TRAINING PLANNING COMMITTEE MEETING 12-18-09

MINUTES

1. **Introductions:** welcomed new participants, Maninder Kochar of Orange County and Ken Nakamura, SDSU IV-E.

2. **Updates on county requested training:** distributed table showing all requests and progress on the delivery.
   - If a class is cancelled for whatever reason, we can either re-schedule or county can substitute another class.

3. **Positive aspects of in-County training:**
   - Addresses county restrictions regarding travelling out of county (in some cases) and limits on mileage expenditures
   - Gives counties more flexibility and increased numbers in attendance
   - Helps meet demands of regulations and training mandates
   - Allows for customization to county practices and policies
   - Since counties may be limited to a particular number of attendees at PCWTA training sites, in-County training expands the capacity for the particular county
   - Counties love the “call back” availability
   - From PCWTA perspective, it has been great that county requests came in so early which allowed us to plan and schedule in advance.
   - Counties appreciate Anita Aldrich’s willingness to problem solve timing of training by avoiding holiday weeks and other county demands.

4. **Challenges of in-County training or general training challenges:**
   - Morale issues: staff are getting “doom and gloom” from management regarding budget which impacts morale and enthusiasm for training
   - Combination of furloughs and office closures (in some cases) has limited desk time and hence training is less of a priority.
   - Less line worker cores means PCWTA offering more advanced classes. It is difficult to be out of the office several days a month to attend training.
   - Even though workloads have decreased, the younger workforce doesn’t have the historical perspective to see this and still feel overwhelmed and thus less likely to go to training.
   - Decreased Line Worker Cores and their not being offered on a regularly scheduled timeline has created challenges for counties in coordinating hiring and initial training.

5. **Suggestions to address challenges:**
   - Regarding no-show issue: put a reminder on flyers that the trainee needs to call and cancel if they cannot show up at a training. This also helps if there is a wait list to be accessed.
• Imperial has identified Sonia to identify a replacement if someone cannot attend a training. Each supervisor knows who is signed up and they notify Sonia if someone can’t attend.
• Counties need to ask why no attendance and look at patterns
• Attendance at training can be a “culture” issue and needs planful strategies to address
• Utilize LMS to send out reminder letters which includes reminder to call and cancel.
• “tattling” lists: not popular but can indicate to managers who is signing up for training and who is not showing up. This may also indicate if someone is “cheating”, that is, claiming they are in training and really are not.
• Involve staff in identifying training needs to get their “buy-in” and ensure a percentage of training is allocated to these identified interests.
• Include Title IV-E students to utilize unfilled seats
• Generational issues: weave this theme into training and utilize what we know about Generation X’s and Y’s since they are predominant in our classes and leadership is often not in these groups.

6. County and University report outs:
• **CSUSB:** now have 10 furlough days per quarter. Looking at a possible hike in tuition. Dr Morris is now moved onto her new assignment as the P.I. of a research grant jointly held by CSUSB and Loma Linda. Laurie Smith is now in place as the new director of the School of Social Work.
• **Imperial County:** they have 3 vacancies which they are filling. They will be hiring 2 Social Worker IV’s and one Social Worker I. They hope to have them attend the next core.
• **Orange County:** Maninder presented on the recent county training that was presented to CWS supervisors called, Eradicating Racial Disparity and Disproportionality (ERDD). It was done as a Training for Trainers model so that supervisors could then train within their units. Orange County has taken an aggressive stance around this subject and their statistics and outcomes evidence that their work is impacting caseloads. This training shows the results of their work group which includes staff, community partners, judicial reps, law enforcement etc. PCWTA shared materials on this ERDD training and is willing to work with other counties on delivery if requested (next fiscal year).
• **Riverside:** leadership recognized that there were multiple priorities and that staff needed help in focusing on major priorities. They met and identified the following division priorities which are tied to Federal outcomes:
  o Increase placement stability for children in out of home care
  o Decrease the total number of kids in group homes
  o Reduce reentry following reunification
• **San Bernardino:**
  o Will be hiring 12-16 new workers by February 2010
  o Supervisor training: focusing on permanency issues like time in placement; child visits in home of placement to work on meaningful connections.
  o Have made training a priority due to All County Letter
• **San Diego:**
  o currently have a class of new workers underway.
• Focusing on advanced SDM training for all staff
• Will be looking at the Early Childhood Initiative and related training needs.
• Rady’s Children’s Hospital has a contract with Polinsky Children’s Center for a new staff person to focus on developmental needs of transitioning children.

• SDSU: Ken Nakamura introduced himself and gave a brief history and background and outlined his interest and direction of his newly configured position. SDSU looking at more community involvement extending to more field placements in the community. Ken interested in looking at utilizing the Line Worker Core for IV-E students – addressing the issue of avoiding having these particular students available for “the line” more expediently. We welcome Ken to TPC and look forward to his involvement.

