

STATE OF TENNESSEE COUNCIL ON CHILDREN'S MENTAL HEALTH

Andrew Jackson Building, 9th Floor 502 Deaderick Street Nashville, TN 37243-0800 (615) 741-2633 (FAX) 741-5956 1-800-264-0904

Youth Transitions Advisory Council & Council on Children's Mental Health June 22, 2017 10 a.m. – 2 p.m. Midtown Hills Police Precinct 1443 12th Avenue South, Nashville, TN 37203

MEETING SUMMARY

Attendees:

Elizabeth Ball Julia Barlar Justine Bass Kathy Benedetto Jon Berestecky Heather Brown Kimberly Chisolm Chad Coleman Susan Cope Renee Darks Brenda Donaldson Kathleen Dunn Kendall Elsass Stephanie Etheridge Laritha Fentress Randi Finger Jane Fleishman Lori Flippo Leslie Fluhrer Deborah Gatlin Katie Goforth Criss Griffin Emalee Hanley Rikki Harris Tanisha Haynes

Magdalynn Head Aimee Hegemier Kurt Hippel Joel Hodges Elizabeth Holmes Jeremy Humphrey Miracle Hurley Joan Jenkins Cheryl Johnson Jacqueline Johnson Sumita Keller **Richard Kennedy** Sarah Kirschbaum Toni Lawal Kisha Ledlow Stephanie Livesay Barbara Lonardi Robert Love Pam Madison Christy Martin Laura Martin Alice May Melissa McGee Michelle McGruder Elizabeth McInerney Sarah Metter Grace Monk Briana Moore Jerri Moore Teresa Moore Jessica Mullins Jill Murphy Yolanda Neal Zack Nitzschke Amy Olson Linda O'Neal **Crystal Parker** Julia Pearce Steve Petty **Taylor Phipps** Hailey Pruett Lisa Ragan Elizabeth Reeve Nakeisha Ricks Kathy Robinson Delora Ruffin Ronnie Russell John Rust Toni Shaw Raquel Shutze

Christy Sigler Pragati Singh Julie Smith Natasha Smith Sara Smith Wendy Spence **Clinton Sprinkle Brian Stephens** Jeana Stevenson Roger Stewart Justin Sweatman Jerresha Tinker Shannon Tolliver Eric Valinor Joseph Valinor Keri Virgo Amy Vosburgh Will Voss Don Walker Shauna Webb Zanira Whitfield Marie Williams Matt Yancev Kinika Young

I. Welcome, Introductions and Announcements -- Linda O'Neal, TCCY Executive Director and Marie Williams, Commissioner, Department of Mental Health and Substance Abuse Services

- O'Neal called the meeting to order at 10:07 a.m.. She welcomed everyone and praised Melissa McGee for her work with CCMH and Steve Petty for his work with YTAC and gave a brief background on each Council.
- O'Neal reported CCMH began the sunset process for 2018 through joint representation from TCCY and TDMHSAS in testifying for the Education, Health and General Welfare subcommittee of the Joint Government Operations committee of the Tennessee General Assembly on Thursday, June 15, 2017. We are excited to report that Representative John Ragan motioned to recommend continuing CCMH for four years to 2022. The Council will continue the sunset process in the spring of 2018 when the General Assembly reconvenes. She thanked Richard Kennedy, Steve Petty, Sejal West, and Matt Yancey who attended the meetings and hearing.
- Williams also made opening remarks, thanked and recognized key staff members. She reminded the audience of their voice and ability to make a difference.
- O'Neal thanked everyone for making attendance a priority and asked for introductions. She addressed a few housekeeping matters before moving through the agenda. She reminded attendees to sign one of the sign-in sheets, as they are essential for reporting requirements related to the federal System of Care grant. O'Neal thanked SGT. Jones and the staff at the Midtown Hills Police Precinct. O'Neal also asked attendees to complete to Conflict of Interest form if they have not already done so.
- O'Neal shared information about the upcoming System of Care Conference. The conference will be held on Monday and Tuesday, July 17th and 18th, at the Embassy Suites Hotel in Murfreesboro. If anyone is interested in volunteering, please touch base with Keri Virgo or Melissa McGee. Registration details will be coming soon.

