

# PUBLIC CHILD WELFARE TRAINING ACADEMY

## Training Planning Committee (TPC)

PCWTA Training Site, Oceanside  
Friday, February 10, 2006  
10-2

### MINUTES

**Present:** Genevieve Bromley (S.D.), Lisa Fulmore (S.D.), Jim Hollis (S.B), Laura Lund-Webb (R'side), Kelley Sanchez (Imp.), Terry Forrester (LLU), Tuey Lee (O.C.), Bob Christopher (O.C.), Helen Van Dam (O.C.), James Coloma (APEX), Donna Pence (PCWTA), Anita Aldrich (PCWTA), Lisa Shiner (PCWTA), Nancy Kail (PCWTA), Bett McDade (PCWTA), Liz Quinnett (Chair, PCWTA)

Introductions and welcome.

#### **County Reports on Training:**

##### **1. Imperial County:**

- New hires: they will need only 2 slots for next Line Worker Core and 2 slots for Supervisor Core. They will need to seek Board of Supervisor approval to hire more staff. They will probably not go for that approval but rather stabilize new staff for next fiscal year.
- PACT (Parents and Children Together) This is a collaborative including Parents, Probation, Mental Health services and Child Welfare all working together. They are now at a place where they are seeing challenges within this collaborative and have a training planned to bring these participants together to work out issues together. Peter Dahlin is providing this facilitative training after extensive work on developing and personalizing the training to Imperial County needs.
- Imperial County in the process of working on a 3 year training plan with the goal of developing their staff, improving and stabilizing their units in CPS and hopefully to head off crisis management by being proactive in their planning.

##### **2. San Bernardino County:**

- Stuart Young has replaced Pamela Stewart at PERC. We all look forward to meeting Stuart and welcoming him to TPC.
- Staff has been inundated with mandated training during this fiscal year (Cultural Competency, Substance Abuse, Teaming Strategies, TDM and more). This has impacted training attendance, even given mandate.
- S.B. is looking at timing hiring with the dates of Line Worker Core which will enhance training for new staff.

- Looking at hiring roughly 88 staff over next year.

### 3. Orange County:

- TDM is well rooted in their system – for custody and change of placements. It appears that TDM's are impacting caseload numbers in a positive way due to the reduction of custody cases and also in the area of finding more relative placements.
- They are instituting a program where parents who have successfully reunified are presenting to other parents at Dependency Court in a "mentoring role" by sharing their stories. This is supported by Casey staff with O.C. staff as part of the parent leadership effort in the Family to Family initiative. They are beginning to video the parents telling their stories for presentations to groups.

Additionally they have "celebration nights" where social workers invite parents who have achieved a successful reunification to come to an event to honor them and to share their stories. This is a very positive experience for both the parent and the social workers.

Question arose about what factors contributed to these successes and whether this is being measured.

- Training on Group Decision-Making Strategies is being developed for their staff.
- They have contracted for training on Preparing Effective Testimony (Frank Tetley) specifically for their contract agencies that monitor Agency visitation and may have to testify in Court. Training to focus on what to look for in visits.
- Education Advocacy Training is pending. They see that there is a link between education and successful placements. They are getting lots of support from Annie E. Casey Foundation in this area.
- Domestic Abuse Training being offered across programs as CalWorks staff and CPS staff all seeing many of the same clients. This is an in-depth series of classes.
- They reported out on link to the California Permanency Connection which has looked at the "back end" where there are many children who appear to have no connections. This is a focused effort to find connections for these youth. This is also receiving strong Casey support.
- Their county is focusing on the disproportionality area. In O.C. African American children are over represented in the system. They are examining practice and how practice is impacting their numbers. There is strong support from their director to work on this area.

#### 4. Riverside County:

- F2F moving along and TDM's have been implemented in the Desert Region and now moving into Riverside region.
- Bringing on many new staff due to a combination of promotions, attrition and retirement. Currently their Training Department has been impacted and they have one trainer for CWS training. Laura Lund-Webb and Omar Muhammed are temporarily sharing management responsibilities while recruitment for unfilled positions goes on.

#### 5. San Diego County:

- T & D (Training & Development) which has only one person assigned to CWS training is in a "training frenzy". They are looking at hiring 55 new workers between March and April and hope to pick up the SDSU IV-E's in the May core training class.

They are looking at revamping the County portion of their initial training, called SWIT (Social Worker Initial Training) in an effort to abbreviate the time new workers are in training. Will be examining this over the next 6 months.

- SDM and TDM being implemented. Preliminary reports on TDM outcomes look very positive in that relative placements found and custody diverted to a high degree in the first meetings held.
- Due to S.D. being organized regionally, much of their advanced training is offered by the regional teams. OJT has been identified as an issue and they have designated one person in each region to manage the OJT experience. They leads will also sit on the Training Steering Committee. An OJT document has been developed (attached)
- T&D surveys trainees following completion of Core and SWIT and then 6 months later. At 6 months the supervisor is also surveyed to see if the trainee is performing well.
- Mary Harris is a new director in S.D. and has helped move the hiring plan forward. They have the OK to hire 18 FTE's over allocation. They recently utilized a "hiring hall" model for hiring social workers. 170 people showed up of which only 15 failed the interview. They hired 17 Spanish speakers and 3 fluent in ASL!
- San Diego asking if Academy can support SDM, if not train initially, perhaps to provide Mark Miller's class which is an SDM overview.
- **Action:** explore providing SDM overview. Send out copy of OJT tool with these minutes.

