



Training Planning Committee Meeting

January 25, 2013

Next Meeting: 5/17 in Riverside 10AM – 2:30PM

Attendees: Mary Garrison, Anita Aldrich, James Coloma, Maria McClean, Rhoda Smith, Nancy Kail, Dawn Schoonhoven, Lisbeth Ensley, Jennifer Tucker-Tatlow, Anzette Shackelford, Valerie Ryan, Tom Lidot – Academy for Professional Excellence; Vi Lindsey – Loma Linda; Chris Christenson, Sonia Villafana – Imperial County; Ken Santini, Michael Myers – Orange County; Ken Nakamura, Tom Packard – SDSU; Laurie Smith – CSUSB; Cindy Jensen – San Diego County; Lonetta Bryan – Riverside County; Donna Pence – Pence-Wilson Training & Consulting; Amy Cipolla-Stickles – NCCD/CRC; Stuart Young – San Bernardino County

Call-in: Chris Mathias - CalSWEC

- **Welcome & Announcements**

- Welcome to the training planning committee! Thank you for taking the time to join us.
- PCWTA's San Bernardino county consultant, Rhoda Smith, has received a wonderful opportunity to take her passion for training and new social workers to the university level. She will be transitioning to her new role at CSUSB as a field instructor. We wish her the best and look forward to continuing our relationship with her in her new role. James Coloma will serve as the interim San Bernardino county consultant.

- **Introductions & Agenda Review**

- Due to scheduling conflicts with the library, we will end our meeting at 2pm. This will impact our ability to discuss everything on the agenda. If we miss some items, they will be put on May's agenda.

- **Updates**

- University Partner Updates
 - Loma Linda- New name: School of Behavioral Health. In order to have more collaboration with community partners, they are attempting to meet quarterly to discuss issues and how the school can prepare new hires to better meet county needs.
 - SDSU- Have created a way for IVE students to work on a school of social work credential while they're in the IVE program. In their first year, they do this in a community setting. Ken and a colleague have been placing students in an elementary school in National City that does not have a social worker. This program is currently in its second year and Ken is working on making it a longterm program. Have put in a proposal to the National School of Social Work conference and it was accepted so they can present this program and the efforts between the university and county to address the issues that affect families. This program

has done a lot of positive work to help families in the area. Ken is also working to establish college savings account for every child that enters that school.

- CSUSB- New university president- Tomás Morales. In meetings with county partners, CSUSB realized that by reevaluating the IVE budget, they would be able to create an agency based field instructor. Rhoda Smith will be filling this position. They are also developing and implementing a distance learning MSW program and are now accepting applications.

○ County Updates

- San Diego- Social worker 1 training, 2 call back classes, new training supervisors Kathryn Wieand and Javier Perez. Have Core starting in February and anticipating 1 more for this fiscal year (and 2 more calendar year).
- Riverside- Riverside is sending 9 previously hired workers to the regional core that is happening now. They have approved to hire 35 new social workers and are scheduled for an April core. There are also potentially ~25 new hires that will begin a late April core. Lonetta is interviewing for a new supervisor to replace Crystal Shackelford who has been promoted.
- Orange- Have seen some new hires that will trickle in to various cores. Orange County is working with Anzette to bring in an After 18 training. Have created a new committee with stakeholders from healthcare, department of Education, and Casey Family Programs to begin this trauma informed steering committee. They have also been working on getting IVE funding on SOP. They are also working on bringing a training about AWOL youth.
- Imperial- 2 program managers who are currently involved with LIA and then they will begin manager core in march. There are also 2 supervisors in sup core right now. They have also just hired a new worker and they will begin core training soon. The director, Jim Semmes, is leaving in mid-February and interviews are currently being held to find his replacement. The announcement should be made by next week and **Sonia will send an announcement to the Academy.**
- San Bernardino- County is still in process of redesign but it is going smoothly and have been evaluating processes and units and looking for improvements. Is it possible to give feedback to the Academy from the focus group information? When that information has been approved to be made public then it would be possible to access that data. They are looking into engaging in SOP and want to view it as a way to add a new skill set to workers. They have developed a committee to begin the Fatherhood Initiative and how to improve engagement with fathers. SB has also been working on extended foster care classes, a case management module, enhancing parent/professional/leadership issues, and visitation trainings. CAT training has just finished and the county will look into integrating this into the O&I curriculum.