II. Approval of Meeting Summaries

- O'Neal thanked Natasha Smith of TCCY for preparing the meeting summaries for both CCMH and YTAC meetings.
- Motion to accept the April 27, 2017 meeting summary for CCMH (GOFORTH, MOTION, HARRIS, SECONDED, PASSED UNANIMOUSLY)
- Motion to accept the May 11, 2017 meeting summary for YTAC (PARKER, MOTION, WEBB, SECONDED, PASSED UNANIMOUSLY)

III. Why Target on Youth and Young Adults? – Kisha Ledlow, Project Director of Tennessee Healthy Transitions Initiative, TDMHSAS

• Ledlow gave an overview of the program. She explained a Substance Abuse and Mental Health Services Administration (SAMHSA) study reported 75 percent of serious mental health conditions develop by age 24. There are one in five youth who had mental illness and 67 percent did not receive treatment. Suicide is the second leading cause of death for this population.

- Ledlow shared reasons why youth and young adults are not transitioning into the adult system. While many of us realize that young people do not become an adult overnight after their 18th birthday, our systems are set up in ways that treat them as such. One way in which youth/young adults can fall through cracks is the difference in eligibility requirements in the child versus adult systems. A second way in which this can happen, the youth/young adult may not know how to apply for adult services and if they figure that out, the process becomes so confusing and frustrating that they give up. Lastly, if the youth/young adult does seek out services, is successful in locating services they need, the services are targeted to older adults and are not developmentally appropriate, engaging, or relevant. There is a need for provision of continuity of care across many systems that offer relevant services and supports.
- Ledlow reported the outcomes for the youth and young adults they work with include delayed high school graduation and being less likely to have a high school diploma or GED, being less likely to be employed or maintain stable employment, having no stable housing, and more likely to be involved in the juvenile justice system. More than 16 percent of those with serious mental illness lack jobs. Even when they do find employment, young adults with serious mental illness can find it hard to keep their jobs. They are much more likely than peers without mental illness to have had more than three employers in the past year.
- Young people with mental illness also find it hard to maintain stable housing, making it hard to keep a job or receive consistent mental health services. More than 15 percent of young adults with serious mental illness moved three or more times in the past year, compared to 6.7 percent of young adults without mental illness.
- Young adults with co-occurring mental illness and substance use disorder were three times as likely to have been on probation or parole in the past year as young adults without either (11.8 percent compared to 3.5 percent).
- All individuals deserve the chance to lead a productive life in which they thrive. Young adults are at a point in their life where the possibilities can be seemingly endless. This should not change just because they struggle with a mental health condition. Ledlow suggested we set up young adults for success on the front end to potentially avoid intensive treatment on the back end.
- Ledlow shared information about what can be done, for example having oriented and holistic recovery programs where they focus on more than mental health and assisting in the self-discovery process to empower the youth through informed decision-making. Programs focused on this population are there to help them through the negative consequences of potentially difficult decisions.

IV. The Importance of Engaging Youth and Young Adults in Your Care – Shauna Webb, Volunteer Behavioral Health

- Webb started out with a poll exercise where she asked the audience to text an accomplishment they experienced at 23 years of age. In explaining this exercise, she explained the importance of using icebreakers with those youth and young adults.
- Webb detailed an ideal process starting with the initial appointment. Her agency utilizes a Certified Peer Recovery Specialist (CPRS) to engage the young person. There is a phone call and

meeting out in the field or in the office. Text messages are also used to remind the youth about the meeting. She said all of this is strictly to build rapport.

- Webb reported the CPRS for Young Adults job is to create a culture of positive talk in staffing for more creative solutions to problems. The CPRS sits in on staffing and provides supportive input. She attends support groups with young people and creates data-driven support groups for young adults. CPRS uses reflective listening skills.
- Webb talked about the Youth Participatory Action Research Project from Summer 2016. She also shared other examples of tools used to engage the youth and young adults.

