University Partner Updates:

**CSUSB**

- The first cohort of the distance education program has started. There are 27 students and 5 are Title IV-E. This is a very exciting program as this is the only way that many of these students have access to education.
- The Title IV-E program is hiring new staff and will hopefully fill all positions within a month. The new field initiative out of CalSWEC to improve partnership between counties and universities has the school working with San Bernardino & Riverside and are in the planning phase. Have decided to implement IV-E faculty where duties include getting the research projects through that will be beneficial to counties, students, and universities.
- Field instructor initiative will have an institute on June 19-20 to bring in universities and counties to talk about the new design of field instruction for IV-E students. There will be more information on the institute coming out in the coming months.

**SDSU**

- For BASW and MSW 2nd Year Title IV-E students: different region offices agreed to initiate intern units as a way to increase internship placements but also to ensure some common learning is taking place with the students regardless of their experiences in a particular unit.
- Have initiated a monthly seminar co-lead by Javier Perez, a training senior PSW under Kathryn and Cindy, and the Title IV-E staff, to both process their experiences and attempt to strengthen some core aspects of social work practice in child welfare. All SDSU IV-E students who are currently in placement in CWS attend.
- All new IV-E MSW students are in community settings related to child welfare to become more knowledgeable about our local communities as well as strengthen
their knowledge and skills in relating to and working with families and neighborhoods to better understand the challenges facing children, youth and families. About half of the students are in school settings to develop a greater sense of linking with schools in the future and to be a more successful partner when working in CWS; to better understand educational challenges of foster children and youth, and to develop knowledge and skills to help reduce and prevent child maltreatment.

- In the near future for Title IV-E, they are hoping to do some training and work with restorative justice oriented practices for the students; increase American Indian issues in practice; and incorporate some different forms of evaluation opportunities for students while in their MSW program and in CWS.
- Tribal Star went into policy class to discuss ICWA and PCWTA has done presentations and sharing around SOP.

Loma Linda

- No new updates.

County Updates:

Orange

- Bob Abair has been promoted to manager and Eileen Zickefoose has taken his place as the representative for this group.
- Are finishing up their first core and will promote 19 senior social workers at the end of February. Expect to have another core in late February or early March. Anticipate 5-7 new supervisors and 3-4 managers to go through Supervisor and Manager Core respectively. Will schedule Tier 2 classes in Jan/Feb that will combine 2 cohorts.
- Have started the 2nd session of the SOP modules.
- Have scheduled Writing to Legal Scrutiny class that has become mandatory. Fatherhood training will be added soon.
- OC was selected for a grant with San Diego with the Chadwick Center in regards to trauma training. Will include probation sups and are looking at therapy modules.
- Looked at Core 3.0 stakeholder report and added their input.
- Will go and observe the LA simulation /scenario training on Nov 22 in Long Beach. This should be added to the agenda for January to hear impressions and feedback.

San Bernardino

- Just finished lineworker core and a few staff will have makeups. Typically hire in May/June and with 20-25 hires. Most will be grad students from IV-e programs and a few interns will be promoted.
• Have new assistant director and have a manger position and deputy director position open. Are expecting 2 more managers needing manager core and will go down to sup level.
• Looking at and discussing training changes. Looking at data, staffing, and budget to possibly implement training units.
• Teri Elliot has taken Carol Sittig’s place since October.
• Moving ahead with SOP and training. Beginning process to schedule 2nd round of SOP training and are embracing coaching.
• Katie A / CPM is a big issue so they are looking at implementing some of these aspects sooner rather than later. They will be evaluating what training will be needed to make that happen.
• Have contracted with community organizations to implement visitation centers. Everyone has been trained in using the visitation centers and it has been a positive collaboration. Centers are located all over the county for easy access to clients.
• Staff changes at PERC – Tina Wright-Ervin has moved to the training unit for county-wide training projects. Are recruiting to replace her and will be reviewing applicants in the next week with a beginning of the year start date.

Imperial
• Have been experiencing challenges with the new receiving home which has impacted hiring of staff. Currently have 2 staff in core and will need to attend next offering because they started halfway. Have 2 openings for sups and 1 was a field instructor- hoping for orientation in January. Expect 3 new social workers. Have 2 managers who will be in LIA and will do manager core. Have 1 sup on medical leave and another one who might go on leave. Had 4 signed up for coaching institute but will cancel because of staffing crunch. Will borrow sup from APS to CW and it was suggested that she attend a few sessions of core to have knowledge in CW.
• Progressing with Katie A around training and providing services to clients. The collaboration with BHS has been great.

