Training Planning Committee (TPC) Minutes

September 5, 2008

Attendees: Dianne Ferreira (SD), Michelle Martin (SD), Terri Alberts (R’side), Lonetta Bryan (R’side), Vi Lindsey (Loma Linda), Anita Aldrich (PCWTA), Bob Abair (OC), Nancy Kail (PCWTA), Mark Kisselberg (R’side), Jennifer Tucker-Tatlow (Acad.), Margaret Orrantia (Acad.-Tribal Star), Chris Christensen (Imp), Sonya Villafana (Imp), Donna Pence (PCWTA), Laurel Brown (CSUSB), Crystal Shackleford (R’side), Deborah Fitch (PCWTA), Stuart Young (SB), Liz Quinnett (PCWTA-Chair)

Next Meeting: Friday, December 12, 2008. PCWTA Training site, 115 N Ditmar, Oceanside 92154

1. Introductions and welcome to new members: Margaret Orrantia of Tribal Star and Terri Alberts of Riverside County.

2. Field Mentoring Model:
   - Deborah Fitch distributed a report she prepared regarding the Field Trainer/Mentor model currently in place in Fresno County and managed by the Central Academy. She visited, observed and met with the staff serving as field trainers. The report outlines her findings during this visit which left her with a positive impression of their work in this area.
   - if you would like a copy of this handout, contact Deborah at dfitch@projects.sdsu.edu

3. Tribal Star:
   - Jennifer Tucker-Tatlow, Academy Associate Director introduced Margaret Orrantia of Tribal Star and gave a brief history of the program. She outlined the current funding for the program. It is now funded through the PCWTA funding stream from CDSS.
   - Margaret distributed Tribal Star materials including, “Tribal Star Publications & Materials” and a flyer announcing the celebration on September 16, 2008 at Mission Trails Regional Park in San Diego. At this writing, the event has occurred and had a great response from attendees. For those of us who have attended these celebrations in the past, we strongly recommend attending when one is offered again.
   - Margaret outlined the Tribal Star training offerings:
     - Collaboration: a ½ day informational meeting with any group. An example would be a recent collaboration held for foster parents working with Tribal children and needing ideas on how to be effective.
     - a one day Summit for supervisors and managers
4. Training Plan:
   - training plan for each county distributed and group directed to list of classes they selected as “free”
   - there are now 3 hour modules available which can be delivered “in county” as one of your free choices. If there is a greater demand, they can also be delivered at one of our training sites as an elective advanced training.
   - At present, we are offering 10 free classes. More will likely be offered in the second half of the fiscal year so it is PCWTA’s hope that the training plan document will help inform your choices. We listed some classes that may assist in your selection. You can also go to our website to select “off the shelf” classes. Please note that the selections are now categorized as a result of a suggestion made at TPC! This is hopefully going to make your selection of classes easier.
   - Counties who have yet to complete their selection of the 10 free classes are urged to do so asap. If not selected by 10-24-08, you risk losing the access to your free classes being delivered in your county exclusively for your staff.
   - PCWTA is developing Phase 2 classes as listed in the recent All County Letter on training. As you can see, we already offer several of these classes as part of line worker core as it exists already. The balance are in development and will be available soon, as either call-backs for line worker core trainees (since July 1st) or as advanced classes. Call-backs will have first priority.
   - Your county may be developing methods for tracking training given the direction of this recent ACL, or you may have a training tracking system already. The Academy has a learning management system (LMS) in place for all classes we offer. You or the trainee can contact us if a printout is needed of training classes taken through us.
• Supervisor Core: we are adding 2 supervisor cores in the second half of the fiscal year, one at each of our training sites.
• Another Manager Core will be offered, at our Riverside training site.
• Line Worker Core: only one more core planned at this time, early in 2009, requested by Riverside, who has been generous in saying that make-ups can come to that core.

5. Distance Learning

This is now a strategic area for the Academy. Irene Becker,ibecker@projects.sdsu.edu, is taking the lead in this area. She will be doing a survey of capacity in our 5 southern counties in this early stage. She is also working with a statewide committee led by CalSWEC who is developing a strategic plan for E Learning across the state in CWS subjects. Please contact Irene if you have information to share or would like more information on our efforts in this area.