V. Young Adult Leadership Council – Will Voss, Healthy Transitions Program Manager & Statewide Youth Coordinator, Tennessee Voices for Children

- Voss explained the structure of the Young Adult Leadership Council (YALC). He said the YALC locations are Northwest (Carroll, Gibson, Weakley, Obion, Lake, Henry and Benton counties), Chattanooga (Hamilton County) and Statewide (East, Middle and West).
- The mission is to strive to empower youth and young adults by connecting them to and improving accessibility to local resources and cultivation leadership qualities in individuals transitioning into adulthood. The vision is establish an inclusive and engaging network for people transitioning to adulthood, while connecting youth and young adults to resources and improving accessibility.
- Voss said the goals of YALC are to engage youth and young adults in prosocial activities, increase awareness about the Healthy Transitions Initiative, educate community members and providers on the importance of youth/young adult engagement and enhanced services and supports, empower youth and young adults to make positive changes in state and local-level policies and provide youth and young adults an opportunity to connect with others with shared experiences and passions
- Voss believes these set goals can be achieved through a strategic sharing workbook, engagement on healthy transitions' local and state transition teams, with public awareness and social marketing campaigns, community event planning and engagement in research and evaluation.
- The Hamilton County YALC had a Youth Participatory Action Research Project (YPAR), a youth driven special project and Young Adult Leadership Council Members presented at the American Evaluation Association Conference in Atlanta, Georgia. Coming up on the horizon is to develop a strategic sharing workbook and a social marketing campaign. Their hashtag is #CHATTABOUTMENTALHEALTH.
- There was a Panel discussion conducted through collaboration from the Hamilton County Healthy Transitions Staff and the Hamilton County Young Adult Leadership Council and led by Nori Nori with the Chattanooga Youth and Family Engagement and Power 94.3.
- In Northwest Tennessee, they have created Life Education and Discussion (L.E.A.D.) to help with the barriers to participation due to rural area and transportation. Coming up on the horizon is the continued social marketing to assist with updating billboards and public awareness of Healthy Transitions and unique needs of youth and young adults.

- Voss highlighted events from the Children Mental Health Awareness week. Carey Counseling got a proclamation signed by Lake County Mayor Denny Johnson and Tiptonville Mayor Reid Yates. Paris lit up the Eiffel Tower.
- In addition to activities for Children's Mental Health Awareness Week Event, the Statewide YALC received feedback on sections of current CPRS Manual, had a Community Mental Health Resource Fair and Block Party, Humans in Real Life Campaign, and developed a PSA through iOS Studios, in partnership with Tennessee Voices for Children, Tennessee Department of Mental Health Substance Abuse Services, KidCentral TN, and the Tennessee Department of Education.
- The video <u>https://vimeo.com/219565748</u> was highlighted in Substance Abuse and Mental Health Services Administration's (SAMHSA) e-blast last month as their feature story around the work being done here in TN.
- Coming up on the horizon is the continued social marketing campaign, trainings and the planning of a Leadership Summit.
- Voss said they were able to get bridges around Tennessee lit up for Children Mental Health Awareness week as well.
- Voss reported there was a Young Adult Leadership Track site visit where they identified individual strengths and how to apply them, explored how personal values, culture, and experiences shape our approach to leadership, gave recognition on how to grow leadership skills and discovered collective leadership.
- Joseph Valinor, a member of the Hamilton County Young Adult Leadership Council shared goals they plan to achieve by the year of 2020. They want to increase membership to include at least 20-40 members on each council, solicit support from youth and young adults serving organizations, increase awareness of Healthy Transitions and other topics of interest, and develop Youth M.O.V.E. Chapters.
- Valinor shared why he joined the council and said he wanted to improve emotional intelligence and cultural competence.
- Voss said there is information about how to join the council in the packets.
- Lisa Ragan, Consumer Affairs and Peer Recovery Services Director briefly shared her experience with mental health issues and talked about how to become a Certified Peer Recovery Specialist. A Certified Peer Recovery Specialist (CPRS) is a person who has experienced mental illness, substance use disorder or co-occurring disorder, who has made the journey from illness to wellness, and who now wishes to help others with their journey. Certified Peer Recovery Specialists can draw from their own journey of recovery to inspire hope and provide support to others who are facing similar situations. When two peers work on recovery together, they can progress further than if they go it alone.
- Ragan reported they have trained more than 700 people since 2013. Tennessee has about 312 currently certified. The 40-hour training includes role-plays, feedback, group work, self-examination, tests, and six hours devoted to ethics. Topics covered include communication, problem solving, values, motivation, and wellness, among others. The training is provided free to all accepted applicants; however, you will be responsible for your own transportation, lodging, meals, beverages, and snacks. She said they have started to work with churches as well.

