

TRAINING PLANNING COMMITTEE MEETING  
MINUTES  
July 20, 2007  
Mission Inn, Riverside

In attendance: Bob Christopher, Tuey Lee, Terry Forrester, Vi Lindsey, Jim Hollis, Diane Ferreira, Lisa Fulmore, Mickey Castro, Chris Christensen, Sonia Villafana, Mark Kisselberg, Charles Wilson (keynote speaker), Lori Brown, Marcie Arciniega, Donna Pence, Deborah Fitch, Jennifer Tucker Tatlow, James Coloma, Jillian Barber, Anita Aldrich

1. Introductions and farewell and thanks to Terry Forrester for his faithful service to TPC. Welcome to Vi Lindsey who replaces Terry. Also welcome to Chris Christensen and Sonia Villafana, the new training coordinators in El Centro.

2. **Charles Wilson** of the Chadwick Center for Children and Families at Rady Children's Hospital in San Diego: presented on Evidence Based Practice and how it relates to training.

- Please contact Liz Quinnett if you were not present and would like a copy of his power point.

3. Lunch and recognition awards for service to TPC and commitment to quality training in CWS: Mickey Castro, Imperial County; Jim Hollis, San Bernardino County and Bob Christopher, Orange County.

**4. COUNTY AND UNIVERSITY REPORT OUTS:**

- **CSUSB:** they are presenting line worker cores for Riverside County to meet high hiring needs.
- **Loma Linda University:** Terry Forrester reports that the Title IV-E regs have been reinterpreted in regards to defining approved field sites:
  - No more placements in schools
  - Has to be an agency placement that exposes student to high risk clients such as an FFA or Group Home.
  - Has to be an agency with 100% IV-E funding
  - Challenge of finding enough sites for IV-E students and do these sites have MSW's who can supervise?
  - Puts pressure on counties to provide more placements
  - Cap being put on County employees: \$7500
- USC has shut down their part time program
- **Orange County:** Bob Christopher and Tuey Lee reported out on a recent training effort with their Public Defenders. Issue existed with PD's being seen as too adversarial and training was in hopes of educating PD's about CWS to further their understanding of social worker's position and

responsibilities. There were several meetings to plan the training and County Council was part of the planning process. They held 8 lunch time sessions which began with some challenges! This decreased over time and they believe the training resulted in being a good relationship building experience.

Same training was also presented to Judges and Commissioners in J Juvenile Court. Training provided by representatives from a variety of programs within the Agency.

Public Defenders subsequently delivered their own training at various staff meetings.

Juvenile Court has been an unfriendly environment for social workers. This experience assisted in helping with dialogue and understanding of roles.

- San Diego commented that they have same challenge and included attorneys in their SIP process in an attempt to assuage situation.
- **Imperial County:** Mickey Castro reports that they have had 2 trainings including judges, attorneys and social services staff. They have a new judge who is open and has helped reduce the gap between the Court and social services. They now have set meetings with all attorney groups. Recently attorneys have asked for training in ILP.
  - Have 2 supervisors now dedicated to training: Sonia Villafana and Chris Christensen. They are currently working on developing their County-based initial training. They are adding a foster youth panel to their initial training piece in an effort to give new workers insight into the impact of their decisions on youth in the system.
  - They are losing some CWS staff to Behavioral Health, due to the staff desire/need for licensure hours. Also lost some staff to neighboring Counties.
  - Looks like they will be hiring 7 new staff.
- **Riverside County:** Mark Hesselberg reported out and states that CHANGE is the operative word in their county with multiple manager changes and movement. Dennis Boyle is their interim Director and Sylvia De Porto has returned as Deputy Director.
  - In Staff Development they are currently down to one CWS trainer (Mark) and are currently interviewing to fill 2 vacancies.
  - Al Edwards is the new manager over Training and HR.
  - Lost Laura Lund Webb to San Diego

