



TRAINING PLANNING COMMITTEE MEETING
February 29, 2008
10:00 – 2:00

Riverside PCWTA Training Site, 4324 Latham St. Suite 130, Riverside, CA 92501
951-682-2580

Minutes

Attended: *Riverside County*: Sylvia Deporto, Lisa Shiner, Crystal Shackelford, Mark Kisselburg, Teresa Solomon Billing, *Imperial County*: Sonia Villafana, Chris Christensen, *Loma Linda University*: Vi Lindsey, *San Bernardino*: Stuart Young, *San Diego County*: Diane Ferreira, *Orange County*: Bob Christopher, Bob Abair, *CSUSB*: Andy Anderson, Laurel Brown, *PCWTA*: Liz Quinnett, Irene Becker, Donna Pence, Nancy Kail, *Anita Aldrich Academy*: James Coloma, Don Dudley, Jennifer Tucker-Tatlow.

Announcements

- ❖ Congratulations to Sylvia Deporto and Lisa Shiner of Riverside County.
- ❖ Congratulations to Laurel Brown who will be working at CSUSB.
- ❖ Michelle Runnels has been hired as the Riverside Site Director and will begin in March. (subsequently refused the position)

1. Training Needs for balance of 07/08 fiscal year:

- ❖ Anita states we are on track to deliver more training days than in our contract for the remaining of the year.

New Curriculum Options to consider:

- ❖ Concurrent planning - Irene is working with Riverside County who wish to training all workers and supervisors in concurrent planning. Irene has received permission to send LA's curriculum to Riverside on Concurrent Planning and Full Disclosure. There is a meeting on 3/10/08 to discuss next steps
- ❖ Advanced court report writing – Deborah has been working with Judi Nodurft to develop and deliver this training. Judi is in touch with the new presiding Judge in Imperial County and gearing the training to with the judge's input.
- ❖ Advanced Sexual Abuse & Case Management for Supervisors – Irene is set to deliver this training in March and April to San Diego County Supervisors. We will be revising this curriculum for line workers if need arises.
- ❖ Trauma Focused – Cognitive Behavioral Therapy – Irene is set to meet on 3/10/08 with a group who is working to implement TF-CBT . Irene will work with the group to develop the curriculum and discuss next steps on implementation of training plan to approximately 65 staff.
- ❖ Gomez decision – Some counties have begun training aspects of the Gomez decision . The requested PCWTA training would focus on the administrative hearing and how social workers would testify in these hearings. Another issue is how some of this information may be incorporated in the Investigative skills class. Background on some of the aspects of the Gomez decision include: clients

- appealing their being on the DOJ list; a right to call witnesses at the administrative hearing (possibly children as well); being clear about exigent circumstances and the need to get a warrant for non- exigent circumstances.
- ❖ Advanced Physical Abuse – Donna is working with Dr. Lynn Kaufold (Rady Children’s Hospital) and hope to deliver this class before the end of the fiscal year – once each in Oceanside and Riverside.
 - a question came up about the use of cameras and forensically trained people to take pictures. This is a county specific discretion issue.
 - ❖ Interviewing Institute (4 or 5 days) - Donna passed out the proposed week long agenda for the interviewing institute. Each county will have 6 slots. Liz asked counties to consider who they would send so that the county can spread the information as 6 is a small group.
 - ❖ Advanced Cultural class (Lisa Aronson-Fuentes) – We will be able to offer this class from a nationally recognized expert – we will look at larger venues so that we can have more people attend. Class will be offered in June.
 - ❖ Call –back class for Supervisors – Liz states that we are developing a call back class with Mark Miller to help supervisors solidify there knowledge and skills gained in Supervisor Core.
 - ❖ So You Want to be a Supervisor – Liz states that we will be offering one day trainings on this curriculum.
 - Sylvia asks that we consider reviving the 4 day (over 4 weeks) model as this was very impactful. Discussion on how counties felt that they had a better pool of potential supervisors who took the 4 day model.
 - ❖ Motivational Interviewing - Liz reported that we are still working with the national organization to see about bringing trainers here for a T for T and to develop a pool of certified trainers. Due to their slow response, this will likely go into the 08/09 training plan.
 - ❖ Advanced Domestic Violence training – Irene has a trainer interested in developing and advanced course in DV – Orange and San Diego are interested in this course.

2. County and University Report outs:

- ❑ **Riverside County:** Riverside is moving forward with their training plan for Initial training that incorporates more on the job experiences and has training units within the regions. There also will be supervisors and mentors in each region. This is designed to assist in the retention of workers. Workers needing to be retrained in a new program or if there are performance issues can also be assigned to the training units. The training units will integrate the classroom experience into the job.

