



Training Planning Committee Meeting

May 17, 2013

Next Meeting: 8/16 at the Oceanside 10AM – 2:30PM

Attendees: Mary Garrison, Anita Aldrich, James Coloma, Maria McClean, Dawn Schoonhoven, Anzette Shackelford, Valerie Ryan, Chrystine Zamudio-Snow, Tom Lidot – Academy for Professional Excellence; Vi Lindsey – Loma Linda; Chris Christenson, Sonia Villafana – Imperial County; Bob Abair, Michael Myers – Orange County; Ken Nakamura, Tom Packard – SDSU; Laurie Smith – CSUSB; Javier Perez, Kathryn Wieand – San Diego County; Sophia Williams – Riverside County; Tina Wright-Ervin – San Bernardino County

University Updates:

CSUSB

- The university is adding an online school program for social work.
- They are gaining new resources including streaming library that includes therapy videos and resources they can use with students.
- Andy Anderson – Title IV E Coordinator, is retiring and they are interviewing for that position.
- There is a new field initiative for IV-E to use resources that can be translated directly to the field. Rhoda Smith is supporting this in San Bernardino County.
- Laurie revealed that the universities are connected and yet sometimes the communication stops and information is not transferred to all relevant parties – this could be a role that TPC could fill.

Loma Linda

- Vi added that they want to have a reciprocal relationship with the counties so they are enhancing one another. They want to provide appropriate skills and also receive information from counties about what students need to be prepared.
- Loma Linda has been busy preparing for graduation.

County Updates:

Orange

- They have had 5 cohorts in the last year and are interested in coordinating the smaller numbers of students so they can join with another county's core.
- Orange is continuing with vicarious trauma and AB12 training. AB12 was a wonderful training and it was exactly what they needed as a county.
- They shared that a Human Trafficking training is coming and are discussing SOP as a possible training for their county.

- County Consultant did a great job meeting county needs – demonstrates collaboration since trainer was from Riverside.

San Bernardino

- In the midst of SOP roll out and are now training the trainers that will soon begin modules.
- Coaching is also being provided by Kim, Dawn and Karen Martin to train trainers and support line staff.
- They are in the middle of visitation training.
- San Bernardino is beginning to develop a plan for training Katie A and expect to work closely with the Academy on the development and delivery of Katie A Training.
- 30 new hires will be coming on board in August.
- County consultant has done a great job working with them to roll out SOP and coaching effectively and quickly.

Imperial

- Many changes have occurred since February as the Director of 30 years retired and the new director, Peggy Price, is focusing on a different direction. There has been a lot of movement within the agency and the long time Child Welfare Director has moved to a different program.
- CWS is taking over the Receiving Home which used to be run by Behavioral Health.
- Staff will shift to Receiving Home so they will have vacancies in CWS. They may have some new social worker, supervisor and coordinator positions coming as they take over Receiving Home.
- They are moving to a new location and undergoing so many changes that they may not be as responsive to emails and communication at this time.
- Imperial has 2 social workers who will be attending core, 1 supervisor and 1 manager will also need core.

San Diego

- New cohort starting June 15 which will likely consist of 30 staff. They are looking at changing training locations but this is up in the air.
- SD is still working on Practice Framework development and CQI. A new training will likely come as a result of this.
- SOP roll out continues and coaching is supporting the SOP trainings.
- Learning Circles for Supervisors and Managers have started as a way to focus on creating a learning culture within the agency.

Riverside

- Silvia DePorto, Director, left and they have had an Interim Director, Jennie Pettet, and she has just been announced as the permanent Director.
- Crystal Shackelford promoted and left their department and Sophia Williams has joined them from region and she brings a wealth of experience.
- They have been hiring after 4.5 years of not hiring. They expect to have another group of new hires in August and anticipate having 30.

- They have a new region – Blythe that will have a comprehensive regional manager to be over all programs.
- TDM facilitator training is happening in June and it is the third TDM training in 4 months.
- Partnership with county consultant has been great and they are grateful to have her leadership and perspective and looking at big picture training needs.