- Workload is defined by extent of hiring. They are on their 6<sup>th</sup> and 7<sup>th</sup> class since January and hiring will continue at this level throughout year.
  - Good news: Board of Supervisors looking at 2030 workload standards which is influencing numbers being hired.
  - Expect to be using CSUSB and Academy in training effort
- **San Bernardino County:** Jim Hollis reports that Deana Avey-Motikeit is new Children's Director.
    - Emphasis lately in training has been on CAT (Comprehensive Assessment Tool)
    - Has observed that managers are using "Transfer of Learning" terminology which a positive sign after so much effort to incorporate this understanding beyond training section.
    - Hiring uncertain due to precarious budget.
- 2. San Diego County:** Diane Ferreira reports that they plan on hiring 165 and will need 5 additional cores to accommodate this number. They are overfilling some positions which they hire as "interim temporary".
- They have been experiencing an increase in trainees leaving (both by choice or not) during core training period. They are looking into including some testing as part of core training and tightening up the OJT experience to include more feedback on trainee performance in the field.
  - Peer Parent Support Groups: the money does not exist to take this pilot county-wide. Good feedback on the pilot with parents expressing that they feel the process is valuable. Not an evidence based project but anecdotally, it seems promising. The pilot will end when the current group is finished in October.
  - There are excellent manuals that exist (soft copies too) that they are happy to share with other counties.
  - **Action:** Contact Liz Quinnett who will send the manual to you if you would like a copy or Diane can bring a hard copy to next TPC meeting. They are available in English and Spanish.

**Discussion:**

- Consider reinstating, "So You Want to be a Social Worker" class to give prospective social workers a realistic expectation about the CWS job. Could save cost of hiring folks and having them leave in training.
- Give list of training topics and content to OJT supervisors so they know what the trainees have been trained on and in hopes that they can tie OJT experience to these topics if possible.
- Consider reinstating use of the "Visa" developed some time ago for use in OJT.

- **Action:** Liz to bring copy of the “Visa” to next TPC meeting or send out electronically if possible.

**ACADEMY BUSINESS:**

1. **Line worker, supervisor and manager cores:** Anita reports that there are 12 Line Worker cores planned. Reminds counties that contract cores are available if need is there.
  - Supervisor Core: 2 are planned and asks if counties see need for a third core.
  - **Action:** e mail Anita if you see need for a January Supervisor Core. Give her your projected numbers. Likewise for Manager Core.
  
2. **Advanced Classes:** kudos to Imperial County who has given Anita their list of classes for the year!!
  - Everyone has their choice of 5 “free” trainings. Suggestion made to share Imperial choices to see if those may also be of interest to others. Some of their choices include:
    - Preventing Collateral Damage (suggestion made to make the title more strength-based)
    - Roles and Boundaries (a class for and by parent partners)
    - Visitation for Permanency
    - Overview of Teaming Strategies
  
  - Website being reorganized regarding advanced classes to make more easily read by counties when looking at classes that address their SIP needs or special needs. The classes will be sorted by categories. Classes existing will be in black. Classes in the process of being created will be in red.
  - Suggestion of an advanced class for prospective managers, “So You Want to be a Manager”
  - All County Letter (ACL) still pending regarding mandating 40 hours of training every two years. Counties feel that they are, for the most part, achieving this goal already. Management is aware of this pending mandate.
  - Independent Living Skills: Mike Ryan, new Children’s Director in Orange County, asked Liz to ask if others felt a class for social workers would be helpful to help them understand their coaching role regarding ILS, that is with youth, parents or foster parents. That the “referring out” for all ILS services is not always sufficient to ameliorate the abysmal outcomes for youth in the system. A class on “good old fashioned social work skills” to help social workers see their own role in promoting better outcomes for youth may add to the ILS services offered to youth.
  - **Action:** Let Liz know if you think this class would be of interest for your county.

3. **Evaluation:** James Coloma reported out on the Academy's expanded efforts regarding evaluation in Line Worker Core and other Academy classes. Goal is to move toward a more developed Transfer of Learning effort with our counties.
  - This is a discussion going on at the MacroEvaluation meetings and there is one at the end of July.
  - Also extensive data coming from the standardized core classes and being amassed by CalSWEC. James will be sending out that data to county partners and will report out at the next TPC meeting.
  - **Action:** James to report out on standardized core data at next TPC meeting.
  
4. **Leaders in Action:** Jennifer Tucker-Tatlow reports that TOL is being discussed in this leader development series in the action plans being developed by the participants. They take these to their executive managers and discuss. This is another aspect of the TOL discussion that complements our activities.

#### **ACTION ITEMS**

- Contact Liz Quinnett who will send the San Diego Parent Peer Support Group manual to you if you would like a copy or Diane can bring a hard copy to next TPC meeting. They are available in English and Spanish.
- Liz to bring copy of the "Visa" to next TPC meeting or send out electronically if possible
- e mail Anita if you see need for a January Supervisor Core. Give her your projected numbers. Likewise for Manager Core.
- Let Liz know if you think ILS class would be of interest for your county.
- James to report out on standardized core data at next TPC meeting

**NEXT MEETING: FRIDAY OCTOBER 26, 2007  
OCEANSIDE TRAINING SITE  
115 N DITMAR, OCEANSIDE, CA 92054**