**6. Loma Linda University (Terry Forrester)**

- IV-E program was somewhat challenged by Prop 63 which offers stipends in Mental Health. However IV-E numbers are still up. They have 15 IV-E's at Loma Linda and 13 at CSUSB. The two institutions are looking at collaborating on the managing of their IV-E students.
- Loma Linda now offering two dual masters programs: MSW/Criminal Justice and MSW/Gerontology.

**7. Training Plan:**

- PCWTA currently has a balance of 20 days of training left for the balance of this fiscal year. Choices for counties are as follows:
  - i. Offer one more line worker core at Riverside training site which leaves 2 days for advanced training
  - ii. Spread out the 20 days among our counties for advanced training classes.

Consensus at this meeting was to offer the core in Riverside. The consensus was also, if possible, to start this class as late in May as possible which Anita indicates will **probably** be to begin on May 23 and end on June 29, 2006.

PCWTA proposes offering (with the 2 days left) a class called, "What Your New Workers Know That You Don't". This was a class presented at the last TPC meeting. TPC attendees would like this class offered to supervisors as first priority and to senior workers as second. Counties to identify who would be best to attend, keeping in mind that, if the supervisor attended the supervisor core series presently under way, this class may not be necessary. Focus of this class is on themes running thru the standardized core such as evidence-based practice, fairness & equity, use of data and outcomes, etc.

**8. Hiring Projections for 06/07:**

- San Bernardino: 88
- Orange County: 150-200
- San Diego: TBD but will be 18 over allocation
- Imperial: 2 social workers per core and 2 supervisors per core
- Riverside: TBD for next meeting.

**9. Line Worker Core and Time Study Months (S.D. lead discussion)**

Time study months are February/May/August/November. If Line Worker Core were offered during these months completely, that is every day possible, it would maximize funding available by maximizing training days

in those months. This means, for example, that a Line Worker Core series would begin in late July to maximize the August training days.

**Action:** Information discussed and taken on advisement. Participants to take back to their counties for consideration. Proposed schedule attached to review as a sample.

10. **Transfer of Learning:** Nancy presented TOL binder that contains information on the standardized Line Core classes: learning objectives and competencies, handout materials and a matrix of TOL questions and assignments for the supervisor to use to assist new workers following their initial training. This tool will be given out at the training, “What Your New Workers Know That You Don’t” to the supervisors participating in that class.

PCWTA staff are reviewing and refining the tool. It will be distributed to TPC at next meeting for their review before finalization. It is suggested that it be reviewed by some line supervisors also to ensure its utility.

**Action:** Bring TOL tool for supervisors to next TPC meeting (Nancy)

11. **Supervisor Core:**

Lisa shared that there is a supervisor core currently under way. The instructors are Mark Miller and Laurel Brown. Whereas this series was 6 days, it is now 10 days over 5 months as it incorporates the standardized components now being used throughout California. The first run of this format is being presented in Riverside.

- PCWTA Board was presented with two choices of supervisor core training to use in our counties: one is the CalSWEC model (updated) and the second is the Miller/Raddi model (updated). The Board selected the second option which Mark Miller updated and is now delivering for the first time with Laurel Brown.
- We are hoping to recruit additional trainers to deliver this series. We are seeking experienced child welfare people with supervisory experience in particular. Please refer any candidates to PCWTA.
- Please report at next TPC meeting the number of supervisors you need trained so we can anticipate and plan cores for them.
- They suggested that a TOL tool be created for managers to use with their supervisors who have completed this series. Consensus was that this was a great idea.

**Action:** Liz to take to Academy for Professional Excellence management team to discuss idea. Nancy Kail has lead on Management series.

12. **Evaluation:** James Coloma (APEX, Academy for Professional Excellence) reported out on the progress of the evaluation tools being

used in the standardized core classes, that is, pre/post tests and the embedded evaluation being used in CMI-1 (Child Maltreatment Identification-1). The preliminary results show that learning is going on in these classes; however the tools are being refined during this “pilot” phase. The same pre/post questions are being used during this phase, but when the evaluation is validated and into the next and final phase, we will have the freedom to select questions from the bank of 60-80 questions. The embedded evaluation has been well received as a training tool by trainers and trainees. It too is being refined and training tips will be added to assist the trainer in presenting child abuse assessment elements that are then a major part of the embedded evaluation.

13. PCWTA !0 Year Anniversary: a celebration is being planned for August 2006. Details to follow. Please plan to attend; it should be a great day!
14. **Next meeting:** will be our annual Planning Meeting. We discussed having the next meeting on May 11 and 12. It turns out these dates are in conflict with another Academy event. An e mail is coming asking for your preference for other choices. The dates to consider are: May 4<sup>th</sup> and 5<sup>th</sup> ; or June 1<sup>st</sup> or 2<sup>nd</sup>.