6. Upcoming Advanced Training Opportunities:
• Child Investigative Interviewing Institute: the first roll out of this 5 day intensive training has now been completed and it received excellent reviews. It is unique in its design which includes an evaluation piece at 3 and 6 months. Also, trainees are called back for review and advanced practice where they will be video’d again. This evaluation piece is unique in the country.
  o showed DVD of excerpts from the Institute. Copies requested by Lonetta, Vi, Dianne, Stuart and Sonia. Donna Pence gave background information and context to the DVD. Contact Donna if you wish to discuss the Institute, dpence@projects.sdsu.edu
  o a suggestion was made to offer a 3 day institute for Supervisors or Senior workers. Also a suggestion was made to offer the didactic piece as distance learning. Both suggestions will be discussed and developed if possible.
• 3 hour modules: as mentioned above these are now available – they are listed on your training plan or can be viewed on the website: http://theacademy.sdsu.edu and go the the PCWTA pages.
• Early Intervention: this subject has been raised as a potential training need. If so, please contact Liz at lquinnett@projects.sdsu.edu
• Cultural training: we are bringing back Lisa Aronson Fontes, a nationally know expert on cultural issues in child welfare. She was a great success when here last year. Watch for flyer announcing date and location. Her class will be open to 100 including community providers.
7. **County and University Report-outs:**

- **Riverside County:**
  - started new training model on 7-1-08. MSW and BSW interns are involved. They have broken trainees into 3 groups of five with a mentor for each group. Staff feel supported and that they are getting the info they need to do their job. Field time is closely linked to training subject and this is enhancing practice and training. The trainees do not carry cases but are secondary on their mentor’s cases. This is a 3 month experience and at the end of this period, they get their permanent assignment. The model is being piloted in 3 or the 7 regions.
  - trainees are evaluated during the 3 month period which informs where they are assigned
  - goal is to have a training unit in each regional office.
  - they have accepted 29 interns this year.
  - this has impacted the training department where the 2 trainers used to be focused on induction training. Now Mark and Crystal are training in other areas. They are freed up to update, provide in-service training and to go into the field to train.

- **CSUSB:**
  - have 57 IV-E MSW students: includes 1<sup>st</sup>, 2<sup>nd</sup> year and part time students
  - BASW: 25 of which 14 are potential stipend recipients

- **Loma Linda University:**
  - relocated to San Bernardino off Hospitality Lane. Beautiful location
  - 40 students entering MSW program (includes IV-E)
  - of these, 4 are part time from Riverside County and 4 are part time from San Bernardino County
  - reaccreditation visits have begun

- **Orange County:**
  - are developing a tracking system so they can meet mandates of the training ACL
  - they want PCWTA to offer all classes listed in the ACL

- **Imperial County:**
  - 1 manager to Oceanside Manager Core
  - 1 supervisor to Supervisor Core in Riverside
  - 1 to line worker core in Riverside
  - waiting for budget to settle so they can hire 2-4 more social workers
25 MSW's in the new 3 year program of SDSU-IVC. 5 of these are from Children’s Services.
really in need of Advanced Court Report Writing

- **San Bernardino County:**
  - PERC doing several classes internally: Ethics and Professional Boundaries, Mental Health (CalSWEC curriculum), Adoptions for Managers and Deputy Directors, Transitioning Youth (focused on engagement)
  - presenting at the CWDA conference in November on in-house training
  - intern in PERC working on a “Tool Book” to facilitate DL for staff
  - feedback on new PCWTA line worker core schedule: initially resistant but now positive and seeing additional field time as an improvement.
  - they are trying to work in more field time in their O&I schedule

- **San Diego County:**
  - Currently have focus groups of staff of 1-2 years to look at what worked in training and what they need
  - also looking at supervisors in mentor roles
  - Dianne distributed DVD’s on KinGap for use in training. DVD includes real stories on guardianship. Available in Spanish also. Contact Dianne for copies, Dianne.ferreira@sdcounty.gov

- **Academy:**
  - **LIA** (Leaders in Action) just finished fourth round of training for managers for a total of 102 trainees in all. Succession planning was the impetus for the development of LIA which prepares managers to move to the executive level of leadership.
    - organizational learning culture is addressed in the training series.
  - **MASTER**: this program focus on Adult Protective Services. Currently core training curricula is being developed for statewide distribution.
  - **Tribal Star**: is an ongoing focus. They are looking at developing youth as trainers.
  - **BHETA**: (Behavioral Health Education Training Academy) Trains mental health and drug and alcohol workers. Has an e learning component as part of their contract. This program serves San Diego County only.
  - **Evidence Based Practice (EBP)**: this is a focus at the Academy and particularly as how to incorporate into training. We are working more closely with trainers regarding source identification, literature reviews and background of materials cited in training. Two
training forums are scheduled for Academy trainers and forums will be open to county trainers also. The forums will use the Classroom Performance System (CPS)

8. Other Business

- **Line Worker Core**: 3 offered through October 2008. Only one more in the spring of 2009 in Riverside.
- **Manager Core**: all counties are represented in the core that began in September. CWS is the focus and our first priority. This core curricula is updated as a result of committee work. Representatives from all counties met to bring the curricula up to date and to flow better between modules. Next task is to weave statewide themes throughout the modules to bring into line with other cores (Line worker and Supervisor).
- **Statewide update**: CalSWEC and CDSS are looking at weaving of CWS/CMS into standardized core. Also looking at creating scenarios around two families to bring consistency to the standardized core and to improve learning.

**NEXT MEETING: DECEMBER 12, 2008 10-2**

**PCWTA TRAINING SITE, 115 N DITMAR, OCEANSIDE, CA 92054**