



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

JOSH STEIN • Governor

DEV DUTTA SANGVAI • Secretary

LISA TUCKER CAULEY • Division Director, Human Services

March 5, 2026

DEAR COUNTY DIRECTORS OF SOCIAL SERVICES

**ATTENTION: DIRECTORS, CHILD WELFARE PROGRAM ADMINISTRATORS, MANAGERS,
SUPERVISORS**

SUBJECT: LEADERSHIP TRANSITION

REQUIRED ACTION: Information Only Time Sensitive Action Required

The following changes go into effect today, March 5, 2026, for NCDHHS child welfare leadership:

- **Donna Fayko** expands her focus from **Deputy Director** of County Operations to oversight across all areas of child welfare services
- **Tammy Shook** transitions to **Interim Assistant Deputy Director for Child Welfare Services**, supporting the Deputy Director and overseeing Licensing & Regulatory, Workforce and Staff Development, and Training for the state
- **Adrian Daye** transitions to **Section Chief for Permanency**, bringing her leadership and expertise to focus exclusively on improving Permanency outcomes for children and families in North Carolina

The purpose of these changes is to streamline operations and improve efficiency within the NCDHHS child welfare leadership team, as well as to reinforce the state's commitment to address the challenge of permanency head on – including timely permanence for children and families, work with the court system, and targeted solutions to safely reduce the number of children in foster care through exits to permanency.

These leadership transitions reflect a thoughtful alignment of roles to best support the Department's responsibility to ensure safety, permanency, and well-being for children and families statewide. Importantly, these adjustments are not expected to result in significant changes to current processes for how NCDHHS and county child welfare agencies work together. Rather, they build upon foundational work already underway to strengthen state-level supervision, promote consistency, and improve system performance.

Donna's leadership in County Operations has laid critical groundwork to enhance state supervision, clarify expectations, and support continued improvement in child welfare practice across counties. Building on that foundation, Adrian's role as Section Chief for Permanency creates a dedicated leadership focus on improving permanency outcomes, consistent with federal priorities and the state's commitment to timely and lasting permanence for children and families. In her role as Interim Assistant Deputy Director, Tammy will lead workforce development efforts, supporting state and county work to recruit, retain, and develop a well-qualified, professional workforce.

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Together, these changes position NCDHHS to advance its priorities while maintaining stability across the broader child welfare system.

Donna, Tammy and Adrian – along with all the NCDHHS Child Welfare Section Chiefs – will continue to work closely with county DSS leadership to support child welfare practice across the service array. We anticipate no interruptions in regular operations as they transition into their new roles.

Sincerely,



Lisa Tucker Cauley
Division Director Human Services, Child, Family and
Adult Regional Support

Cc: Donna Fayko, Deputy Director for Child Welfare Services
Tammy Shook, Interim Assistant Deputy Director for Child Welfare Services
Adrian Daye, Section Chief for Permanency
Kathy Stone, Section Chief for Safety
Heather McAllister, Section Chief for Child and Family Services
Kimaree Sanders, Section Chief for Regulatory and Licensing
Peter West, Section Chief for PATH NC Implementation Lead/Tribal Liaison
Meredith Houchins, Interim Section Chief for County Operations

CWS-19-2026

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