

SCAN Policies Database State Profile 2021: Tennessee

Overview of the SCAN Policies Database

The State Child Abuse and Neglect (SCAN) Policies Database compiles data on the definitions and policies that states use in their surveillance of child maltreatment, along with data on associated risk and protective factors. The SCAN Policies Database is funded by the Office of PlanninFDg, Research, and Evaluation in collaboration with the Children’s Bureau in the Administration for Children and Families, U.S. Department of Health and Human Services. Mathematica leads this project in partnership with Child Trends.

The project’s purpose is to review and compile information from states’ definitions and policies to create a database of those definitions and policies that can be used for analysis. The SCAN Policies Database is a resource for researchers, analysts, child welfare agency staff, and others interested in examining differences between states in their definitions and policies on child maltreatment and how they change over time.

Content

The scope of the SCAN Policies Database includes information about state definitions and policies related to child abuse and neglect for all 50 states, the District of Columbia, and the Commonwealth of Puerto Rico. The SCAN Policies Database team gathered this information through a document collection, review, and coding process. The team obtained input from states on data collection through a confirmation and verification process. More information about these data collection procedures can be found in the data user’s guide and data collection protocol, accessible at <https://www.scanpoliciesdatabase.com/data-use-resources>.

The SCAN Policies Database 2021 represents data collected, reviewed, and verified between July 2021 and January 2022. The data reflect the state definitions and policies for the calendar year 2021. The scope of topics in the database includes states’ definitions of child abuse and neglect, as well as information about policies related to reporting, screening, and investigating child maltreatment. Key aspects of the child welfare systems’ response and context are also included.

The content in the SCAN Policies Database is organized into six domains. The state profiles, codebook, data collection protocol, and data file are also organized by these domains. In the protocol, each question begins with a letter prefix identifying the domain for each variable. The six domains with the identifying protocol number prefix are listed below.

Domain	Question prefix
Definitions	D
Reporting	R
Screening	S
Investigation	I
Child welfare response	W
Child welfare system context	C

State profile

This SCAN Policies Database state profile is a summary of the information collected about the definitions and policies for the identified state. It is organized by six domains, with each section containing a set of tables that depict the state's information for all variables within that domain.

The state profile presents data for each variable with “yes,” “no,” “unknown,” or other response as appropriate. The response of “unknown” appears for topics that could not be located from the state's available resources or verified with that state. In some cases, “logical skip” appears when a question was not applicable to a particular state, given a related response on a preceding question.

Data use resources

Several data use resources are available to support users of the SCAN Policies Database:

- **Data user's guide:** The guide has detailed information about the data set, including the process used to collect and review the data, the scope of information included in the data set, guidance on using the data, such as how to link the data with other data sources, and notes about specific topics. The data user's guide includes appendices with information on corrections to the SCAN Policies Database 2019 and a summary of changes to the data between 2019 and 2021 that reflect changes to state laws and policies during that time period. There is one data user's guide that is updated and applicable for all rounds of data collection for the SCAN Policies Database.
- **Codebook:** The codebook provides information about each variable in the data set, including variable names, labels, definitions, protocol number, variable type, and frequencies. The codebook includes several appendices, including a list of all sources used to review and code data. There are separate codebooks to summarize the data from each round of data collection.
- **Data collection protocol:** The protocol has the questions used to collect information about states' statutes and policies as part of the data review and coding process. There are separate data collection protocols for each round of data collection for the SCAN Policies Database.

These data use resources can be found on the SCAN Policies Database website (<https://www.scanpoliciesdatabase.com/data-use-resources>) or from the National Data Archive for Child Abuse and Neglect (NDACAN) (<https://www.ndacan.acf.hhs.gov/>).

More information

More information about the SCAN Policies Database can be found at <https://www.scanpoliciesdatabase.com>. General inquiries can be submitted to SCANPoliciesDatabase@mathematica-mpr.com.

