TPC Minutes
7/20/2012


Shared Updates:
SDSU: A group of interns from San Diego State had the opportunity to present at a national IV-E conference. They highlighted their work with an apartment complex in San Diego County’s east region. They were approached by the Administration on Children and Families and encouraged to write a grant proposal for $5million in funding. San Diego County is working on the proposal now.

CSU-SB: developing an online MSW program that may or may not take the place of the part time program in 2013.

San Bernardino: county in transition following a completed Organizational Assessment with shifting of roles and responsibilities; also in a hiring process with 26 new hires pending and an anticipated additional group of similar size later in the fiscal year; also shared the training unit description and restructuring to cover all of the county; met 100% compliance of the 40 hours requirement.

Riverside: mentors deployed back to the field; hiring a small number of workers in the next few months; 97% compliance of the 40 hr training requirement; described the MI blended format series that was rolled out to all workers; very excited about Karen Martin’s case planning/cws/cms tool which was delivered as a pilot in 2 units and is being rolled out much more broadly with Mark and Crystal shadowing Karen in order to begin teaching the tool and assisting workers with case planning.

Orange: new core graduating this week and hiring 14 new workers in the fall; filling 2 additional C&F trainers; 27 lawsuits pending regarding things like visitation and custody removal.

San Diego: planning a total of 5 cores this fiscal year for 120 new hires; they also have had lawsuits filed against them; have deployed tablets to all new hires and are using them as a job and training aide.

Imperial: have filled one supervisory and one program manager position; are trying to get an additional PM position in the fall approved; county is in a transition to the work force with some recent deaths and retirements and more retirements pending this fall; lost the CWS/CMS trainer and need their trainers trained.

Academy: county consultants are Riverside, Irene, San Bernardino, Rhoda, Imperial, Deborah, Orange, TBD/hiring, San Diego, TBD/hiring, Site Coordinator, Maria.
McClean, Training Coordinator for CORE, Nancy, Regional Training Coordinator, Anita; announced changes with James’ position.

**Spectrum of Learning**
Presented a pilot and evaluation opportunity for a spectrum of learning training using Basic Interviewing in two CORE deliveries and the traditional classroom delivery in another two deliveries. Counties supported the idea as long as the concern about access to the eLearning could be addressed and as long as there was an effort to engage supervisors. Jenn will report out implementation plan at Nov TPC. Also announced the downloadable app (for android smart phones/tablets) for child and youth developmental milestone job aide which can be downloaded at no cost from the Google Play Store: [https://play.google.com/store/apps/details?id=com.andromo.dev88207.app92302](https://play.google.com/store/apps/details?id=com.andromo.dev88207.app92302).

**Evaluation**
Reviewed the Evaluation data report submitted by:
Common Core Regional Report
- Reporting Period: July 1, 2011 to December 31, 2011
- Overall, trainees are learning information as identified as important by expert teams representing the RTAs/IUC, CalSWEC and counties.
- During this time period, knowledge increased from pre to post test at a statistically significant level for Case Planning, Child & Youth Development, and Permanency & Placement.
- Approximately 96% of trainees met decision making criteria in CMI1
- Approximately 94% of trainees met decision making criteria in CMI2

County Specific APPLI Scores
- In general, overall composite APPLI Scores are trending higher
- However, in all counties, trainees are still rating “My supervisor helped to prepare me by discussing my learning needs and potential applications” low. As research shows, supervisors who meet with trainees prior to attending training to discuss potential applications of that training are more apt to apply their learning and will have higher rates of TOL. Thus, what can we do as a region/how can we work together to ensure that TOL can occur?

Discussion:
Many strategies have been tried to engage supervisors in the counties. There was a discussion that there needs to be a variety of methods so that supervisors become immune and start ignoring the strategies. Nancy developed a tool that has been well received in Orange County. Jenn indicated the ROD system can
generate blasts to supervisors alerting them to the training and that this is used in another Academy program. San Diego suggested an email to supervisors that informed the supervisor that their worker was attending training and included a description and the learning objectives to encourage them to discuss and follow up.

New Satisfaction Surveys

- At the start of FY 2011/2012, we adopted a validated survey known as the Application Potential of Professional Learning Inventory or APPLI
- This research based instrument has been found to significantly predict the transfer of learning of trainees.
- While a long tool (33 questions), we were hoping to collect enough information to conduct a factor analysis to decrease the amount of questions on this tool.
- Thus, at the end of FY 2011/2012, we have collected enough information to conduct this factor analysis and by doing so, we have decreased the amount of APPLI questions from 33 to 24

Satisfaction Survey Reports for County Specific Training

- When a county requests a training from us or when we deliver a training for a particular county, we have begun sending the satisfaction survey reports for these particular trainings directly to our TPC contacts.

If you have any questions, concerns, or would like us to modify our distribution list, please let James Coloma know

New Initiatives

Reviewed updates on 5 new initiatives:
Katie A/ Core Practice Model: workgroups continue to hammer out the details of how the model will work across the state. CORE Practice Model Guide is expected by summer's end. STEC on 9/13 will be devoting much of the agenda to thinking about cross training between MH and CW. State practice is to be focused on intersection points between MH and CW and building teams to serve children and families.

CAPP: four counties in various phases of implementation; Fresno moving onto 2nd cohort, LA training 2nd site, Santa Clara just beginning, Humboldt engaging tribes. No news yet on 2nd cohorts inclusion for the state. Our region has 2 counties who are in the 2nd cohort: Orange and Riverside.