San Diego
• Just finished core yesterday of 35. Tier 2 will start in Jan. Another core of 35 to start in November and expect cores in February and May.
• Added SOP 3-Day overview to core so a majority of staff are trained and are in their 3rd year of implementing SOP.
• Working on supervisor modules of SOP starting in January with a series of 4 modules of 3 hours each to enhance sup skills. All sups will go through Coaching Institute.
• Have implemented supervisor learning circles (8 groups for a total of 80 sups). Have been very effective with consistent participation. Have received positive feedback and would like to continue beyond this 1st year.
• Writing to Legal Scrutiny- working with David Myers to bring this to San Diego as an advanced training. Will also do 4 deliveries of Casey’s Knowing Who You Are training.
• Are involved with Katie A planning with other Academy program (BHETA) to move this forward with the county and community partners.
• **Katie A elearning –Counties expressed positive feedback about the elearning from San Bernardino and Riverside. Please be sure to link participants to the correct version. There is a generic elearning and a San Diego specific version.
• There was a discussion around the Writing To Legal Scrutiny class that has been developed for different counties. This class came about from a theory that workers were not thinking critically in their court reports. Created assessment form and worked with David Myers to build a training around critical thinking and structure. Could this be something that universities can infuse into their curriculum? University partners are invited to attend trainings. Anzette to send curriculum description to everyone. David also invites county counsel into the training which is very effective. Are considering reviewing court reports to be added to sup training.

Riverside
• Will be hiring 70 social workers by end of Jan. Did adjustment in the summer to staff/units and lots of challenges arose from these changes. Are looking at how to deal with these issues and ways to support new staff.
• Katie A- Staff are being trained with mental health partners.
• There are manager promotions which will result in staff attending manager and supervisor core.
• Will be attending After 18 learning day in Orange County.

LA
• Are only providing advanced trainings specific to certain practice areas (i.e. youth AWOL). Multiple sessions of trainings will be provided due to the high number of workers.
• Are in the process of developing relationship and identifying what their training needs are.
• Will be doing a modified version of Writing to Legal Scrutiny. Will also do training for their trainers around curriculum development.

Academy Staff Updates
• New Coastal and Inland Managers: Dawn Schoonhoven Scott and James Coloma
• Coastal Training Coordinator: Renee Duci to schedule trainings for LA, San Diego, and Imperial. Anita to do Orange, San Bernardino, Riverside and regional trainings.
• San Diego Training Assistant: Luz Orozco
• Practice Consultant in San Bernardino & Orange: Jennifer AhSing
• Riverside County Consultant: Nancy Satterwhite. Irene is now a Curriculum Consultant.
• LA & Imperial County Consultant: Christina Entrekin
  • Will be hiring an LA Training Assistant and a Riverside Practice Consultant

Spectrum of Learning
• In preparation for Core 3.0, we have created pilot called Spectrum of Learning to take Basic Interviewing course and infuse it with different learning modalities including: elearning, skills based in-person training, homework assignment, coaching webinar, and a mobile app in hopes of increasing the transfer of learning. Have been working on it for past year and have just finished internal pilot in September. Have done modifications and are ready to pilot with county partners. During the next Core 3.0 regional meeting, we will be asking to work with you going forward. Stay tuned for more discussion in December.
• Riverside shared that they did a soft pilot of a training with elearning, in-person training, and webinar and staff have appreciated the decrease in classroom time and saw positive outcomes from that. The topic was Crisis Management for Non-Minor Dependents and the next topic will be Negotiation Skills.
• Space learning has a solid research base and Just-In-Time Training can be very effective and responsive to real time needs.
• There was concern over whether coaching can be considered as part of state mandated training hours. We worked with CDSS to make sure coaching can be included in the training hours. There has also been precedence with field based training as long as it includes: learning objectives, documented time, and feedback given (survey).

Elearning
• Have been working on updating courses as revisions are done every 3 years. Will be doing updates to MEPA, Meth course, IPV course (now 90 minutes), and working on Kinship Care.
• Working on mobile apps and are in the process of looking at making them into iPhone apps. 10 applications are currently available and will do human trafficking, lethality, safety tips, and a couple of behavioral health apps around cultural competency, stages of change and addiction.

West Coast Trainer’s Conference
• 65 participants attended in conference which was held in Austin, TX. It was a wonderful conference and included presentations from Riverside County. Next year’s will be in Idaho in mid-late July.
• The planning committee is doing succession planning by having Mark Kisselburg will co-chair with Irene.
Katie A / CPM

- Were in statewide learning collaborative meeting last week with CDSS, DHCS, CalSWEC, & county representation from Child Welfare and Mental Health. Got info from state leadership and then met with our region to discuss where counties want to go and how we can help them. Orange, LA, San Diego, & Ventura are in the state learning collaborative but when we meet in the south, all of our counties will be invited. Priorities were made to address fiscal strategies and staffing issues and the need for more discussion on CFT and teaming. Our group decided to meet quarterly but would like to start monthly phone calls to do check-ins with all counties so learning would be more immediate. Want to do a software platform, Podio, to do project management where documents can be uploaded to a shared space. We are looking into if county firewalls will allow access to this site.

