TRAINING PLANNING COMMITTEE
MEETING MINUTES
12-19-11

Attendees: Dr. Anita Harbert (SDSU), Sonia Villafana (Imperial Co), Chris Christensen (Imperial Co), Michael Meyers (Orange), Andrew Anderson (CSUSB), L. Richardson Bryan (Riverside), Lisa Fimbres (San Bernardino), Carol Sittig (San Bernardino), Mark Kisselberg (Riverside), Ken Nakamura (SDSU), Bob Abair (Orange), Tom Lidot (Tribal Star), Vi Lindsey (Loma Linda U), Lynn Amabile (San Diego), Irene Becker (PCWTA), Nancy Kail (PCWTA), Jennifer Tucker-Tatlow (Academy Director), Donna Pence (PCWTA), Rhoda Smith (PCWTA), Liz Quinnett (PCWTA, chair)

Guests: Chris Mathias, CalSWEC, Title IV-E Program Director, Donna Thoreson, CalSWEC

1. **Key Discussion:** Title IV-E and PCWTA linkage and how to strengthen connection with the goal of supporting child welfare social workers in the southern region. Discussion centered on the following:

   - **Field Instruction:** Chris Mathias says this has been a focus highlighting what education brings to counties and how county CWS practice informs education curricula.
     - Pathway: this effort has been to assist counties with MSW’s to be that have not had the opportunity or access to schools of social work for various reasons. This is an example of how academia can offer broader view to counties in regards to poverty and other broader issues.
   - **Loma Linda University** is strengthening partnership by holding quarterly meetings with San Bernardino and Riverside CWS. Part of field syllabi. County participation in curriculum issues and assists with clarifying focus for potential employees.
   - **UCSB:** they too maintain a relationship with San Bernardino and Riverside counties with quarterly meetings where information can be shared and specific needs can be identified and addressed. This assists in ensuring that research projects are relevant and meaningful. Pathway is underway with courses being offered on line.
   - **SDSU:** working with Imperial County as well as San Diego. The second cohort in Imperial has been completed. Lynn Amabile is now the liaison between school and CWS with a focus on internships.
     - Many program lead changes has been challenging in re continuity. Internships work well in County – anyone can apply. Challenges sometimes occur after being accepted as the support is not offered evenly. Working with the county around valuing these employee/students and their value to the county after graduation – based on research.

   - **DISCUSSION &/OR IDEAS GENERATED:**
     - Invite guests from CWS in counties to come to speak on topics and/or County perspective.
     - Look at education and training as a “continuum of learning”, and consider how we connect training and education.
     - Competencies have been added to Title IV-E
     - Invite IV-E’s to curriculum committees
     - EPAS (Education Professional Academic Standards): to include practice standards
     - IV-E faculty not on curriculum committees? Advice is to insert yourself.
     - Latest revision of CalSWEC competencies is up to date. PCWTA ties these to every curriculum developed and delivered.
o Question asked as to extent of County input to competencies as they seem more “academic”. Chris says there has been some input along the way but will put more emphasis on this in the future.

o Donna Thoreson (CalSWEC Workforce lead) reminds us to expand our thinking regarding education to include clerks, women, people of color, etc. They can enrich social work by bringing all their life experience to the field.

o An honest issue is, “what is taught in the classroom isn’t reflected on the job”. How can this be addressed?
  • How do we support supervisors? Perhaps an eLearning curriculum created in collaboration with schools could inform them of issues.
  • San Bernardino: are putting an emphasis on case management and asking how can supervisors focus on mission if they are overlooked or overworked. They are bringing in DeLoite & Touche to do an analysis and will consider a reorganization if recommended.
  • Chris says CalSWEC is looking at clinical case management and will roll their findings and recommendations to counties
    • Example: NASW is looking at fairness and equity issues and the ethical responsibility to report and elevate issues. Academia can support in how to do this in the real world as part of the continuum of education/training/real world.

o Value in feedback from interns. Orange County meets with their interns to inform their training. They have set an environment where this is valued.

o Question of how can students have a better expectation to transition from school:
  • Look at culture of County
  • Look at practice models
  • Look at field placement

o Need to expand field experience to include more organizational culture orientation

o “clinical”, how is this term seen in CWS? It is reflective of a deepening of practice rather that a mental health focus. Example, to ask a parent, “Where are you in recovery?” versus, “you tested dirty”.

o Idea to have a community LCSW work with internal staff to work on advanced skills and gaining an LCSW. Research has shown that workers with LCSW’s stay longer, are more confident and exhibit more depth in their practice. Also links them to the community.

