individual scores on more than 670 Best Practice Standards. FCJFS will respond to any score found below best practice standards with a Corrective Action Plan returned to COA within 45 business days of receipt of the PAR. COA will review, if necessary, the FCJFS response or corrective action plan. Once this process is completed, FCJFS is submitted to the COA Board of Directors for consideration for accreditation. While this is an exciting time for our agency and staff, it is more encouraging for the families and children of Fairfield County.

2006 YTD Reports Statistics:

2006	Phy Ab	Sex Ab	Neglect	Em Mal	At Risk	Info/Other	Totals
Jan	9	8	21	3	67	222	330
Feb	23	11	24	0	68	189	315
Mar	16	14	27	0	63	222	342
Apr	15	9	20	2	55	190	291
May	27	9	23	2	65	237	363
June	6	13	22	1	49	232	323

2006 YTD	Total Children in Agency Custody
Jan	167
Feb	164
Mar	167
Apr	167
May	163
June	165

JUNE 2006





89% of all CSEA customers are currently not on public assistance. This statistic draws attention to the fact that those served by the agency are largely working parents who depend on the CSEA for vital services.

The CSEA serves citizens across all socio-economic groups. Referrals to workforce development programs are common and important.

The Child Support Program touches more children than any other public program, except Education.

The Fairfield County caseload at the end of 2005 exceeded 8,415. The current caseload is more than 8,500.

Collections for 2005 were \$21.058 Million. Collections for the same time period at the Drive-Thru Payment Center exceeded \$775,617.

Strategies to address the federal funding issues will be the main topic of the Executive Leadership Committee meetings held throughout the remainder of 2006.



Fairfield County earned a 2006 National Association of Counties' Achievement Award for Child Support Navigator Services, a program that provided early education and outreach for both parents connected with a child support order. *Congratulations to the whole child support team on this honor!*

Thank you to the Fairfield County Commissioners who will designate August 2006 as Child Support Awareness Month. The recognition is important because an essential element of providing family stability, ensuring children grow up safe and healthy, and keeping children out of poverty is responsible financial support. The Child Support Agency has many activities planned throughout August in recognition of Child Support Awareness Month. Those activities include: presentations, extended office hours during the first week of August, and the distribution of educational materials to parents and partners.

In addition, throughout the month, **diversion** activities will be available for parents who are behind in paying their child support. The CSEA is offering diversion activities, sometimes called "amnesty" events, to encourage non-custodial parents who are not in compliance with a court order to pay child support, to pay arrears in full, or to make a "good faith" effort- and- establish payment arrangements for the remaining balance - without fear of arrest or additional prosecution or punitive measures, including license suspension. The "good faith" effort will be determined on a case by case basis depending on the elements of the case and its history.

"The diversion program is designed to bring parents back into the fold and increase collections of child support for children," Carri Brown, CSEA Director, stated. *A special hotline has been established for questions about the diversion program: 681-4710. Parents will receive letters in the mail describing options.*

There are about 8,500 child support cases in Fairfield County. More than \$21 Million is collected in court ordered child support annually.

Key August Dates

August 1, 2, 3, 4	The CSEA will stay open until 6:00 p.m.	offering advertised opportunities for obligors to participate in diversion programs and offering additional opportunities for customer service for both parents.
August 4		The CSEA employees will participate in a community drive for school supplies .
August 5		The CSEA will participate in the YMCA Community Challenge .
August 12		The CSEA will partner with Fairfield Medical Center and other stakeholders for a car seat check & Healthfest - for the fifth time annually.
August 22		A Legal Clinic will be held at the Rising House, corner of High & Wheeling Streets. The CSEA will volunteer, 5:30 p.m. – 8:00 p.m.
August 31		1:00 p.m. The CSEA will lead a "CLE" opportunity for attorneys. 5:30 p.m. Child Support Attorneys will lead a presentation for parents

Also during the month of August, a **customer service survey** will be initiated. Letters of thanks and **informational fliers** will be mailed to the employer community. Informational fliers for child support customers will be available throughout the month. **Coloring pages, banners, and posters** will be displayed at the agency!



32 Referrals to APS in May

During May, APS received 32 referrals alleging elder abuse, neglect, self-neglect, and exploitation. Neglect by Others comprised 11% of all referrals, as did Abuse; Exploitation accounted for 7% of all referrals (down from 14% in March, but up from 6% in April); Self-Neglect comprised 71% of all referrals. 39% of all elderly victims referred were age 80 and over.

Community Advisory Panel - Medical/Health Providers

Jennifer Middaugh, Adult Unit Supervisor, and Patty Ciripompa, Social Services Director, will facilitate the Medical/Health Providers Committee of the JFS Community Advisory & Planning Panel. Members include Drs. David Strominger and Andrew Murry; Home Health Agency representatives Diane Stuckey and Anita Zeilinski; Elementary School Nurse Assistant Corliss Cunningham; Humane Society Director Breanne Lambert; Code Enforcement Officer Sean Fowler; Assistant Fire Chief John Kraner; FMC Representatives Elaine Miller and Beth Brumbaugh; SOCIL Director Pam Patula; FairHope Director Denise Bauer; Health Department Representatives Karin Moore and Gwen Shafer; MOW-OAA Representative Toni Gillette; and Nursing Home Representative Lara Ford.

