



Holly Schlaack
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October 12, 2017

Board of County Commissioners
138 E. Court Street #603
Cincinnati, OH 45202

Dear Commissioners,

Enclosed, please find postcards from citizens asking you to stabilize, support and empower frontline children's services caseworkers.

According to the 2016 Report to the Tax Levy Review Committee, child welfare agencies with a turnover rate exceeding 15% have a six-month recurrence rate of abuse that is 125% higher than child welfare agencies with turnover lower than 8.5%.

Hamilton County's stubbornly high caseworker turnover rate, 32% in 2016, is alarming in terms of child safety and taxpayer cost.

Here are three things you can do to address this crisis:

1. Invite caseworker feedback via a survey such as the one designed by Vanderbilt University in Tennessee.
2. Regularly review exit surveys of outgoing caseworkers to determine cause for departure and action steps to increase caseworker retention.
3. Directly engage veteran caseworkers and solicit their best thinking to problem solve.

Costs associated with these suggestions is minimal. In comparison, direct and indirect costs associated with the turnover of one caseworker is estimated to be roughly \$50,000.

With your leadership, our growing IKP Community believes Hamilton County can rise to the challenge of stabilizing and supporting these vulnerable and under-appreciated first responders. This will reap massive benefits in terms of strengthening the health and well-being not only of children and families, but of all citizens and our economy.

Your attention to these matters is greatly appreciated. Reducing caseworker turnover will require a collaborative effort and we look forward to helping in any way possible.

Thank you,

A handwritten signature in black ink that reads "Holly".

Holly Schlaack

Cc: Moira Weir, HCJFS
Carla Carpenter, ODJFS
File

Invisible Kids Project is a 501(c)(3) non-profit, tax-exempt corporation. We advocate for meeting the needs of kids and prioritizing their rights within the child welfare system. TAX ID# 46-3784093

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