

Training Planning Committee
January 23, 2015

Attendees: Karen Hana, Loren Solem-Kuehl – Los Angeles; Diana Shreckengost – San Diego; Harkmore Lee – CSULA; Jeannine Guarino, Madeline Lee – CSUSM; Kim Kalloo-Violante, Teri Self – San Bernardino, Eileen Zickefoose, Bob Abair – Orange; Sophia Williams, Lonnetta Bryant, Mark Kisselburg, Todd Bellanca - Riverside; Susan Culbertson - CSUSB, Dawn Schoonhoven Scott, Val Ryan, Chris King, Chelsea Payne, Cynthia Ebron, Susan Phay, Hayley Serrano, Devin Wilson, Nancy Satterwhite, Anzette Shackelford, Darlene Hill, Nancy Kail, Renee Duci, Kate Bedwell, Tricia Pegues, Wayne Rutledge, Lilli Miles, Bill James, Jenni AhSing, Laurie Fortin, Sophia Seol, Lisbeth Ensley, Amy Jaffe, Jen Tucker-Tatlow, Anita Aldrich, Irene Becker, Teresa Solomon-Billings – Academy for Professional Excellence

Welcome/Connect/Introductions/Agenda Review

University Partner Updates

CSU San Bernardino

- First deadline is at the end of this month for applications. Are getting a lot of interest from employees and non-employees about IV-E stipend.

CSU San Marcos

- Are excited to have their first cohort of Title IV-E students this fall and are grateful to San Diego County for welcoming them. They have also been collaborating with CSUSB and SDSU and are grateful for their support.
- Starting with 8 students and are excited. Will get staff in summer.
- Have a lot of students who are interested in Child Welfare and will have new students coming in.

SDSU

- Have 17 MSW Title IV-E students who are on track to graduate in May 2015 and are completing their internships in CWS. Also have 6 BASW Title IV-E students



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completing their internships in CWS this year. As part of their efforts in partnership with CWS-SDSU Title IV-E hold monthly meetings for the interns in CWS to address additional training needs, knowledge and skill building and do the planning and coordination with Javier Perez, their CWS liaison.

- Field Planning for next year's internships in CWS are already progressing and should have 24 MSW and BASW Title IV-E students interning next fall.
- Will also be selecting a new group of incoming MSW and BASW candidates for Title IV-E stipends with Javier starting in February and ending in early April.
- Their American Indian Recruitment Title IV-E efforts, known as SERVE, continue with Christy Garcia. However, as a CA Wellness Grant has ended, Christy will be reduced from full time to 75% to continue to build relationships and pathways for American Indian youth to college.
- Ken has also been involved with the Northern California Training Academy to plan and present on working with the Hmong communities in the Northcoast as part of a conference at Humboldt State University.

County Updates

Riverside

- Have been busy with training new workers and hiring.
- Will have two Cores in March, one in May and one in June. The May and June Cores will overlap and need locations.
- Hired new staff development officer to help with training.
- Are adding Pathways booster trainings.
- Laurie Fortin will develop and deliver sexual abuse training in the desert region. May want to extend this to other regions.
- Have Trauma-Informed Compassion Fatigue training coming up and an IPV training next month.
- Hoping to get a decision to start SOP soon and will start Sup Learning circles in March.
- Coaching is going well and is very active and picking up speed. Also have manager coaching.



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Los Angeles

- We provide some advance training days for LA and are close to being done with planning for this year. Are starting to plan for next year.
- Have just hired 650 staff and are processing 700-800 new hires. Have 4 core academies running at all times. Are designing DCFS university site and hope to open it in June.
- Teresa Solomon-Billings has been brought on to develop LA's piece of Core 3.0.

Ventura

- We only provide advance training days in Ventura.
- Are focusing training days this year around CFT's and strengthening management and leadership team.

Orange

- Orange county specific Core has started. There are 20 people in class now and will have 27 by the end of Core.
- Piloting the Spectrum of Learning Basic Interviewing course for the second time. Are working on the eLearning now and the classroom training is coming up.
- This is the third Core cohort with simulation training. The recent court report writing simulation module received good reviews so it will be incorporated again for this Core.
- Working with a team that is looking at how the new SDM tool and SOP will be integrated. Are looking for ways to incorporate SOP language with SDM.
- Orange has a new staff development trainer who was a TDM facilitator and has a lot of expertise.
- Are offering an Orange county specific Advanced Training Series for their staff which offers 40 training hours within a 6 month period.
- Coaching is going great and has been well attended.
- Continue to do Fatherhood, AB12, and Resiliency training. Will add Casey's Knowing Who You Are training soon.