IV-E hiring discussion:

- Vi asked a question about plans for hiring IV-E's and counties reported that they have hired a number of their IV-E interns and there are internal staff who were not even aware of the job announcements because they were targeted at SDSU IV-E students.
- Universities were happy to hear this focus as there have been worries in the past that county hiring times did not match IV-E's seeking employment.
- San Diego explained that they did a work around when recruitment did not match graduation dates and the county took a good faith letter from the university that the students would be graduating so they could meet criteria of having degree at time of application – this was very good to hear per the universities.
- Success in this matter came from communication between Universities and counties and collaboration with HR and with the communication they found systems to flag IV-E students. It helped that HR was open to identifying IV-E students.

CORE Parameters discussion:

- We can have CORE classes of 30 participants.
- To make a class we need at least 10 students, but a class of 10 is not good stewardship of our resources so our hope is more than 10.
- If we are coming to your county to deliver we need a minimum of 15 trainees.
- Counties are working with their own set of parameters and scheduling needs outside of PCWTA parameters. We are trying to accommodate needs while working through the challenges presented by the existing parameters.
- We are requesting ideas for how to problem-solve:
 - Tina will discuss with her county the possibility of San Bernardino sending their 7-9 new hires with OC instead of adding them to their existing class of 30 that was planned.
 - OC has 7 that need to get plugged in somewhere quite quickly.
 - Imperial has 1 that is ready and possibly a few more who will be ready in August.
- We did 10.5 cores this year – by comparison to the other RTA's we are on the high end.

ACTION: Counties to consult and communicate with Anita their CORE needs. Specifically, San Bernardino will find out if they can separate their 7-9 new hires from their larger class and combine with another county.

Staff Updates:

- Kim Giardina is the new Practice Consultant for PCWTA. We will also be posting a new Practice Consultant position.
- Deborah Fitch retired and we will be looking at how we will cover Imperial's needs.

- Irene will be transitioning from her position in Riverside and will be focusing on curriculum development which will include eLearning and trainer development. We will be recruiting for the Riverside County Consultant position.
- Nancy is on medical leave due to a bad car accident. She is recuperating and will not come back until mid July.
- James moved to a region closer to San Bernardino and he is the acting county consultant for SB County.
- We are starting to do some work in LA County to support training needs by helping with advanced trainings. LA may be represented in future TPC meetings LA does not have an RTA – they have done all of their work with county dollars and their consortium with university partners. They requested a pot of money and resources like the other counties from CDSS. This was easiest to accomplish by routing the resources through an existing RTA.
- Tribal Star
 - June 25-27 is the state ICWA conference
 - They are in the middle of training right now

Mandated Reporter Training:

- There have been some articles about the lack of quality mandated reporter training and we wanted to assess if this was something that counties want support from PCWTA regarding this topic.
 - Options include: PCWTA could train staff to train community or help train community
 - SD: right now hotline does most of these trainings and some regions do it themselves; benefit of regions doing it is the line workers and regional staff build relationships with community when they do these trainings; PCWTA helping with curriculum development would be helpful.
 - Riverside: first 5 helps, state has eLearning, some training is uneven/not standardized; they are focusing on having T4T's to standardize curriculum; schools and other organizations need training desperately and they cannot always fulfill requests; training done by other partners is not sufficient.
 - It was suggested that universities may have a role in providing these trainings.
 - Training is also warranted for CWS staff on their role as mandated reporters for adults to APS

ACTION: Include link to CDSS Mandated Reporter Training in minutes when they are sent to TPC members. <http://www.mandatedreporterca.com/>

eLearning:

- We would like ideas for eLearning topics and potential apps. We are one of two entities in the US making apps for our field so we are on the cutting edge and want feedback to advance this work. Counties are very interested in mobile apps as some may be issuing iPhones to staff.
- Counties were interested in Having Difficult Discussions with Workers, Child Fatalities, and Secondary Trauma for Supervisors.
- Discussion regarding universities being added to app publication emails so they can use with students.

ACTION: Anita to add universities to email distribution list regarding new apps.

- It is recommended that SOP apps be created with these topics in mind:
 - Three Houses, Safety House, Wizards and Fairies
 - Mapping with a family
 - Using the three questions to structure an interview including clarifying and advancing questions
 - Writing Harm and Danger Statements and Safety Goals
 - Safety Planning with a network

Possible Changes to Monthly Reports to Counties:

- We want to assess if monthly reports are needed regarding eLearning completion or if this can be done quarterly. San Bernardino, Orange and San Diego feel that monthly completions will be needed monthly for data entry purposes.
- Can we only send completion rates instead of all of the other data that is sent? It was agreed that the completions are the most important need. It is recommended that the current process should continue as counties need monthly completions rather than trying to pull out specific pieces of data.

