1. Welcome, introductions and recognition: welcomed new members; recognized Vi Lindsey on receiving her PHD. We had heard Andy Anderson of CSUSB was retiring but since the meeting have received good news: he is staying another year.

2. **Keynote Presentation:** Signs of Safety (SoS): presentation by Susan Brooks, Director, Northern Academy: due to a death in her family, this presentation is postponed until our next meeting of September 23, 2011.

3. **Tribal Star Update:** (Tom Lidot)
   - Training for this fiscal year has been completed
   - Lessons learned from all of their experience to date results in a recommendation: that there be one Summit scheduled per year. This allows for currency in discussion of issues that arise.

4. **E Learning Update**
   - Recent eLearning Committee meeting shows that all of our counties’ usage is up, reports are going out regularly and there are no concerns being expressed at this time.
   - Irene went over the list of eLearning curricula that are being developed in the 11/12 fiscal year:
     - Issues When Working With Kin Caregivers
     - Engaging Non-Custodial Fathers
     - Improving Educational Outcomes
     - Preparing for Employee/Supervisor Conferencing
     - Team Development for Supervisors
     - Effects of Abuse on Children: School Age
     - Effects of Abuse on Children: Adolescents
     - Trauma Informed Practice from a CWS Perspective
     - Law & Ethics (4 parts) in a Connect Pro(webinar) format
     - Working with Pregnant Teens
   - E Learning courses ready for release this summer:
     - Effects of Abuse on Children: Infants & Toddlers
     - Effectively Working with LGBTQ Youth
     - Same Sex Dating Violence (LGBTQ and Inter Personal Violence (IPV))
     - Addiction and the Family
     - MEPA (stand alone for the law and a webinar for discussion)
   - A Survey Monkey will go out in March, 2012 to get input on county choices for topics to develop in the future fiscal year.
   - Counties are using eLearning modules in different ways: some are being used by supervisors in their unit meeting; others are showing the modules in a group setting with a facilitator for discussion of the module.
5. **Evaluation:** James went over the evaluation documents that were sent out with the agenda.
   - The roll up of data from the PCWTA classes delivered in March 2011 shared with each County. Of note is the data regarding Transfer of Learning activities prior to and after training.
   - Reviewed the data related to IV-E graduates, “Secondary Analysis of Child Welfare In-Service Training Data: Comparing Title IV-E and non-Title IV-E graduates”. This is data gathered from the Common Core or standardized line worker core classes and continues to show that inasmuch as IV-E graduates enter training with more knowledge, they continue to show increased knowledge after the core classes.
   - Reviewed the regional report analyzing Common Core data.

6. **Training Plan Update**
   - Kudos to Imperial County for being the first county to submit a training plan for the next fiscal year!
   - Need for Line Worker Cores for the next fiscal year:
     - San Bernardino: have a class beginning in September
     - Orange County: opening recruitment which hopefully can bring back laid off staff
     - Riverside: hiring one position in Blythe
     - San Diego: maybe another class in November
     - Imperial: maybe one or two hires
   - **Supervisor Core:**
     - Imperial: just one person if this core begins soon. They plan on sending all their supervisors through the revised Supervisor Core
     - San Bernardino: ideally would like a Supervisor Core in the second half of fiscal year
     - Riverside: 2 supervisors in need of training
   - **Manager Core:**
     - Orange: 1
     - Imperial: 1
     - San Bernardino: 1
     - Riverside: 2-3
   - **Advanced training options:** look in our on-line catalogue. Consider listed classes can be customized to meet county needs. Additional classes available:
     - Failure to Thrive
     - Knowing Who You Are
     - TF-CBT
   - **Options to stand-up training:**
     - With the closure of the Oceanside site, Orange and San Diego are at risk of being over saturated with training. One of the trends we are seeing is that of coaching. This is an option in lieu of classroom training. We can develop with counties and customize and/or augment what your county is doing already. We (the Academy) will be working with CDSS around getting parameters around this modality. Central Academy has a well developed field based trainer model in place which has been very successful for them. The CAPP project (California Partners for Permanency) is meeting with the Regional Training Academies around the statewide training model and how we will be involved in that. Coaching is part of that discussion. More to come on this topic. (see summary of the field based training model attached)
• We will continue to develop eLearning modules and Webinar deliveries. We are in the process of developing a “blended learning” curriculum with a combination of eLearning and Webinar (on MEPA). We expect to move towards developing a more traditional blended learning curriculum of eLearning on the knowledge piece and classroom training for skill practice.

• Anita went over the training schedule with an emphasis on the first three months of the new fiscal year. To utilize the summer months and until County training plans are received, there are several general advanced classes being offered with a focus on Engagement, Attachment and Adolescence.
  o Input from counties:
    ▪ Riverside: Motivational Interviewing; Advanced Sexual Abuse Investigations; Better Outcomes makeup.
    ▪ Orange County: are getting input from staff via survey. Received 190 responses and management is reviewing and will have a training plan from that information.
    ▪ San Bernardino: convening training committee. Have idea regarding a class on “social media” and CWS; teen runaway behavior; military families

7. Evaluation:
• Regional Report: this report rolls up data from the Core deliveries. Significant learning is going on. There is some drop in learning in CMI-2 and there is conjecture that this may be due to time issue. Items not completed are considered wrong. James and PCWTA staff are working with trainers around this issue.
• Title IV-E Report: there is always a concern raised by IV-E graduates about having to attend Core when they have just completed a concentration on CWS. This report documents that, although IV-E’s come into Core with a higher level of knowledge, they leave with a significantly increased level of knowledge.
• APPLI 33: this newly implemented evaluation is evidence-based and does more in terms of measuring issues relating to Transfer of Learning (TOL)
  o Discussion ensued around TOL and desire to have TOL questions tied to each class. This will be pursued. For now, there are learning objectives on each flyer for each class and this can assist supervisors in knowing the content of any class their staff attend and hopefully aid in a TOL discussion following a class.