State identifying information

Table I. State identifying information

	Response
a. State abbreviation	TN
b. State Federal Information Processing Standard (FIPS) code	47
c. Census region code	South
d. State verified coding of information	Yes
e. State confirmed documents reviewed	Yes
f. State definitions and policies for calendar year	2021
g. Data version	2021v1

Domain D: Definitions of child maltreatment

Table II. State's definition of child maltreatment

	Response
1. Types of maltreatment included in state definition	
a. Physical abuse	Yes
b. Excessive corporal punishment	Yes
c. Sexual abuse	Yes
d. Emotional maltreatment	Yes
e. Neglect	Yes
f. Inadequate clothing	Yes
g. Inadequate shelter	Yes
h. Malnourishment, inadequate food	Yes
i. Medical neglect, inadequate medical care	Yes
j. Failure to thrive	Yes
k. Educational neglect	Yes
l. Abandonment	Yes
m. Injurious environment. Likelihood of harm to child's health, physical well-being	Yes
n. Drug lab. Child present within structure where methamphetamine is being created	Yes
o. Inadequate supervision. Failure to meet parent or caretaker responsibilities	Yes
p. Drug or alcohol misuse. Parental drug or alcohol misuse causing harm to child	Yes
q. Prenatal exposure to drugs or alcohol	Yes
r. Illicit substance. Illegally providing a controlled substance to a child	Yes
s. Human trafficking, involuntary servitude, sexual servitude	Yes
t. Female genital mutilation	No
u. Shaken baby syndrome, abusive head trauma	Yes
v. Failure to protect. Failure to protect from harm	Yes
w. Domestic violence. Exposure to domestic violence	Yes
x. Factitious disorder by proxy	Yes
y. Institutional abuse/neglect	Yes
z. Other definition (specify)	No

Table II (continued)

	Response
2. Subtypes of maltreatment included in state definition	
a. Subtypes of maltreatment considered abuse	Physical abuse includes exposure to drugs or drug lab, violent behavior by a parent in the presence of a child (e.g. domestic violence); Sexual abuse includes trafficking and child prostitution; Factitious disorder by proxy can be considered physical abuse or psychological abuse; Failure to protect can be considered physical abuse or sexual abuse
b. Subtypes of maltreatment considered neglect	Neglect includes inadequate clothing, nutritional neglect, medical neglect, abandonment, environmental neglect, and inability to meet parent responsibilities (unfit parent); Parental drug or alcohol misuse is an example of lack of supervision, which is neglect; Factitious disorder by proxy could be considered medical neglect
c. Subtypes of maltreatment considered other than abuse or neglect	Not applicable
3. Level of harm included in state's definition of child maltreatment	
a. Inflicts harm	Yes
b. Imminent danger or substantial risk of harm	Yes
4. Differences in level of harm included in state's definition of child maltreatment by type of maltreatment	No
5. Type of harm or injury specified in state's definition of child maltreatment	
a. Death, bodily injury, impairment of physical condition	Yes
b. Impairment of mental or emotional condition	Yes
c. Harmful environment, conditions	Yes
d. Type of harm or injury not specified	No
e. Other (specify)	No
6. Variation in extent of injury or harm by maltreatment type in the state's definition of child maltreatment	No
7. Perpetrator identified as part of state's definition of child maltreatment	Yes
8. Types of perpetrators specified as part of state's definition of child maltreatment	
a. Any adult	Yes
b. Parent	Yes
c. Guardian	Yes
d. Caregiver/caretaker	Yes
e. Family member/parent/paramour	Yes
f. Household member	Yes

Table II (continued)

	Response
g. Person responsible for child	Yes
h. Other (specify)	Yes - A person who has allegedly used the child for the purpose of commercial sexual exploitation of a minor or trafficking a minor for a commercial sex act, including, but not limited to, a trafficker
9. Types of perpetrators vary by type of maltreatment	No
10. Explanation of variation in types of perpetrator by maltreatment type	Not applicable
11. Child age included in definition of child maltreatment	Yes
12. Specific child age in definition of child maltreatment	Under age 18 with variability under 18 and over 18
13. Variability of child age by type of maltreatment	Yes - A child is a person under 18 or a person under 19 who remains under the jurisdiction of a juvenile court; Sexual abuse applies to children under 13 or to a child 13 to 17 if the act is committed by the child's parent, guardian, relative, person residing the child's home, or other person responsible for the care and custody of the child