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San Bernardino

- Cecilia Joseph had a brain bleed and suffered a stroke and is recovering. Please be thinking of her and we wish her a speedy healing process.
- Will have ~43 new staff in February and will run 2 simultaneous cores. They now have a centralized training unit with two supervisors and also have mentors in the region. This is a pilot program and they are also putting new staff into their units right away. Stay tuned for more information and data from this program.
- SOP is going well and have six Academy coaches and will increase to seven. Mark Miller is doing management team coaching. The coaches are getting great feedback. Will implement Supervisor Learning Circles soon.
- Are focused on their training goals of CFT's and SOP. There are implementation teams in regions with SOP and CFT's. Are also looking into simulations.
- There have been a lot of transitions happening in San Bernardino County recently with several retirements. Have hired 15 new supervisors in the last few months in addition to hiring more lineworkers.
- Randy Schulz announced his retirement for February 20 and Marlene Hagan will be his replacement. Are currently recruiting for Marlene's previous Assistant Director position.
- Parent Partners Discussion
 - There is a statewide Parent Partner Advisory Committee lead by Jane Tabor Bane to provide support to counties and Parent Partners.
 - San Bernardino has hired more Parent Partners and will be joining this committee. It's a small group currently that consists of one San Francisco representative, Riverside has a mental health Parent Partner, and Contra Costa and one other county also send someone. If there are other counties with parent partners, it would be great to have a strong Southern voice. Teri offered to help develop this group with assistance from the Academy.
 - San Bernardino is looking at using parent and youth partners in simulations and as trainers. Want to send Parent Partners to SOP 3-Day Overview training and would be interested in Parent Partner coaching.
 - Orange shared that Parent Partners are very effective in simulations.



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- Universities would be interested in talking with parent partners.
- Casey Family Programs offer a model that helps Parent Partners prep for the training day and an opportunity to debrief afterwards.

Imperial

- Hiring 1-4 people and may need to use some slots in another county's Core.
- Doing advanced training on LGBTQ, Suicide Prevention and Change Management.
- Coaching is growing and is being utilized more.
- Chris Christensen is retiring in March.

San Diego

- Hiring 9 coaches for SOP. Each region will have a coach to help with new workers and SOP.
- Added a policy analyst and CQI worker to training role.
- Considering adding a second day of Simulation focused on court processes.
- SWIT getting 4 hour CSEC panel.
- Will Launch SET (Safety Enhanced Together) practice framework in March.
- Roll out of Pathways to Well-Being countywide - beginning to screen all children on new cases.
- Over 100 new staff trained in the last year.
- Started training the Reunification and Visitation module and Permanency module for SOP.
- Looking at policy around supporting new staff - caseload levels, assigning secondary while still in training, coaching support, etc.
- Are piloting Core 3.0 Assessment block in April. Will be having Coaching Institute to get coaches up to speed. Jenni AhSing will be doing the Field Advisor training for them.
- Doing Manager Coaching in San Diego and it's going great. Managers are filling up the spots and really enjoying it. Regular coaching is also going well.
- Shifting focus to look at the fidelity model and how it supports SOP. Looking at footprints in CWS. We can hear anecdotal evidence of SOP but this must be



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documented in CWS/CMS. Jenni is working on a document to integrate different language in writing to show that you're using SOP which also encourages a shared language.

Regular hiring schedule

- At our last TPC meeting, it was requested that a San Diego representative share some of the strategies they used to get HR on board with regular hiring schedules. This is how San Diego worked with HR to make that happen.
- HR regularly monitors attrition rate to know how many staff need to be hired each year - for San Diego this meant 4 classes per year.
- Decided on a 9 week training schedule which is the average time needed to cover Core and county-specific material.
- Did not want induction classes occurring over holidays or crossing fiscal years.
- Wanted 3-week break in between induction classes to prepare for the next class.
- Also considered when universities graduate and wanted to keep the class after that starting close to graduation.
- Mapped out on a calendar start dates based on their requests.
- Met with CWS HR and explained the benefits of a consistent training schedule:
 - HR would always know when recruitment was needed
 - Regions could plan on when they would get their next staff
 - Universities could inform students about when hiring would happen
 - Allows training to be more consistent with scheduling so that the timing of Core and county-specific trainings are more strategic and fluid
 - Allows staff who need to complete make-up sessions to know when those will be occurring
 - Gives time between classes to make any necessary corrections or upgrades
 - Break between classes allows consistent time to offer Tier 2 or other call back classes (Level 200 for Core 3.0)
- Agreed to timeframe and conduct hiring in accordance with training start dates
- Shared training class start dates with university partners



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- Recommended to have a conference call so other counties (Riverside and San Bernardino) can hear more information from San Diego.