Adult Protective Services Meets With Accreditation Review Team

On June 26th and 27th, the staff of Adult Protective Services had the opportunity to be interviewed by Warren Brown and Barbara Burlingham of the Council on Accreditation. All APS policies and procedures have been reviewed by the Accreditation Team, and randomly selected cases have been studied for compliance with national standards.

Following the site visit, the Accreditation Team completed their preliminary report, which was forwarded to COA "Commissioners," the formal and final review team. Results of their findings will be forwarded to Director Orlando as soon as the COA Commissioners complete their review.

Summer Brings Increase in Child Care Requests

The number of families applying for subsidized child care rose by 10% from this same time period in 2005. As of June 1, Child Care reports **557 families** and **1,123 children** receiving subsidized child care.

A recent statewide market rate survey (conducted by OSU) shows that the cost of child care is consistently on the rise. Any increase for providers is temporarily on hold at the state level; however, a provider increase could be mandated within the next six months.

Recent statistics show that parents will pay just as much for child care throughout their children's lives as they will to send them to a public college. Currently, the cost for one year of infant care is approximately \$8,766.

51% of all Medicaid Dollars Go to Long-Term Care Facilities & Hospital

During the month of May, 42,239 Medicaid claims were processed on behalf of Fairfield County residents. With 15,812 residents eligible for Medicaid, total Medicaid expenditures **exceeded \$7 Million**.

\$2,114,764 in Medicaid dollars was expended on behalf of Fairfield County residents in **nursing homes**. \$1.7 Million in Medicaid funds were paid for inpatient and outpatient hospitalization.

Elder Justice Act May Soon Become a Reality

Substitute S. 333, originally introduced as the Elder Justice Act, is currently in the process of modification, but is likely to be passed by the Finance Committee in July and sent to the Senate floor for action prior to the August recess. Passage of this bill, as it is written, would allow for a dedicated funding stream for Adult Protective Services.

In addition, the bill would establish an Advisory Board on Elder Abuse, as well as a process for collecting uniform national data on elder abuse. The bill would also require employees of long term care facilities receiving at least \$10,000 in federal funds annually to report to one or more local law enforcement entities for that jurisdiction any reasonable suspicion of a crime against any person who is a resident in that facility.

In addition to providing funding for an APS Coordinating Council and Advisory Board, the bill would establish an APS grant program through which grants will be distributed to states in relation to a state's share of persons 60 and over.

WorkNet Resources

We hosted a rapid response event for dislocated workers from Lancaster City Schools on June 29th. The event was held in WorkNet and 20 former employees attended. It was exciting to see the mood change in the attendees from when they arrived until they left. Many arrived with some apprehension, skepticism and even resentment. After learning about the many services available to help them, they left with a new sense of confidence and determination.

The feedback received from attendees, the Assistant Superintendent and the Union President was overwhelmingly positive. Several of the attendees expressed an interest in the training program available to dislocated workers and scheduled appointments with our Career Advisors before they left.

ABLE Program Will Remain On-site

Over the last four years, WorkNet has enjoyed a successful partnership with Lancaster City Schools in hosting the Adult Basic Literacy and Education (ABLE) Program. Since its arrival, the ABLE Program has served hundreds of students at this location. The WorkNet location allows students another option to the school setting and one which may be more convenient or appealing for a variety of reasons.

Recently, the Lancaster City School Board decided to cut the ABLE Program as part of their budget-reducing efforts. The ABLE Program is made possible through a grant by the Ohio Department of Education and must be administered by an educational institution.

Eastland-Fairfield Career & Technical Schools will assume responsibility for the grant beginning July 1, 2006 and will continue to offer the program, on-site, in WorkNet.

Local Businesswoman to Join Area 7 Board

Diana Spurgus, President of Business Systems Solutions, Inc. will represent Fairfield County on the Area 7 Workforce Investment Board. The 21 member Area 7 Board is comprised of 51% business along with representatives from education, labor, economic development, community based organizations and required One Stop partners. The Board's mission is to remove barriers and align programs and services to achieve and sustain economic prosperity.

Ms. Spurgus was nominated for this position by JFS Director, Michael Orlando and County Commissioner Judy Shupe. She will be officially appointed in June and will begin her term on July 1, 2006.

