Training Planning Committee Meeting

January 23, 2014

Next Meeting: 4/25 in Riverside 10AM – 2:30PM

University Partner Updates:

CSUSB

- Are starting to accept applications for MSW and Title IV-E Program.
- Determining placements for 2nd year students and 1st year part time students working in counties.
- Planning field instruction for next year.
- Continuing to work with counties on the CalSWEC field initiative.

SDSU

- Have 6 MSW employee students at Imperial County CWS, 19 full time MSW students at the San Diego State campus, and 5 MSW employee students will be graduating this May.
- The Imperial County MSW employee students have been engaged in field placements specifically developing new initiatives or focused on developing a more comprehensive and supportive approach at their Receiving Home facility.
- One of the field placement locations in National City is Kimball Elementary School where they are providing school based services as well as coordinating a community network of partners, some of whom include: National City councilwoman, Alejandra Sotelo-Solis, Public Health staff, the Hunger Coalition, Family Resource Center, County Office of Education Homeless and Foster Youth Educational Services.
The SDSU Title IV-E students have been presenting at the National Title IV-E Roundtable for the past three years in Galveston, TX. The program was one of the keynote presentations last year and have been invited again for 2014.

Christy Garcia from the Academy is still helping with Native American recruitment and nurturing the relationship with Native communities.

Continue to work with the African American community and hope to have placements with south east county.

County Updates:

Orange

- Recruitment of about 22 social workers will have occurred by the end of the month and will begin induction training in April-May.
- Have new supervisors and managers and will need to fill those spots and will be hiring new staff development trainer.
- Have scheduled Writing to Legal Scrutiny courses throughout the rest of the fiscal year. These classes are full and have waitlists.
- APS workers are now working alongside CWS staff on the hotline. The 6-7 APS workers will need to take Core classes because they will answer APS and CWS calls.
- Are on Module 5 of the SOP Modules and are receiving great reports from coaching with Jenni. Have created a newsletter with SOP which has gotten positive reactions.
- Mike Ryan has replaced Dr. Riley who retired as the new Director of the Social Services Agency.
- Are excited to be piloting Spectrum of Learning in the Core happening in April and are inviting Supervisors to be involved.
- Have added a simulation day to induction training around court reports. Are creating a workgroup to help manage this.
- Observed LA simulation and then created their own simulation module. Susan Culbertson has added class to help students with court reporting and are bringing in attorney to do mock trial.
- Coaching and Simulation Training are big movements in Child Welfare. PCWTA fully supports this and is exploring these exciting new modalities and is working with counties to make this happen.

San Bernardino

- Have new Deputy Director: Jonathon Myers from LA county
• Have some positions open from staff retiring which will affect placements. Are recruiting for 4-5 supervisors.
•Have 9 new social workers and will hire more in February. Core is scheduled to begin in March.
• There will be SOP Overview for entire management team in March.
• Were going to decentralize training units but are going to put that off until the end of the year due to staff changes.

Imperial

• Just hired 3 new social workers with positions still open and hope to fill those soon.
• Deputy director will go before board to request additional positions.
• Will have 2 people attending Manager Core and 2 participants in Supervisor Core.
• 1 new worker will need full core and a couple of workers will do makeups.
• 6 or 7 workers need Tier 2 classes.
• Started providing information to staff about MSW program and have about 10 people interested.
• Have some Katie A things happening.

San Diego

• SWIT class just graduated with a new Core starting in February with 20-25 people.
• Another Core planned to begin in May.
• New recruitment opening for May class to capture people that are graduating.
• Another core in late July or August.
• Doing advanced training for Supervisors around SOP and Coaching.
• Have scheduled Casey Family Programs training – Knowing Who You Are.

Riverside

• Are hiring and currently have about 70 participants in county specific and regional Cores.
• Are in the midst of Katie A training and are in phase 3 with front and back end staff. Hope to be finished with all staff by July.
• Are looking to hire 30 more workers for each quarter for the rest of the calendar year.
• Have been working with County Consultant to develop Supervisor Forum in March and a supervisory training plan. Lots of training for Sups around SOP and Coaching.
• Also have Appreciative Inquiry, Katie A, and Case Plan Field Tool happening.
LA

- As a result of the recent strike, LA agreed to hire over 500 new workers over the course of 10-11 months. Will start new induction training every month until they fill those positions.
- Loren Solem-Kuehl has been named the new training director.
- Finalizing IUC contracts and new terms. The universities do all of the core and induction trainings. PCWTA will help do some advanced training and elearning.

Academy Staff Updates

- New staff: Wayne Rutledge is the Practice Consultant for Riverside and Susan Phay is the LA Training Assistant.
- Maria McClean has relocated and is no longer with us as the Riverside Site Coordinator.
- Sophia Seol and Chris King are working with us for admin support.
- Academy will have Open House to show off newly remodeled offices on March 4 from 3-5PM. Stay tuned for formal announcement.

Presentation of Child Welfare Information Gateway

- Presentation was given on how to utilize the Information Gateway.
- Mission: to promote safety, permanency, and well being by connecting you with knowledge and info on: programs, research, stats, laws & policies, management & supervision, and training resources.
- Have information specialists so you can chat and email with librarians. You can use live chat and phone number for quick access to information.
- Subscription Services: are all free and you can personalize for the info you need.