Spectrum of Learning:

- Anzette and Irene presented on Spectrum of Learning.
- There is evidence regarding the use of multi-modality style of learning that will facilitate the Transfer of Learning. We are looking at this as an RTA so we can better prepare workers to do their job.
- Spectrum uses:
 - eLearning before classroom training to get knowledge
 - Then classroom training to get practice
 - Coaching follows classroom to help students practice
 - mLearning provides mobile apps to help support continued practice and learning as staff master new skills
- We have evaluated our traditional delivery and we are now moving on to begin evaluating the Spectrum delivery. We need county participation for this. We have 3 cores coming up and we want to begin using Spectrum delivery.
- We need to identify strategies for how to verify staff are completing homework assignments during spectrum delivery.
- How can we get the eLearning done when new trainees come on board?
- We will keep the full training time to the same amount of time as the traditional classroom time – 6 total hours.
- Worry came out from San Diego about where staff would take the eLearning and the suggestion was that they could take it on site on the county notebooks and then have the 3.5 hour class after the eLearning.
- Worries came from San Diego and Orange County about the difficulty in scheduling training series if all of the classes move toward Spectrum delivery.
- Irene shared that Core 3.0 is going to have a similar arrangement in the delivery and it will include eLearning, coaching, mLearning and classroom learning ... this was based on leadership of the counties being queried and this was based on their feedback that too much information is given in one modality

- Worries came up that there is not a computer system or infrastructure for staff to go online and access eLearnings in this manner. One of the university partners suggested LMS as an option.
- There was positive feedback that this type of training delivery is where we are headed and there are benefits and we still have quite a bit of work to do to identify logistics that will support it.
- Kathryn and San Diego are interested in participating and she will check with Admin on this.
- Counties are interested in having staff take Spectrum version and give feedback. Irene will contact county contacts to identify these staff.
- Counties would like to talk with their supervisors about what would help them rather than give them the webinar on the spectrum right away.

ACTION: Kathryn and Dawn to check with Admin in San Diego about participating in Spectrum pilot of Basic Interviewing. Mark and Irene from Riverside will also check with their Admin. Tina will check with Admin from San Bernardino County.

Series Trainings:

- Concept: staff finish education, do core training, do county training.
- Follow up trainings are randomly selected.
- New concept is to have advanced trainings arranged/organized in a manner that offers additional advanced trainings that build on core classes and this will offer a certification as an advanced social worker.
- Counties were interested in this being a certification program and in linking it with BBS requirements for advanced trainings required for LCSW.
- PCWTA road show would be helpful in advertising the series - TPC members would go and present the road show at their own counties

Katie A/CPM:

- Imperial met with community stake holders and participated in Readiness Assessment with staff and they averaged numbers – they were not always in agreement so they averaged. They completed SDP with Behavioral Health and they identified training needs for the future including cross training of MH and CWS staff. Their next steps are to involve community stake holders.
- Riverside started meeting with community-based organizations, MH and Riverside county CWS, parent partners, foster children and they completed the readiness assessment. They had facilitators at each table to lead each meeting and complete one section of the assessment each time they met. They completed SDP together and are attending orientation. Riverside is starting with a pilot – a T4T re: identifying cases that are in the sub class. They are using the Youth and Family Resources Region – it is the Wrap training series that we worked with CRC on to start in the next year.
- Orange has added it in their Needs Assessment to include planning for this next year. They are looking at utilizing the Learning Collaborative to build a strategy. When they are at the implementation phase their County Consultant will be invited to the table. Orange County was going to shadow LA staff to gather information.
- San Bernardino is in the early stages of planning and staff are going to orientation.
- PCWTA is available to assist with forums and bringing partners together; to think through elements of the learning collaborative; and initiate regional discussions.