2. Tribal Star:
   o Margaret Orrantia, Program Manager of Tribal Star, is recovering well from her recent surgery.
   o Recent South Dakota expose of injustices to Tribal residents has provoked a new focus and campaign and has led to a statewide education around ICWA (8 hour training). Training to include judges and courts.
   o Tribal Star is focusing on southern counties for this ICWA training
   o Outcomes are positive. For example, San Diego disproportionality numbers have been reduced following training.
   o Combined funding has resulted in the hiring of Christi Garcia of the San Pasqual tribe who is going to focus on the recruitment of Tribal members for the school of social work. She will start as part time with a hope of expanding hours over time.
   o Tribal Star has developed a Webinar for CalSWEC.
3. **Training Plan:**
   - Circulated latest version of county training scheduled and planned.
   - New classes under development and to be available to counties:
     - **Reflections..., Lessons Learned** (trainer/developer: Francesca LaRue)
       Suggested Audience: Line Workers and Supervisors
       Length of Instruction: Six hours.
       The development of the training relies heavily on the agencies existing investigation policies, practice and data. A case selected by the agency involving a child’s death will be sensitively researched and used in the developmental of a presentation and training discussion to build upon the line worker’s investigative knowledge and skills and builds upon the agencies existing training on investigation. This is a tailored presentation training based on the needs of the agency/county. The training is designed to increase the line workers critical thinking, understanding and discernment in the areas of child abuse and neglect as it relates to child deaths. The presentation will include discussion of agency policy, agency’s systemic strengths and roadblocks. The training is geared toward operationalizing the agencies policies and helping the line worker better understand them via the use of a case example. A goal is bring the policies to life in a fashion that the CSWs can relate to. It will also use the agencies data to support proper application of the policies. The line worker will gain a better understanding on how to bridge theory and practice for best practice. This training will provide workers with advanced knowledge and tools with which to assess/investigate allegations of child abuse and neglect.

   - **Ethnographic Interviewing** (trainer/developer: Laurel Brown)
     Suggested Audience: Line workers
     This would be a blended learning
     Length of Instruction – 1 hour (either self-paced module or webinar) and skill practice in the classroom (3 or 6 hours)
     This would be a blended learning on ethnographic interviewing. A one to one and half hour online component would consist of knowledge skill development in ethnographic interviewing. This would be a pre-requisite to attending the skill based live classroom instruction. On line instruction would be available two weeks prior to the in class instruction. Trainer requests if there is specific content, or delivery of this training the counties would like to give to the trainer while course is being developed. Delivery anticipated in spring 2012.

   - **Trafficking:** Donna is researching this topic and finds that there is much “out there” on this topic and is asking that counties decide on what they wish as a focus. Some ideas for focus are: child labor, link to gangs, jurisdiction, prostitution, services.
     - San Bernardino has a specialized caseload and relates this to the success of their collaborative effort around trafficking. They can be a resource to this group.
     - Riverside has an interest and will follow up with Donna.
     - San Diego has seen an increase in their numbers in Group Homes and Foster Homes of youth caught up in trafficking activity – often gang-related. Social workers are struggling with managing these youth who may be challenging in many ways and where there is not quite enough for them to be “locked up”.
Donna shares that there is interesting information on “truth evaluation” versus the lie detector approach. Could be part of an advanced class on interviewing if counties have an interest.

Knowing Who You Are training is available to counties now. PCWTA and Casey Family Programs have engaged in a contract that allows PCWTA to deliver this 2-day training. Imperial County is scheduled to deliver a one-day session for their supervisors and then the 2-day for social workers. If others are interested and want to know more, you can Google and go to a Knowing Who You Are website to preview the content and focus. Outcomes in States who have fully trained their staff show reductions in disproportionality statistics!

4. eLearning:
   - List of eLearning classes distributed. (see attached)
   - PCWTA just completed its first “spectrum of learning” class on Motivational Interviewing for Riverside County. Included on-line, classroom, coaching follow up in series.
   - Monthly reports being distributed to counties on eLearning participation
     - Challenge of people registering and not completing courses – in the 30 to 50% range! Looking at stats and further discussion to ensue.