Academy Updates

- James Coloma left to work for ICF. Audrey Toussant has replaced him as the new San Bernardino County Consultant.
- Lisbeth Ensley will be leaving the Academy. Her last day in the office will be on February 20. A Program Assistant position has been posted internally.
- Renee Duci promoted to the Training Operations Manager. Chris King is filling behind Renee as the Coastal Training Coordinator. The San Diego Training Assistant position has been posted.
- The San Bernardino Coaching team consists of Kate Bedwell, Wayne Rutledge, Lilli Miles, and Kim Khoury. Bill James is also doing some coaching in San Bernardino as well as supervising the San Bernardino Coaching Team.
- Laurie Fortin is the newest San Diego Practice Consultant and is supporting SOP work.
- Teresa Solomon-Billings is the LA Curriculum Specialist.
- Mike Eakes is the newest eLearner developer. We now have four instructional designers.
- APS Training: looking at statewide proposal going forward to do more training in our region. There are two federal grant opportunities around Alzheimer's training and we are looking at collaborating with SDSU School of Nursing around those issues. We are also looking at a grant to do more research around APS.

Simulation Site Presentation

- Harkmore Lee did a presentation about Simulation Training in LA and answered questions from the group. This was a very informative presentation which the group found useful. Harkmore also provided handouts.



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Line Worker Core

Planning and communication/Upcoming core needs

- We want to make sure we're providing high quality Core training to you as we plan for supporting your needs of concurrent Cores.
- We will have 6 Cores happening simultaneously with 4 in the inland area starting in March. We only have 3 staff at the Riverside site and we have to be creative in covering 4 Cores with limited resources. It becomes a puzzle to stagger onsite coordinators and trainers. This is in addition to advanced training and we need to factor in support for materials development and storage space for materials in county locations.
- We can provide a great training experience if we have quick communication and information. Advanced notice is the best thing to help us for planning. If you think training is on the horizon, please let us know as soon as possible so we can begin our planning process.
- We can plan a couple of Regional Cores to help manage the hiring needs if that would be helpful.
- Orange will need to put some people into Core and cannot wait until a possible Regional Core in September. Is there a core they can jump into? Imperial also needs 1-4 spots soon.
- Riverside needs an Aug Core for 35. Will also need Core in September and November.
- San Bernardino may need own core for new graduates since they have 20 interns.

Policies related to retaking Line Worker Core

- If workers move from one county to another county, do they need to retake the full Core? We have learned that it is a county decision to require staff to retake Core if they're new to a county. We believe that if they've taken Core within 5 years (or possibly more) then they don't need to take core.



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- This does bring up concerns and questions about Core 3.0 and how that will look. This will continue to be looked at. At this time, counties can make their own decisions about this issue.

Regional Tier II deliveries next fiscal year

- Anita will schedule two rounds of regional Tier II deliveries to advertise to our counties. We can schedule additional trainings if needed.

Case Plan Field Tool

- Some of our counties have been using and receiving coaching around the Case Plan Field Tool which is a tool that can be used in the field with families.
- CalSWEC has bought the Case Plan Field Tool and the updated version is now available. There are 3 separate tools that are 60-70 pages each.
- CalSWEC has agreed to make it a writable form so workers can have it on their tech devices in the field. We are not sure when this process will be complete.
- County Consultants can send the link to counties now if you're interested in reading the new version.

Programmatic Updates

Simulation

- We have an internal simulation site committee to look at how we can provide a simulation site in the inland region.
- We are looking at funding opportunities and resources to make this happen.
- Working on research and evaluation as well as looking at success in simulations from other fields.
- Have been gathering scenarios from around the state as well as developing our own scenarios that may be beneficial to our region.
- Contact Anzette if you have questions or feedback.



