



# The SACHS CHRONICLE

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Don Dudley, Director

## SACHS MEETING February 16-17, 2006

Topic: Automation

Speakers: Meg Sheldon, Cynthia Hinckley, & Linda Haugan

Location: Carlsbad Inn Beach Resort, Carlsbad, CA

### Automation

The following is the abstract from "Participative System Implementation for Creating User Oriented Computer Systems in Human Services" by M. Monnickendam.

Human service executives often face the daunting prospect of selecting an appropriate method for computer implementation. The confusion between computer experts and human service professionals contributes to this apprehension.

The specific processes and techniques which contribute to the creation of practitioner congruent computer systems in human services as yet have not been clearly delineated.

Current research shows that the usefulness and the ease of use, participation, and involvement, are the strongest predictors of system acceptance.

Participative implementation techniques are shown to incorporate these constructs and are therefore suited for the implementation of human service computer systems.

Administration in Social Work; 2000, Vol. 24, Issue 1, Page 57-74.

*For a copy of this article, or any other article in the Chronicle, please contact a SACHS Staff Member.*

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Academy for Professional Excellence at  
San Diego State University School of Social Work





## Article Summary: Disproportionality

The following is a summary of the article, “**Practices that Mitigate the effects of Racial/Ethnic Disproportionality in the Child Welfare System,**” which was published by Casey Family Programs in 2003. The full report is available at: [http://www.casey.org/NR/rdonlyres/F2CF350A-1A46-4E02-80EA-3746F2A70F20/132/casey\\_mitigating\\_disproportionality.pdf](http://www.casey.org/NR/rdonlyres/F2CF350A-1A46-4E02-80EA-3746F2A70F20/132/casey_mitigating_disproportionality.pdf) . This summary was compiled by Carrie Gibson (SACHS Staff).

### Purpose

This paper focuses on the practices that might mitigate the effects of disproportionality on the children and families who are already involved with the out-of-home care system by leading to improved outcomes in permanency and well-being. This paper also looks at ways other systems—education, health care and juvenile justice—are seeking to mitigate disproportionate representation of children of color.

### Strategies

The following strategies are used to work toward mitigating disparate outcomes:

1. Develop a measurement system (that spans the child welfare continuum from intake/acceptance to permanency/discharge) to assess an agency’s current status, and determine if there is a gap between current and desired outcomes.
2. Obtain more family involvement by providing extended support to birth parents and by locating kin and other persons who can provide support and/or permanency. Assure birth families that children will continue to be safe. Provide an opportunity for families to contribute their ideas about cultural issues.
3. Obtain more frequent and more timely permanency by using a strengths-based assessment methods. Advocate at the local, state, and national levels to increase the availability of a broad spectrum of treatment resources. Consider non-traditional ideas.
4. As much as possible, place kids with relatives. This keeps the kids connected with their kin and their communities. It also maintains the connection with their racial, ethnic, cultural, linguistic, and religious/spiritual heritage. Redefine relatives to include paternal relatives, extended family, and fictive kin.
5. Be diligent in the recruitment of non-relative foster parents for temporary placement by focusing on parents of all races who are willing to consider adopting older children, African-American or Latino Children, and children with special needs.
6. Maintain family connections by providing visitation to the maximum extent possible.
7. Achieve permanency when reunification is not possible. Obtain dual licensure for foster parents and adoptive parents by having them go through the same approval process. This allows for a foster parent who has cared for a child for some length of time to naturally and easily change their role from that of a foster parent to that of an adoptive parent.
8. Maintain culturally competent practice by: assuring that agency values include diversity and anti-racism; having consumer input to ensure that issues important to consumers of culture are addressed; provide ongoing organizational assessment of cultural competency among clients and staff at all levels and capacities; and spread cultural competence to community members and other organizations.
9. Employ successful practices in other systems (i.e. juvenile justice, special education and health care).

