Training Planning Committee Meeting
August 16, 2013

Next Meeting: 11/8 in Riverside 10AM – 2:30PM

Attendees: Mary Garrison, Anita Aldrich, Dawn Schoonhoven, Nancy Kail, Anzette Shackelford, Valerie Ryan, Chrystine Zamudio-Snow, Irene Becker, Lisbeth Ensley - Academy for Professional Excellence; Chris Christenson, Sonia Villafana – Imperial County; Bob Abair, Michael Myers – Orange County; Ken Nakamura, – SDSU; Susan Culbertson – CSUSB; Cindy Jensen, Kathryn Wieand – San Diego County; Michelle Wohl – Riverside; Joy Rubin – CSULB; Liza Arellano – San Bernardino

University Updates:

CSUSB

- Dr. Andy Anderson has retired and Susan Culbertson has taken his place.
- There are 2 instructor positions that are open and will be filled soon.
- There are 18 students in the 1st year cohort and 16 students in the 2nd year cohort. 16 will graduate. 6 students are in the part-time program from LA, Riverside, and San Bernardino.
- The Pathway Online Program is starting soon and will have 5 IV-E students from Riverside and San Bernardino.
- Due to a new initiative from CalSWEC to gain more collaboration between the county, communities, and the universities, CSUSB is planning ways to get more interaction between faculty, students, counties, and nonprofit agencies.
- How are skills incorporated into an online curriculum? There is a strong emphasis on field instructors and liaisons to be involved and make assessments. There have also been technological programs that allow for skill building to take place. Studies have shown that there hasn’t been a significant difference in results between online and traditional delivery.

CSULB

- There are new students in the MSW program including: 9- 1st year students and 10- 2nd year students (9 from LA & 1 in Orange).
- BA students are interning in LA County.
- There are 2 part-time students in the BA program from Orange County.
- They have a distance learning program which has 2 sites. One is located in Ventura and the other will be moving to Santa Rosa Community College. 18 students graduated last year and there is a new cohort of 20 IV-E students. Have been meeting with LA to have field instruction brought to the county in 6 offices. This used to be done in Orange when there were more students.
- CSULB has a grant for the Child Welfare Resource Library. You can continue to call Cheryl Fujii for support or to send suggestions.
SDSU
- Orientation has just ended with 15 new IV-E students. They completed the Casey Family Program’s training – “Knowing Who You Are”. This is a recommended training to look at institutional racism.
- 60 slots open for IV-E students (a decrease of 10 spots) which can have negative implications for counties. 26 students will graduate (6 from Imperial & 20 from San Diego) in May.
- There has been involvement with Imperial County to get more of their employees into the Title IV-E program.

County Updates:

Orange
- New cohort of CalSWEC student interns are starting next week.
- Have developed a new Supervisor Induction Training which will start in September.
- Are updating induction training to better prepare new staff. Are excited to bring in SOP 3-day Overview and the modules.
- Will bring in the Trauma Toolkit and are revamping it to a 1-day training with PCWTA and will have internal subject matter experts do the rest of the training.
- Bringing in Writing to Legal Scrutiny training with David Myers to train along with a County Counsel member.
- Are beginning to assess and develop ways to do a Katie A training. They will be promoting these trainings throughout the year.
- Starting their own Core in September.
- New supervisors are coming on board.
- Are beginning coaching and field based training.

San Bernardino
- Are on Module 4 of SOP training.
- Training unit is in the midst of redesign. Are discussing possible changes and looking at their options. County has focused on their business redesign and as a result of that a report was made with recommendations. Training will be redesigned with those recommendations.
- Currently have staff of 20 in this Core and anticipate 12 more staff in September.
- Working to schedule Tier 2 trainings.
- DeAnna Avey-Motikeit is retiring and her last day is September 20. She will be replaced by Randy Schultz.
Imperial
- Took over receiving home on January 1. Have reassessed the receiving home and the staffing needs. As a result, a new program manager has come on board for the receiving home. BHS was taking care of receiving home and now CWS is monitoring it and making changes.
- Had orientation for Title IVe in late June and saw ~30 people attend from social services. Will be an ongoing process to incorporate Title IVe and want to continue meeting with Ken to get staff into MSW or Title IV-E program. Peggy Price is encouraging for this process to happen. Would like to get more LCSW in staff so clients aren’t seen by so many BHS workers.
- Are working with BHS to develop an implementation plan for Katie A. Are also involved with workgroups to create ideas for change in SDM and how it fits with Katie A.