A larger discussion came about as San Diego is planning on going to a similar model and are now in the beginning stages of planning. The question was asked if the Academy would consider another model of delivery of training – Liz says that we want to be responsive to the needs of the county and will set up a sub-committee for further planning on the topic: **Action:** Liz will set up the meeting to include volunteers: Irene, Lori, Lisa, Crystal, Bob C, Diane, Stuart, Andy, Anita & Liz

- ❑ **CSUSB:** Andy states there are 20 slots for the BASW stipend. CSUSB is having difficulty in providing field placements (as are other schools of social work) because of a concern of the conflict of interest. The Student Day Conference will be held on 3/28/08 and will be held at the Mission Inn. Counties have been approached to set up tables for recruitment. A survey was done and a need identified to offer a BASW program in the Coachella Valley. There is a meeting in April to discuss the feasibility of offering a program through College of the Desert,
- ❑ **SDSU** – Dr. Anita Harbert is retiring and will be on Faculty Early Retirement Program (FERP) working ½ time. Dr. Tom Reilly has been selected as the new Director of the School of Social Work and will begin in August. He has a county as well as a research background.
- ❑ **Loma Linda University** – Vi stated that they too have difficulty in finding field placements that focus only on case management. It is thought that having some clinical experience enhances case management skills. LLU is in the midst of accreditation. The school is preparing to move to a new location but no set date as yet.
- ❑ **Orange County** –There has been an expansion of the training rooms at Orange County allowing for up to 200 participants in a new room. There has been concern that with Orange County hiring patterns, it does not lend itself to new workers bonding with each other, hence they lack an important support system. They anticipate less hiring and need for contract cores, however would like to have a better picture for fiscal in executing multi year contracts. Orange County would like the Academy to revisit the use of E- Learning as another way in delivering training. A discussion was held about some methods being used – giving CDs to trainees, web based training, videos
- ❑ **Imperial County** – a new judge has been hired. There will be training on testifying and cross examination skills with social workers, attorneys and others. Imperial County completed is Line worker Core on 2/14. There will a meeting with the trainees to follow up and reinforce what has been learned in training. The PQCR will have its kick off on 3/12-3/13 – with other activities following. The PQCR will be the week of 4-7 – 4-11. Interested in Safety and Wraparound Training. A discussion of offering the MSW program at the Calexico campus would be welcomed. Right now, the MSW program is offered every 3-4 years when there is a cohort.
- ❑ **San Bernardino County** – A discussion of the classes in the pending ACL states are required but are not currently covered in Core: ICWA, MEPA, Mental Health, Education, Ethics and Values. SB has one Ethics class. Liz states that PCWTA has also developed another curriculum “The Other Side of ICWA” that focuses on cultural considerations. There are staffing challenges with the requirement of training for staff. Most “kinks” have been worked out on the LMS with PCWTA. There are trainings on Transitioning Youth – Advanced, Substance Abuse Identification, Teaming Strategies, Adoptions Orientation Training. There is a re-organization going from 3 to 4 regions, with adoptions moving into blended units. PERC offices are moving to a facility off Hospitality Lane near National University – move date 4/4/08. Five managers have been promoted. Sending approximately 12 new workers to the next Core.

- ❑ **San Diego County** – San Diego is a part of DRAFT program run by the office of Administrative Courts. There are 10 counties in the program with another 10 counties due to come aboard. San Diego is in the midst of PQCR and training needs will be identified out of that process.
- ❑ **Update on Academy for Professional Excellence** (Don, Jen TT) – We are in the process of developing the next multi-year contract with the state going from 2008-2011. Tribal STAR program finishes in September. The Academy is looking into sustainability funds, and will deliver 9 days next year of the Tribal STAR curriculum as part of PCWTA. Tribal STAR will also be presented at the Student Days Conference and with IV-E programs. Don stated that the fourth class of LIA (Leaders in Action) has started and will go from April – May.

3. **Field Trainers/Mentors model** - tabled to next meeting.

4. **Business:**

- a. Line Worker Core – Anita requests counties contact her with projected hiring numbers for next fiscal year so that we may plan for how many Cores for all levels of staff next year.
- b. Manager Core – Nancy stated that we are looking to update the Manager Core that better fits with the goals and competencies of Supervisor and Lineworker Core.

Nancy also announced that the West Coast Trainer's Conference is accepting proposals for presentations. The WCTC will be held in San Diego , August 20-22, 2008.

- c. Statewide standardized core update – Liz stated that CMI-2 and Child and Youth Development are under revision.
- d. Phase 2 classes and how to deliver and by whom: Regarding the classes that now have standardized learning objectives, Liz asked what counties want to do. SB, SD, Orange and Imperial are requesting that we look to deliver the classes. More discussion is needed about the modalities of these trainings.
- e. Liz passed out the new training request form – counties asked that the soft copy be sent to them. (see attached)
- f. Liz asked if there is interest in a 2 day class on Sexual Exploitation and to let her know their county's interest in this topic.

Next Meeting: MAY 30, 2008: PCWTA OCEANSITE TRAINING SITE