• Ragan said they are looking into a unique program specifically for youth and young adults because the 40-hour one-week training may be a problem for young adults because it starts at 8 a.m. New training will be necessary for supervisors who will manage these young adults.

VI. System of Care Across Tennessee (SOCAT) – Keri Virgo, Project Director for SOCAT Initiative and Kisha Ledlow, Project Director for Tennessee Healthy Transitions Initiative, TDMHSAS

- O'Neal congratulated Virgo who was recently appointed as the SOCAT Project Director. She said we are excited about her new role and welcomed her to lead a working session/conversation about the SOCAT Initiative.
- Virgo discussed reengaging CCMH workgroups to support the work of the SOCAT initiative. She described the criteria for the two workgroups one is strategic financing workgroup for those who are interested in developing and implementing a strategic financing plan with broad-based support from child-serving departments, providers, and managed care organizations. The other social marketing workgroup is for those interested in developing and implementing a culturally and linguistically competent social marketing and communication strategic plan. Sign up for one of the groups.
- Upcoming groups include Family Development Workforce and CCMH Report Workgroup.

VII. YV LifeSet -- Heather Brown, YV LifeSet State Coordinator for Tennessee,

- Brown provided a brief description of her role and an overview of the program. She shared national statistics on youth who aged out of state custody and quick facts about the program. Almost half of the states have adopted extension of foster care. According to the National Statistics on Youth Who Aged Out of State Custody when looking at their outcomes at age 26, seven percent have completed a two-year or four-year degree, 31 percent had been homeless or couch surfing, 46 percent were employed and 59 percent had been arrested at least once.
- Brown shared a quote from Philanthropist Clarence Day who was a longtime Youth Villages supporter, donating more than \$14 million to the organization before his death in 2009.and briefly talked about the history and evolution of YVLifeSet. Since 1999, nearly 10,000 youth have been served with 1,100 youth in the YVLifeSet program served daily. The current locations are Georgia, Massachusetts, Mississippi, North Carolina, Oklahoma, Oregon and Tennessee.
- Brown reviewed the key components of YVLifeSet and detailed the process from the initial assessment to the evidence-based programs and interventions (EBPs).
- EBPs and best practice interventions currently used in YVLifeSet treatment design and available to all young adults in the program, as clinically needed are Motivational Interviewing (MI), Cognitive Behavioral Therapy (CBT) and Preparing Adolescents for Young Adulthood (PAYA). Additional EBPs in the treatment manual that may vary by geography or provider are Trauma-focused Cognitive Behavioral Therapy (TF-CBT), Collaborative Problem Solving (CPS), Adolescent Community Reinforcement Approach (ACRA) and Community Advocacy Project (CAP) domestic violence.

- Brown said they conduct their own outcome evaluation research through a call center. She said the research specifically looks at success one-year post-discharge. She noted 88 percent of participants live at home with family or independently, 84 percent are in school, graduated or employed and 81 percent had no involvement with the law.
- Randomized evaluation with a sample size of more than 1,300 showed an 84 percent response rate. Out of those surveyed 60 percent received YV LifeSet services. The implementation study results as it relates to health and safety revealed 13 percent had a decrease in mental health, 30 percent decrease in violent relationships, 17 percent increase in employment, seven percent increase in earnings, 22 percent decrease in homelessness and 13 percent decrease in hardship or lack of food. YVLifeSet is the only program to show impact in multiple domains (increased earnings, job attainment, housing stability without directly providing housing, mental health and reduced partner violence) across a very diverse population (different races, urban, rural, child welfare and probation).
- Brown shared Heather Tribble's contact information for more information. Her phone number is 615-250-7224 or email her at <u>Heather.Tribble@youthvillages.org.</u>
- Brown reported the high school graduation rate improved. She said they have 85 participants in middle Tennessee getting ready to go to college and 30 in east Tennessee. Brown also highlighted the YVScholars program. She said funding comes from the Clarence Day Foundation and Department of Children's Services. The marketing department also has fundraisers.

