

**“Quality Training
Leads to
Best Practice”**

**TRAINING
SCHEDULE**

LINEWORKER CORE

Orange - 1/13-4/1
San Diego -1/27-3/24
Riverside - 3/10-4/8;
3/16-4/24
San Bernardino - 3/3-4/29;
3/17-5/6

SUPERVISOR CORE

Riverside -1/13-14, 2/10-11,
3/10-11, 4/7-8, 5/12-13
Orange - 4/14-15, 5/19-20, 6/24-25,
7/14-15, 8/11-12

MANAGER CORE

San Diego - 4/15-16, 5/19-20,
6/10-11

TIER 2 LINEWORKER CORE

San Diego County
Mental Health - 1/30; 4/10
ICWA - 2/20; 5/8
Values & Ethics - 3/27; 6/12

Riverside County
ICWA - 4/2; 7/23
Mental Health - 5/7; 5/21
Values & Ethics - 6/2; 6/9

Orange County
Mental Health - 5/7
Values & Ethics - 6/4
ICWA - 7/8

REGIONAL CONVENINGS

CQI Collaborative - 1/22
After 18 - 4/28
CW/MH Collaborative - 5/5
Induction/Core 3.0 - 6/23



PCWTA Newsletter

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EDITOR'S NOTES

We have said goodbye to a few, and thanks for a job well done! We have said hello to more, who you will meet in this newsletter. Our life is filled with transitions.

James Coloma left us to join ICF International as the State liaison to California, Nevada, Arizona and Hawaii, providing technical assistance on child welfare issues. We are so proud of James, who started as an intern at the Academy and rose to our Evaluation Manager. Now he is off to share his ample gifts with states in the Western Region.

Another person who wasn't with us long, but endeared herself to us in a nanosecond and became the glue that held us together, is **Lisbeth**

Ensley, who left us to return to her family in Tennessee. She inspired us with her can do attitude whether it involved making a million handouts or doing eLearning voice-overs, Lisbeth did it all. And we will remember her for just that. Well, that and Hello Kitty too!

We have added a Practice Consultant, a Curriculum Developer, a County Consultant and two Training Assistants, who you will read about in Dawn's column.

And speaking of Dawn, we have a new leader! We are excited to be led by such a smart, energetic, creative and dedicated person. We will reach new heights under her leadership. Transitions are good...and healthy!



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TRAINER'S CORNER

This quarter our featured trainer is **Lilian Nguyen, MSW**

Lilian Nguyen received her BA in Psychology in 2001 and her MSW in 2005 from San Diego State University.

In 2005, she began working for San Diego County HHSA, Child Welfare Services and has experience working and supervising in the areas of safety and risk assessment, emergency response, court intervention, family reunification, family maintenance, and permanent placement.

She currently supervises the Extended Foster Care Program (AB12) and co-facilitates the Supervisor Learning Circles.

She has been instrumental in implementing Safety Organized Practice (SOP) in San Diego County and was the sole trainer of the

SOP modules for staff at the Central Region-Mid City office from 2011-2014. She continues to lead and coach staff in the practical application of these learned skills.

In 2010, Lilian began teaching undergraduate courses in Human Services and Psychology at the University of Phoenix. She continues to enjoy teaching courses in child development, cultural diversity and special populations, and interviewing skills.

In the relatively short time Lilian has been training for PCWTA she has shown herself to be a star, training Pathways to Well-Being for San Diego, SOP for Orange and San Bernardino and recently led a SOP Learning Circle for our San Diego Trainer's Forum.



Lilian Nguyen

PCWTA is a program of the **Academy for Professional Excellence** at San Diego State University School of Social Work and California State University San Bernardino Department of Social Work.