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CSEC

- Had 1st convening in December and the next one in April.
- There will be two Regional Trainings a month starting in March to go through the end of the fiscal year that will happen in the inland and coastal region to help bring awareness to this population. The regional training will be a 6-hour class. The county specific trainings could be either a full or half day.
- We will also provide awareness training to Los Angeles County.
- There are standardized learning objectives and the curriculum has been approved that we developed. We are also working to build our trainer pool on this topic.
- Developing an eLearning and that will be released in January or February.
- Want to bring survivor voice into training and are looking for trainers for that perspective.
- Counties are responsible for training foster youth. Your directors have requested that we design a T4T to deliver to counties so they can train foster youth.
- Community colleges have been tasked with training foster parents.
- Looking at possible mobile apps.
- The 2nd year of training is around interventions and other strategies that have proven effective with this population. Still in conversations about what the next level will look like.
- Looking at resources and where survivors can get assistance.
- Call Anzette if you have additional questions.

Katie A. Core Practice Model/CFT Implementation

- Amy Jaffe has recently taken this over and will soon send a blast email with new information.
- Next regional convening will happen sometime in April. Location is TBD.
- Amy will talk to County Consultants and counties to see what you would like for the next convening and what would be meaningful.



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Evaluation

- James Coloma was our Evaluation manager and we are still working on filling this position completely.
- We're still working on Core 3.0 evaluations with the Macro Eval team.
- SOP fidelity assessment is still being worked on and links to the waiver demonstration project.
- We're developing evaluation around coaching.
- The SOP Backbone committee (made up of RTA's and CDSS) is looking at a possible checklist or tool to monitor coaching fidelity. Are considering using coaching profiles to monitor this.

CORE 3.0

- Piloting the Assessment block in San Diego during their Core that starts in April. We've been meeting to figure out logistics, look at barriers, and find solutions to these issues. Have identified 3 trainers for the classroom training.
- San Diego is offering to do the field based training during OJT during core.
- The classroom training will have observers from various entities to see how it goes and identify upgrades.
- In the process of looking at the evaluation component and are looking at higher levels of evaluation beyond pre/post-tests.

After 18

- Have had ~4 convenings and the next one is April 28 in Orange.
- Different levels of staff are coming and are encouraging others to attend such as university partners, parent partners, and mental health staff.
- The group looks at challenges and barriers facing the After 18 population.
- Next meeting will look at court issues and hope to invite county counsel.

CQI Learning Collaborative

- First convening was yesterday and we're partnering with Casey.
- All counties were well represented.



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- We've been talking with Casey and leadership about CQI and the new case review process. It's an 18 month process.
- State partners also attended and gave a good presentation. Peter Watson also presented.
- Counties will go back to their workgroups and will do additional action planning.
- We can provide technical assistance to help. We can deliver training modules or other services. This is an important initiative and we'll be helping you along the way.

Supervisor Core

- There is one Supervisor Core happening now in Riverside.
- Another Supervisor Core will happen in Orange County from April-August. Flyer to come soon.
- We are looking to expand our trainer capacity for Sup Core. You will hear more about this as we find new people.
- Regional Manager Core will happen at our San Diego training site during April-June.

Core Practice Model

- We did regional focus groups on the draft California Core Practice Model. We reached 948 people with Riverside conducting 17 groups and PCWTA doing 19. We received some great feedback to take back to the design team.
- Thanks to those who helped coordinate those meetings.
- Next steps: State gathers and consolidates the feedback and will look at incorporating the information into training and/or trainer notes.
- Darlene and Dawn attend the state meetings and ensure the Southern Region is well represented.

West Coast Trainers Conference

- Will be held on July 29-31 in Reno, Nevada.



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- Are looking for additional presenters.
- Will have pre-conference institute on July 28 for new trainers to help them develop their skills.
- Hope to have brochure and registration information ready in April.
- Theme: looking at old training methods and bridging to new methods and modalities.

Title IV-E Institute

- See flyer. Anita Barbee will be the keynote speaker.
- We hope you will attend. If you're interested, talk to your IV-E university partners.

Trainer's Forum

- This is an opportunity for our trainers to learn more information about Core 3.0 and other hot topics.
- There will be two forums:
 - January 30 in Riverside
 - February 6 in San Diego

Closing

- Next Meeting: April 3, 2015, 10am-2:30pm
Riverside Training Site, 3600 Lime Street Suite 416, Riverside, CA 92501



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