

TRAINING PLANNING COMMITTEE MEETING

August 11, 2006
Pala Mesa Resort

MINUTES

Present: Lori Brown (PCWTA), Mickey Castro (Imp. Co.), Bob Christopher (O.C), Lori Delagrammatikas (Proj. Master-Academy), Diane Ferreira (SD Co.), Terry Forrester (Loma Linda Univ.), Jim Hollis (SB Co.), Tuey Lee (O.C.), Laura Lund-Webb (R'side Co), Bett McDade (PCWTA), Donna Pence (PCWTA), Peggy Price (Imp. Co.), Liz Quinnett (PCWTA, Chair), Stuart Young (SB Co. PERC)

1. Welcome and Introductions. Lori Delagrammatikas, Program Coordinator of Project Master (APS Training program) sitting in on meeting.
2. County and University Reports:

Imperial County:

- PACT (Parents and Community Together) is moving into second phase with more intensive services. Two trainings planned, one related to developing community resources, and, second for potential parent partners and parent partner (just hired) to focus on boundaries, mentoring and advocacy.
- Looking at Supervisor Core and their need. Hiring is uncertain until approved.

San Bernardino County:

- They have completed their annual training calendar. It includes mandated classes which include: CQDD (Common Quagmires and Difficult Discussions) for supervisors and managers; training on CAT (comprehensive assessment tool)
- They are "beefing" up their FGDM program as well as wraparound and TDM. Also building youth to be involved in Youth Advisory Board.
- Hiring 11 in next core. An additional 27-30 staff to be hired in addition to original numbers given. They are examining their MQ's given the current crisis in hiring.
- They have chosen their 5 Academy classes: a mandated Data class for supervisors and line workers (4 classes); and, an Educational Law & Advocacy class.
- The latter class relates to their new emphasis on education which is being responded to by adding 6 educational advocates to staff.

Riverside County:

- They are offering a “Nuts & Bolts” class which is a call-back class following induction.
- They are planning to hire 60 SW 1’s and 2’s in September. Unsure if they will be contracting with CSUSB or Academy.
- Hired a second staff development person, Mark Kisselberg.
- The management position is still to be filled.

Orange County:

- Still an emphasis on F2F and TDM’s. They have now completed more TDM’s than any other county in the State with over 3000 meetings.
- They are now doing “FR TDM’s” to discuss progress around the time of a 6 month review. Casey does not count these as a true TDM (for purposes of statistics) as it is not purely on the subject of placement. They will be using contracted staff to facilitate these meetings – the community contractors to whom FGDM’s were given.
- Joann Munro, new to Training and Development, is developing a class on “Engagement”
- Still narrowing down their choices for their 5 Academy advanced classes
- They have recently completed a video project where a mixed group (staff, community, parents, providers, etc) were interviewed regarding their view of customer service. The films are being used with supervisors, particularly those of clients. It is clear that rapport and engagement are critical components in viewing customer service in a positive way.
- Bob Abair is the lead on DV training.
- They are modifying SDM for eligibility staff to assist them in identifying risk – as a preventative measure.
- They have identified a need for Adoption training. Apparently CDSS is no longer providing.
- California Youth Connection using healthy members to work with children in FC which is to address depression and hopelessness.
- They are using a greatly improved search process and have specialized units to work intensely on searching for family members. They are having great success.
- **ACTION:** Tuey to send information on this to Liz to distribute to TPC members.

San Diego County:

- Hiring 105 social workers by the end of this year which means entering training in January
- Hiring so many in County has created a contradiction in that so many are coming from community agencies who provide services to families served in county
- Omar Lopez is new hire to IV-E liaison and training liaison position

- Training directed at SIP, that is, concurrent planning at front end, case planning, engagement, visitation and working with relatives.
- Hiring a consultant to provide visitation training and have invited Academy to participate in TforT with plan that Academy will provide ongoing visitation training.

Loma Linda University:

- Examining core competencies and where is curriculum relatively
- Currently screening applicants
- Marketing plan is currently working on updating their website to include IV-E information
- They are not seeing the Prop. 63 stipends drawing away potential IV-E students as was originally feared. Perhaps this is due to the limitations of Prop. 63, that is, only for one year.
- Issue around the differing policies among counties in regards to release time
- Comprehensive survey done of students found them to have a positive field experience with counties!
- IV-E syllabi have been updated
- Sadly they have experienced 3 deaths recently: 2 faculty and 1 student.

Cal State San Bernardino:

- IV-E BSW program is underway

SDSU:

- New dean is supportive of research and this is reflected in shift in courses to Evidence-based Practice. Challenge is to incorporate EBP in practice classes. We will be noticing that students will be coming with more questions as to why, what's working, what's not and where do we look for answers.
- Challenge relates to the fact that there is little EBP on interventions.
- This shift in emphasis creates a move from qualitative nature of social work to a quantitative.
- IV-E BSW program is starting with 8 student stipends offered for 1 year (\$15000) with a 2-year payback in time to county.

3. 5 Free Choices for Advanced Classes for Each County: reminder for each county to get their choices into Anita Aldrich at the Academy asap.

4. Nurses Symposium: Statewide effort to put together a symposium for PHN's working in the CWS setting. PHN's are wanting more CWS specific training. Training effort to be led by CDSS/DHS. Lori Brown has lead. Effort in the talking stages now, details will follow as plans unfold. Questions such as cost to RTA's, who trains, where, etc. to be answered.

5. Supervisor Core Update: 8 class series now contains statewide standardized components. Curriculum being updated to reflect these additional parts. First (of three) series to begin in late September. Flyer will be out when dates confirmed. Lori Brown is lead and will train with Mark Miller. Liz Quinnett and Genevieve Bromley (SD County) will back up Mark and Lori.

6. Managers Core: flyers are out. Opening up to other than coastal counties. Sign up directly with Oceanside site director, Nancy Kail, nkail@projects.sdsu.edu

7. Mandated training: reminder for counties to alert Academy if training is to be mandated. The dynamics in a mandated training are quite different than in a class taken by choice. It is very helpful for trainer to know in advance. Academy will be putting a blurb in newsletter to alert trainers to call county in advance. Academy will also be looking at a form that UC Davis uses in advance of training delivery to ask relevant questions for trainer regarding issues or climate in county prior to training delivery.

8. News:

- Child Maltreatment Conference in San Diego is scheduled for last week in January 2007. It has many very relevant workshops to child welfare this year. Info on Children's Hospital website, www.chadwickcenter.org
- CA Evidence Based Practice Clearinghouse website is up: www.cachildwelfareclearinghouse.org

**PLEASE NOTE:
NEXT MEETING: FRIDAY DECEMBER 1, 2006 at the
Academy Training site in Riverside. 9:30 – 1:00**

**(I had to change date due to prior commitment on
November 3rd)**