VIII. Independent Living – Brian Stephen, Director of Independent Living and Jerresha Tinker, Youth Engagement Coordinator, Department of Children's Services

- Stephens provided a background of their services. He shared a snapshot of data for custodial youth age 14-17. He reported on the Extension of Foster Care Services (EFCS) Aged Out & Acceptance rate for FY16 and said there were 966 aged out total, 815 aged out eligible and 388 who accepted EFCS. He went on to report 741 have been served to date with 354 currently open spots. Stephens said there is a 49 percent acceptance rate and noted some young people aging out are walking away from the services. The EFCS retention days is 259 with 510 from secondary, 206 from post-secondary and four disabled.
- Stephens answered a question about kids in juvenile detention and reported the juvenile justice population is eligible as long as they are in a IV-E eligible placement when they turn 18.
- Stephens reported how they track where the scholarship money is being spent. He showed how 47 percent went to a community college, 21 percent to Tennessee Colleges of Applied Technology (TCAT)/Vocational schools and 32 percent to a four-year University.
- Stephens shared the FY16 exit data revealing 207 young people exited the program for academic reasons, 116 for self, 45 they are unable to locate, 29 turned 21, 15 for completion of educational pursuit, 10 because they are a risk to self or others and one young person was deceased.
- Stephens said they are in the process of revisiting the eligibility requirements and are working with the Jim Casey Foundation to expand the criteria. This will be a voluntary program for youth who turn 18 in foster care (not placed at a secure facility) and are:
 - completing a high school or equivalent program;
 - enrolled in college, community college or a vocational education program;

- unable to work or participate in a secondary or post-secondary program because of a medical condition;
- employed no less than 80 hours a month; or
- o participating in a program designed to remove barriers to employment.
- Stephens talked briefly about the automatic credit checks and said they are conducting 285 a month.
- Tinker provided a brief report on the Montvale Leadership Academy. She said there were 47 youth who attended. The vision board portion was her favorite activity because it taught the youth how to identify goals.

IX. DCS Resource Centers

> Youth Connections at Monroe Harding – Pamela Madison

- Madison gave an overview of the resource center located in downtown Nashville. Youth Connections is a resource center for young men and women, ages 16-26, who are currently in or have aged out of foster care or state custody and has been around for about 11 years.
- They recently celebrated 19 young people who graduated from a traditional school, HiSet program or Nashville State Community College. Madison said they were able to give away 9 scholarships from \$500 to \$2,000. Through the post-secondary education assistance program, devoted staff assist the students in completing applications and getting ready for school.
- Madison reported 75 youth currently active in the Opportunity Passport program and said the program can match up to \$3,000 over the lifetime of the program. Served almost 700 youth through this program. Transportation is the most matched category. Had three young people receive the full \$3,000 match for transportation. Discourage car notes. If they do approve a car note, the youth must set up a budget to make sure they can afford it on paper.
- Madison talked about the Sexual Health Education (SHE) program and the monthly sisterhood group extended beyond SHE where the girls mainly talk about boys. Madison said staff takes the girls for manicures and allow them to do yoga or go to the mall like other young girls their age.
- Madison reported they are working on securing funding for a male program. Right now, there are positive male role models who have volunteered to come in and have conversations with the young men.
- Madison highlighted the community partnerships providing soft skills training and providing meaningful life skills to the youth and young adults. They also have an independent living residential facility where staff makes surprised visits to ensure the rules are being followed.
- Madison shared they have a young lady who will be going to Baltimore, Maryland to participate in the Jim Casey Youth Leaders Institute.
- \circ She reported about taking the youth to a ranch in Williamson County where they experienced the outdoors.

> Project NOW! Helen Ross McNabb – Christy Martin

- Martin spoke about Project NOW (Navigating Opportunities that Work) and gave a brief overview. The program uses the evidence-based Jim Casey model to help foster care youth ages 14-24 to develop financial skills. She reported there are 35 participants in the financial literacy class. Martin added the courses include teaching the youth about debt reduction, car buying and budgeting and shared the matching program can continue for up to three years after the financial literacy course.
- Martin reported the services offered extend to those in foster care for only a day. Other services offered are Sisters Saving Sisters (SSS), advisement on how to prepare for a selfsufficient adulthood and assistance in seeking a job or higher education. In the last two months, they trained 47 youth in SSS.
- Martin said military recruiters came to the center to talk to the youth. Pellissippi State representatives came as well. She invited Knox County Police Department to come and talk about safe driving.