8. Line Worker Core Update: SDM & Critical Thinking class
• A revised version of this class is now available. It adds a day but includes the fundamentals of SDM. There is also an option as to whether or not to include the Hotline SDM tools in the revised curriculum. It is not mandated that counties adopt this new curriculum. The options are as follows:
  o Offer CAT County training in San Bernardino if there are only a few trainees in Core
  o Counties can decide to keep the current 1-day class and continue to do SDM in-house
  o Counties can elect to adopt the new 2-day curriculum for Core
  o Hotline SDM tools can be included or not
• Responses from Counties:
9. **County and University Report outs on practice-related and/or training-related matters**
   - Cal State Fullerton: not in attendance
   - CSUSB: not in attendance
   - **Imperial County:**
     - Completed their PQCR in May and de-briefed in June. Appreciate the facilitation provided by PCWTA’s Irene Becker. They had good support in the process with King County, Riverside and Orange participating on the CWS reviews and Riverside and Santa Clara participating on Probation’s review. They sent their report to the State at the end of May. Now moving to complete their CSA.
     - Their training plan is in. They will be doing group eLearning for the first time.
     - Changes: possibility of one new Program Manager vacancy; 6 new MSW’s (one is Sonia!)
     - Made a presentation at a recent IV-E conference in Galveston on the Family Group Conferencing model that was implemented by the graduating MSW’s. Their group internship focused on FGC. There will now be 2 positions dedicated to FGC’s.
   - **Loma Linda University:** congratulations again to Vi Lindsey on her PHD. Her focus will shift with the expectation that she now do more research, journal writing and presentations.
   - **Orange County:**
     - Have done some internal training on Poverty 101. There is a plan to take this further by providing to community providers
     - Developing some of their own eLearning internally. Currently Case Contact Policy and Visitation Guidelines are in the works.
     - Mentorship program is underway with 26 pairs operating
     - Career advising program: a survey of staff regarding their career found that 70% of the respondents were satisfied or highly satisfied in their career.
   - **Riverside County:**
     - New Deputy Directors: Laurel Brown and Laurie Fineman
     - Training plan will emerge from a needs assessment that is being conducted
     - Looking at combining their CDU (Court Dependency Unit) and ER (Emergency Response).
     - SDM Conference: Mark Kisselberg will be representing their county
     - TDM: sent staff to the T4T and can now train.
   - **San Bernardino County:**
     - Regarding their training plan: they are continuing with many of the same classes as prior year: FTT make ups
     - Are interested in Signs of Safety and will contact PCWTA
     - Are interested in trauma-focused training for residential families and will hopefully pilot a T4T for these families
     - O&I: sending trainees out into the community to meet directly with those they will be working with, example, police and CBO’s. They have 30 different providers involved.
• They have developed modules for new hires on CWS/CMS and Writing & Documentation
• TDM facilitation: have attended T4T and will do internally. They are open to including other counties.

• San Diego County:
  o Currently have a class of 22 in initial training, of which 8 are IV-E’s
  o Lynn Amabile is now the training liaison with PCWTA and is familiarizing herself with Core by auditing the series.
  o Sees a need for more “Practice” and is looking at the OJT Specialists in regions and their linking trainees to Core content

• SDSU:
  o Title IV-E students were all employees in the 3 year program. They were a program manager and 3 supervisors. They creatively set up a “team” field placement as opposed to the traditional 1-on-1 placement and focused on Family Group Conferencing (FGC). They got training from Melissa Proctor at Casey. They engaged the presiding judge, the tribes and their role in FGC’s was defined. They practiced as the referrals came in
  o Presented at an IV-E conference on this model and it was very well received.
  o FGC is now in the SIP
  o Next year interns will be placed in National City with a 50% population of Mexican-American children. Neglect is the most prevalent issue. They are partnering with Health and Human Services and the Hunger Coalition. Students will be placed at an FRC and will have web access to Cal Fresh for easier access by families in their applications for food stamps.

• Academy for Professional Excellence:
  o Just completed our 3 year contract with CDSS and have submitted for next 3 years. Are not anticipating changes or further cuts but are approaching future conservatively. We have closed Oceanside training site for some cost savings. For the time being, training is remaining untouched in the State budget crisis.
  o Adult Services: we are assuming responsibility for a contract previously shared with Bay Area Academy. A 23 module Core is being developed which is a combination of eLearning and in-person training. No funding comes with this. Counties need to contract with Academy for delivery. All of the curricula are on the CalSWEC website so counties can utilize to deliver or contract with us. Some courses apply to IHSS although this is not the focus.
  o California Wellness Foundation grant: we have applied and should hear in September. This will allow for a focused outreach to the American Indian Population to leverage Title IV-E funds for social work degrees.

10. Possible training topics?
• Issue of writing skills came up again with no real resolution. All are in agreement, from universities and counties, that there is a real lack of skill in this area.
• AB12: PCWTA shared efforts underway to develop training for CWS staff, attorneys and probation on AB12 and working with youth. This is a customized training being developed for both Riverside and San Bernardino and in concert with their presiding judges and AOC

11. Other agenda items
• Site coordinator changes: we are increasing the duties of our off-site coordinators to include more evaluation and feedback regarding trainers; to be more proactive in Core to assure better flow between classes; and, to be more available to trainees should issues arise.

NEXT TPC MEETING: FRIDAY, SEPTEMBER 23, 2011  10:00 – 2:00 at our PCWTA Riverside Training Site