Table III. Child maltreatment definition exemptions

	Response: Yes/No/Unknown
1. Exemption included in state's definition of child maltreatment	
a. Financial issues, financial inability to provide for a child	No
b. Discipline; physical discipline, as long as it is reasonable and causes no bodily injury to the child	Yes
c. Safe haven exemption; newborn relinquished or abandoned in accordance with infant safe haven laws	Yes
d. Infant testing positive for drugs – medical; newborn with positive test for controlled substance as a result of parent's medical treatment	Yes
e. Religious observance; parent relies on spiritual or religious forms of medical treatment	No
f. Other exemption (specify)	No
2. Safe haven exemption included in state's definition of child maltreatment	
a. Must leave a child at specific safe haven locations	Yes
b. Child must be left by parent or parent's agent	Yes
c. Child must be left by a certain age (specify)	Yes - 14 days old or younger
d. No intent to return	Yes
e. Child must be left unharmed	Yes
f. Other (specify)	No

Table IV. Definitions and response for child fatalities and near-fatalities cases

	Response: Yes/No/Unknown
1. State's definition of fatalities or deaths caused by child maltreatment	
a. Not specified/not defined	No
b. Injury from abuse or neglect caused death	Yes
c. Abuse or neglect was contributing factor in death	Yes
d. Death of child was in child welfare custody/foster care	Yes
e. Other (specify)	Yes - Any unexplained death of a child when the cause of death is unknown or pending an autopsy report
f. Unknown	No
2. State conducts case reviews with a child fatality review team or a similar review process for fatalities caused by child abuse or neglect	
a. No case review or review process	No
b. Reviews are required of all or some cases	Yes
c. Reviews can be conducted but are not required	No
d. Other (specify)	No
e. Unknown	No
3. State's definition of near-fatalities or near-deaths caused by child maltreatment	
a. Not specified/not defined	No
b. General reference to a serious or critical condition/injury that is life threatening with a substantial risk of death	Yes
c. Specific injury or specific medical treatment/intervention (specify)	No
d. Other (specify)	No
e. Unknown	No
4. State conducts case reviews with a review team or similar review process for near-fatalities caused by child abuse or neglect	
a. No case review or review process	No
b. Reviews are required of all or some cases	Yes
c. Reviews can be conducted but are not required	No
d. Other (specify)	No
e. Unknown	No

Domain R: Reporting child abuse and neglect

Table V. Reporting policies

	Response
1. Statewide centralized reporting	Yes
2. How reporting is decentralized	
a. Each county or region has its own reporting hotline	Logical Skip
b. Some counties or regions have their own reporting hotline	Logical Skip
c. During some times of the day, counties or regions have their own reporting hotline	Logical Skip
d. Other (specify)	Logical Skip
3. Standard for reporting child maltreatment	
a. Known abuse and neglect	Yes
b. Reasonable cause to believe a child was abused or neglected	Yes
4. Universal mandated reporting	Yes
5. Required training for mandated reporters	Yes, some mandated reporters
6. Penalties for failure to report	Yes, all adults
7. Specific penalties for failure to report	
a. Criminal charges	Yes
b. Civil charges	No
c. Professional licensure suspended or revoked	No
d. Other (specify)	No
8. Penalties for false reporting	Yes
9. Specific penalties for false reporting	
a. Criminal charges	Yes
b. Civil charges	No
c. Professional license suspended or revoked	No
d. Other (specify)	No
e. Unknown	No
10. Immunity for reporters of child abuse and neglect	Yes
11. Information requested at the time of report	
a. Identifying information of child	Yes
b. Location/contact information of child and family	Yes
c. Type/severity of suspected maltreatment	Yes
d. Date of suspected maltreatment	Yes
e. Identifying and other information of alleged perpetrator(s)	Yes
f. Identifying and other information of reporter	Yes
g. Identifying information of child's parents, guardian, or caregiver/caretaker	Yes
h. Identifying and other information of family/household members	Yes
i. Information on prior maltreatment	No
j. Other (specify)	No
12. Anonymity of reporter	
a. All reporters (including mandated reports) can stay anonymous	Yes