TRAINER KUDOS



BIG 5 LIST

The following trainers have received perfect "5" scores for overall ratings of the trainer or course on trainee evaluations in this quarter:

Scott Johnson
Michelle Runnels
Jennifer Andrews-Burke
Frank Tetley
Laurie Fortin
Peter Dahlin
David Meyers
Lilli Miles
Laurel Brown
Robert Quintana
Felicia McGuire Katsarov
Lynn Young
Francesca LeRue

★ Mr. "I Can Do Anything" kudos go to **Peter Dahlin** who is just about doing that for every county we serve! And doing an outstandingly engaging job to boot, we hear. Peter trains San Bernardino staff on Child and Family Team Meetings, San Diego and Orange staff on Knowing Who You Are, Los Angeles and Ventura staff on a variety of topics related to Cultural Humility and the Supervisor's Role in Preparing and Supporting staff. On top of this he also trains our Manager Core for newly promoted managers in all of our counties. If you have a training need, Peter is your man, and that's why he's our man too! Thanks Peter, for doing it all.

★ Luz awards "Never Let Them See You Sweat Over Technology" kudos to our Trainer of the Quarter, **Lilian Nguyen**. As Luz reports, "for our first delivery of the Pathways One Day Overview, we had a lot of issues come up with the site/technology, and Lilian went above and beyond her call of duty to ensure the training day was a success. Even through all the craziness she stayed composed and delivered an amazing training for her part of the presentation of Pathways."

★ It is rare that a trainer gets to have an exchange with a trainee after the fact, but **Raymond Cameron** recently got an email from a

trainee after his Lethality Assessment class for Riverside County saying "Hello. I just wanted to thank you for an excellent training last week in Moreno Valley. I really appreciated it." This gave Raymond the opportunity to reply "Thank you for your kind words! All of us in the room that day seemingly really did explore and share our knowledge regarding Lethality Assessment and Safety Planning, resulting in an exceptional learning environment. I, too, am grateful for the experience! Thank you for attending the training, and please do not hesitate to contact me anytime!" Thanks for sharing this Raymond!

T4T CERTIFICATES

The following trainers earned a certificate in our T4T series:

Mary Cisneros
Lisa McCulloch
Julia Thompson
Marty Andrews
Reyna Chambless
Ruth Corona
Maria Gomez
Cheryl Hill
Oswaldo Perdomo
Tiffany Reddick
Diana Weston Williams
Nereida "Nettie" Zarate
Edmund Todd
Nancy Pimentel

TANTALIZING TRAINER TIDBITS...



**** PRESS RELEASE! ****

GET PAID FASTER! GO DIRECT DEPOSIT!

Trainers can now have their payment directly deposited in their bank account. Download this form and fax it to the Foundation, it's as easy as that!

http://www.foundation.sdsu.edu/pdf/ap_dir_dep_authorization.pdf

TRAINERS NO LONGER HAVE TO SIGN INVOICES!

This means you can email your invoice to us as you sign and mail your contract back. Since we submit your signed contract with your invoice for payment, the Foundation concluded that your signature on the contract was sufficient, and didn't need to also be on the invoice. **So, save a tree and start emailing!**

HOW COME EVERYONE IS ASKING ME FOR MY TRAINING MATERIALS?

In our effort to help our counties with lawsuits where training materials may come under subpoena, we have been asking trainers for their training materials. We realize that multiple people are asking you, so we are going to stop doing that on the front end.

If you give one copy of your handouts to the Training Assistant or Coordinator on the day you train, they can scan them and store them in your Trainer Folder on our server.

Thanks for your understanding! We're trying to do better at reducing the redundancy.

DISCUSSION WITH DAWN...

By Dawn Schoonhoven Scott



It is an honor to be writing this message as the new Program Director for PCWTA. I am excited for the opportunity to work alongside and lead such an outstanding team. PCWTA has seen incredible growth in the two and a half years that I have worked with the Academy for Professional Excellence. We have grown our relationships with county and state partners, modalities in which we support child welfare practice, amount of annual deliverables and the capacity we have to serve the Southern region. This growth has been a direct result of the individuals that compose the PCWTA team. Each individual brings a unique set of skills and expertise and they leverage them daily to provide excellent service to our counties. I am filled with pride at the remarkable professionalism and integrity among our team and look forward to our continued partnership with our Southern counties, state partners, and our trainers!

