



Training Works

"It is only as we develop others that we permanently succeed."

-Harvey S. Firestone

Enhancing Professional Development

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PROMISING PRACTICE



An emerging promising practice that is very exciting is Engaging Fathers. Approximately 80 percent of children in foster care have non-custodial fathers, which has demanded attention all across the nation. The US Department of Health & Human Services have collected statistic to reflect the impact of fathers, such as children from fatherless homes are 5 times more likely to commit suicide and 20 times more likely to end up in prison. Malm, Murray & Geen (2006) conducted a multi-state study of fatherhood involvement as reported by Caseworkers that found many things, one thing was only 55% of fathers were contacted by the case-worker and 50% of those contacted were interested in having custody of their child.

Locally there are a couple of fatherhood projects underway. One is Supporting Fatherhood Involvement. The two Bay Area counties with this program are Santa Cruz & Contra Costa. This is a program that is systematically being evaluated that is designed to serve low income families. Their "Positive Preventive Effect" has shown positive results. In the group with both parents involved they found these results: "(1) significantly increased father involvement, (2) couple satisfaction maintained over time (when it normally declines), (3) lower parenting stress, (4) lower personal distress, and (5) no increases in their children's problem behavior (aggression or hyperactivity) compared to children of parents in the control condition, who were described by their parents as exhibiting more problem behavior over the same period." (D. Kebebew and P. Buddenhagen, personal communication, April 20, 2010).

For more information on this program please visit: www.supportingfatherinvolvement.org

For more national information visit: www.fatherhood.gov or www.fatherhood.org

Director's Message: Child Welfare Update

The State's funding of child welfare services has certainly enjoyed a wild ride this past decade. In an effort to provide workload relief for social workers, the State Legislature authorized a \$35 million State General Fund increase in FY2001-01 followed by a \$74 million augmentation in FY2005-06 for outcome improvements. Due to more recent budget constraints, the State has also begun taking away what they helped build up, including the Governor's veto of \$80 million General Fund from the program in FY2009-10.

While compiling the recent training needs assessment for the Bay Area region, the impact of cuts on child welfare services is reflected in the following numbers:

1. The number of new child welfare workers in the region (64) is expected to decline 32.6% from FY09-10.
2. 50% of counties said they would have fewer child welfare staff in FY10-11 compared to the current fiscal year; 42% expected no change.
3. The number of current child welfare workers (1,472) will decline slightly across the region (6.1%).
4. Counties project hiring 58-64 child welfare workers, 21-22 child welfare supervisors, and 4 managers in FY10-11, compared to 79-95 child welfare workers, 11-15 child welfare supervisors, and 3-5 managers in FY09-10.
5. The total number of current and anticipated child welfare social workers (frontline, supervisors and managers) to be trained is estimated at 1,816 in FY10-11, compared to 1,939 in FY09-10 and 2,079 in FY08-09.

With these challenges in mind, it is clear that county child welfare services will require even more creative leadership and planning in redesigning services and managing with available resources. We can see how our local child welfare managers and directors are responding by launching new initiatives, encouraging staff to fully embrace evidence-based practices, and asking for support from the Bay Area Academy to assist with advanced training and capacity-building consultation around reorganizing services. We certainly stand ready to help our county partners in any way possible as they endure another year of cuts.



Staff Highlight

Mickaela Good is the Training Assistant for Southern counties and one of our newer staff members. She is an alumni of San Francisco State University with a Bachelor's degree in Liberal Studies. Her goal is to return to San Francisco State University to attain a Master's degree.

Mickaela has computer skills and knows how to use them. On the side Mickaela works as a photographer. In her free time she travels to Yucatan, Mexico where she explores the city and loves the cuisine.

YOUTH VOICES

“I never really thought college was a place for me ... I thought it was just for people that had money, that had a family, that had people that could support them. “

“I was moving to different schools and different homes while I was in school, so it was so hard to catch up, it throws me way off. I remember this one time that I said to my social worker, I said don't move me right now, whatever you do, don't move me right now, because it's going to be so hard for me to catch up...”

Y.O.U.T.H. TRAINING PROJECT

The Y.O.U.T.H. Training Project (YTP) develops the leadership and professional skills of youth, preparing young people to effectively engage in systems change.

Our curriculum, developed by current and former foster youth, brings child welfare workers a new perspective on how best to work with youth, through the lens of the youth's experience in systems of care and with empathy for the workers and their system experiences as well. This year's training schedule has already taken the Y.O.U.T.H. Training Project to Napa, Sacramento, Orange, Bakersfield, Los Angeles, Santa Clara and Humboldt counties, to name a few.

