



Training Planning Committee Meeting

November 9, 2012

Next Meeting: 1/25 in Oceanside 10AM – 2:30PM

Attendees: Angelica Duenas, Chris Christensen, Imperial County; Crystal Shakleford, Riverside County; Carol Sittig, Stuart Young, San Bernardino County; Ken Santini, Orange County; Andy Anderson; Ken Nakamura, SDSU; Mary Garrison, Anita Aldrich, Chrystine Zamudio-Snow, James Coloma, Deborah Fitch, Maria McClean, Irene Becker, Nancy Kail, Dawn Schoonhoven, Lisbeth Ensley, Jennifer Tucker-Tatlow, Marcie Arciniega, Anzette Shackelford, Valerie Ryan, Academy for Professional Excellence.

Action Item

Future Agenda Item

I. Welcome and Introductions

Welcome and thank you to everyone for taking the time to join us.

II. Updates

- *University Partner Updates*
 - Andy shared that Cal State (??) has 20 new IVE MSW students and 12 undergrad social work students. They will soon be able to participate in a distance learning hybrid that will include both online and in person classes.
 - Ken reported that there are 38 full time MSW students and 6 undergraduate students in social work. He also shared that Christy Moreno has helped in making SDSU the lead in the region with Native American Recruitment.
 - Looking to expand....
 - Jen spoke about a program in Minnesota that gives IVE students access to Academy courses that have been integrated into the university curriculum to avoid repeating classes. **Jen to forward this information.**
 - CalSWEC has discussed with child welfare directors about building relationships with schools in order to prepare students for specific county needs. **Ken to send out to Academy to receive feedback.**
 - There was a discussion about integrating county HR and schools. **This could be in the form of work groups and county liaisons.**
- *County Updates*

- San Diego- Are working towards completing the first year of SOP modules and are looking to start a new year. They are using coaching and are in the process of hiring a new training coordinator.
- Imperial- James Semmes, director of social services, will formally leave office sometime between February and April. If you have any issues that you would like to discuss with him, then please do so between December and January. There have been lots of promotions and as a result there are several new positions available. Additionally, supervisors are happy to have Deborah on board so they can discuss hot topics.
- Orange- The board has voted to recentralize HR and those changes will be phased in starting in December. They are in the process of hiring new staff and trainers. They have been in talks with Anzette about doing trainings on After 18 for staff. They also held human trafficking and poverty conferences.
- Riverside- Several new social workers have just finished three weeks of Core and there are plans to hire 70 new staff by the end of January. Training for After 18 is in full effect and it going well. Additionally, the Case Plan Field Tool is creating positive change in the workplace.
- San Bernardino- Will be hiring several new social workers in February. Additionally, there have been several retirements which have led to promotions and reassignments. This means there will be a need for a Manager and Supervisor Core. The county is also in the midst of restructuring units, evaluating curriculum, training for CAT tool, implementing a web based tool for case management, and succession planning. Additionally, they held the Children's Network Conference in September.
- *Academy Staff Updates*
 - Deborah shared some new information on trauma informed practice from the National Advisory Committee. You can go to their website for a free informational booklet.
 - Anzette reported that the Stuart Foundation Education Equals for foster youth will hold a convening at the end of the month. New information, expectations, a practice model, and how to engage members of the community will all be topics at this convening which are a part of this grant's aims to improve the education outcomes for foster youth. Ken shared that SDSU IVE students are being placed in schools to help children improve their educational outcomes. **Set up conference call or meeting with Anzette, Mary, Ken, and Amalia Hernandez to gather information to form a possible workgroup.**
 - Jen revealed that the Academy will continue to use and find new ways to engage in using Galaxy Tablets and other technology. Stay tuned and send any suggestions you may have in structures or access to documents via the web and tablets.
 - Dawn will be attending a Katie A training in LA at the end of January and will be able to provide more information at a later date on the Core Practice Model.
 - Rhoda will do a webinar on the CWSE conference that she is attending today.

III. Spectrum of Learning

- Jen shared information about a new pilot program from the Academy called the Spectrum of Learning which will begin with the Basic Interviewing core course. This class will be delivered twice using only the traditional classroom only modality and two more times in the Spectrum modality. The Spectrum model will include an upfront elearning class which will be followed by a classroom course which focuses on skill development. After 6 weeks, there will be coaching webinars with homework assignments where students will have tried these new interviewing strategies. The last component is mobile apps which will be able to provide real time reinforcement information. An evaluation process will be in place to demonstrate the effectiveness of the Spectrum modality approach. Stay tuned and feel free to send any suggestions or questions.

