



General Assembly

January Session, 2009

Raised Bill No. 6420

LCO No. 3323

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Referred to Committee on Select Committee on Children

Introduced by:
(KID)

**AN ACT CONCERNING A LEADERSHIP AUDIT OF THE
DEPARTMENT OF CHILDREN AND FAMILIES.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective July 1, 2009*) (a) The sum of three
2 hundred thousand dollars shall be transferred from the Department of
3 Children and Families to the Office of Legislative Management for
4 completion of a leadership audit of the Department of Children and
5 Families by the Legislative Program Review and Investigations
6 Committee. Said funds shall be used by the committee to consult with
7 leading national experts in the areas of organizational leadership,
8 organizational change, child welfare, and public agency management
9 in performing the audit pursuant to subsection (b) of this section.

10 (b) The Legislative Program Review and Investigations Committee
11 shall use an established leadership diagnostic tool to: (1) Identify all
12 existing leadership positions within the department, including those in
13 the department's central office and all of its area offices; (2) identify the
14 specific responsibilities of each leadership position within the
15 department and the role of each person in such position in carrying out
16 the department's mission; (3) analyze the skills, education and

17 experience necessary to carry out the responsibilities of each
18 leadership position within the department; (4) assess whether existing
19 department staff have the necessary skills, education and experience to
20 fulfill their responsibilities and implement the department's mission;
21 (5) identify any gaps, barriers or challenges in meeting the
22 department's mission that are presented by department staff located in
23 the central office; (6) identify the strengths and weaknesses of the
24 department's current organizational structure; (7) develop
25 performance measures for each leadership position within the
26 department; and (8) identify any external barriers or obstacles to
27 recruiting and retaining high quality leaders of the department and
28 implementing the department's mission.

29 (c) No later than four months following the transfer of funds
30 described in subsection (a) of this section, the Legislative Program
31 Review and Investigations Committee shall report to the select
32 committee of the General Assembly having cognizance of matters
33 relating to children, in accordance with the provisions of section 11-4a
34 of the general statutes, regarding its recommendations to eliminate
35 unnecessary positions in the department, promote effective leadership
36 of the department and change the department's organizational
37 structure to improve implementation of the department's mission.

38 (d) The Legislative Program Review and Investigations Committee
39 may consult with any federal or state agencies with oversight
40 responsibility or the authority it deems necessary to complete the
41 leadership audit pursuant to this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2009</i>	New section

Statement of Purpose:

To promote effective leadership of the Department of Children and Families.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]