## Leaders In Action: Year 2— Overview of Training Modules

## LIA Participants

**Block 1:  
Internal Reflection  
January 10-13, 2006**

**Block 2:  
Driving for Results  
March 13-17, 2006**

**Block 3:  
Organizational Change  
May 9-12, 2006**

- |   |   |  |
|---|---|--|
| <ul style="list-style-type: none"> <li>• Leadership: Characteristics of Visionary Leaders; Manager vs. Leader; Leadership Styles</li> <li>• Judgment and Values</li> <li>• Influencing Others: Decision Making/Problem Solving</li> </ul> | <ul style="list-style-type: none"> <li>• Collaboration: Internal and External</li> <li>• Strategic Management</li> <li>• Performance Leadership for Individuals and Teams</li> <li>• Managing Accountability and Results</li> <li>• Financial Leadership</li> </ul> | <ul style="list-style-type: none"> <li>• Political Savvy</li> <li>• Board of Supervisor Day</li> <li>• Directing Organizational Change</li> <li>• Forecasting</li> </ul> |
|---|---|--|



## Action Learning Projects

PROJECT	TEAM
IHSS Budget/Workload Reform	Daniel Esparza (Imperial), Patricia Reynolds (Riverside), Peggy Donnelly (San Bernardino), Adelaide Mostachetti (Santa Barbara), & Keri Collins (Ventura)
Succession Planning Strategies	Walter Chan (LA DCFS), Jeanine Chenault (San Bernardino), Duncan Thomas (Santa Barbara), & Linda Le (Ventura)
Recruitment Strategies	Collins Nweke (LA DPSS), Michael De La Rosa (San Bernardino), & Veronica Hilton (San Bernardino)
Meth: Impact on Casework Practices and Policies	Winn McFadden (Imperial), Ruben Mejia (LA DPSS), Deborah Hartman (Santa Barbara), & Paul Gaeta (LA DCFS)
Relative Caregivers	Tanya Bratton (San Bernardino), Anita Shannon (LA DCFS), & Molly Marino (Santa Barbara)
CalWORKs Performance Measures	Dennis Veals (LA DPSS), Liz Soler (Riverside), & Sandra Dunn (LA DPSS)
CWS/CalWORKs Linkages	Mitch Mason (LA DCFS), Ellen Mastright (Ventura), & Pam Grothe (Ventura)
Prop 63—Planning and Implementing	Wendy Aquin (Orange), Anne Bloxom (Orange), Gary Taylor (Orange), Susan Holl (Orange), & Carol Wiseman (Orange)

### ANNUAL PLAN: CCASSC\*

#### Discussion Items and Presentations

- Revenue Management/Fiscal Strategies
- Relative Assessment
- CWS Outcome Measures
- Succession Planning
- Quality Assurance in Child Welfare
- Mental Health Services Act

#### Action Research Item

Adult System of Care: Meta-analysis and evaluation

- Development of a “white paper” that describes an integrated Adult System of Care model and addresses needs identified through the surveys.
- Develop recommendations concerning model implementation with attention to the gaps between “what is” vs. “what should be.”

\* Central California Area Social Service Consortium

### ARTICLES ACCEPTED FOR PUBLICATION

The following articles have been accepted for publication in Professional Development: the International Journal of Continuing Social Work Education:

- *University-Agency Collaboration to Design, Implement, and Evaluate a Leadership Development System* — Thomas Packard, DSW; Jennifer Tucker-Tatlow, MSW; Jessica Waechter, MSW, MPH; Patti Rahiser, BA; and Donald E. Dudley, MSW.
- *Social Work Professional Education and Workforce Development: A Ladder of Learning* — Teresa Morris, PhD

### PAPER TO BE PRESENTED

The following paper is to be presented in February 2006 at the Annual Program Meeting of the Council on Social Work Education in Chicago, IL. This is the third consecutive year that SACHS research has been presented at CSWE’s Annual Program Meeting.

- *Design, Implementation, and Evaluation of a Leadership Development Initiative* — Jennifer Tucker-Tatlow, MSW; Tom Packard, DSW; Don Dudley, MSW; and Patti Rahiser, BA.

### ANNUAL PLAN: BASSC\*\*

#### Discussion Items and Presentations

- Substance Abuse Intervention Outcomes
- Parent Education Intervention Outcomes
- Use of Family Assessment Instruments

\*\* Bay Area Social Services Consortium

## SAVE THE DATE!



### EVIDENCE-BASED PRACTICE: A UNIVERSITY/AGENCY PARTNERSHIP FOR CALIFORNIA



<b>When:</b>	February 22, 2006   10 a.m. to 4 p.m.
<b>Where:</b>	Davidson Conference Center University of Southern California, Los Angeles (Co-located with the Campbell Collaboration Colloquium on Feb. 22-24, 2006)
<b>Who:</b>	<ul style="list-style-type: none"> <li>• County Human Services Agency Directors</li> <li>• Researchers interested in partnering with Human Services Agencies</li> <li>• Teaching and research faculty at California’s School’s of Social Work</li> <li>• Other Human Services Leaders</li> </ul>