IV. Evaluation Report

- The Academy has started using a research based survey that is a predictive analytic tool to find out what kind of training transfers over to the workplace. The number of questions has decreased from 33 questions down to 24 questions. The reports from these trainings are being sent to you in order to help you make decisions on effectiveness.
- A study was conducted during core, to see if stereotype threat is affecting trainees during core classes. The data revealed that a stereotype threat does exist. To combat stereotype threat, demographic surveys are now being administered after the core tests.
- James asked the group what kind of information or data would be useful to meet county needs. There is a wide variety of data that can be collected and James shared some of those categories. Counties mentioned that they were interested in pre/post data. If there is anything that you would like to be collected or evaluated, please send to James. **James can also bring in an evaluation, review as a group, and determine what counties are interested in.**

V. Statewide Initiatives

- Coaching
 - Dawn has developed 2 sets of posters that counties can request to display in their training rooms or offices. The first set, contains 2 posters that have been designed as a marketing tool for Coaching to build awareness to make implementation more effective. The second set is a series of 5 posters that contain the values of permanency. Contact Dawn if you're interested in those materials.
 - Dawn will have a Coaching convening on November 29. This meeting will discuss developing parameters of coaching for the region.
- Core 3.0
 - Core 3.0 will be a longer revision proves than usual. Once stakeholder input is received, more skill based trainings, and possible coaching will be integrated into the curriculum.
- Katie A
 - On December 13, codes and manuals will be released.
- CAPP

- See handout for Re-CAPP. Implementation science will be used by CAPP to reduce long-term foster care. If you would like more information, visit reducefostercare.org to view 23 practice behaviors of CAPP. We will update you as we get more information.
- AB12
 - AB12 should now be referred to as “After 18”. It has been implemented and there have been successes and challenges. CalSWEC has a tool kit on their website to aid in implementation. Riverside has developed a notebook and tool for workers to have. **Crystal can share the flowchart tool with the group.**
- CCR
 - Continuum of Care Reform- stay tuned for more information.
- Others: Psychotropic Meds, SOP, MH Collaboration
 - These initiatives are something to watch out for and we will update you with information as it is provided. You can also go to the Academy trainer handbook for more information and resources for each initiative.

VI. Elearning

- *Mobile Apps*
 - You can find Child Development Milestones and Keys to Engagement in the Google Play Store or on our website (for Apple users) to download for free.
 - Based on a survey asking workers what mobile apps they wanted, the Academy will be creating new apps. Topics include: CMI-2 on sex abuse, WIC codes, ICWA, safety tips, CAT tools, genograms, and apps for the Spectrum of Learning.
 - To inform workers about these apps, **Anita will send out a flyer with links and instructions.**
- *Core Conversions*
 - When counties are scheduling Core, please let us know if you want the option of elearnings or webinars instead of in classroom trainings. MEPA can now be a self paced module with a scheduled 1 hour webinar. Supporting Educational Rights and Healthcare courses will soon be offered in the form of elearnings too.

VII. Progress for Year

- *Supervisor CORE Scheduled*
 - See handout for calendar. Manager core will be scheduled in spring.
- *Regional Lineworker CORE*
 - Based on today’s discussion, we will move forward with a Regional mid-January Core.
- *Advanced County Share*
 - See handout for trainings in development for each county.
 - There was a discussion where counties shared their thoughts about _____. The following information was captured from that conversation: engages staff, county consultants are good liaisons, sharing responsibilities, better communication, availability. Territorial issues but may also be sharing responsibilities,
- *Problems, Questions, Concerns*

- Please contact us if you have any problems, questions, or concerns.

VIII. New Topics for Consideration

- *Human Trafficking as a Training Topic*
 - Randi Beckman is available to do a training on Human Trafficking. Imperial is interested if it ties with foster youth.
- *Training for Caregivers or Parent Partners*
 - Please let your county consultant know if you would be interested in a regional standardized core training for parent partners.

IX. Questions for Counties

- *Tribal Customary Adoptions*
 - There is a possible Regional Training on Tribal Customary Adoptions. There could be a regional summit, panel presentation, or a sharing forum. Imperial and Riverside are interested and other counties to contact Irene if they would like to take part.
- *CWS/CMS Needs and 6.7 Code Drop*
 - Code drop SB and Academy did a training last month. There are questions about Katie A but we are tracking CWS / CMS needs with counties.
- *SOP T4T*
 - SD is in full implementation of SOP. SB is planning some SOP implementation. This is a multi day commitment with coaching in between. 4 day T4T then people go back and train 3 days of overview and then come back for 2 day followup. Must be careful of scheduling. Imperial and OC to follow up. Irene to follow-up with Riverside to see if they're interested.

NEXT MEETING: January 25, 2013

Location: Oceanside

Time: 10 AM- 2:30 PM