1. Welcome and introductions: welcomed first-time guest, Laurelle Warner, from La Sierra University.

2. Tribal Star update: program is engaged in a training needs assessment among our southern counties. Counties are asking for ongoing training for new staff. Also asking for Summits for Supervisors and Managers – these will be tailored for county specific discussions. The next two-day Gathering will probably be cross-county as opposed to one county event.

3. Training Plan for 2010/2011:
   - Anita distributed most updated calendar of training already scheduled.
   - Supervisor Core scheduled to begin in February 2011
   - Manager Core scheduled to begin in March 2011. Several managers/trainers expressed an interest in training in this series. Due to the budget, lack of promotions and hiring, the need for these trainers is just not present. The series beginning in March will be taught by Peter Dahlin and Mary Garrison who wrote the revised curriculum. We will reassess the need for trainers when the budget situation changes.
   - Newest trend for County specific training is mandated training topics. We have observed this in Riverside (Better Outcomes, Advanced Sexual Abuse and Motivational Interviewing), San Bernardino (Failure to Thrive) and in San Diego (SDM refresher)
   - Riverside is addressing the marketing of mandated training by getting managers involved, providing lots of lead time to allow scheduling and staggering training dates to accommodate staff attendance.
   - All training plan requests are current. Anita will notify counties as openings occur for more requests.

4. E Learning:
   - Irene shared a sheet showing modules available; e learning modules to be completed by 11/1/10; proposed eLearning modules for 2010/2011; and, the topics for the 2 web/phone conferences scheduled. (form attached)
   - Discussion in group regarding preferences re the MEPA curriculum. Issue is that some sites are teaching this class as a 3 hour class; one regional academy teaches as a blended learning (on line and in class); and, we have been teaching as a 6 hour classroom topic. We are considering doing this topic as follows: a) One hour self contained module, on line with a post test; and 2) followed by a Connect Pro 2 hour module. This portion of the class will be instructor led and will give trainees an opportunity to interact with the instructor.
     o Issue of concern raised involved ensuring the sensitive and challenging aspects of MEPA get adequate coverage and that trainees having difficulty with the topic be identified
     o Point made that there are other opportunities to observe trainees in the classroom and hopefully catch those who struggle with issues around race, trans-racial adoption or their own biases.
     o Consensus is that we consider this delivery a pilot and look at outcomes following this and see if we want to continue in this style of delivery or classroom.
• Re: Web/phone conferences: several of us met a trainer, Randy Jenkins, at the West Coast Trainer Conference recently and were impressed with the delivery and content of his workshop on Fatherhood. We plan to have him deliver a phone conference. This will be voice only and will allow up to 100 to listen. Participation will be by text. This class will be recorded and available to others after this delivery.

• ELearning Committee will be testing Connect Pro at their next meeting on September 28th

• Feedback on eLearning from counties:
  o Imperial: positive as it has assisted them with their travel constraints
  o Orange County: have had an overall positive experience with eLearning in general. They are interested in trying the MEPA pilot and will utilize a group process for part 2 to give trainees an opportunity to discuss issues after the on line portion has ended.
  o San Bernardino: share concerns raised regarding noise factor. Hope that staff will access eLearning and that there will not be a repeat of the factor that occurred when they offered ½ day training. There was a curious drop in attendance when these classes offered. Stuart hoped everyone realized that these briefer modules do not reduce the overall number of hours of training mandated by the State.
  o San Diego: liking on line learning. They have been using at Supervisor meetings or in a group setting.

• We are now sharing self contained modules with other RTA’s. We are looking at Northern Academy’s courses for compatibility with our system. Long term, CalSWEC will be a clearinghouse for eLearning courses developed throughout the State.

• Val indicated that the classes we have developed so far are a result of the Survey Monkey conducted. There will be another survey in early 2011 which will aid in determining classes to be developed subsequently.

• Tribal Star is looking at developing ICWA in a blended learning format: law on line and the engagement piece in the classroom.

• Leaders in Action looking at moving to some eLearning also to allow for more skill building in the classroom.