Table V (continued)

	Response
b. The general public can be anonymous (mandated reporters cannot remain anonymous)	No
c. Reporters (including mandated reporters) cannot be anonymous	No
d. Unknown	No
13. Tribal involvement in accepting reports of tribal cases	
a. Tribes are not involved	Yes
b. Tribes accept reports (specify tribes)	No
c. Collaboration of tribes with state/local public child welfare agency to accept reports (specify tribes)	No
d. Tribes accept reports and collaborate with state/local public child welfare agency (specify tribes)	No
e. Unknown	No
14. State requires all notifications of substance-exposed newborns (SENs) to be submitted as reports of child maltreatment	
a. State does not require all cases of SENs to be reported for child maltreatment, but they could be reported if they meet certain criteria	Yes
b. State requires all SENs to be reported as child maltreatment	No
c. Other (specify)	No
d. Unknown	No
15. Accepts reports of risk without an allegation of child maltreatment (risk-only reports)	
a. No	No
b. Yes	Yes
c. Other (specify)	No
d. Unknown	No

Table VI. Types of mandated reporters

	Response	Response	Response
1. Types of mandated reporters	Included in state's definition of mandated reporters	Training required ¹	Subject to penalties for failure to report ²
a. Foster parents	Yes	No	Yes
b. School staff - teachers	Yes	Yes	Yes
c. School bus drivers or other transportation staff	Yes	No	Yes
d. Before- /after-school program staff	Yes	No	Yes
e. Child care staff	Yes	No	Yes
f. Camp counselors, directors, or administrators	Yes	No	Yes
g. Athletic coaches or staff	Yes	No	Yes
h. Medical or dental professionals	Yes	No	Yes
i. Substance abuse disorder treatment providers	Yes	No	Yes
j. Mental health, counselors, or other social service professionals	Yes	No	Yes
k. Police or other law enforcement	Yes	No	Yes
l. Emergency medical technicians, firefighters, or other emergency personnel	Yes	No	Yes
m. Judges	Yes	No	Yes
n. District attorneys or other attorneys	Yes	No	Yes
o. Guardian ad litem or court-appointed special advocates	Yes	No	Yes
p. Other court personnel	Yes	No	Yes
q. Shelter staff	Yes	No	Yes
r. Those who work in fields processing or monitoring print, film, or computer images	Yes	No	Yes
s. Religious clergy	Yes	No	Yes
t. Volunteers	Yes	No	Yes
u. Coroners or medical examiners	Yes	No	Yes
v. Staff or contractors of state and county agencies	Yes	No	Yes
w. Other type of mandated reporter (specify)	Yes	No	Yes - All adults

Table VI (*continued*)

¹Responses in this column can equal logical skip when the given type of mandated reporter is not included in the state's definition of mandated reporters or when no training is required for mandated reporters (Table V.5). Responses in this column can be yes when a state has universal mandated reporting (Table V.4) and all mandated reporters require training (Table V.5).

²Responses in this column can equal logical skip when the given type of mandated reporter is not included in the state's definition of mandated reporters or when no mandated reporters are subject to penalties (Table V.6). Responses in this column can be yes when a state has universal mandated reporting (Table V.4) and when all adults or all mandated reporters are subject to penalties (Table V.6).