AB12/After18: tool kit under development and will list trainings and implementation plans. County surveys about AB12 needs have been received at the
state level but the data has not yet been shared. Three new curricula are under development: court and youth, probation, and disabled youth. PCWTA has an eLearning under development on LGBTQ youth and AB12. Described the process of vetting all AB12 curricula through the statewide oversight group. Also informed the counties that all AB12 curricula to be trained have to be from the approved list.

Safety Organized Practice: San Diego county coaching underway and in full implementation. PCWTA has an eLearning underdevelopment of an overview of SOP for anyone who is interested in learning more about the practice. PCWTA staff getting trained on SOP in October.

CORE Revision: Irene and Mary are attending the 2.5 day revision meeting in which a statewide group is taking a fresh look at all of CORE with regards to structure, courses, and modalities. Discussed preliminary results of the focus group webinar. Majority of participants felt the webinar worked as a format for this type of meeting. There was a consensus that CORE was good and thorough however it was long and overwhelming. Specific topics in which more training was needed were self care, interviewing, assessment, writing engagement, working with hostile, resistant clients, critical thinking and ability to ask the hard questions, role of social worker and more skills application in all areas. Also, request for more structured OJT.

**eLearning**
Reviewed number of participants in eLearning courses last year. There was an increase from the previous year. Part of the increase is due to users outside the region. We are still well within our user number for our platform.

Reviewed courses that have been completed last fiscal year, courses under development, and courses under consideration. Some concerns expressed about the logistics of using blended learning on Tier 1 courses feeling that it will be a culture shift and will have to be looked at as a whole based on partial days that have previously been full days in the classroom. A suggestion of looking at Framework and Child and Youth Development as two of the standardized courses that could benefit from some pieces being delivered via eLearning.

TPC suggested the following courses to be developed next year:
- Worker/supervisor conferences
- AB12
- Psychopharmacology for children
- Secondary trauma for supervisors
- Self Care

Irene asked counties to consider topics they would like to see delivered in different modalities using technology. She will report back at next TPC.
Planning for Next Year
A list of topics for Maryanne Rehberg was passed out as a new trainer who has been approved. Additionally, a trainer would like to train on Denied Child Abuse, which is a way to build safety in a family with an unknown perpetrator. **Counties to let their county consultants know if they are interested in any of these topics.**

Discussed the CORE training day on Investigations and Crisis Management. Presented the review of how the curriculum was put in place before many of the standardized topics and therefore needs to be revised because the content is repetitive in other curricula. Irene and Donna presented a suggestion of dividing the day into 2 full days and developing skill applications in the days. The idea of adding an additional day to CORE training seemed to be the obstacle even though all agreed both were important topics and needed. Agreed to develop them as separate topics/separate 6 hour trainings with the Investigations to continue to be a part of all core deliveries. The Crisis Management day was discussed as 3 options for the region and could be selected by the county:
  * to be added to CORE
  * offered as a tier 2 course to be taken before the end of the 2nd year
  * advanced training to offered regularly
PCWTA will proceed with the revision of the course and development of an additional course on Crisis Mgmt.

Passed out summaries of Needs Assessments from the region. It is helpful to see what other counties are dealing with and planning as there could be courses that are developed for one county that will be needed in another county. Discussed the trend of 4 of 5 counties interested in supervisory consult groups. Described the group structure as follows:
  * monthly or every other month
  * outside contractor who is manager level with supervisory experience in CW who would facilitate
  * participation contingent on completing pre-requisites defined by the county of supervisory trainings

**Counties to consider the description and follow up with their county consultants if they are interested in developing the groups for their supervisors.** Discussed the need to include managers in the planning so that they are not caught unawares when the groups begin.

Questions for Counties
Anita informed the counties that PCWTA is moving to centralizing registration with admin. She asked for improved responsiveness on registration reporting. She recommended a 3 week check prior to a training to alert the county of low registration and a follow up at 2 weeks. **Counties agreed to be more responsive to help avoid cancelling of training.**
Clarified that CORE topics trained by the counties are consistent with the statewide standardized expectations. Passed out the revised CWS/CMS learning objectives. Also clarified that CWS/CMS training delivered in the counties are delivered as integrated across CORE to match the CORE topics delivered.

Discussed the policy for missing time in a training. TPC agreed that the rule they had agreed upon was more than 30 min absent meant the training was incomplete. Each county handles it internally for emergencies when a participant has to leave. They ask to be informed so that their supervisors can be alerted.

Discussed expectations of feedback on trainees in the room. Counties agreed they would like to have feedback on any concerns a trainer might have about a trainee. Discussed the need to preserve the classroom as a safe place to learn and the need to balance the safety of the classroom and the need to report patterns and concerns about participants. Protecting participants from repercussions when they share concerns about the organization also needs to be considered as an aspect of safety in the training room. Agreed to share concerns based on patterns that develop or do not correct over time in series training as well as anything that rises to the level of concern of a trainer regarding the person's ability to practice in a safe, professional manner. These concerns will be shared via the usual communication channels between county consultants and counties and between the training and site coordinator and the counties.

This was not announced in the meeting but is in these minutes:

The pilot of the Supervisor Core occurred this past spring and the revisions from the pilot are now complete. If you wish to view the materials or have questions about the revised Supervisor Core, please contact Irene Becker.

Next Meeting 11/9/12
Riverside Training Site
10:00am to 2:00pm