> I.AM. Ready, Partnership for Children, Families and Adults – Robert Love

- Love talked about the extended resources within your community and all of the people who contributed to your success. He asked people to imagine if they lacked those resources. He said the I.AM. Ready center provides those resources.
- They talked about financial literacy programs, asset building, having good credit, and money management. Once you complete your follow up survey you receive \$40. You receive \$100 for just completing the class. They also help with educational training, housing, transportation, investment. They set youth up for success.
- Newer program teaching entrepreneurship. They work with local companies to hire the youth. Kids get excited about employment.
- Love talked about the most recent location in Cleveland/Bradley County. He said the Department of Children Services has done a lot to help build the program.
- Summer camp is coming up July 13th-August 3rd. There will also be a scavenger hunt throughout Chattanooga. Love said the youth are excited

X. Update from Department of Mental Health and Substance Abuse Services (TDMHSAS Initiatives)

Healthy Transitions and First Episode Psychosis Program – Kisha Ledlow, Project Director, Healthy Transitions, Department of Mental Health and Substance Abuse Services (TDMHSAS)

• Ledlow gave a brief overview of Health Transitions Initiative. It is currently funded through Substance Abuse and Mental Health Services Administration (SAMHSA). She reported that both sites are now fully staffed. This is a five-year grant. The four targeted populations are the homeless, those involved in Juvenile Justice, those in the child welfare system and LBGTQ.

- She provided updates on the state level. The statewide young adult leadership council will have certification and training for adults. They discovered there are only so many trained under the age of 30. Because it is important to have peer services, the Department will develop training specifically for young adults.
- Ledlow said they participated in an evaluation with their Georgia counterpart to learn from each other. They also developed a shared purpose agreement with the state transition team and are forming various workgroups. She said they are currently looking for volunteers.
- Ledlow indicated they are in the process of strategically planning for the last two years of the grant. They are working on training for the Peer Support program.
- At the local level, they are utilizing the team-based approach. They started providing services in January and February of last year. Carey Counseling, Inc. implemented appointment texting to clients, Memorandum of Understandings with courts and had two billboards in Paris and Camden. Volunteer Behavioral Health is looking to hire a part-time youth coordinator.
- Ledlow reported on First Episode Psychosis Initiative (FEPI). She said Congress increased their funding to allow for two additional sites Alliance Healthcare in Shelby County and Mental Health Cooperative in Davidson County. Through March 31st, 17 young people enrolled through Alliance Healthcare, 21 enrolled through the Mental Health Cooperative and Carey Counseling enrolled 31 since December.
- Carey Counseling was selected to participate in an evaluation to look at outcome and fidelity. Carey Counseling is pioneering a first episode psychosis program in a rural area.
- Alliance Healthcare started support groups, one for youth and one for the family members.
- Ledlow announced the Second First Episode Psychosis Initiative Conference September 11th to 12th at the Embassy Suites in Franklin, TN. Conference will be free.

Treatment and Recovery for Youth Grant (TRY Grant) – Amy Vosburgh, Project Manager and Yolanda Neal, Department of Mental Health and Substance Abuse Services (TDMHSAS)

• Vosburgh reported the goal is 400 referrals and they are at 365 to date. She said there is an influx of referrals with minimum effort. The increase has been in self-referrals and school referrals, but Vosburgh said most still come from the court system. She said they took many of the youth bowling the end of May and are planning a picnic before school starts again. Yolanda Neal in Jackson spoke briefly and reported they are on target with the grant and announced they will have a TRY-Fun Bash at the Farmer's Market in Jackson on July 10th.

X. Workgroup Updates/Discussion Plans for Future Meetings – Linda O'Neal

- Steve Petty announced the Tennessee Housing Development Agency will have the Tennessee Housing Trust Fund- Competitive Grants 2018 Fall Round Application Workshop on August 9th from 1:00 p.m. to 4:00 p.m. CST at the Midtown Hills Police Precinct. For more information, contact Toni Shaw at <u>tshaw@thda.org</u>.
- O'Neal thanked attendees for being present until the end.

Next CCMH Meeting Dates:

August 24, 2017 (Midtown Hills Police Precinct) October 19, 2017 (Midtown Police Precinct)

Next YTAC Meeting Date:

August 10, 2017 (Goodwill)

Meeting adjourned at 2:07 p.m.

Council on Children's Mental Health Purpose Statement

Design a comprehensive plan for a statewide System of Care for children and families that is family-driven, youth-guided, community-based, and culturally and linguistically competent.