Trainining Planning Committee  
November 7, 2014

Attendees: Sonia Villafana, Chris Christensen – Imperial; Eileen Zickefoose, Michael Meyers – Orange; Sophia Williams – Riverside; Cecilia Joseph – San Bernardino; Kim Giardina, Kathryn Wieand, Jen Sovay – San Diego; Nancy Satterwhite, Tricia Pegues, James Coloma, Cynthia Ebron, Chrystine Zamudio-Snow, Susan Phay, Tom Lidot, Anita Aldrich, Nancy Kail, Wayne Rutledge, Anzette Shackelford, Amy Jaffe, Chelsea Payne, Mary Garrison, Dawn Schoonhoven Scott, Hayley Serrano, Renee Duci, Devin Wilson, Lisbeth Ensley, Val Ryan, Bill James, Jenni AhSing, Irene Becker, Darlene Hill – Academy for Professional Excellence

University Partners:

CSU San Marcos
- CSUSM turned in proposal to CalSWEC last week and have been working primarily with San Diego County.
- Trying to make plans to start fall 2015 with 4 placements at San Diego County and 4 Title IV-E placements at other child welfare organizations.
- Recently received letter of support from San Diego CWS and will be meeting with them later this month.
- Have been in contact with Michelle Wohl at Riverside CWS and Susan Culbertson at CSUSB and have talked about trying to work together to expand placement opportunities to Riverside.
- Are excited to create opportunities and truly work collaboratively in an effort to benefit everyone.
- For more information or if you’re interested in teaming with CSU San Marcos contact Leandro Galaz at: lgalaz@csusm.edu

Orange:
- Projected lineworker core numbers: ~20 to start between now and the end of December.
- 5 new supervisors.
- Orange county core in January.
- Simulations starting next week.
- Losing 1 trainer – Lourdes is transitioning to a new position.
- Coaching Institute will be added this year.
- Knowing Who You Are will also be added. KWYA is a curriculum designed by Casey Family Programs to train around cultural humility. It is useful in encouraging courageous conversations. This training has been well received by counties.
- Bringing in more coaching to SOP.
- Starting 2nd cohort of SOP on November 20 with 60 people registered.
Riverside

- Will have 2 cores starting in November with 70 new workers. Anticipate another 35 hires by February or March.
- Want to develop 3rd staff development officer to help with workload and transition of taking over some additional programs.
- Looking at SOP to possibly happen in Riverside.
- Are looking to potentially offer the following advanced trainings: 2 deliveries of sexual abuse in the desert region. Working with difficult people is a possibility. More CFT trainings. Still working with deputies to decide rollout.
- Coaching is picking up speed and people are taking advantage of that. Had Coaching Institute for managers and received positive feedback and that created buy-in. Riverside possibly wants more coaches.
- Pathways to Wellness is Katie A in Riverside and the county has been trained and has supplemented with CFT training. There is now a Pathways to Wellness training that is part of their Core.
- Promoted ~23 new supervisors that will need Sup Core.
- There was a discussion about training with county counsel. San Diego, San Bernardino, and Orange talked about their experience with training and county counsel members. Riverside shared that hearing other perspectives is giving them creative solutions.

San Bernardino

- Looking at another core of 20-30 people.
- Supervisor promotions: 12 need Sup core with an additional 4-5 possible.
- Advanced training: CFT and facilitation training and want to train entire workforce during this fiscal year.
- Doing SOP and getting entire workforce trained.
- SOP is now part of Core.
- Looking at adding 4 new coaches. Looking at having about 1 coach per office to focus on CFTs and SOP and the overlap of those two and how they support each other.

Imperial

- Their department has been reorganizing for the last 2 years with more changes coming. They will be taking over the Family Justice Center. Part of Childrens Services will move into the building with the Family Justice Center.
- There have been changes with staff and reclassifications. There has been a lot of movement and will need some Sup core slots.
- 1 program manager is attending LIA.
- Javier Perez has been coaching since September. Haven’t received the response they were hoping for probably because of so many other things happening. They will conduct survey with staff to find any barriers they’re having in accessing coaching. Anzette to send Darlene Orange County’s survey about coaching.
Advanced training: suicidality and youth, CSEC, dealing with change, stress and burnout, LGBTQ training, safe measures, dealing with the hard to place child.

San Diego
- Next core begins in late January.
- Started Basic Interviewing spectrum style delivery and have lessons learned from that and are better prepared for the next core.
- Kathryn worked hard to create ideal training plan for San Diego and now HR has approved the schedule. They know when core will occur for the next 3 years.
- Will be piloting the assessment block for Core 3.0 and are preparing for that by reaching out to regions and managers to get everyone involved and up to speed.
- Advance training: Knowing Who You Are, Withstanding Legal Scrutiny, Pathways to Well-Being (Katie A). Assessing risk in infants was developed for San Diego and it was a ½ day and now it’s a full day because it was so successful and is very skills based. Many counties have 0-3 initiatives so this is something to think about and you can talk to you County Consultant if interested.
- Hiring 9 internal coaches to have 1 in every office. Want to shift with Academy Practice Consultant to coach coaches and want Academy to help shape that program. Starting next week will start providing coaching specifically to managers. This is time for just managers to have coaching and want to help them build a culture of appreciative inquiry and to help managers integrate SOP into their work. They didn’t make SOP mandatory for leadership and now some workers have deeper understanding than upper management.