With the growth that we have experienced in the last few years, we have added depth to our infrastructure to support the work we are doing. As such, we have some existing team members who have promoted into new positions. Anzette Shackelford has accepted the position of Training Development Manager, in addition to retaining her role as Orange County Consultant. Renee Duci is the new Training Operations Manager and is transitioning out of her role as Coastal Training Coordinator. Chris King has accepted the position of Coastal Training Coordinator and Luz Orozco has accepted the PCWTA Program Assistant position.

An additional change is that Lisbeth Ensley, PCWTA Program Coordinator, is moving back to her home state of Tennessee. She has been an incredible asset to our program and the larger Academy. Her work has served to streamline many elements of our program and to enhance our sense of team. She will be greatly missed! Please send her a fond farewell.

In addition to these staffing changes, we have added some new staff to strengthen our infrastructure. Audrey Tousant joins us as the new San Bernardino County Consultant, replacing James Coloma, who left us to accept a position with ICF International. Audrey comes with a great deal of experience working with Shields for Families, an organization that supports Los Angeles DCFS and a number of other social service programs in the LA area. Laurie Fortin joins our coaching team as the San Diego Practice Consultant. Laurie brings expertise and extensive experience regarding forensic interviewing and sexual abuse from her previous work with the Chadwick Center, and has trained for PCWTA for the past 15 years. Lauren Snipper and Patricia Centurion have joined our team as San Diego Training Assistants, both having strong training/event support, customer service and data management experience. Teresa Solomon-Billings was also hired to develop curriculum for Los Angeles and participate in Core 3.0 curriculum development. Teresa was a former Manager with Riverside County and has also trained for PCWTA for many years.

As has become typical for PCWTA, we have experienced ongoing organizational growth and subsequent changes. In the field of child welfare it is imperative that professionals consistently attempt to deepen practice and adapt our work based on research, new practices and the needs of the community. As a training academy that supports the child welfare workforce we continue to push ourselves to do better and be better. Our changes and growth reflect those of the larger profession as we work alongside public child welfare agencies to serve children, youth and families in the southern region. We look forward to continuing this work with our expanded team!



ACADEMY AND SIMULATION TRAINING

The Academy for Professional Excellence is venturing into the exciting world of simulation training for child welfare staff and possibly other programs within the Academy. Simulation training is a training technique that offers guided, real world experiences that replicate aspects of the work day and other professional experiences in a fully interactive environment. Various disciplines have been utilizing simulation trainings to train their workforce for a long time. These include law enforcement, the medical field, the fire department and others.

Los Angeles County DCFS has been providing simulation training to their staff since 2013 and they have been gracious enough to allow us at the Academy to observe and learn from their trainings. We have been fortunate to see the sites at CSULB and CSULA which are state of the art facilities that the staff developed from the ground up with support from their University. Currently the Academy is considering developing and staging a specific site to hold simulation trainings and is looking into developing practical scenarios that will assist new workers in having an opportunity to "practice" newly learned skills in a safe, simulated learning environment.

For more information on the Academy simulation site project contact Anzette Shackelford at aschackelford@mail.sdsu.edu or Chelsea Payne at cpayne@mail.sdsu.edu

STATE INITIATIVES IN ACTION REGIONALLY

COMMERCIAL SEXUAL EXPLOITATION OF CHILDREN (CSEC)

by Anzette Shackelford

Commercial sexual exploitation of children is a form of human trafficking that is impacting young people all across America and worldwide. In California 3 cities including San Diego, San Francisco, and Los Angeles were identified by a Federal Human Trafficking task force as locales having the highest rates of trafficked youth under the age of 18 years old.

Research has shown that it is likely that thousands of young people from all ethnic, socio-economic, and educational backgrounds have been lured into "the life" and/or at risk of being trafficked. Due to the disturbing number of youth who are involved in CSEC who cross a variety of agencies including, child welfare, probation, homeless shelters, medical and mental health providers, and law enforcement, California has passed recent legislation to address the issue.

On 6/13/2014 [SB855](#) was passed and it provides funding for an opt-in program for county Child Welfare Agencies to develop protocols and multidisciplinary teams to work together to address CSEC in the state. SB855 also clarified WIC Code 300 (b) (2) to include language that verifies that CSEC victims come under the jurisdiction of Child Welfare and therefore are eligible for services and protections via the law.