• Irene and Val got a nice kudo at the West Coast Trainers Conference for the eLearning workshop.

5. TDM Facilitator Training

• Casey will now be involved with this portion of the Family to Family Initiative through June 2011. There are some requests pending for training now. Liz is working with CalSWEC to get resolution on this issue in order to meet the needs of our counties. For example, San Bernardino and Riverside have expressed a need for facilitator training, are hoping to have it in-County to avoid travel costs and are hoping for a three rather than a five day curriculum. Hopefully we will have a response on this issue by October 1st. Casey has said they will offer a training in the southern region but details not clear at this time. Casey has formed a Steering Committee around the TDM transition (from Casey to regional training academies) and has now included us on the Steering Committee which meets on October 20th. Liz will be attending these meetings and will relay relevant information asap.

6. Compliance Issues: all southern counties have now completed their first report-out on training compliance to CDSS. Lessons learned or shared experiences:
- Orange County: achieved 98% compliance and feed success due to the collaboration between their I.T. and Training Partner (their LMS system). Supervisors have access in real time and can look at their workers’ status towards meeting their training goals at any time. Training managers attend program managers meetings to keep performance on the table. The training goals have been clearly defined to staff. Working with PCWTA who provide their training records to Orange County. Have made non compliance a personnel issue.
- Riverside County: Supervisors at 98% and social workers at 52%. They have been forced to examine their system to explain these numbers. Some issues with integrating data; some issues around familiarity with Learning Partners (their LMS); some issues of meshing records with PCWTA; and, some challenges of getting managers and supervisors in sync with training and meeting proscribed goals. Management has taken on providing clearer guidelines and it has resulted in an increase in mandated training. They are now marketing training more aggressively and have seen an increase in sign-ups.
- San Bernardino: Supervisors at 100% and staff at roughly 70%. They were somewhat delayed in establishing training as a priority. Recording training, clarifying what constituted training was challenging as well as getting information to PERC. They have created a form with which to report training. They are hopeful of a significant improvement.
- San Diego: Supervisors at 100% and staff at approximately 74%. They have experienced issues of entering data correctly and have spent a great deal of time and effort in cleaning up data. Training now being addressed in performance evaluations.
- Imperial County: 100% for Supervisors and social workers. They have utilized eLearning. They don’t have an LMS so tracking training is done using Excel. Have identified a clear lead on tracking training, that is Sonia.
- Ensuing discussion around training as part of a “lifelong learning” and that PCWTA represents part of the continuum of continuing education for post graduate social workers. It may play a larger role for non BSW and MSW workers. Ken made the point that workloads are a challenge for staff and may be a barrier for attending training. This underscores the need for modeling by their supervisors and also for supervisors to support their staff attending training.

7. **Family Engagement and the PIP:** recent STEC meeting (Statewide Education Committee) included an agenda item on Family Engagement and CDSS wants counties to be reminded that family engagement activities need to be recorded in CWS/CMS. They are thinking many of these activities are occurring but not being recorded. They are considering sending out an all county notice reminding counties of this fact but direct people to the All County Information Notice No. 1-67-09 for details on this topic. It is suspected that since the important field in CWS/CMS is not indicated as mandatory that it is being missed. (Notice attached)

8. **Concurrent Planning Curriculum:** CalSWEC has recently posted a final draft of an updated Concurrent Planning curriculum on their website. Orange County has agreed to pilot this revision and can report out on this hopefully at next TPC meeting. The revised curriculum is available to all for review.

9. **West Coast Trainers Conference:**
Some high spots: all who attended felt the experience was invaluable, both around training techniques and around creative programs and activities going on around the various states in attendance. These are a few highlights:

- **Fatherhood:** impressive workshop at the conference on this topic. National trainer, Randy Jenkins, did a great presentation. PCWTA will be contracting with him to do a web-based training. Notice with details forthcoming.