Los Angeles
- Have 75 advanced training days for the year. Are thinking about their needs and development and want to engage in CSEC trainings. Sexual abuse is something they might be interested in. Are rolling out a leadership development series for supervisors and the Academy has been assisting with that.
- Tribal Star will do ICWA training and judges will be coming in to help train that.
- Are working on interviewing and engaging with children and they are working with that as part of the waiver demonstration project. They do not have SOP but there will be pieces of it as part of the waiver.

Tribal Star
- Counties facing appeals and Abigail A. challenges department or agency to do active efforts with parents. There may be some Indian children that will fall between the cracks.
• Are having a T4T that is full. Will have another T4T next year.
• Have a press release titled: Tip Sheet for Two-Spirit/LGBTQ Native Youth in Child Welfare

Academy Updates
• New Academy staff that have come on board since our July meeting:
  o Hayley Serrano: Training Assistant for Inland Region
  o Devin Wilson: Training Assistant for LA/Ventura
  o Bill James: Practice Consultant for San Bernardino and a Supervisor of San Bernardino coaches.
  o Tricia Pegues: Riverside Practice Consultant
  o Amy Jaffe: LA/Ventura County Consultant
  o Darlene Hill: Imperial and San Diego County Consultant and has been doing CPM engagement stakeholder meetings.
  o Chelsea Payne: Research and Evaluation
• Jenni AhSing is now a Supervisor Practice Consultant. She supervises contract and internal coaches.
• Renee Duci is now the Training Operations Manager.
• Anzette Shackelford is now the Curriculum and Training Development Manager.
• Mary Garrison is leaving and her last day will be on December 5. Dawn Schoonhoven Scott has been promoted to the program director.

Program Updates:

Simulation
• Developed internal simulation site committee to help counties and to possibly resource and run an inland region simulation site.
• A couple of counties have offered potential funding for simulations. Proposal is going out to counties to see how simulation site can be used for core, advanced training, or skills training. We have done a lot of research and are excited to evaluate the effectiveness of simulations. We're visiting other simulation sites around the region.
• We may ask you what kind of simulations/scenarios/skills you want for simulations. We're still in the planning process.
• Simulations on testifying in court has been requested. It would be great to engage court partners to help run testifying in court simulation.

CSEC
• Recently had a 90-minute webinar on Oct 28 with 250 participants. It is available by recording and was very well received. You can find it on CalSWEC website here: http://calswec.berkeley.edu/evidence-informed-webinar-series
• CSEC action team meetings are happening across the state. Looking at developing protocols for all of the partners that work with the CSEC population around roles and responsibilities.

• Working on toolkit that is currently in development.

• 1st regional CSEC convening on December 18. Each county can send 2-5 participants. Please identify only 2-5 people and let your County Consultant know the names and emails of the chosen reps. The meeting location will be in San Diego. This is to help share resources and work collaboratively to help better serve the youth in our communities.

• If you would like more information on what’s happening in your communities, see Anzette.

• We are developing awareness training since that is what we have been tasked with for next year. We are also completing an elarning on CSEC. We will be hiring a CSEC coordinator to help with this.

Katie A, CQI, Family Finding:

• Katie A: The Southern Region Child Welfare Mental Health Learning Collaborative held its last formal session in September and the group agreed to keep meeting to help support the region. There will be one more statewide meeting in the summer. Amy Jaffe will schedule next Southern region meeting in April or May. Last session was very effective and received great feedback.

• CQI: We are in the early stages of the Southern Region learning collaborative for CQI. Looking at January and will send out save the date ASAP. Are trying to keep collaboratives small and limited to 2-4 reps from each county with the hope that counties will work with their county workgroups to delve deeper. Your child welfare directors and deputy directors will provide us with names for this learning collaborative.

• Family Finding Conference: Andrew Turnell was there from Signs of Safety and Kevin Campbell from Family Finding. It was a 4-day conference to look at engaging families and networks. This is about how to connect with networks and how we can help sustain them. Can be done by: using appreciative inquiry, building a culture of appreciative inquiry, and using powerful questions to elicit best thinking. This is advanced thinking for initiatives that we’re already working on. Handout provided about the participatory continuum.

Spectrum

• Nancy has reworked Basic Interviewing skills based training. Wanted to make sure that learning objectives and elearning coincided. We are building internal capacity to train this. Are also looking at bringing on contract trainers to the revised curriculum.