San Diego
- Integrated 3-day SOP training into part of SWIT training. Modules are also happening.
- Trauma Toolkit training has been paired down to a 1-day training for SWIT.
- Have 25 staff graduating from SWIT this week. Are looking to hiring 90+ more staff this year. Are currently looking at Core in November and February.
- Have 36 interns starting field instruction. 14 total staff in the IVe program.

Riverside
- Are hiring but have had issues with retaining staff. Riverside is looking at a cost efficiency study. There is a study out of the University of Nebraska that had a formula that calculated the cost of turnover in Child Welfare.
- Are doing Case Plan Field Tool with a focus on Family Engagement. Karen Martin is training and it has been successful.
- Have 2 induction trainings happening in coordination. Are looking at 60-70 new hires in the next fiscal year depending on what this year’s numbers are.
- Are doing Extended Foster Care advanced training.
- Adding coaching component to Crisis Intervention in Youth and the Case Plan Field Tool.

Academy Staff Updates
- Irene Becker has moved into a Curriculum Coordinator position.
- Nancy Satterwhite is the new County Consultant for Riverside.
- Christina Entrenkin is the County Consultant for Imperial and LA (for advanced training).
- Jennifer AhSing is the new Practice Consultant for Orange and San Bernardino.
- Cynthia Ebron is the new Training Assistant in Riverside.
- Will be hiring new Training Coordinator who will do San Diego, LA, and Imperial. Anita will be the Inland (Orange, Riverside, and San Bernardino) and Regional Training Coordinator.
New Initiative Update

- Continuing Care Reform- Have 3 sub-workgroups. They want to stop the process of “failing up”. Are moving to a system that assesses and begins at the level of service needed and then step down. Are working toward creating this kind of continuum.
- Psychotropic Medication Workgroup- Have a 3 year plan and are finishing the 1st year. Looking at children under age 6 and track who is prescribing the medication, who is filling the prescription, and who is tracking that.
- Trauma Informed- SAMHSA federal grant (Orange and San Diego are super communities) to improve access to trauma informed services. Will transform programing and training into being trauma informed. Mary will meet with Chadwick Center to create new T4T for the region on Trauma Toolkit. We are looking at ways to get our counties together at a regional convening to look at Trauma Informed practice as a region.

Spectrum of Learning

- Have been working over the past year to develop the Spectrum of Learning. Are taking the Basic Interviewing Core class and look at how we can deliver it differently from the traditional delivery. This includes elearning, skill building, coaching, and mobile apps.
- We have been piloting it internally and are moving toward an external pilot with counties. It will begin with a webinar on Engaging Supervisors. This allows supervisors the chance to know what the Spectrum approach is and gives them the opportunity to review information provided in the Basic Interviewing course. An email invitation will be sent to supervisors to let them know how they can benefit. We’re asking sups to work with participants to complete homework and to engage workers of how this work will benefit their jobs later on. This will show how this course translates to better work and a more efficient workforce.
- When ready, we will pilot externally and are looking at Riverside and San Diego to participate. We would like to include 2-3 experienced workers to get their feedback on what works and what doesn’t. San Bernardino is looking at redesign and is interested in looking at the Spectrum of Learning.

Elearning

- We are looking to meet specific county requests on elearnings. Have developed county specific and generic Katie A elearnings for counties. We can take specific request and make it generic for all counties to use. It’s possible to address your training needs in this new modality.
- Are updating and revising courses that are 3+ years old. We have a revision process in place for this.
- Looking at webinars to develop for counties and have trainers forum in the works.
• Mobile apps- Currently have 8 apps that have been developed. Can be apps for Android and browser based for iPhones. All are available on our resources page on our website.

• Looking at developing 2 app for SOP with tools plus a Spanish version for definitions. We can do more Spanish apps. Let us know if you have any suggestions for English/Spanish apps.

• University partners- please share any suggestions for apps that could be useful to your students (i.e. W&I codes).

Advanced Certificate Program

• Brochure provided for Advanced Certificate Program for social workers. A series of trainings for workers who are currently in the workforce. There hasn’t been a focused direction on advanced trainings for workers. This is a way to help direct workers on acquiring specific skills and knowledge that focuses on practice areas.