Coaching:

- Convenings completed and went great. All counties were represented and representatives took information back to their leadership and did planning around how to use coaching or advance existing use of it.
- Kim will take over all future convenings or meetings regarding coaching.
- Kim has been coaching regarding SOP in San Diego and San Bernardino.
- It has had a positive impact on staff and this is the direction that training and staff development is moving toward.
- PCWTA is open to planning with your county to include coaching in your scope.
- Planning for coaching roll out – it was very helpful to lay out a schedule and identify a coordinated plan for advertisement, room reservations, scheduling, etc.

Director's Meeting Updates:

- Oversight branch of CDSS shared that they are planning new guides for peer review process.
- SDM T4T will be happening soon.

SDM Update:

- SDM core team meeting met at end of April and the annual report was shared.
- CRC wants to form workgroups to make recommendations for changes to be made to SDM.
- How to align with SOP language?
- Strengthen SDM tools to be used for counties with CPM so a new screening tool does not have to be added.
- SDM worked with Rady Children's Hospital to see what are the top 3 screening tools being used now.
- They want a hotline group, front end group, case planning group, review group, and substitute care provider tools.
- There is also a hope for SDM and CWS/CMS to be joined.
- We want to look at this from a Regional perspective – how can we insure that our region is represented on every workgroup.
- CRC wants info by June regarding who wants to be on what workgroup.

ACTION: All members to check with their leaders to decide on whether they want to participate in workgroups in this way and which workgroups they would like to be on and who would be sent. Replies will be sent to Kim Giardina by May 31.

Needs Assessment:

- Orange working on it
- San Bernardino sent it in
- Imperial has not completed it yet – they need to review with new Director
- San Diego – working on it
- Riverside – has a meeting scheduled

Future of TPC:

- Meeting is very beneficial and assists with sharing information and resources across counties. It is a hub.
- Working on logistics like coordinating CORE's is best done in this venue.
- Counties have gained a lot by the shared learning in this venue.
- With pending changes like Core 3.0 and CPM – sharing how we are looking at the effects of these changes and discussing possible barriers and accelerators for each county really helps us prepare for changes.
- Ability to pose questions to the group and share ideas and strategies to address needs.
- University partners feel it is helpful to know what is happening in counties and they can prepare interns regarding expectations, resources, and services. Helps interns to be on cutting edge when they come to work for county.
- Questions came up about how to get universities at this table who do not currently come to TPC. Vi will discuss with her contacts at CSU Long Beach & Fullerton.
- Collaborative environment where folks share ideas and listen to one another.
- The meeting provides networking opportunities.
- Do counties want us to add a call for agenda items? Yes.

ACTION: Mary to send invitation to CSULB and CSUF to give description of what TPC is and that we would like their participation before the next TPC.

ACTION: Mary to call for agenda items before TPC meetings.

Round Table:

- Riverside is working on a training on how to assess progress on a substance abuse case. Another interesting training will be on policy writing.
- San Bernardino will have some program specific trainings for Parent Partners like confidentiality, boundaries and ethics, mandated reporter training, etc.
- Supervisors just met in Orange County and had a facilitated discussion without any managers present. 95 supervisors attended and 86 said they wanted to participate in ongoing learning circles. They are interested in assistance on planning for this.
- San Diego mentioned the CIRCA and PICA trainings – collaborative trainings for law enforcement, county counsel, DA's office, medical staff, and CW staff. Mental Health and Behavioral Health are not present in this training.
- San Diego is training a CSEC in SWIT. Training will focus on awareness and prevalence.
- New legislation is coming soon regarding CSEC population, which holds a lot of new training implications.
- Tribal Customary Adoptions training was delivered in Riverside. The need to train folks on this topic is very important. CalSWEC is rewriting state curriculum regarding adoption and they are including a piece about tribal customary adoption. Baby Veronica case has raised awareness about the need to follow protocol.
- Orange did Warrior 101 – working with military families; working with AWOL youth; AB12; Writing to Legal Scrutiny.
- Mary shared that we have Behavioral Health training through BHETA as well as an APS training program.

- San Bernardino expressed interest in having a training on LGBTQ youth and how foster parents can meet their needs. PCWTA has two trainers who can provide this and NCCD also has trainings available.

ACTION: Anzette to send Dawn link to information on CSEC legislation so it can be included in minutes. <http://www.govtrack.us/states/ca/bills/2013/sb738>

ACTION: Irene to send link regarding CSEC legislation to Dawn to put in minutes. http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201320140SB738

ACTIONS ITEMS

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Location: Oceanside

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