[SB1193](#) was also passed and it requires specific businesses to post a notice informing the public and victims of human trafficking of telephone hotline numbers to seek help or report unlawful activity. There are specific posting mandates, language requirements, and penalties for failure to post. Businesses that are required to post this information include adult or sexually oriented businesses, airports, passenger rail or light rail stations, bus stations, truck stops, emergency rooms, urgent care centers, farm labor contractors, privately operated job recruitment centers, roadside rest areas and businesses or establishments that offer massage or bodywork services.

PCWTA will continue to work collaboratively with Child Welfare and other Agencies in the region to provide updated information and training to ensure that our region is equipped to address this issue.

If you have any questions regarding CSEC please contact Anzette Shackelford @ ashackelford@mail.sdsu.edu

COMMON CORE 3.0 UPDATE

by Irene Becker

Our first pilot of a portion of Common Core 3.0 occurs this spring!

San Diego County has graciously offered to host the pilot in which the new Assessment Block will replace the following 2.0 classes: CMI 1 and 2, Critical Thinking, Assessment and Protective Capacity, and Child Development.

Planning has been underway to find trainers willing to learn the new classes, be familiar with the eLearning and field activities that go along with the classes and be observed by various Training Academy and CalSWEC representatives from around the state. Once the revisions are completed from the pilot, the Assessment Block will be integrated into our delivery of Core.

We are proposing that the next pilot include the Engagement and Service Planning blocks, which will replace: Family Engagement and Basic Interviewing.

Lastly, we have been fortunate to hire Teresa Solomon-Billings to write the curriculum for the Transition Block as well as parts of the Foundation Block.

Stay tuned for more news on the pilots and opportunities to vet curriculum.

For updates go to <http://calswec.berkeley.edu/common-core-30> on the CalSWEC webpage for additional information.



MORE STATE INITIATIVES IN ACTION REGIONALLY

CALIFORNIA CORE PRACTICE MODEL

by Darlene Hill

We have concluded the focus groups for the draft California Core Practice model in the southern region. A total of 36 focus groups were held that included 948 people.

People were from various stakeholder groups including staff, youth, parents, service providers, probation, and many more. Overall, the response to the model as a whole was positive. Most people agree that the model, as presented, would be great for Child Welfare.

The next steps are for the state to incorporate the feedback and revise the model. Monthly meetings are occurring with statewide representation to decide what gets incorporate and to discuss implementation. The greatest challenge is going to be how to implement this model in a way that ensures workers consistently follow the practice behaviors.

For more information please contact Darlene Hill at dhill@mail.sdsu.edu



SOUTHERN REGION CONTINUOUS QUALITY IMPROVEMENT (CQI) LEARNING COLLABORATIVE

by Dawn Schoonhoven Scott

PCWTA is collaborating with Casey Family Programs to facilitate an 18 month CQI Learning Collaborative for the Southern region.

This learning collaborative will include a series of convenings, readiness assessment and action planning process, expert technical assistance, training modules, training for trainers, and peer technical assistance.

The first convening was held on January 22 and included representation from San Bernardino, Riverside, Imperial, Orange, San Diego, Ventura, Santa Barbara and Los Angeles counties. Peter Watson, formerly of the National Resource Center for Organizational Improvement, provided foundational training on CQI and PCWTA's County Consultants were available to support discussion and planning with the counties.

The 18 month process will provide an opportunity to build knowledge, share information, hear from other jurisdictions, benefit from subject matter experts and work together as a region to problem solve and overcome challenges. We look forward to continuing our efforts to support CQI in the state of California and to enhance child welfare practice.

AFTER 18 CONVENING

by Nancy Satterwhite

The most recent After 18 Convening was hosted in Los Angeles on January 13, 2015.

The Public Child Welfare Academy provided a comprehensive research paper on issues our counties continue to struggle with in the Southern Region, and are regular meeting agenda items.

