MINUTES 6-18-10

1. Welcome and introductions

2. CDSS Update: Christine Mattos, Manager, Children & Family Services Division, Resources Development & Training Support Bureau. Presented an update on CDSS-related matters:
   - A recommended $80 million cut to CWS budget has been reinstated by legislature but final decision pending Governor’s review.
   - Gave kudos regarding our steps in moving forward on E Learning
   - PQCR: decision to have RTA’s removed from PQCR process has been reversed. We will continue to support our counties as we have before.
   - Contracts have been cut back due to the budget constraints. This has pushed some activities, previously managed by a contracted entity, to the regional training academies. CWS/CMS training is an example of this. The move from CAT to SDM and our supporting that is another example. She acknowledges that we are doing more with less.
   - PIP (performance improvement plan): State tracks the action items and we are on track. Kudos on this given the vast and complex nature of the State. We are moving in the right direction re permanency, data and engaging fathers.

3. Tribal Star Update (Tom Lidot)
   - A toolkit has been developed to help counties control the conversation on ICWA
   - Tribal Star is meeting with counties in July and August to assess needs
   - Meeting in August in Santa Isabel: trainers invited
   - Encourages attendance at the ICWA conference which is free to all attendees
   - Contracted to deliver 15 days of training. Need to know county hiring schedule to assist them in developing their training plan – their goal is to address county needs.
   - Thanks to James Coloma for his assistance on evaluation.

   - Calendar and training plan document distributed.
   - Thanks to counties who have submitted their requests
   - Anita gave “prizes” to counties who were speedy in completing their requests:
     - Orange: first with submitting requests
     - Imperial: full requests day before causing reprint!
     - Riverside: gets first prize for submitting their full year of training requests
   - Line Worker Core: another core ready to roll out in July in Riverside.
5. **Line Worker Core in “Hard Times”:**
   - Line worker cores are not being offered on a regular basis due to the State budget and the subsequent lack of hiring. Line Worker core standardized curricula is content rich, evidence based and current. Consider the option of these classes being offered individually as advanced classes. Newer staff has taken the classes but there are veteran line staff and supervisors who have not. Consider these classes when submitting your requests.

6. **Manager Core Update (Nancy):**
   - First roll out of revised Manager Core is scheduled for March, April and May 2011. Trainers will be Peter Dahlin and Mary Garrison
   - Revision weaves in themes to make it “in sync” with line worker core themes
   - Can consider opening up to Supervisors to assist with succession planning.
   - Orange County expressed that they are considering requesting a manager core with a mixed audience (beyond CWS)

7. **E Learning Update (Irene & Val):**
   - Completed goal of developing 7 classes in first year
   - Orange County is fully implemented. Their trainees register 2 times, once in their Training Partner and once via e mail to Academy. They roll out by program, controlling numbers and by the need of that program. Program Managers select courses. This staggering roll-out helps control usage. We are currently planning to give them quarterly roll up of data.
   - San Bernardino is in a pilot on one course, working on process and refining
   - Imperial has set up a lab and is working on two classes
   - Riverside: dedicated county issues have been resolved and they are ready to go. They will be rolling out one or two classes to get started
   - San Diego has tried out one class. They had one “user” log on and group accessed the class. They used class as part of their SWIT (Social Worker Initial Training).
   - Access issues are resolved

   - Reviewed E Learning list of modules available, modules to be completed by August 31, and proposed modules for 10/11. The latter list developed from the Survey Monkey sent out to counties last year.

   - Hope to create a “blended learning” curriculum next year, utilizing e learning for the knowledge content.
8. Evaluation (James)

- James went over the “Regional Report for Trainers and County Administrators: Analysis of Common Core Data, May 2010 Southern Academy”. Special attention paid to the “Placement and Permanency” curriculum outcomes as our trainees are not showing gains in the post test on par with the statewide outcomes. James assured everyone that this area was being examined and that he would report out at subsequent TPC meetings. (call or e mail Liz if you want another copy of this report)