WorkNet Customer Count

	2002	2003	2004	2005	2006
January	-	749	958	924	1580
February	-	651	846	699	1419
March	-	807	1004	1184	1895
April	592	943	985	917	1305
May	547	748	989	979	1411
June	371	1100	1126	1165	1675
July	447	1129	877	1180	
August	492	992	1015	1752	
September	566	906	1020	1334	
October	683	895	689	1277	
November	442	757	767	1172	
December	452	712	811	1106	

JUNE 2006



Our Mission:

The mission of the Family Support and Visitation Center is to support children and families who have been affected by divorce, separation, abuse, neglect or domestic violence. Through education and provision of a safe, comfortable environment, our focus is to promote family engagement and healthy, meaningful adult/child relationships.

May 2006 Statistics

Monitored Exchanges: 69
Supervised Visits: 214
Referrals received: 13
Number of adults served: 223
Number of noncustodial parents: 96
Number of children: 118

Program Update

The Children Services staff members were trained on the Parent Education referral process June 13th. The Family Support and Visitation Center Parent Education Services team expects to begin to receive referrals beginning the 5th of July.

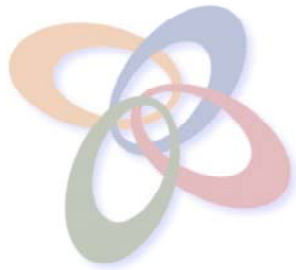
A team of Fairfield County parent educators will be attending the Ohio Parenting Project facilitator training in Columbus, July 31st through August 4th. This team will provide much-needed training and support to families parenting pre-teens and teens who are exhibiting challenging and destructive behavior. The team is comprised of staff representing the Family Support and Visitation Center Parent Education Services staff, the Family, Adult and Children First Council, and the Multi-System Youth Committee. They will be attending together and then creating a program for Fairfield County. The training is being sponsored by the Abuse Prevention Fund, the Family, Adult and Children First Council, the Community Coalition for a Drug-Free Fairfield County, the Multi-System Youth Pooled Fund and Fairfield County Job and Family Services.

The 16th session of the Cooperative Parenting and Divorce Program begins on July 11th. There are 7 individuals referred for the class.

There continues to be a high demand for visitation and exchange services, and the waiting list remains fairly constant at 8 or 9 families. The wait for services varies depending on scheduling needs. In June the Center received 26 referrals.

The Family Support and Visitation Center team continues to work together with families to improve the lives of the children in our community.

JUNE 2006



The Newest Additions to the JFS Staff



Kate Varga returns to JFS as a Social Service Supervisor with our Family Stability Unit. Kate had previously worked with JFS as a Children Services Intake Worker and brings over ten years of experience in the areas of Child Welfare and Juvenile Corrections. Kate holds an Associates Degree in Juvenile Human Services and Juvenile Corrections from Hocking College. Welcome back Kate!



Mollie Bowers comes to JFS as a Social Service Worker 2 within the Intake Unit of our Children Services Department. Mollie recently received her Bachelor of Arts in Social Work from Ohio University and participated in the Child Welfare University Partnership Program. As a program participant, Mollie completed an intensive child welfare training program and a year-long internship at Washington County Children Services.



Jason Kompes joins JFS as a Social Service Supervisor, with our Intake Unit of Children Services. Jason holds a Bachelor of Arts Degree in Public Relations from State University of New York at Oswego and a Master of Social Work degree from The Ohio State University. Most recently, Jason completed a year-long internship with South Elementary as a School Social Worker and became a Licensed Social Worker.



Mindy Swisher comes to JFS as a Clerical Specialist 3 within our Information Systems department and will be working closely with our Family Stability Unit of Children Services. Mindy is currently pursuing an undergraduate degree in Social Work from The Ohio State University and is working with JFS while on break. Mindy has also had the opportunity to work with Community Action and Buckeye Payroll in various clerical capacities.



Laura Skinner comes to JFS as a Clerical Specialist 4 within our Child Support Enforcement Department. Laura had been working with the agency in a temporary capacity for a period of time and comes to this position with a great understanding of the complex support enforcement system. Prior to her temporary assignment, Laura was employed with Venture Industries for 20 years until the company closed.



Amena Feasel comes to JFS as an Intake Worker within our Children Services Department. Amena is a Licensed Social Worker and holds Bachelor of Arts in Social Work and Masters of Social Work Degrees from Ohio University. While attending school, Amena completed several internships in the areas of child welfare and counseling. Amena recently was employed as a Foster Care Treatment Coordinator at Ohio Youth Advocate Program in Newark.



Cassie Dille joins JFS as a Social Service Worker 2 with the Family Stability Unit of Children Services. Cassie received her Bachelor of Arts in Psychology from Ohio University and is working towards her Masters Degree in Education from Ohio University as well. Cassie recently worked as a Case Manager for Mid-Ohio Psychological Services and has also been a first/second grade teacher.



Julie Sadler joins JFS as a Social Service Worker 2 with the Family Stability Unit of Children Services. Julie received her Bachelor of Science in Psychology from Ashland University and her Masters in Education with emphasis in Community Counseling from The University of Akron. Julie also has over 5 years of experience in the education and community counseling fields.

June 2006