

Attendees: Ana Friesema, Liz Quinnett, Bob Abair, Mark Kisselburg, Andrew Anderson, Jim Hollis, Terry Forrester, Donna Pence, Bett McDade, Nancy Kail, Amy Okamura, Tuey Lee, Bob Christopher, Todd Bellanca, Lisa Fulmore, Anita Aldrich

Agenda Items

I. Welcome and Introductions

Per the Agenda Notice: This meeting's focus was on the discussion of and decision making for the trainings allowable for the balance of the fiscal year.

II. Main Discussion Area: Training Classes for the balance of 06/07

- Upon initial discussion it was agreed that each county would continue to confer with their appointed PCTWA liaison. (Nancy Kail, Laurel "Lori" Brown, Bett McDade and Anita Aldrich)

- Issue A: An Issue of Practice

It has become apparent that some staff need more help in transitioning their practice into making decisions jointly with families and working more collaboratively with community partners.

Resolution A:

Possible training for Advanced Team Decision Making (TDM) and possibly other teaming strategies with a focus on the role of the supervisor, skill building and role clarification in multi-disciplinary teams.

Resolution B:

New training coming out, Preventing Collateral Damage by Karen Martin (see handout)

Resolution C:

New pilot training, Concurrent Planning, Partnership in Action

Resolution D:

Potentially involving community partners in above mentioned trainings to establish and reinforce collaborative relationships and provide them the needed training

- Issue B: An Issue of Staff Development

There has arisen a definite need for training geared specifically to supervisors wishing to transition to managers.

Possible resolution:

PCTWA will work on developing a supervisor enhancement curricula or making some changes to the existing manager's core to meet this need.

- Currently only Riverside is in need of a true Manager's Core.

- Issue C: An Issue of Scheduling

Trainings that require a full day of participation from staff are difficult to schedule.

Resolution A:

"Brown Bag" or half day seminars that run for three hours could allow trainees more flexibility. Offer these at county convenient locations.

Resolution B:

Online training options will be revisited as an option.

Resolution C:

Video conferencing possibly utilizing "smart carts" similar to those used in university setting. Confer with IT department to ensure compatibility. Also explore budget issue.

- Issue D: An Issue of Clarity

Currently, the manner in which trainings are displayed (alphabetically) is not the most “user friendly” format.

Resolution A:

PCTWA will provide a newsletter grouping of classes with links to which core classes they relate to. Perhaps utilizing a “college course #” registration style system to indicate prerequisites etc.

Resolution B:

Utilizing certificate programs to group courses/issues into categories and as part of staff development and retention.

Resolution C:

Provide staff with “assignment specific” training after they have been assigned to insure participant “buy in” and involvement during training. (e.g. Advanced CMI 1 and CMI 2 separately for ER workers)

III. Training Request Form

In an effort to stream line the process for requesting trainings Bett McDade has drafted a new form for requests. (see handout)

- Suggestions/Ideas:

Include a date requested, if it’s SIP related, if it’s Mandated, the title of the requesting party (to eliminate third party/lower level erroneous requests), if it’s Advanced, what the preferred format is, and when it’s needed by.

IV. Differential Response Trainer Conference

As part of attending the recent conference on Differential Response, Donna Pence had the opportunity to clarify our needs in this area.

- There is specific language for assessment vs. investigation.
- We need to know what DR is in the various counties in order to have our trainers gear their classes accordingly.
- The Policy Development Unit (PDU) dispatch on this topic available for review.
- Liaisons to find out where each county is in this area

V. Training Evaluation

- The Academy is utilizing the next level in evaluations and is contracting with Cindy Parry and Jane Berdie to conduct a training on Evaluation Techniques. (see handout)
- CMI 1 is already utilizing an embedded evaluation.

VI. Other

- CalSWEC is offering classes to trainers to raise the bar “So you want to be a trainer” for new and prospective trainers. Class will be offered in San Diego to make for easier access for southern counties. Also offering a class on Curriculum Writing for experienced trainer wanting to expand their skills in this area.
- A need has been identified for training in Spanish by Latino trainer for those working in a mono lingual community and carrying monolingual caseloads.