○ Academy Staff Updates

- Riverside training site has started core with the new tablets. There have been some internet problems that have happened but trainers have been able to move past them smoothly. We are working on fixing those issues as soon as possible.

- Evaluations (James)- Received handouts which included evaluations and information that are provided to stakeholders. This report includes information from previous cores that occurred 6 months prior: did trainees learn by increasing their knowledge from pre-test to post-test, skill development (are workers showing their ability to correctly assess child abuse and neglect), and demographic information. As we are revising core, this is also a chance to revise our evaluation. James posed several questions to group and there was a discussion about the data presented.
 - Anita is trying to schedule several new cores to accommodate all of the new hiring needs which include new county contracts. Please see handout provided to view the new schedule. Currently there is a regional core happening now at our Riverside training site. Anita has scheduled another Regional Core to begin 3/5/13 at our Riverside Training Center. Riverside will send 9 previously hired workers and San Bernardino will send 10-11 new hires for a majority of the Core. Orange and Imperial could also take advantage of this Core if they have new hires. Anita will schedule a Core for Riverside County only at Riverside DPSS to start 4/1. There will be up to 35 new hires included in this county-specific Core. There will be another Core at our Riverside Training Center to start in late April for 23-25 additional new hires in Riverside County, and 5-7 slots could be used for other counties too (as San Bernardino and Orange may continue to hire). Manager core will begin in March and Anita is looking for numbers from counties. She is also looking to schedule 2 previously mentioned regional advanced trainings which are human trafficking and secondary traumatization.
 - Tribal Star (Tom)- Tribal Star is using 2 new trainers this year- attorney David Casey and judge Joann Willis Newton. This is part of a new campaign to do training with the courts which has been approved. Tom also shared information about the Baby Veronica case and how Tribal Star is working on the national level to bring awareness to this important case.
 - Elearning (Val)- Val gave an update on elearnings and mobile apps. Please see the handout provided.
- Spectrum of Learning
 - Jen gave an overview of the Spectrum of Learning and presented an animated video of how the Spectrum works. Please see handout provided that explains the differences between the tradition classroom and Spectrum approach. Notice that in the Spectrum approach an elearning is used for the knowledge base to free up classroom time for skill building. The Basic Interviewing has been chosen to be the course used for this pilot program. Donna Pence is the trainer for this course and she presented a video clip and shared additional information.
 - To ensure the success of this pilot, county Supervisors must be engaged and be supportive of their staff. There will be a webinar for Supervisors prior to the Spectrum model being used so they are aware of the expectations of the program for their workers.
 - If your county is interested in being involved with this innovative pilot program or have any questions, please speak to your county consultant.

- Evaluation Report: Questions
 - There was a concern raised regarding IVE students in the Child and Youth development course that claim they know the information. However, that is not reflected in the data. What is happening at the university level that is missing or seems counterintuitive to students? Some partners were interested in seeing an executive summary to analyze this information in more detail.
 - Is there a way to measure how well students are utilizing knowledge in practice? The academy uses a TOL tool in some classes for 3 and 6 month follow-ups. It was proposed that a similar TOL evaluation be used in core classes.
 - Counties expressed interest in seeing more county specific data (for larger counties). It was recommended to find the minimum number of students to be able to view that data. Another issue with more specific county data are “rolling cohorts”.
 - Is it possible to see which university trainees attended? This is a CalSWEC drilldown and would need to be approved by CalSWEC.
 - Should we move forward in tracking individuals by name? LA county does this and they work closely with unions to assure that the information isn’t used punitively. Counties are interested in this because it would be a way to help and give resources to new workers. If this is something we want to do, we will have to learn from LA and how they worked with unions. **It is possible to have a representative from LA to come and share how they collected individual data.** Everyone was interested in making this happen.

- Elearning: Ideas for Apps and Elearnings
 - Please see handout provided. There are currently 25 elearning courses available and there has been a new focus on offering advanced tier 2 courses online. Supporting Educational Rights is available now as an elearning and MEPA will soon be offered as a blended elearning/webinar course. There are 5 more elearnings in development now. There are many revisions happening due to our process of updating elearning curriculums every 3 years. We are currently looking for subject matter experts to complete these revisions. Please think of ideas or needs for elearning content. We will be sending you a survey to provide this information to the Academy. We are also looking at creating more mobile apps. Due to Core changes, we will be looking at how this will affect how many elearnings are offered.