5. CSUSB:
   - Recent accreditation process with CSWE went very well
   - Have a faculty position opening
   - Pathway: serves high desert, Inyo and lower desert, providing online and classroom opportunities
   - Hired someone to assist students with County issues. Position being developed.
   - Riverside Director is on faculty which broadens their understanding of county issues
   - All their faculty sits on curriculum committee

Aside: Chris says San Jose State is working on a collaborative model regarding research. They are working with county to identify topics. She will forward power point on this and Liz will distribute to TPC

6. Imperial County:
   - No out of county trainings without Board of Supervisor approval!
   - Reorganization effective December 1, 2011. They are down a manager position
   - Have 7 supervisors to train and hopeful of gaining approval for them to attend.
   - Their training plan is complete and they have no more requests for this fiscal year.
   - Chris Christensen is their lead on AB12.
     - They are developing youth as trainers thru T4T’s

7. Loma Linda University:
   - Have identified a high school, Sherman that has over 500 tribes identified. They are offering their MSW and SW students opportunities to spend time at this school to familiarize them with Native American culture.

8. Orange County:
   - They have 42 interns ready to go but with few positions available. Appreciate the positive energy of interns.
o Have contracted with PCWTA to offer a Manager Core to supervisors as part of their succession planning
o eLearning going very well and assisting them in meeting training needs, especially for hotline and receiving home staff.
o Discussing staff rotation to re-energize staff. Doing on a voluntary basis and circulating a preference form.
o Linkages: they have dual worker units. CalWorks staff expresses appreciation of having access to CWS eLearning.

9. Riverside County:
o Program change recently made, involuntarily, by combing ER and CU units into one “investigative services”. Has had a “convulsive impact” on staff and is a big challenge. Adding to this is the number of mandated training. This changed came from a valid realization that it is a huge impact on families to have so many social workers. Impact is significant for supervisors now have “mixed” responsibilities for court and non-court cases under them. Target is January 1.
o Hoping to hire a parent partner with the eventual goal of 4 part time and 2 full time positions.
o Goal is to add youth to this mix and change name to “family partners”
o Hiring freeze continues. Have had no mass hiring now for 2 ½ years. Only hiring has been for Blythe office and to fill behind promotions. No layoffs!

Note: CalSWEC has a Twitter site with job availabilities listed.

10. San Bernardino:
o Hiring 30 more in March.
o Focus now is re-design and hope to implement Signs of Safety as a tool.
o Supervisor Core: will send names to Anita. Anticipating promotions
o Appreciate PCWTA’s flexibility around Core. They’ve had lots of changes and we’ve been responsive.
o Rhoda complements San Bernardino on their sending Parent Partners and others through Core. They value everyone and the importance of partners understanding practice, CWS content and values.

11. San Diego:
o 22 in current Line Worker Core class of which 13 are from San Bernardino and Riverside. Also includes IV-E’s. They have tried to be flexible around the long commute for so many in the class.
o All commuters have been assigned to regions to expedite their relocation decisions.
o Anticipate hiring again in February and May.
o Will be sending to Supervisor Core, list pending
o Signs of Safety, SDM & Trauma-Informed implementation all occurring as well as AB12.
o Thanks to Anita for her flexibility
o They partner with SDSU, USC and Pt Loma Nazarene re internships

12. SDSU:
• Have shifted internships to having interns do community placement in 1st year and CWS in 2nd. This reverses prior practice.
• Push is on for more field instructors
• Currently 6 BSW students on stipend
• Has a student doing internship in Orange County with a great field instructor and coordinator
• Have an option of combining MSW with a PPS credential which works well in “Neighborhood for Kids” model and cluster in E. Region in San Diego. These students get a field experience combining CWS and school.
• National City (West side) where issues of poverty, DV, and toxic waste are prevalent. Predominantly a Spanish speaking area. Interns have opportunity to work as part of a coalition that includes environmental health coalition, hunger coalition, Public Health and Vice Mayor. This represents a more comprehensive network which opens up more opportunities for a differential response. Community can benefit with better services and this will hopefully initiate more commitment of workers in this area where turnover has always been high
  • Cal Fresh applications via video cam has been initiated to assist families.
• Ken shares that in San Francisco, they are forming college fund for every child in kindergarten. Goal is to develop accounts in this area where there are roughly 60 kindergartens.

13. Academy for Professional Excellence:
• Appointment of Christi Garcia as the Tribal recruiter reported out above.
• Liz Quinnett, PCWTA Program Manager, retiring in spring. Will be doing some work for PCWTA around Signs of Safety and Coaching. Next TPC meeting will be her last meeting and she will bring and introduce her replacement.

   Next TPC Meeting: March 16, 2012, 10-2,
   at the PCWTA Riverside site,
   3600 Lime Street, Suite 424, Riverside, CA, 92501
   MARK YOUR CALENDARS