The research covered General Policies and Procedures (Basic Eligibility Requirements, Housing/Placement, Readiness Assessments, TILPs, Adoption of NMD's, Services Only Guardianship vs Dependency, etc...). There are also many resources included in the literature.

Participants at the convening engaged in dialogue with partners from other counties and disciplines about issues such as resources, working with community partners, eligibility and placement, court, and recommendations to the state on policy standards. We had attendees from Child Welfare, Probation, Juvenile Court, Education, and Community Agencies.

Our next meeting will be hosted by Orange County and is scheduled on April 21, 2015 at 2145 N. Windes Dr., Orange, CA 92869. The meeting will focus on court issues affecting the Non-Minor Dependent population.

If you would like additional information, please contact Nancy Satterwhite at nsatterwhite@mail.sdsu.edu





TRAINER TIPS...



This is an ongoing series of excerpts taken from a book titled

The Trainer's Handbook for Participative Learning

by Fredric Margolis and Bonnie Swan

CHAPTER 7: MANAGING LEARNING ACTIVITIES

The discovery learning method will work for all learning activities. However, the application of the theory varies with the activity. In this chapter, we will look at some common methods employed in adult training. We will briefly describe each and offer some guidelines and tips for the trainer. These methods include:

- ~ Small group activities that are work or life focused
- ~ Analogous activities that take the form of structured games or events that are similar to work or life
- ~ Interpersonal skill practice
- ~ Role-play
- ~ Simulation
- ~ Nonverbal activities
- ~ Information sharing
- ~ Question and answer sessions
- ~ Panel Discussion
- ~ Quizzes
- ~ Distance Learning

Small Group Activities

Small group activities are commonly used when the learning goal is to develop understanding or thinking skills in the technical-professional, interpersonal, and occasionally intrapersonal areas. They are directly related to work or life. They may involve problem solving, examination of a situation (real or imagined), building a list, identifying advantages or disadvantages, and so on. In problem-solving exercises, trainees are usually asked to "solve" a problem by answering the question "What would you do why?"

For example, when the subject is interviewing candidates for a job, the task might be, "Describe what you can do to create an atmosphere of cooperation and candor." When trainees are analyzing a written situation, questions might be, "What went wrong and why?" or "What actions would you take and why?"

Small-group activities often are designed to result in a "product" drawn from the trainees' knowledge and experience. For example, when the subject is selling techniques, the task might be, "Make a list of the reasons that a salesperson might use the consultative selling approach versus using the product-oriented approach."

These kinds of activities require trainees to use their knowledge and experience as well as their skills in analysis, decision making, and creative thinking in order to gain new understanding or insight regarding a particular concept or idea.

Generally, these tasks are so straightforward that they do not require any extraordinary delivery skills on the part of the trainer, as long as the trainer adheres to the four-step process described in Chapters 3 and 6. A meaningful introduction, clear task instructions, careful monitoring as the groups work, and skillful managing of the reporting process will ensure success. Here are some additional tips:

- ~ Give the trainees enough time to become intellectually and emotionally involved. Do not shorten the time specified in the design. Much of the learning takes place in the small-group discussion on which such an activity is based; therefore, make sure you allow adequate time for this discussion.
- ~ Be careful not to dominate the task or the sharing with your own personal views. The overriding purpose of a small-group activity is to provide an opportunity for the trainees to gain understanding—not facts, opinions, or basic knowledge. Encourage divergent thinking, lively discussion, different points of view, and creative approaches. Let the trainees explore different answers or solutions.

Next time we will continue the conversation about managing learning activities and focus on analogous experiences.

WEST COAST TRAINERS CONFERENCE NEWS

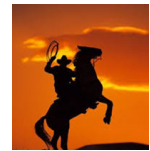
The West Coast Child Welfare Trainers Conference is set to be held in Reno, Nevada this year!

Sponsored by the Nevada Training Partnership, School of Social Work, University of Nevada, Reno, we celebrate our 25th year of the conference. "Wild, Wild West Coast Child Welfare Trainer's Conference: Silver Anniversary Edition", will be held:

July 29 - 31, 2015 - Atlantis Casino Resort Spa - Reno, Nevada.