- **GLBT Grant: NCCD Presenting**
 - Amy Cipolla-Stickles gave a presentation about the GLBT grant that she is involved with. It is a 3 year grant that will end in December 2014. She presented startling statistics on LGBTQ youth and the need for providing support to this population. Amy gave several examples of how this money could be used in counties to provide resources, training, and skill building. She proposed a few questions to the group and a discussion followed.
 - San Bernardino is very interested in providing training on this topic and had previously identified a contact person. Unfortunately, they have been unable to contact him again.
 - For Riverside County, this has not been a population that has been targeted. They receive information from the top-down and are not sure what the barriers have been in the past.

- Orange is interested and their leadership team has been supportive of them focusing on Supervisor staff. They have previously provided a LGBT elearning on After 18.
- Imperial has expressed that they are very interested in providing training or resources but this has not been an issue that they have addressed in the past.
- San Diego does provide some resources but it has not been a priority. They would like to have a LGBT elearning.
- Historically, we have always felt like LGBT youth faced a higher risk of problems. However, Amy has data and statistics that prove that LGBT youth face greater risks. This population should be more of a priority now that there are statistics to prove what people have felt all along. **Amy to forward the data and statistics.**
- It was suggested that there may be a need for documenting the number of LGBT youth. This could be done in a survey to be shared with you in caseloads as a systematic tool. If an FSNA is done, it could help identify youth that are LGBTQ or gender nonconforming and this would end up in their caseplan.
- Counties and university partners were interested in conducting a possible institutional analysis on staff and the work environment.
- Because LGBT youth are at a higher risk for survival issues there could be a link to initiatives such as human trafficking or After 18.
- Counties are interested in attending a forum to discuss next steps and resources.
- It was suggested that the grant information be presented at SACHS or the child Welfare Directors Meeting.
- Developing an elearning or mobile app was suggested as a possibility for staff.

- **IVe Partnership: Core training of stipend students**

- See handouts provided about information from Minnesota that included an overview and issues related to students completing foundational trainings before being hired.
- The benefits and challenges of implementing a similar program were discussed.
- It appears that there aren't any restrictions on receiving training while still being a student in California.
- There should be a discussion about what model should be used.
- There have been efforts in the past (Fresno) to pilot a similar program and it was viewed as a success.
- The pros and cons of having students and employees were discussed.
 - Pros: Different levels of experience could create a rich environment for shared learning.
 - Cons: It would be unbalanced due to students not having enough framework and this could change the learning environment.
- The benefit of this program would be that students would be field ready when they graduate. Additionally, the redundant complaint would be eliminated. However, there must be safeguards in the design so as not to take away from field time.
- It was suggested that the Core 3.0 structure may give more opportunities (i.e. web based, coaching) for this model to be possible. This could be a possible discussion point with the Core 3.0 workgroup and IVE reps could be involved too.

- Jen and Tom to provide empirical data to support the effectiveness of this program from other states.
 - The idea of offering training as an university elective was suggested but universities may be unlikely to give credit for training. Students may be able to take training as an obligation but would not receive credit.
 - Next steps for this item include the upcoming stakeholder group meeting and revisit this in May's agenda.
- **Statewide Initiatives**
 - *Due to time constraints this will be on May's agenda.
 - Coaching
 - Core 3.0
 - Katie A
 - CAPP
 - After 18
 - CCR
 - Others: Psychotropic Meds, SOP
- **Future of TPC**
 - *Due to time constraints this will be on May's agenda.

ACTIONS ITEMS

- James to look into finding LA representative to share information with group regarding collecting individual data evaluations.
- Sonia to send an announcement to the academy regarding Jim Semmes's replacement.
- Amy to forward data and statistics to show that LGBT youth face greater risks than their counterparts.
- Jen and Tom to provide empirical data to support the effectiveness of this program from other states about the IVE partnership with core training of stipend students.

NEXT MEETING: May 17, 2013

Location: Riverside

Time: 10 AM- 2:30 PM