Domain S: Screening reports of child abuse and neglect

Table VII. Screening policies

	Response
1. Statewide centralized screening	Yes
2. How screening is decentralized	
a. Each county or region has its own screening unit	Logical Skip
b. Some counties or regions have their own screening units	Logical Skip
c. During certain times of the day, counties or regions have their own screening units	Logical Skip
d. Other (specify)	Logical Skip
3. Information required to screen in report	
a. Identifying information of child	Yes
b. Location/contact information of child and family	Yes
c. Type/severity of suspected maltreatment	Yes
d. Date of suspected maltreatment	No
e. Identifying and other information of alleged perpetrator(s)	Yes
f. Other (specify)	Yes - Whether parties meet criteria for assignment to the Special Investigations Unit; Whether report meets the criteria for Resource Linkage services
g. Unknown	No

Table VIII. Screening decision process and activities

	Response	Required cases	Conditions or types of cases
1. Decision processes used during screening			
a. Supervisory review	Yes	Required for all	—
b. Team-based decision	No	Logical Skip	—
c. Individual screener	No	Logical Skip	—
d. Other (specify)	No	Logical Skip	—
e. Unknown	No	—	—
2. Variability of decision process used for screening			
a. Consistent statewide	Yes	—	—
b. Varies locally	No	—	—
c. Unknown	No	—	—
3. Certain activities or information are required as part of screening	Yes		
4. Activities/information required as part of screening			
a. Safety or risk assessment	Yes	Required for all	Not applicable
b. Review agency records for prior involvement with child protective services	Yes	Required for all	Not applicable
c. Other (specify)	No	Logical Skip	Not applicable
5. Types of safety/risk assessment used during screening			
a. Structured decision making	Yes	—	—
b. Other (specify)	No	—	—
6. Consistency of screening activities/information			
a. Consistent statewide	Yes	—	—
b. Varies locally (specify)	No	—	—
c. Unknown	No	—	—

Table IX. Screeners

	Response
1. Screener of abuse and neglect reports	
a. Caseworkers (frontline staff)	No
b. Case managers (supervisors)	No
c. Staff in specialized screening unit	Yes
d. Other (specify)	Yes - Each region within the state has specialized staff to assist in assignments and secondary screening of reports
2. Qualifications of screener	
a. Associate's degree	No
b. Bachelor's degree	Yes
c. Master's degree	No
d. Training for screening (specify)	Yes - Specialized onboarding and in-service trainings for screeners
e. Years of experience (specify)	Yes - Department of Children's Services (DCS) Case Manager 1 staff do not require experience; DCS Case Manager 2 staff must have experience equivalent to one year of full-time professional work providing child welfare services; DCS Case Manager 3 staff must have two years of professional experience providing child welfare services; DCS Case Manager 4 staff with a master's degree in social work or a related behavioral science field must have experience equivalent to three years of full-time professional child welfare case work; DCS Case Manager 4 staff with a bachelor's degree in any field must have experience equivalent to five years of full-time professional child welfare case work
f. Other (specify)	No
g. Unknown	No
3. Degree in social work or related field for screeners	
a. Not required	Yes
b. Required	No
c. Recommended or preferred, but not required	No
d. Other (specify)	No
e. Unknown	No
4. Tribal involvement in screening process of tribal cases	
a. Tribes are not involved	Yes
b. Tribes conduct screening (specify tribes)	No
c. Collaboration of tribes with state/local public child welfare agency (specify tribes)	No
d. Tribes conduct screening and collaborate with state/local public child welfare agency (specify tribes)	No
e. Unknown	No