We will also be offering a pre-conference institute on July 28th for new trainers on classroom training skills. The Call for Presentations are out with a due date of March 1, 2015. If you wish to present, please go to <http://wccwtc.pbworks.com/w/page/7837313/FrontPage> and we'll sign you up for our wiki, and you can download a "Call for Presentations" document. We would love to hear from you.

If you have any questions, please contact Irene Becker at ibecker@mail.sdsu.edu or Bill James at wjames@mail.sdsu.edu



WHO DOES WHAT AT PCWTA?

As we have added staff and changed some roles, we thought it might be helpful to give trainers a "Practical Guide for Who to Contact, And Who I Might Hear From or See" in PCWTA.

Program Director We welcome **Dawn Schoonhoven Scott** as our fearless leader and have every confidence that she will shine the light and carry us into the future.

Managers **Anzette Shackelford**, our Training Development Manager, is responsible for ongoing trainer development, implementation of training policies, providing oversight for curriculum development, including Core 3.0, and specific special projects. **Renee Duci**, our Training Operations Manager, oversees all aspects of training operations in our counties.

County Consultants do training needs assessment with their assigned counties and you may hear from them if you possess a training topic expertise that fits their county's request. PCWTA County Consultants are **Audrey Tousant** (San Bernardino), **Darlene Hill** (San Diego and Imperial), **Anzette Shackelford** (Orange), **Nancy Satterwhite** (Riverside), and **Amy Jaffe** (Los Angeles and Ventura).

Training Coordinators work on scheduling, contracting, advertising and curriculum development. **Anita Aldrich** schedules for Orange, Riverside, San Bernardino and Regional county needs and **Chris King** (newly promoted) does the same for San Diego, Imperial, Los Angeles and Ventura counties. **Nancy Kail** does orientation of new trainers and works with trainers around curriculum issues and approving trainer outlines.

Curriculum Consultants **Irene Becker**, sits on the State Training and Education Committee (STEC) and is leading our effort in transitioning to Core 3.0. She also does a fabulous T4T series for Academy and County trainers that is very popular. **Val Ryan** is our eLearning development/instructional design guru. **Teresa Solomon-Billings** will be designing curricula for LA county and will also be participating in Core 3.0 development.

Training Assistants/Site Coordinators cover training in county or PCWTA sites and will be the people trainers will see most. They include **Cynthia Ebron** (PCWTA Riverside Training Site Coordinator), **Susan Phay** (Riverside), **Hayley Serrano** (San Bernardino), **Chrystine Zamudio-Snow** (Orange), **Lauren Snipper** (San Diego), **Patricia Centurion** (San Diego) and **Devin Wilson** (Los Angeles/Ventura). You may also see **Luz Orozco**, **Sophia Batronie** or one of our contract offsite coordinators, **Dedra Irelan**, **Mae Bosley**, **Rebecca Sanford** or **Rita Naranjo** cover training you may do.

Practice Consultants coach and mentor staff in counties and in the field. PCWTA Practice Consultants are **Jenni Ah Sing**, **Bill James**, **Wayne Rutledge**, **Tricia Pegues**, **Lilli Miles**, **Kate Bedwell**, **Kim Houry** and **Laurie Fortin** on staff. Additionally, we are currently using some contract trainers to do coaching in our counties. These contract coaches include **Javier Perez** (Imperial), **Steven Wells** (Orange), **Andrea Sobrado** (San Diego), **Rebecca Sanford** and **DeAnna Avey Motikeit** (Riverside).

Program Assistant **Luz Orozco** (newly promoted), replacing **Lisbeth Ensley**, who has left us, keeps us organized and does pretty much everything to ensure we are on track and running smoothly, with all the correct materials! She is ably assisted in doing her super-human feats by **Sophia Batronie**, her right-hand gal.

PCWTA COACHING CORNER

PCWTA
COACHING
CORNER



The Public Child Welfare Training Academy Coaching Corner is a series of podcasts for coaches coaching in the child welfare field. On each episode, join James Coloma as he talks with special guests on topics related to coaching the child welfare workforce. These podcasts are produced through the Public Child Welfare Training Academy Radio through the Academy for Professional Excellence at San Diego State University School of Social Work. Hosted, produced and edited by James Coloma, with assistance from Val Ryan. Logo by Kathy Collins. Podcast name by Amy Jaffe.

