TRAINING PLANNING COMMITTEE
MEETING MINUTES
March 2, 2007

PCWTA Oceanside Training Site

Present: Tuey Lee, Stuart Young, Lisa Fulmore, Anita Aldrich, Don Dudley, Nancy Kail, Bob Christopher, Donna Pence, Laura Lund-Webb, Bett McDade, James Coloma, Lori Brown, Liz Quinnett

Guest:
Tribal Star: Dana Allen, Tribal Star Program Coordinator came to announce upcoming series of training for trainers that T.S. will be offering T for T’s in each Regional Training Academy region with their respective counties. Dana asks that counties identify potential trainers and change agents or “cheerleaders” who are already leaders in building connections with the tribal community. These are the individuals to target to attend these T for T’s. The training will be two days. First day will be the T.S. Summit and second day will focus on learning to collaborate and lead task groups (the application of skills). First T for T will be in May in the Southern Region (possibly Riverside). T.S. is available to provide technical assistance after training.

Dana circulated Tribal Star information. TPC member to contact Dana with any questions: dallen@projects.sdsu.edu and she will be sending out further information to membership.

Action: Liz to give Dana list of TPC membership

1. Review Action Items and miscellaneous items:
   a. ½ day trainings: counties in favor and would like to see us move forward. Counties to ID suitable topics. Ask if we can offer 2 half day sessions in one day on same subject to capture more people.
   b. Training request form available. To be attached to these minutes
   c. Webinar discussion and usefulness for TPC. Consensus that in-person meetings more satisfying but Webinar-like tools helpful for large spread-out group meetings.
   d. Differential Response: are initial research outcomes positive?
      Donna Pence will report out at next TPC meeting

2. Main Discussion: Transfer of Learning

Intro: efforts to implement the “after training” TOL has, for the most part, not been effective. Academy in general and PCWTA in particular interested in furthering
our evaluation efforts to include the “after training” evaluation, that is what are trainees able to use, from their training, when they report to a caseload? Discussion centered around implementing a more planful approach. Consultants, Jane ‘Berdie and Cindy Parry, with the Academy, report that RTA’s all over the country are grappling with how to implement TOL more effectively. We are interested in knowing what social workers, supervisors and managers need on the job to utilize what they’ve learned in training.

Brainstorming of Ideas and Strategies:

- Who to target to act as change agents and move TOL effort forward?
  - San Diego: just have created QA supervisors. Target them and find a way to channel TOL as part of their role. Also have training liaisons in each region. Our San Diego liaison to meet with these individuals or meet as a group with targeted discussion around TOL.
  - San Bernardino has training supervisors and mentors for our liaison (Lori) to target. These are appropriate supervisors to target in other counties. **Action: Stuart says he will discuss TOL with them and get their best thinking on subject**
- Point made that supervisors are important and valuable in this effort if they have a passion for the subject, the time, the willingness and observe their peers successes in applying TOL principles.
- Supervisors Core: give out supervisor TOL tool there. Direct supervisors in general to our website where learning objectives and competencies and brief summary of class is posted
- Manager Core: ensure TOL included in curriculum
- Liaisons to connect with “cheerleaders” and/or mentors
- Do brief 3 hour training on TOL to support effort at county sites
- Emphasize the WIIFM (What’s in it for Me) factor
- Look at language, TOL could be called something more user friendly
- Consider having questions for supervisor in every class. UC Davis (N. Academy) provides a notebook for supervisors in each class
- Consider giving trainee homework that includes meeting with their supervisor.
- Don Dudley reported out on how SACHS (Southern Area Consortium on Human Services) is addressing TOL. They have been taking small steps by making TOL a regular topic on their meeting agendas. In LIA (Leaders in Action) they have trainees meeting after training and Academy personnel going out after training to meet and reinforce learning. They will be having a report-out on their TOL efforts at their May meeting.
- Orange County asks trainees to write down what they can use “by next Tuesday” in each class.
- Challenge is to get supervisors to see this as integrated into their everyday job and not as a “separate” and “extra” job.
- Consider ½ day sessions for supervisors on line worker core classes. Also provide same for managers.
modeling by managers and administrators is a critical piece in implementing a full blown TOL strategy.

Next Steps:
PCWTA liaisons to contact key folks (training sups, mentors, QA sups, etc) and come up with strategies acceptable to each county. Report out at next meeting.

3. Hiring Projections for next fiscal year LINE WORKER CORE
   a. Orange County: block hiring each quarter. Anticipating hiring 135.5 positions
   b. San Bernardino: looking at 10 per quarter (40-46 in toto)
   c. Riverside: not known at this time
   d. San Diego: have 2 cores left in contract. Looking at less hiring in next fiscal year, will just use slots at Oceanside
   e. Imperial: not present

4. SUPERVISOR CORE PROJECTIONS:
   a. Orange County: 20 positions
   b. San Bernardino: 12-15 positions
   c. Riverside: N/K
   d. San 'Diego: N/K
   e. Imperial: N/K

5. MANAGER CORE PROJECTIONS
   i. We will offer one manager core in the fall and reassess after that time as to need for another.

6. ADVANCED CLASSES (focused on SIPs as much as possible as first priority)
   a. O.C.:
      i. Teaming skills: strength talk, group skills
      ii. Adoptions: Lori going to Southern Region adoptions meeting and will clarify training needs across counties
      iii. Worker safety: a class Donna trains
      iv. Interviewing adolescents: a Sharon Morrison-Velasco class
      v. Leadership for Social Workers wanting to be supervisors
      vi. Advanced supervision
   b. San Bernardino:
      i. Transitional youth issues
      ii. Educational advocacy and issues related to education in general, that is, value of education, resources for children in system, and for foster parents
      iii. F2F related: engaging community
      iv. Teaming for foster parents and social workers
v. F&EL skill building; culture and risk (recognizing cultural practices and determining risk)
vi. ILP: improving outcomes
vii. Reducing recidivism
viii. Teaming strategies and safety plan
ix. Adoption planning and concurrent planning

c. Riverside:
i. Assessment
ii. Supervision: tracking and monitoring
iii. SDM
iv. Assessing parent ability to cope and maintain (re: child safety)
v. Historic indicators: significance and application in determining risk
vi. Engaging families in planning and identifying resources
vii. F2F – TDM readiness training (facilitator training?)

d. San Diego:
i. Sex abuse and case management
ii. Make up class on Concurrent Planning and engagement
iii. Back to basics for supervisors: advanced skills and case management
iv. “So You Want to be a Supervisor”
v. cycle of poverty

7. Training Evaluation: James Coloma shared data from evaluations of first pilot year of standardized core classes. (see attached). Group consensus that this data is interesting and valuable.

8. Balance of agenda tabled due to time spent on training projections. Report outs from counties and IV-E coordinators to resume at next meeting.

NEXT MEETING: TENTATIVELY FRIDAY JUNE 1, 2007 (meeting may be rescheduled to join with SACHS directors for our annual event)