• Are looking at starting at a broad overview of federal laws and regulations which will start with a 1 hour elearning and then go into series of classes that deal with those areas. Course titles may change but content will stay the same. Have 40 hour training unit to complete the training series. Will advise trainers to include the specific learning objectives that we have identified for this series

• Looking at starting in Jan 2014 and will engage trainers soon. Participants must have completed Lineworker Core Tier 1 and 2. We are excited and looking forward to have your staff participate.

• Will also include resources for workers to expand their knowledge. Will first be offered regionally and then we will evaluate our process. Are also looking at adding some coaching pieces.

• Could be good incentive for sups. We will ask for your help to promote the idea of this series and encourage staff to sign up for the pilot.

Katie A / CPM

• CPM convening on 8/20 regionally where both CWS and BHS staff will be representing. Will have a joint presentation from LA about their CPM implementation.

• Each county will meet as a county and then do regional sharing and report out. Then do regional planning and sharing of resources and planning. Will also briefly talk about the state core practice model.

• We did a Katie A elearning for San Diego as well as a regional elearning. More to come.

• Learning collaboratives have been established. San Diego, Orange, LA, and Ventura are in the Southern Learning Collaborative. All of our counties in our southern region will proceed together to share info and resources instead of just the identified learning collaboratives. We will move forward together as a region.
• Looking at merits of statewide practice model and next steps for that. Gave overview of what’s happening at state level for practice model including theoretical framework and building that foundation before we develop values and practice behaviors.

**CORE 3.0**

• Core 3.0 - Handout provided on a draft overview of what Core 3.0 may look like and an agenda for an upcoming regional convening.

• Variety of training modalities. Still looking at resources of how to make this happen. Gives overview of content for elearning, classroom, and the field. We do not want to extend core timelines only change the delivery. Some are standardized to content and delivery. Are looking to develop evaluation to measure the transfer of learning. Looking at scaling down on learning objectives and content/formatting. Want to be able to revise and update rapidly according to changing needs and information.

• This had a lot of stakeholder input and are getting ready to send out again for more input. Then, we will start looking at developing curriculum and looking at modalities used. Will look at induction trainings differently and how to solve hiring/technology/and other issues and consider how to implement this new training system.

• Meeting on 9/6 at the Riverside Training Center. LA is joining us and may provide valuable info/input as they’re moving to a new model.

• The Core 3.0 group is committed to creating curriculum that allows workers to get the knowledge and skills they need. The current curriculum is very dense and it will be streamlined to be more user friendly and allow workers to retain more knowledge and skills.

• State only supports Critical Thinking in SDM- we will have to work with San Bernardino on CAT. State does not support any more efforts or work around CAT or CAT tools.

**SDM Update**

• SDM T4T on Sep 18, 19, 20 training coming up in Oceanside. Free to attend. Register through regular county process.

• SDM 3.0 workgroups: Counties are sending reps to different workgroups to help distribute info and resources. There will be a convening and report out on this in the future. Kim is heading this effort.

**Coaching Rosters**

• PCWTA staff will scan and email coaching / field based training rosters to counties monthly.
Lineworker Core for FY 13-14

- 3 Lineworker Cores finishing up now. 3 more are starting in September (San Diego, Orange, and San Bernardino). Anticipate another core in Riverside starting in October and another San Diego Core to begin in November. The San Bernardino Core currently has 19 participants and can accommodate more staff from Riverside.
- Based on needs assessments, there will be 2 Supervisor Cores this year and both will occur in Riverside. The first core will start in September and the other will begin in January.
- There will be 1 Manager Core in Spring 2014 and will possibly be in San Diego.
- Regional Advanced Trainings: Last FY we discussed having trauma related trainings. One of these trainings occurred in San Diego which received great reviews and we are asking for your approval for 2 deliveries for this FY (1 inland and 1 coastal). Peter Dahlin created trauma related training for supervisors and we are proposing 2 regional sessions of that.
- We became aware of a trainer, Pastor Barry Knight, who trains on engagement and training workers on how to better engage their clients. The group agreed to try this out regionally. Please note that regional trainings can be requested to be county specific.
- The Advanced Training Series will be regional.

NEXT MEETING: November 8, 2013
Location: Riverside
Time: 10AM - 2:30PM