• Academy for Professional Excellence: Don Dudley will be retiring from his position as Director and doing some consulting related to SACHS (Southern Area Consortium on Human Services). Jennifer Tucker-Tatlow has been promoted from Associate to Director. She could not attend today’s meeting.
  • Academy has not been deeply affected by the statewide budget cuts but did not get the augmentation funds we had hoped for. Cuts at CDSS have been around 32% but fortunately the regional training academies have not been impacted. We hope that continues to be the case.
  • SACHS, LIA and Childrens’ Directors will be looking at the whole child death review process and lessons learned at the February SACHS meeting.
  • Fatherhood Initiative: San Diego is the only one of our southern counties electing to participate in this initiative. We all know that fathers are often “missing” in CWS cases and this is even when they are available. Research has shown the importance of their influence in children’s lives and there is now Federal imperatives to address this issue in toto. There is some grant money allotted to support the effort and we (the Academy) is charged with supporting San Diego in their work in this area. Deborah Fitch currently has the lead.
  • CDSS is asking counties and the RTA’s to address the issue of supervisor’s capacity to track safety assessments. Some counties may have system in place, perhaps utilizing Safe Measures. This will be in the PIP and specific wording will be in that document. CRC is developing a Webinar on this topic. Details are forthcoming.
  • CWS/CMS Training: CDSS is looking at how to plan for training on CWS/CMS given that the IBM contract is running out. They want us to poll our counties on their preference for training, that is, continue as they are now or elect to have “training regions” developed and run by the Academy to centralize the training effort. Informal polling at this meeting shows that the preference is to continue as is, that is, training in-County. Liz and Jennifer TT will be attending the Southern CWDA meeting on January 28th where this issue is on the agenda. More information forthcoming.

7. Standardized Core Updates:
• General information: each PCWTA Training and Curriculum Specialist is assigned as lead on each standardized class. They participate in the ongoing work around each of the standardized curricula. There is a commitment to keeping these classes at the highest level with the latest in evidence based research, practice and legislative changes. This means there is an ongoing workload of updating the curricula via meetings, webinars and lengthy conference calls.

• Irene discussed the issue of the Critical Thinking curriculum which has been changed to incorporate SDM. This is an issue as we have two counties who are not SDM counties but rather utilize the CAT tool. We will have to be creative in delivering this class when there is often a mix of counties in the Line Worker Core training room. If there are a handful of CAT county trainees, we will likely have a trainer come to that county and do a more “sit down” informal training on the CAT tool and the critical thinking portion of the curriculum. The full SDM and Critical Thinking training is a 2-day class. The CAT version will be one day.

8. New Curricula:
• Specialized Supervisor Series: Irene shared learning objectives and the supervisor’s power point. This is a 3 part series customized for San Bernardino County. It was presented to their managers for one day prior to rolling out to the supervisors. Some challenges around county specific policy and procedure and trainers having to field these issues. We look at this as a pilot and will have a chance to apply lessons learned in subsequent deliveries. If other counties are interested, contact Liz or PCWTA staff to open up discussion.

• Revised Supervisor Core: work will begin in January on updating and revising the Supervisor Core series. Irene has the lead with Nancy’s assist. They are hoping to get a nice mix of supervisors, managers and recent graduates of the existing core involved in the first meeting.

• Manager Core: this series is under revision, led by Nancy Kail. There is a meeting scheduled to bring together a regional group of managers, trainers and Academy to review the new curricula prior to finalizing. The ultimate goal is that all our core training for Managers, Supervisors and Line Workers be consistent in the values and best practice referred to in each.

• Working with Military Families: now available
• Working with Hmong Families: now available

9. E Learning update:
• Summit was a success. Currently meeting with individual counties to get their specific feedback. A committee has met with county representation, utilizing webinar technology.

• Main issue now involves the “bandwidth” availability. The focus for the next 6 months will be on technological issues.

• At the time of this meeting, 2 courses are completed, 3 more in the works and 4 more have been identified to begin working on. The goal has been 8 in this fiscal year and we have met our goal. These topics were identified as a result of the Survey Monkey distributed among southern region

• CEU’s: looking at offering 1 CEU if curriculum is approved by SDSU
10. Recognition: during our lunch break the following awards were presented:

- **Orange County**: The Fairness & Equity Award: “for their commitment to fairness & equity as shown by their “Eliminating Racial Disparity and Disproportionality” curriculum development and delivery."

- **San Diego**: Child Safety & Well-being Award: “for their commitment to child safety & well being as shown by their mandating advanced SDM training for all child welfare staff”

- **San Bernardino**: Quality Training Award: “for their commitment to quality staff training as shown by their promoting the development of a specialized training series for supervisors in child welfare”

- **Imperial**: Transfer of Learning Award: “for their commitment to staff training by supporting the transfer of learning tools by supervisors”

- **Riverside**: Team Player Award: “for their commitment to E Learning in our southern region as indicated by their gracious hosting of the E Learning Summit for all 5 southern counties.”

- We also took advantage of this opportunity to recognize Don Dudley, at this, his last TPC Meeting, a meeting he has attended faithfully for the duration of his role as Director with our Academy. He was given the Dedicated Director Award, “at his retirement, for his commitment and leadership regarding quality child welfare training in the five southern counties.”

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**NEXT MEETING:**

**MARCH 19, 2010, PCWTA TRAINING SITE, RIVERSIDE**

(3600 LIME ST, STE 424, RIVERSIDE, CA 92507)

10:00-2:00