9. County and University Report outs on training-related matters:

- **CSUSB**: recently brought in a speaker to present to interns on the “International View on Torture and Human Trafficking”. Focus on identifying micro – macro ways that social workers can intervene.
- **Imperial County**:
  - Are implementing SDM. Appreciate PCWTA assistance with this. Readiness training did a nice job in selling SDM to staff. Orange County helped them and shared their experience.
  - 4 promotions, all have attended Core so they are only taking call-back classes
  - No hiring but are asking CEO/Board for 4 positions. Hoping to participate in San Diego Core.
- **Loma Linda University**: not present
- **Orange County**:
  - Have created a series of mandated trainings with input from managers
  - Focused on meeting the 40 hour training mandate by 6-30-10. 94% of supervisors have met goal (at date of meeting) and 84% of social workers.
  - E learning has helped them achieve their training goals
  - They are presenting training for all their staff on “Understanding and Working with Muslims”. Training is being done by a local Imam with a focus on engagement. In return, they are doing training for the O.C. Imams on child abuse reporting as this group is mandated to report.
  - Lost their CWS/C MS trainer to retirement. 2 trainers moving into that role.
  - Youth Engagement: utilizing internal, PCWTA and Bay Area training resources.
  - Tribal Star: they hosted a Summit and Gathering and this was very well received.
  - No new hires.
- **Riverside County**:
  - Many retirements, especially at the management level. This will domino and ultimately provoke training needs.
  - They have developed promotional training and will focus on emergency response.
  - Their senior CWS/CMS person is retiring and they are challenged with finding a replacement
• SDM: looking at advanced training for Supervisors; will utilize the T4T model
  o They have received CEU Provider status from BBS. They will be developing pre-licensure classes and will utilize internal staff to deliver.
  o Guillermo Henry, Training Manager will designate Bridget Hernandez to attend TPC for him and he will attend STEC.
  o Whole county moving to a 4/10 schedule effective July 1st. No more furloughs.

• **San Bernardino County:**
  • Internal training: documentation training with tools and a focus on casework and Court. Visitation with a focus on purposeful visits with better assessments. They are finalizing their internal training plan.
    o Safety Plan around Failure to Thrive (FTT) to include use of LPN’s versus PHN’s. Liz shared that Rady Children’s Hospital has a FTT clinic with notice to deliver training in next fiscal year for PCWTA.
    o Mental Health and substance abuse assessment: focus on collateral contacts and resources
    o Adoption overview to be delivered to all social workers with a focus on their role in the adoption process.
  • Line worker core in July and will pick up rest of new hires in September.
  • Will be hiring a CFS trainer. If you have anyone who may be interested, contact Stuart Young.

• **San Diego County:**
  o Not hiring but needing a line worker core for the folks who have been transferred in from non CWS programs.
  o Melding Adoptions and Foster Home Licensing, that is, foster parents get licensed for foster parenting and get extra training to be an adoptive parent.
  o SDM training delivered to all staff
  o SARMS (Substance Abuse Recovery Management System), a project with Juvenile Court and Drug and Alcohol Services is going away. This means social workers are going to need to be more involved in the recovery of their client parents. Substance abuse training is scheduled for delivery by PCWTA.
  o Invited PCWTA to be part of the Southern Counties Users Group (SCRUGs)
  o Asked that Cindy Jensen be added to STEC distribution list. (Liz completed this request)

• **SDSU:**
  o 23 IV-E graduates; 10 IV-E BSW grads
  o Sadly, San Diego county could not hire graduates due to budget, even those who took leave to attend graduate school
  o Imperial County: a 2-year cohort of 23 students. Jim Semmes has worked with Ken to have 5 students focus on family engagement
o Ken has helped facilitate admin student placement in San Diego Youth and Community Service (SDY&CS); also Family as Partners has an admin student.
o Each region in San Diego to have an internship in an apartment complex with a high number of abuse cases.
o Working with International Liaison on leadership development.
o A creative field placement in Temecula that involves a partnership with city, school and county. Focus is on youth and independent living skills.
o These placements indicate the evolution of the administrative track to now involve community placements.

- **Academy for Professional Excellence:**
  o Just graduated the 6th class of LIA (Leaders in Action) which represents 142 students. Effort made to address leadership, Transfer of Learning and succession planning.
o Completed a SWOT analysis within the Academy. Survey included feedback throughout our counties and the State. Received 181 responses. We will be addressing E Learning and multi-disciplinary training as two of our priorities.

10. Supervisor Core Update
- This curriculum will be rewritten in the next fiscal year. PCWTA has held a meeting to gain supervisor input, a trainer meeting. Now the input will be utilized in developing the new product. The standardized statewide content will be folded in also.
- Goal is to deliver or pilot the revised supervisor core in late 2011.

11. Other Agenda Items & Next Meeting
- **STEC meeting issues:**
  o In general, CalSWEC is looking for more county input at these meetings. E mail Barry Johnson prior to meetings for hot topics to be included on STEC meeting agenda (barretti@berkeley.edu)
o TDM: Annie E Casey pulling out of TDM support and training and asking the regional training academies to pick up. A committee being formed to discuss training curricula on TDMs. Several TPC members will be involved: Liz, Stuart, and Lonetta) and Orange County sending two. If you want to sit on this committee, let Barry Johnson know.
o Is there interest in being a county to pilot the Concurrent Planning curriculum? San Diego will consider but not committed at this time.
o CWS/CMS training: this is a hot topic as the contract to support the system is ceasing. Academies slated to fill in gaps. There is a working committee in which PCWTA is participating.
NEXT MEETING: September 17, 2010, 10 am to 2 pm, at the Riverside Training Site at 3600 Lime St, Suite 424, Riverside, CA 92501. Call Liz if you cannot attend. Call-in option will be made available.