VII. County and University Report Outs

CSUSB: Andrew

- There are currently 50 full time IVE MSW students with 22 due to graduate. BASW is off the
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ground and 13 potential BASW students have been identified.

- The MSW Program is challenged by the reinterpretation of regulations which will be discussed at the February Coordinators Meeting.
- Acquired the CalSWEC F&E grant for a symposium, most likely to be held on campus.

SDSU: Amy

- They've created a IVE newsletter to raise visibility for the program and participants. As the funds are for employees, there are low enrollment challenges.

Loma Linda: Terry

- There are 35 folks in the part and full time programs. They are in the midst of recruiting with the draw from Prop. 63 competition.
- They are moving to their new Business Center Drive location.
- They are reviewing their suitable placement for interns per federal issues.
- Hiring four new faculty.

Orange County: Bob, Bob & Tuey

- New Employee Orientation (NEO) is wrapping up. New schedule is Jan-April. New NEO will have block enrollment since block hiring is no longer acceptable.
- NEO series is being streamlined and evaluated for best practices as well as for compatibility with Academy and Advanced trainings.
- Structured Decision Making has been identified on the CalWorks side including collaboration, early identification and early referral.
- There is a need for **Adoption specific trainings** (Kinship Center to assist)
- Looking for community partners to be trained on **monitored visitation and testimony**.
- The courts and the county are both making efforts to learn each other's methods to eliminate confusion.
- Using a video of reunified family members to help explain the process to new parents in the system. (~15 mins.) Are looking to create one in Spanish.

Imperial County: Bett

- Currently working towards better outcomes while working with parents as partners.

Riverside County: Todd & Mark

- Need an Induction class. Have a goal of hiring 50 SW 1&2, 25 SW 3&4 and 14 Sups. Making a total of 59 by January 1st alone.
- The county curriculum is out of date and we want to bring it up with the evaluation piece mentioned earlier. We'd also like to remove any Academy redundancy/overlap. Meeting with O.C and San Diego around their SWIT and NEO will be an attempt to work this out.

San Bernardino County: Jim

- Things have been slow with a need for one more Sups. Core.
- 10 new staff to start in the next series of core instead of breaking midstream
- Building community capacity and TDM
- CAT structured risk assessment adopted. Have a need to train **535 staff on CAT**

San Diego County: Lisa

- Block hiring in next year ~ 50-80. We will purchase a separate core to accommodate.
- Our internal trainers are feeling burnt out.
- Implementing SDM and new case planning tool

- Child Welfare Steering Training Committee for SD regions to come together and share ideas on issues like Childhood Obesity.
- All our Academy advanced trainings are linked to our SIPs.

VIII. Other Items

Due to overall cooperation, training flyers will be sent out in Word format again. However, should any dates, times or any information be altered, we will resume use of the Adobe format.

Tools:

California Evidence Clearinghouse

www.caclearinghouse.org

SD International Conference on Child Maltreatment

www.chadwickcenter.org

Action Items

Action Item	Responsible Party	Due
Send copy on customer service video project to Liz Q.	Bob	
Development of Supervisor Enhancement curricula	Bett	
Let PCTWA know if ½ day brown bag seminar will work for your county & what subjects	All counties	
Group trainings into subject/course content groups, examine using course #'s etc.	Liz, Bett and Donna	
Provide groupings of trainings list in next newsletter	Anita	
Get video conferencing program name to Liz. Q.	Jim	
Send status/policies on Differential Response to Donna P.	All counties	
Send out TforT by Peter Dahlin flyer	Anita	
Send CalSWEC links on curriculum development to Mark and Bob A.	Bett	
Publicize 2 day workshop by Charmaine Britton (on curr. writing)	Liz	
Send out TPC roster to all TPC participants	Liz	

Next Meeting 3/2/2007 Oceanside Training Site 10:00 am