- **F&E and Disproportionality:** Texas was represented at the conference and presented on their work around disproportionality. Theirs is a statewide system and they have a disproportionality expert housed in each CWS office. Their statistics have been impacted significantly with close attention to this subject. They have also involved all their staff in a Casey training, “Knowing Who You Are”. Two of the certified trainers were present. The training is very impressive. Liz is arranging to have a certified trainer present on this curriculum at our December STEC meeting. If anyone would like to look into the topic prior, the link is: [http://www.casey.org/Resources/Initiatives/KnowingWhoYouAre/](http://www.casey.org/Resources/Initiatives/KnowingWhoYouAre/) The Casey Program in San Diego has certified trainers and they have been presenting this curriculum to MSW interns for the past two years.

- **Engagement Strategies:** another impressive workshop addressed engagement from the perspective of relationships and connecting with the heart. The likelihood of engaging with others increases considerably with genuineness, sincerity, and care. Interesting exercises illustrated the success of this approach and the transfer of learning to work with families was demonstrated.

- **Next year’s conference** will be in Salem, Oregon on August 17 – 19, 2011. Mark your calendar.

10. **Supervisor Core Update:** work has begun on updating and revising this core series. It will begin with focus groups with County representatives. Contact Irene Becker if interested in being involved in this effort. [ibecker@projects.sdsu.edu](mailto:ibecker@projects.sdsu.edu)

11. **Manager Core Update:** revision process has been completed and the first piloting of this series begins in April 2011. Trainers will be the developers of this new curriculum, Peter Dahlin and Mary Garrison. Contact Nancy Kail if you have staff for this pilot, [nkail@projects.sdsu.edu](mailto:nkail@projects.sdsu.edu) We had a great deal of interest from many county managers on becoming trainers in this series. Unfortunately, with the budget picture, there is only this one delivery scheduled so there is no opportunity for the interested trainers.

12. **County and University Report Outs on training related matters:**

   - **Imperial:**
     - little activity, waiting for Board approval on a position. May be sending one or two to Manager Core.
     - They are sending 4 analysts to the T4T series.
     - Have completed their SDM training for all staff and have a scheduled consultation with CRC to follow up. Rod Caskey will meet with Managers, Analysts and the Director, then the front end supervisors and then staff.
     - They are part of teams forming for earthquake response.

   - **San Diego:**
     - Have been engaged in training Probation (IV-E related) on CWS/CMS
• Beginning to train on Signs of Safety. Will begin with a one-day training for managers, then a three-day for early adopters.

• Have developed toolkits for workers to use in the field to enhance engagement. TPC members requested Cindy bring a sample to the December TPC meeting. They are using eLearning to train on using the toolkit. Signs of Safety will be integrated.

• **Loma Linda University:**
  - School starts on the 27th of September
  - Terry Forrester retiring and Vi will become the IV-E Coordinator. Terry’s going away party will be on October 20th 5:30 to 7:30 at 1898 Business Center Dr., San Bernardino.
  - 50 new students; 30+ IV-E and 3 part time
  - Graduates can now consider employment in GH/FFA setting after a documented and diligent CWS search

• **Orange County:**
  - Change is pervasive right now with major and positive changes in their executive team: Michael Riley is now the Director of the Social Service Agency; Mike Ryan is now the Chief Deputy Director; and, Gary Taylor is now the Children’s and Family Services Director. Other significant changes also in other non CWS areas.
  - ERDD (Eradicating Racial Disparity and Disproportionality): have been engaged in addressing this issue. Last year they trained all their supervisors (T4T model) and in turn they trained their staff. They are now taking it to the next step and looking more intensely at individual programs. In October they are having a training involving supervisors and their managers. They will utilize “The Power of an Illusion”. Managers will facilitate groups of their staff. Example of looking at an individual program: they looked at TDM and created laminated cards in English and Spanish for use by families so they can understand their rights and the TDM process.
  - Their staff have created toolkits around youth engagement. Asked Maninder to bring to December TPC meeting.
  - In regards to the training requirements: training managers meet with management team monthly. Developed a form to help track training – for use by each staffperson. This becomes part of their performance management system and the supervisor can see their staff’s progress at any time.