Episode	Title	Guest	YouTube Link
1	Preparing for Your First Coaching Session	Bill James	http://youtu.be/uqUOmwwMPLs
2	Setting Agreements to Guide Coaching in the Field	Dawn Schoonhoven Scott	http://youtu.be/e5HIZAarFLs
3	Remaining in a Space of Inquiry	Nancy Satterwhite	http://youtu.be/_8WPWVdi27Y
4	Cultural Humility	Darlene Hill	http://youtu.be/lyEZjr_0iCE
5	Social Work Privilege	Steven Wells	http://youtu.be/-pUK92RaGr4
6	Motivational Interviewing	Dr. Melinda Hohman & Bill James	http://youtu.be/LzvculhfgP4
7	Solution Focused Questions	Bill James	http://youtu.be/A5yxjpDH_GM
8	Writing Harm Statements	Wayne Rutledge	http://youtu.be/TXa7HloRMqQ
9	Writing Danger Statements	Wayne Rutledge	http://youtu.be/hK204qvMtfc
10	Mapping with Families	Bill James	http://youtu.be/yiclgM57omo
11	Case Planning with Families	Kim Giardina	http://youtu.be/X-n8wPGvwxM
12	Building Safety Networks	Amy Jaffe	http://youtu.be/DUCIrltFCQU
13	Safety Planning with Families Using SOP	Kim Giardina	http://youtu.be/LsdXHfFxFsM
14	Academy Coaching Forms	Carrie Gibson	http://youtu.be/6x9-SAOL8So
15	Use of Scoreboard	Mary Garrison	http://youtu.be/rKsI62XFAS4
16	Core 3.0	Irene Becker	http://youtu.be/MsdLCzy8Q2s



A VERY SPECIAL T4T SERIES

Public Child Welfare Training Academy is pleased to announce a certificate program for those wishing to develop knowledge and skills in the art of training.

If you have expertise in a subject matter, and you wish to learn or enhance your training skills, so that you can more effectively train on your subject matter, this series of Training for Trainers classes can help you achieve your goal.

Each quarter, a full day class will be given that covers the spectrum of classroom training. Take all four, and you can obtain a certificate in completing the Training for Trainers program at the Public Child Welfare Training Academy.

Day 1: Training for Trainers' Skill Development: Training and Adult Learning Theory

This class introduces participants to the role of training in an organization, training theory and adult learning theory. This class provides the foundation of understanding how training fits into the "big picture" as well as knowledge needed in engaging adult learners in the classroom setting.

2/3/15 at our Riverside Training Center (make up session)

Day 2: Training for Trainers' Skill Development: Curriculum Design

This class introduces basic and advanced curriculum design. Features such as developing assessment of training needs, developing learning objectives, sequencing of content, researching for your topic and developing activities for individuals, small and large groups will be explored. Additionally, information on selecting multimedia to complement your training will be discussed.

4/7/15 at our Academy Training Room in San Diego (make up session)

Day 3: Training for Trainers' Skill Development: Presentation and Facilitation Skills

This class will focus on effective presentation and facilitation skills necessary for working with adult learners. This class will include preparing and delivering a presentation with a focus on integrating adult sensory and learning styles, as well as practice in facilitating groups who come to the classroom with different learning needs.

3/6/15 at our Riverside Training Center

Day 4: Training for Trainers' Skill Development: Evaluation and Transfer of Learning

This class will focus on the role of evaluation in training, its importance, and how to integrate evaluation as part of an overall curriculum design. Additionally, participants will develop skills on how to integrate transfer of learning opportunities into curriculum design and training, for more effective opportunities for learners to apply what they learn in the classroom to their job.

5/15/15 at our Academy Training Room in San Diego

DUE TO THE POPULARITY OF THESE SESSIONS, WE HAVE ESTABLISHED ONGOING DELIVERIES OF THIS T4T SERIES

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