- December 12 is the next regional Katie A convening in OC. Will do learning collaborative that is open to all of our counties. Only four will report to state but all will participate.

- A question was raised about the possibility of interns being involved in this process. As counties are only in the beginning stages, it was suggested to look at this again in the next academic year.

Evaluation Update

- Three handouts provided from CalSWEC which provide semi-annual reports about Core.

- Reviewed document of the statewide and regional report on demographic profiles. The IUC has changed to UCCF (University Consortium for Children and Families). Race and ethnicity and identifying English as a second language are being watched closely as the workforce is changing and ESL rates are increasing. A high proportion of trainees in our region report that they have not talked to their supervisor about their training needs. This is an important issue because the new structure of Core 3.0 must have an infrastructure designed to be able to support trainees before, during, and after training.

- Reviewed the regional report on assessment knowledge tests. Hispanic/Latino trainees scored lower than Caucasian trainees. Older trainees scored lower than younger trainees. With the move to Core 3.0, this is the final report on the post-test assessment.

- Evaluations for Core 3.0 will be conducted differently. The handout provided is a draft version of a mock up concept of an evaluation portfolio. There are three checkpoints or meetings that participants will go through with a supervisor or coach/field based trainer. Checkpoint #1: Prep for learning. #2: Assess status of training and evaluations and prep for field based training and TOL. #3: Assess status of training and evaluation and identify further needs and supports.
CORE 3.0
- CalSWEC requested feedback from a variety of stakeholders and the deadline has been extended to January. There will be a regional meeting in Oceanside on December 17 to discuss Core 3.0. You will receive agenda soon.

Psychotropic Meds Reform
- There was a summit about youth in care receiving too many psychotropic medication too early. There are 13 areas that will be addressed. Workgroups meet telephonically once a week. Report will be coming out soon and we’ll keep you updated as this progresses.

Legislative Updates
- See handout provided for legislation updates.
- Some key points are: references to education and education protections for youth in care, foster homes and licensing issues, and runaway youth and homeless shelters will be licensed group homes which could have funding issues that would impact counties.
- We are bringing this information to counties so you will be able to make changes to trainings if necessary.

Coaching Update
- Coaching is formal in four of our counties and it’s going well.
- Highlight Story: We are collecting stories from workers and sups who have coaching experience. We’re talking to counties and looking at how the Academy can get more involved and discussing coaching for Core 3.0.
- Coaching Institute: Curriculum is from Northern Academy but has been modified to a 2-day training. San Bernardino has had 3 deliveries of this course. The first regional delivery will be happening next week. Initial feedback has been positive.

After 18
- The After 18 learning day will be held on November 18 in Orange County from 10:30am-3:30pm. Each county has 5 slots including Ventura, Santa Barbara, and LA. There will be time for counties to share what’s working well and challenges to this population. Will also look at infusing SOP and to discuss planning and next steps.

Core for FY 13-14
- Finishing sup core in December and another happening in Riverside from January-April.
- Manager core in San Diego from April-June.
• Lineworker core: Due to some new hires and make-ups, a regional core will be held in in Riverside in January.
• Riverside Core is still in the planning phase to accommodate the expected 70 hires.

Regional Planning
• Coaches Approach to Client Engagement - Pastor Barry Knight designed day and a half class (1 day in January and half day follow-up in February) that will happen in San Diego. Will schedule in Riverside for March or April.
• Peter Dahlin to do Supervisor Supporting Resiliency in Riverside on January 8 and in San Diego on January 9.
• Lineworker on Trauma Exposure and Response in the Workplace will happen in Riverside
• Advanced Series Training will look to start in late January and will have 1 course per month regionally. Will do first series in San Diego.
• Regional Business Objects advanced training will happen before the end of fiscal year.
• New PCWTA training room in San Diego at our Academy office will now hold 36.

Questions for Counties
• Scott Johnson ½ day Substance Abuse trainings expanded to full day: Are counties interested in expanding Substance Abuse training to a full day? It was suggested that there could be a follow-up coaching webinar. Do you want half day classroom training and webinar coaching or full day class? Counties are split – half want full day and others want coaching follow-up. We will follow-up with Scott.
• Add coaching institute to Sup Core: Adding 2 days to Sup core making it 10 days over 5 months. Coaching institute would not be part of the requirement and wouldn’t interfere with state compliance. Counties asked for institute to be added to sup core for next fiscal year.

NEXT MEETING: January 24, 2014
Location: Oceanside
Time: 10AM- 2:30PM