• **Riverside County:**
  - Conducted an eLearning pilot with 100% success. They added Academy as an approved address within the CWS/CMS system to ease procedure.
  - Trainers and Training Region: doing advanced SDM in each unit in CWS. Including Safe Measures. Doing a 3 hour module with unit supervisors in the room also and attempt to bring in their expertise. This is not the CRC advanced model but rather a “refresher”.
  - Providing residential family pay enhancement training for all staff who will now be making decisions on level of care. This is a major training effort. They will be training social workers, residential families, ET’s. Will have to prove success
through outcome measures. This means proving cost saving by comparing with group home or FFA placement.

- Offering a mandated “Better Outcomes” training by Karen Martin. Will be a 7 hour class focusing on family engagement, good personal case planning, use of good language and TOL tools.
- Tribal Star: developing a TOL tool for this training, “Let the Spirit Lead” (aka ICWA training). Offering to ER, continuing, individual case management, unit meetings. Will be assessing outcomes.

- **San Bernardino County:**
  - Training:
    - Safety Planning: beyond in-home, extending to out of home. Emphasis on returns home
    - Failure to Thrive: working on delivering this as a mandated training. PCWTA delivering with an expert from the FTT Clinic from Rady Children’s Hospital, Dr Premi Suresh.
    - Adoptions overview: revisiting this topic
    - Community Partner training: reworking Family 2 Family curriculum and utilizing community resources to train
    - Learning Communities: utilizing this concept. Eg. on-line training followed by groups to allow for discussion and TOL
  - Hiring:
    - Stuart getting to hire an assistant to be on board by December
    - 17-20 workers arriving in regions from last core (late September)
    - 15-20 more hires possible in December. May need a January Core.
    - I manager for manager core.
  - Disproportionality:
    - 2006: 5000+ in placement
    - 2009: 3100 in placement
    - Percentage of African American children hasn’t changed. % of placements with relatives has increased. White children were over represented and now reflect population

- **SDSU:**
  - 22 new stipend students
  - Hired research person to work with SD County data unit. County is determining research areas of interest
  - PPSI certification now available for MSW students. Hopefully this will improve work with the schools who are major reporters of child abuse and also working with many students in the child welfare system
  - 5 employee student interns. Focus on family engagement in Imperial program. Have 20 hours per week where they all work together as a unit. Good support from Director, Jim Semmes.
  - Ken is involved in working with San Diego County regional staff and has interns engaged in innovative placements. Eg in East Region, interns have a field placement in an apartment complex where they are focusing on group work, prevention and wellness
- Ken looking beyond core competencies and extending focus to advocacy and social justice. Also has students focusing on data, outcomes and program evaluation.
- Has an intern in a City Planning School Partnership, involved in a task force looking at foster youth in Temecula. IV-E student placed out there and involved in the strategic planning and sits on Board. Centered in the Temecula Valley School District.

**Academy for Professional Excellence:**
- Conducted a SWOT analysis based on input from all of our stakeholders. Got 200 responses and these have informed our strategic plan.
- Received a large, 6-year grant to train GH/FFA in San Diego County. Will be hiring a program coordinator and ½ time assistant coordinator. Job to be posted on SDSU Research Foundation, Human Resources site imminently.
- Looking at training sites and the efficacy of retaining the Oceanside site in particular given the extent of off-site training. Training sites are expensive and is it cost effective at this juncture? Factors to consider may be utilizing the site for GH/FFA training. Input from counties?

13. Miscellaneous:
- Donna Pence shared on 3 articles she has recently reviewed. They will be posted (in a lit review format) on our website. Very interesting content, for example, one is the result of research around the presence of a uniformed person in a child interview. Research shows this presence is likely to be six times more likely to produce a false positive identification. Please check out these articles and more on our website: [http://theacademy.sdsu.edu](http://theacademy.sdsu.edu)

**NEXT MEETING: FRIDAY, DECEMBER 17, 2010. 10-2 Oceanside Training Site**
This is our annual special meeting.
Keynote presentation planned on the curriculum, “Knowing Who You Are”