• We went for the Assessment block of Core 3.0 because we believed in the spectrum model.

• Orange, San Diego, and San Bernardino have upcoming spectrum deliveries.
After 18

- Next After 18 meeting will happen on January 13 in LA.
- Are meeting quarterly and the group is growing by encouraging them to bring additional participants.
- Counties are learning from each other and we are providing research to the group.
- We want the TPC group to know about the convenings even if you’re not directly involved so you know what resources are available in the region. If you’re interested in this topic, you can send a person to ask questions to the group.

Evaluation

- Spectrum version 1.0 to 2.0. We are analyzing 1.0 data to compare traditional versus spectrum style delivery to see any differences or to see how effective it was. Hope to provide this info to you at a later date. Regional core will continue to have traditional delivery and some county specific cores will have spectrum versions so we will continue collecting data about this.
- Simulation evaluations: there is a draft sat survey for simulations. We can share them and you can adapt them for your own use. We will also develop standardized vignettes so we have a way to track what is being learned so we can develop evaluation to match what you’re hoping to see.
- SOP: working on fidelity assessment so we can see SOP in action. It’s on a statewide basis and will rollout at some point in the future. We are working on case review process so we can do this for counties that have implemented SOP.
- Core 3.0: No new information. Macro eval team is meeting soon and will get more info at that time. Macro eval has been suspended because CalSWEC’s evaluation person moved to an RTA and they have just hired her replacement.

Core 3.0

- Working on Assessment block pilot in San Diego. Question to address with CalSWEC: SDM tool revisions won’t come out in time to create content with accurate information. Hoping that this will be done in time. Some heard that SDM release may not happen until May.
- Stay tuned for more information. CalSWEC is working on succinct tools and want to create highlights of feedback so content can be revised quickly.
- The Academy had an internal meeting to discuss logistics which generated many questions so we are starting those conversations and will have another internal meeting in early December.
- The next Regional Core 3.0 meeting will happen on January 13 in Moreno Valley. Look for email to come soon with more information.

Core FY 14/15
• 2 simultaneous Riverside Cores starting on November 18.
• Starting Orange County Core in January.
• Riverside Core in February/March.
• San Bernardino Core in February.
• San Diego Core in January and April.
• Manager Core in April-June. Flyer to come soon.
• Second delivery of Advanced Training Series. Tried to make it on the 2 Thursday of the month. Received positive feedback from last year. Clarified on flyer that classes were for workers who have been in the field for 5 years or less. Will look at next cohort for possible new classes.
• Supervisor Core in January-May and there is a need for 65 slots and we only have 35 seats available. Sup Core is 10 days and we do not have those carved out from CDSS dollars. We need to find 10 days and possibly take away 10 advanced training days. The Academy will look at this and will fix it so your workers will not be out of compliance. County Consultants will talk to counties about possibly trading out advanced training days.
• Tier 2 classes:
  o Tribal Star has reached the max number of trainings for this fiscal year. We need to know the number of staff that will need ICWA by the end of the fiscal year so they are not out of compliance. County Consultants should get ICWA numbers to Anita. We need to get numbers to see where Imperial can get their staff into a class.
  o When we have register Tier 2 classes, we assume that Core participants will attend the Tier 2 class. We would like to propose that employees start registering for Tier 2 classes in the same way they register for advanced classes. Training Assistants would also like to have heads up about core make-ups to ensure that seats are available.
  o Imperial is having a hard time getting slots into county specific tier 2 classes. We don’t know who will show up and if we do then we could invite other counties to attend.
  o It was suggested to have a couple of regional deliveries since we have so any regional cores.
  o Note: not everyone is completing Tier 2 elearning classes. There is 1 class that is particularly not well attended. Workers will be out of compliance if they don’t complete it.

2 New Trainings for your consideration:
• Handouts provided. Talk to your County Consultant if interested in the following:
  o Developing Professional Resiliency by Lynn Young.
  o Compassion Fatigue in Child Welfare Staff by Joanne Munro.
• Secondary trauma elearnings will be up soon.

Nicki Weld
• Nicki Weld is coming to California and she’ll be in Riverside on February 17.
• She created the Three Houses which is part of SOP. This is an updated/advanced version of the Three Houses found in SOP.

California Core Practice Model
• Presentation by Darlene Hill.
• This is the presentation that is being given to groups across the region in order to get stakeholder feedback about the CPM. We are contracted to reach a certain number of stakeholders and we are on target to reach those numbers by December.
• Each delivery is tailored to each group in terms of statistics to make sure that they are aware of why their feedback is being collected. Feedback will be taken back to the design team.
• Darlene captured feedback from the group. If you have any additional ideas, please send them to Darlene.
• There will be a webinar for staff on 11/13.

CFT Video
• We are still working on it and it has been submitted for approval. Hope to have it done by March.

Next Meeting:
January 23, 2015
10am-2:30pm
Oceanside Public Library