Domain I: Investigations of child abuse and neglect

Table X. Investigations policies

	Response
1. Child maltreatment investigations lead to criminal penalties	Yes
2. Investigator for reports	
a. Caseworkers (frontline staff)	Yes
b. Case managers (supervisors)	Yes
c. Staff in specialized investigations unit	Yes
d. Law enforcement	Yes
e. Other (specify)	No
3. Qualifications of investigator	
a. Associate's degree	No
b. Bachelor's degree	Yes
c. Master's degree	No
d. Training for conducting investigations (specify)	Yes - Specialized on-boarding and in-service trainings for investigators
e. Years of experience (specify)	Yes - DCS Case Manager 1 staff do not require experience; DCS Case Manager 2 staff must have experience equivalent to one year of full-time professional work providing child welfare services; DCS Case Manager 3 staff must have two years of professional experience providing child welfare services; DCS Case Manager 4 staff with a master's degree in social work or a related behavioral science field must have experience equivalent to three years of full-time professional child welfare case work; DCS Case Manager 4 staff with a bachelor's degree in any field must have experience equivalent to five years of full-time professional child welfare case work
f. Other (specify)	No
g. Unknown	No
4. Degree in social work or related field for investigators	
a. Not required	Yes
b. Required	No
c. Recommended or preferred, but not required	No
d. Other (specify)	No
e. Unknown	No
5. Level of evidence required for substantiation (founded/indicated/confirmed)	
a. Preponderance of evidence	Yes
b. Credible or substantial evidence	No

Table X (continued)

	Response
c. Probable or reasonable cause	No
d. Unknown	No
6. Investigation determination can result in an “inconclusive” finding	
a. No	Yes
b. Yes	No
c. Unknown	No

Table XI. Required activities/information for investigation

	Response	Required cases	Conditions or types of cases
1. Certain activities/information required for the investigation process	Yes		
2. Specific activities or information required for investigation			
a. Review agency records for prior involvement with child protective services	Yes	Required for all	Not applicable
b. Visit to child's home	Yes	Required for all	Not applicable
c. Interview or observation of child victim	Yes	Required for all	Not applicable
d. Interview or observation of other children living in child's home	Yes	Required for all	Not applicable
e. Risk or safety assessment	Yes	Required for all	Not applicable
f. Evaluation of home environment or home study	Yes	Required for all	Not applicable
g. Interviews with child's parents, caregivers, or other adults residing in child's home	Yes	Required for all	Not applicable
h. Check of criminal records for adults in home	Yes	Required for all	Not applicable
i. Check of child welfare or central registry for prior child maltreatment allegations against adults in home	Yes	Required for all	Not applicable
j. Medical evaluation	Yes	Required for some	Severe abuse, sexual abuse, child death-near death, drug-exposed infant/child
k. Mental health evaluation	Yes	Required for some	Psychological harm
l. Interview alleged perpetrator	Yes	Required for all	Not applicable
m. Interview reporter or collateral source	Yes	Required for all	Not applicable

Table XI (continued)

	Response	Required cases	Conditions or types of cases
n. Other (specify)	Yes - Photograph the child, injuries, and/or environment, any objects/items used to cause the injury or condition; Obtain medical records as appropriate	Required for some	Photograph of the child, injuries, and/or environment is required for all severe abuse allegations, sexual abuse, child death/near death, physical abuse, environmental neglect, nutritional neglect, and drug exposed children; Obtain medical records as appropriate is required for all severe abuse allegations, sexual abuse, child death/near death, drug exposed children, and medical neglect

Domain W: Child welfare response

Table XII. Differential or alternative response

	Response
1 Differential/alternative response	
a. No	No
b. Yes - implemented statewide	Yes
c. Yes - implemented in specific counties or regions (specify)	No
d. Unknown	No
2. Types of maltreatment eligible for differential/alternative response	
a. All types of maltreatment are eligible	No
b. Only certain types of maltreatment are eligible	Yes
c. Unknown	No
3. Types of maltreatment <u>not</u> eligible for differential/alternative response	
a. Cases involving child fatalities	Yes
b. Substance-exposed infants	No
c. Physical abuse	No
d. Sexual abuse	Yes
e. Neglect	No
f. Abandoned infants	No
g. Other (specify)	No
4. Eligibility for differential/alternative response determined by a risk determination	
a. No	No
b. Yes	Yes
c. Other (specify)	No
d. Unknown	No
5. Tools used to determine risk for differential/alternative response	Yes - Structured Decision Making (SDM) decision tree
6. Risk level eligible for differential/alternative response	
a. No risk	Yes
b. Low risk	No
c. Moderate risk	No
d. Other (specify)	No
e. Unknown	No

