



The Kempe Center **KIDS - “What To Expect”**

What is KIDS?

The Kempe Center’s KIDS program (**Kempe Inter-Disciplinary Staffing**) provides independent, expert consultation services for highly complex cases involving concerns about child abuse and neglect or child health and well-being. A team of experts from multiple disciplines is selected and assembled based on the unique requirements of each case. Available disciplines include child abuse pediatrics, toxicology (adult substance abuse and infants/children exposed to drugs), child and adolescent psychiatry, psychology, social work, behavioral health, law, ethics, JEDI (Justice, Equity, Diversity and Inclusion), and others identified as needed. The KIDS consultant panel reviews pertinent case material (when applicable), meets with requesting parties, and produces specific and actionable recommendations based on the questions posed. We address issues regarding child abuse, neglect, child placement, permanency, safety and/or treatment plan recommendations through an equity lens.

Goals of KIDS Program

- Convey answers to the referral source’s questions based on available information and offer expertise and clear recommendations. While some suggestions may not be actionable in all circumstances, we will offer best-practice recommendations as well as discussion of actionable options for individual cases with thought regarding available resources in individual communities.
- View each case through a JEDI lens in keeping with the Kempe Center values of approaching all our work with this perspective and consideration.
- Ensure awareness of and support for the secondary trauma that consultation participants (internal and external parties) may experience.

Cost of Consultation

Minimum cost for consultation is \$3,000. This includes up to 20 hours total for:

- Record reviews and staffing time by panelists
- Facilitator and coordinator time to arrange, prep for and facilitate/coordinate the staffing

After 20 hours: A fee of \$150 is applied per hour for record reviews and/or additional staffing time per Center participant.

The referral source may decline the staffing if costs are viewed as prohibitive. When the case is from Colorado public child welfare, time spent by Center medical personnel on KIDS consults will be billed to the State Pediatricians’ contract. If the CPT contract is exhausted, medical personnel will be billed in the same manner as other panelists for the staffing.

Notice of Independence of Panel: Recommendations are objectively made by an independent panel and based on the available information and are subject to change if case information changes.

Arranging the Consultation: The program coordinator will work with the referral source to identify potential meeting dates/times and will gather contact information for additional individuals the referral source wishes to include/invite to the consultation.

Information Releases: The referral source is responsible for obtaining necessary releases of information.

Documentation Requests: Documents/Records will be submitted through a HIPAA compliant file shared to referral source by Program Coordinator. All requested records are expected to be submitted at least 14 days prior to the consultation date.

Parental Involvement: The goal of parent/family involvement is to decrease bias in decision-making and assure families have a voice in a process where recommendations are being made that affect them. Once case information has been obtained families/parents will be contacted and offered the opportunity to participate in the consultation process. Note family involvement may not be appropriate in all cases, such as those cases originating from law enforcement or district attorneys. We will focus on inviting family involvement/representations in cases where CPS is requesting recommendations regarding treatment plans and case direction/outcomes or, by definition, when parents are the referral source requesting a KIDS consult.

We also want to be thoughtful about how to include parents/families so that we empower them and do not perpetuate inequalities. When appropriate, families may opt for a meeting with one of the panelists (likely the person with a social work background), provide a written summary or video of their perspective and concerns, or have a family representative meet with a panelist. If families opt for a meeting with a panelist, the Program Coordinator will work with the panelists to identify who should conduct this meeting. With the panelist's agreement, this meeting will be scheduled by the Program Coordinator and completed prior to the consultation. During the consultation (in the Pre-Consult Meeting), the panelist who has met with the family or family representative will share the information obtained. If the family has opted to share information in writing or by video, this will be provided to panelists in the same location and manner as other case files. Families are requested to indicate their desire for involvement with a meeting as soon as possible but with a minimum of 10 days prior to the scheduled consultation. Families will be made aware that our involvement with them is to gather information and hear their concerns/perspective, but panelists will not have any ongoing contact or follow up with them. We will clarify with parents/families the goals and purpose of a KIDS consultation. We will also encourage the referral source to share our recommendations with the family at the end of the consultation. We will make every effort to communicate clearly with parents/families regarding a number of issues including the following:

- The KIDS consultation process and their involvement in the consultation
- Their discretion regarding what they choose to share/not share
- How the information will be used (will it be shared with the referring party or documented/referenced in our report?)
- Outcome of the consultation (we make recommendations and will encourage the referring party to share this information with families but we cannot do that directly)

What to Expect at the Consultation: The consultation is typically a one hour virtual meeting. The consultation process will include a facilitator, a note taker (the coordinator when available), the panelists, and the referral party (plus additional attendees invited by the referral party). The referral source is responsible for ensuring all releases have been obtained to allow for the records review and discussion.

JEDI (Justice, Equity, Diversity and Inclusion) Case Preparation Questions:

We ask that referral sources and panelists contemplate the questions below related to the case in an effort to ensure all parties are considering the case through a JEDI lens.

- What marginalized identity groups are reflected in this case? (i.e., LGBTQIA, Gender Identity, Latinx, Black/African American or of African origins, Indigenous Peoples, Persons with a Disability)
- What systemic barriers are you aware of that limit the family's access to services?
- Have the services that have been offered thus far reflected the family's JEDI needs?
- What is unique about the family from your perspective?

Recommendation Report: Following the consultation meeting, the Coordinator shall provide the referral source a written report summarizing the recommendations of the panel. This report will be shared through secure means.

Feedback: The referral source shall be sent a link to provide feedback within one week of the report being sent. The referral source will also be sent a link to provide feedback within 3 months of the report being sent to follow up on case outcome and recommendation usefulness.

Questions? Email: KIDSconsult@ucdenver.edu