Statewide Practice Model

- Packet of materials given and Mary gave an overview of what’s currently happening with the Statewide Core Practice Model.
- Statewide Core Practice Model materials are in development and we would like to gather and provide feedback regarding the theories, values, and principles that have been identified and approved.
- Feedback:
  - Want inclusion of cultural perspectives. Typically are very western based and neglect other cultures.
- Values and Principles: There is a webinar on the CalSWEC website about this and there will be more. Feedback:
Value on workforce piece was a great addition.
- Want consistency at all levels.
- It is confusing between Statewide and Katie A CPM language.
- Addition of cultural humility and a cultural focus that adds to our practice.
- Reference the restorative/ healthy nature of culture in values.

Spectrum of Learning

- As a follow-up to the December Core 3.0 meeting which focused on using multiple modalities, we have our own pilot program that incorporates these modalities.
- Riverside, San Bernardino, and Orange are interested in piloting Basic Interviewing Spectrum course. We have started meeting with county implementation teams to look at how we can do this. We have also developed marketing and implementation materials to help you plan. Would like to deliver course once in each county and also gather data to see how it transfers to the field and the effectiveness in a spaced learning approach.
- We’ll give you feedback on a quarterly basis. This will help us make Core 3.0 more practical and effective in our region.

Elearning

- Continuing to produce and develop about topic areas that we received through the year as well as county specific elearnings.
- Are involved on Technology committee with CalSWEC and how that will play a role in Core 3.0.
- Continuing to develop mobile apps. CSEC and Lethality Assessment apps are in progress.
- Lots of participation from workers and continuing to send reports to counties and respond to immediate needs.
- New elearning on coaching initiative.
- Started to ask trainers to look at elearnings to learn new practice initiatives so that they know what counties are focusing on so they can enhance their trainings.

CORE 3.0

- The next meeting for the statewide group working on Core 3.0 will be held on February 20th. The group has also agreed to begin meeting via phone call twice a month.
• The Assessment block learning objectives are currently being vetted and should be completed in the next month or so. The group will begin to develop a plan for vetting the other blocks of learning objectives.

• Irene Becker will be sending out a link to all Core 3.0/ Induction Training group members to choose a date for the next meeting, which will occur sometime in May.

Katie A / CPM

• Had Learning Collaborative for Southern region in December and 2nd formal meeting will be on April 24 in San Bernardino. Last meeting was about CFT and the implementation of CFTs. It was a productive meeting which resulted in planning and plenty of materials and resources. We will gather more information and resources for the April meeting which is focused on outcome measures and measures of success.

• There are a series of trainings by the state that are happening all over California on CFTs and Teaming. There will be one training in LA and Riverside in February. These are not T4Ts. These two trainings aren’t enough and don’t meet our needs as a region. We will do our best to bridge that gap. Dawn will bring information back to the group from the training.

• An implementation toolkit is in development and will be on the CalSWEC website. We will send out a link once it becomes available.

• Rebranding is a hot topic and some counties are already in this process. Pushes us to look at these practices to show that it’s a form of good practice and not just a reaction to lawsuit. Will make it an agenda item on the next learning collaborative.

Evaluation:

• We have updated our trainer evaluations with behavioral anchors.

• We are converting all of our Core evaluation materials into a platform that allows us to collect data via tablets or notebooks.

Legislative

• Handout provided with a few updates since the last meeting.

• New legislation could be introduced at any time and Christina stays updated.

• Questions? Christina is happy to help.

Coaching

• Continue to expand coaching in all of our counties and it is being well received. We are excited that we are prepared for coaching components in Core 3.0.
• The more participation of sups and managers with coaching enhances the TOL. At the sup level: San Diego- coaching with sups in SOP and coaching them along with their workers. San Bernardino- all sups went to coaching institute and can access coach to get more coaching on their own skills. Orange- SOP and coaches. Riverside- specific to appreciative inquiry and for sups/managers.

After 18

• Had After 18 Learning Collaborative in November with all counties represented. The day included talking about issues with After 18 youth and what we want to get from the group in the future. Will meet quarterly and brainstormed topics to consider for each meeting. Goal: 1) create opportunity to bring new info about that topic and 2) opportunity for counties to share their own information. Next meeting: March 5 in Santa Barbara with Ventura, and LA also joining.

SOP Supervisor Modules

• Kim Giardina has developed a series of modules for sups that is guided to help them supervise to SOP. There are 4 modules that are 3 hours in length each. This was created from the lessons that we have learned through our implementation and coaching in the region and translated it into supervising workers. Will begin in San Diego for all supervisors to attend and modules are available to other counties. Supervisors should go through all of the SOP training before taking the supervisor modules.

Core for FY 13-14

• A second Supervisor Core starting this week in Riverside. March dates were altered but a revised flyer was sent.
• Manager Core will happen from April-June.
• Regional Linworker Core starting next week in Riverside.
• Starting San Bernardino Core on March 11 by using multiple training locations.
• Are in the process of scheduling an Orange County Core.
• Riverside Core to start in April.
• San Diego will have Core in February and May.

Advanced Series

• Starting next week with 24 people enrolled. Will offer series again in the future.
• Must complete 1 elearning and 7 classes to receive certificate.
• Workers have said that they are interested in building skills and earning certificate in case they have to testify.
Regional Planning

- Coaching engagement with Barry Knight in Riverside in April and a Secondary Trauma training to happen at some point.
- Suggestions: Training on CFTs

Questions for Counties

- Flyers: Counties explained how they distribute flyers and provided feedback on our proposed new flyers.
- Location of TPC: Asked partners how they felt about coming to Alvarado office and it was decided to have meetings rotate between Riverside, Oceanside, and Alvarado.

NEXT MEETING: April 25, 2014
Location: Riverside
Time: 10AM- 2:30PM