Table XII (continued)

	Response
7. Other types of cases or conditions eligible for differential/alternative response	
a. No other cases or conditions	No
b. No immediate safety concerns	Yes
c. No or few prior reports of child abuse or neglect	No
d. Other (specify)	No
8. When is determination made for differential/alternative response	
a. At time of screening to screen out to differential response	No
b. After a report is screened in	Yes
c. Other (specify)	No
9. Referrals to community services for cases engaged in differential response	
a. No	No
b. Yes - for all cases	Yes
c. Yes - when families express interest	No
d. Yes - when there is a determination of risk	No
e. Yes - other (specify)	No

Table XIII. In-home services, foster care, and permanency

	Response
1. In-home services provided for unsubstantiated cases to maintain intact families	
a. No	No
b. Yes - implemented statewide	Yes
c. Yes - implemented in specific counties or regions	No
d. Unknown	No
2. In-home services provided post reunification	
a. No	Yes
b. Yes - implemented statewide	No
c. Yes - implemented in specific counties or regions	No
d. Unknown	No
3. Tribal involvement in foster care for tribal cases	
a. Tribes do not provide foster care	No
b. Tribes provide foster care (specify tribes)	Yes - Eastern Band of Cherokee Indians; Mississippi Band of Choctaw Indians; Cherokee Nation of Oklahoma
c. Unknown	No
4. Foster care extension for those older than 18	Yes
5. Age youth are allowed to remain in extended foster care	
a. Age 21	Yes
b. Other (specify)	No
6. Permanency	
a. Kinship guardianship as a permanency option	Yes
b. Subsidized guardianship	Yes
c. Subsidized kinship guardianship	Yes
d. Subsidized adoption	Yes
7. Foster care case management staff	
a. State/county public agency staff	Yes
b. Contracted provider staff	No
c. Tribal agency staff	No
d. Unknown	No
8. Qualifications of foster care case managers	
a. Associate degree	No
b. Bachelor's degree	Yes
c. Master's degree	No
d. Training for case management (specify)	Yes - Specialized on-boarding trainings for foster care

Table XIII (continued)

	Response
e. Years of experience (specify)	Yes - DCS Case Manager 1 staff do not require experience; DCS Case Manager 2 staff must have experience equivalent to one year of full-time professional work providing child welfare services; DCS Case Manager 3 staff must have two years of professional experience providing child welfare services; DCS Case Manager 4 staff with a master's degree in social work or a related behavioral science field must have experience equivalent to three years of full-time professional child welfare case work; DCS Case Manager 4 staff with a bachelor's degree in any field must have experience equivalent to five years of full-time professional child welfare case work
f. Other (specify)	No
g. Unknown	No
9. Degree in social work or related field for foster care case managers	
a. Not required	Yes
b. Required	No
c. Recommended or preferred, but not required	No
d. Other (specify)	No
e. Unknown	No

Table XIV. Agency staff dedicated to equity

	Response
1. Child welfare agency uses staff roles/functions dedicated to addressing disproportionality and/or equity	
a. No staff or roles	Yes
b. Uses cultural brokers	No
c. Uses manager, administrator, or office focused on diversity, equity, and inclusion (DEI) or multicultural or tribal affairs	No
d. Other (specify)	No
e. Unknown	No
2. Aspects of child welfare process that involve cultural brokers	
a. Screening process	Logical Skip
b. Investigation process	Logical Skip
c. Case management/child welfare response	Logical Skip
d. Other (specify)	Logical Skip
e. Unknown	Logical Skip
3. Specify other staff roles/job functions dedicated to addressing disproportionality and/or equity	Not applicable
4. Aspects of child welfare process that involve other staff roles/functions used to address disproportionality and/or equity	
a. Screening process	Logical Skip
b. Investigation process	Logical Skip
c. Case management/child welfare response	Logical Skip
d. Other (specify)	Logical Skip
e. Unknown	Logical Skip

Domain C: Child welfare system context

Table XV. Child welfare system context

	Response
1. State- or county-administered child welfare system	
a. State administered	Yes
b. County administered	No
c. Hybrid (partially administered by the state and partially administered by the counties)	No
d. Unknown	No
2. State operates under legal consent decree or other court-ordered monitoring	No

Supplemental Notes on State

Definitions

All reports of child death or preliminary near death of a custodial child are assigned to the Special Investigations Unit (SIU) for investigation, regardless of the child's current placement status. The Department of Children's Services (DCS) Central Office Child Death Review Team (CO CDRT) will review a death when a child was in DCS custody at the time of death, DCS had contact with the child or family within three years preceding the child's date of death, the child's death has been substantiated for abuse, or the Commissioner, Deputy Commissioner of Child Health, or the Deputy Commissioner of the Office of Child Safety requests a review. However, DCS Child Death Reviews are not substitutes for and do not replace the reviews of all child deaths conducted by the Tennessee Department of Health Child Fatality Review Team. DCS will also review the circumstances of confirmed cases of near death of children or youth in Tennessee (1) when the child was in DCS custody at the time of the near-death incident, (2) when the child or family had history with DCS within the past three years, or (3) the near-death case was substantiated for abuse.

Screening

Experience equivalent to professional work providing child welfare services for DCS Case Manager staff includes, but is not limited to, one or a combination of the following: social, psychological, or correctional counseling or case management; volunteer services coordination for a children's service program; or juvenile classification coordination. DCS Case Manager 1-3 staff must hold a bachelor's degree in any field. DCS Case Manager 4 staff must hold a master's degree in social work or a related behavioral science field or a bachelor's degree in any field, with additional years of experience. Although a degree in social work or a related field is not required, a graduate degree in social work or a related behavioral science field may be substituted for the required experience on a year-for-year basis, to a maximum of one year for DCS Case Manager 3 staff.

Investigations

Alleged perpetrators can directly or indirectly refuse interviews with DCS staff (refusal to contact DCS), but staff must make and document attempts.

The CPS investigator conducts investigation activities, seeking guidance from supervisors or the lead investigator when necessary. The Child Protective Investigative Team (CPIT) convenes when the allegation is severe abuse. The CPIT includes law enforcement.

Experience equivalent to professional work providing child welfare services for DCS Case Manager staff includes, but is not limited to, one or a combination of the following: social, psychological, or correctional counseling or case management; volunteer services coordination for a children's service program; or juvenile classification coordination. DCS Case Manager 1-3 staff must hold a bachelor's degree in any field. DCS Case Manager 4 staff must hold a master's degree in social work or a related behavioral science field or a bachelor's degree in any field, with additional years of experience. Although a degree in social work or a related field is not required, a graduate degree in social work or a related behavioral science field may be

substituted for the required experience on a year-for-year basis, to a maximum of one year for DCS Case Manager 3 staff.

Child welfare response

Experience equivalent to professional work providing child welfare services for DCS Case Manager staff includes, but is not limited to, one or a combination of the following: social, psychological, or correctional counseling or case management; volunteer services coordination for a children's service program; or juvenile classification coordination. DCS Case Manager 1-3 staff must hold a bachelor's degree in any field. DCS Case Manager 4 staff must hold a master's degree in social work or a related behavioral science field or a bachelor's degree in any field, with additional years of experience. Although a degree in social work or a related field is not required, a graduate degree in social work or a related behavioral science field may be substituted for the required experience on a year-for-year basis, to a maximum of one year for DCS Case Manager 3 staff.

State Statutes and Policy Documentation Sources

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Juvenile Courts and Proceedings, Tenn. Code Ann. § 37-1 (2020).

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Tennessee Department of Children's Services. (2021). *Administration policies and procedures*. Retrieved July 29, 2021, from <https://www.tn.gov/dcs/program-areas/qi/policies-reports-manuals/policiesprocedures.html>.