Humboldt County is the home to the Humboldt County Transition Age Youth Collaboration (HCTAYC) – a collaboration led by YTP and including California Youth Connection (CYC), Youth in Mind and Humboldt County Department of Health and Human Services (DHHS). HCTAYC organizes and develops the skills of transition age youth (TAY) in Humboldt to engage in and improve county services to youth. On April 26, YTP's training for Humboldt's integrated DHHS departments brought together staff from Public Health, Child Welfare, Mental Health, Housing, Probation, and others who work with foster youth. Each department's leaders were there, and the training space was filled to capacity.

Y.O.U.T.H. trainers worked with HCTAYC members to provide a training that incorporated local issues and statewide solutions. The integration of HCTAYC allowed YTP to involve more youth as leaders, and cover the topic of homelessness – a topic very relevant to Humboldt – from a youth's perspective in greater depth.

HCTAYC and YTP organized a panel of current and former homeless youth in Humboldt County to bring DHHS staff a unique opportunity to hear real stories and recommendations developed

through experience. Panelist brought their varied experiences: becoming homeless after coming out as gay; camping in the forest bordering Eureka, enduring harsh weather, bobcats and many other obstacles; being pushed into leaving their homes because their parents abused drugs. All highlighted good experiences with county and local services, and made recommendations to decrease TAY homelessness, such as: making more housing options available, that housing be open to any youth in need, and that independent living skills trainings be offered to both youth and their parents in order to prevent homelessness.

Panelists stressed the importance of the stability that housing gives, affording youth the opportunity to take advantage of educational opportunities and job training. Indeed the mental health field has been grappling with this issue for years, evidenced by the common focus of “Housing First” as the first step to stabilize people with mental health needs in crisis.

A panel of DHHS staff and local youth activists also discussed the importance of youth engagement in county services. Humboldt's DHHS has demonstrated its commitment to youth engagement by opening two seats on the Mental Health Branch for TAY, prioritizing TAY participation in numerous county meetings, changing meeting times to accommodate young people's schedules, and welcoming and funding HCTAYC's efforts to bring youth recommendations to county services.

YTP's next training for Humboldt will focus on supporting LGBTQ youth in the child welfare system. To learn more about HCTAYC and other YTP trainings, visit www.humboldtyouth.org and www.youthtrainingproject.org.



Phil Crandall, Humboldt DHHS Director, adds the final balloons to his team's tower. This activity showed participants that although you have all the tools (balloons and tape) to make the tallest balloon tower, it takes innovation to succeed.

Mission &

Core Values

MISSION

The mission of the Bay Area Academy is to enhance professional development through responsive training, education and organizational capacity building that support public human services in the greater San Francisco Bay Area and beyond.

CORE VALUES

- Cultural Responsiveness
- Social Diversity
- Collaborative Relationships
- Strength-Based Practice



ADULT PROTECTIVE SERVICES TRAINING PROJECT

Spring 2010 Statewide Series – APS e-Learning Trainings

Financial Exploitation Toolbox Mini-Modules

- * Identity Theft & Credit Card Fraud
- * Power of Attorney Abuses
- * Deed Theft & Foreclosure Rescue Scams

Trainings will be available for online completion from June 7, 2010 – June 25, 2010. Participants will be assigned a specific timeframe to complete trainings based on their region – **Bay Area training delivery will take place between June 7 – June 11.**

Training Learning Objectives: In these engaging and highly interactive *online* trainings, participants learn the necessary and essential components for effective investigations of: *Identity Theft & Credit Card Fraud; Power of Attorney Abuses; Deed Theft & Foreclosure Rescue Scams.*

Trainees will identify definitions, indicators of abuse, steps to investigating allegations, partners in the field, and possible avenues for victim restitution. Trainings were developed to be less than one

hour in length and complement the APS Core Module 12 - Financial Exploitation in-class training. Trainings will emphasize specialized knowledge and are appropriate for APS social workers, Public Guardian, Mental Health, and those in the dual APS/IHSS role.

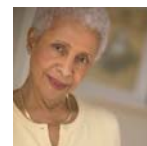
APS Core Curricula Development/ Training:

Upcoming Core Pilots

Intake Process – June 23, 2010
San Jose, CA
Trainer: Katrina Williams, MA

Introduction to Self Neglecting Clients – June 24, 2010
Oakland, CA
Trainer: Jill Nielsen, LCSW

Financial Exploitation – August 19, 2010
Milpitas, CA
Trainer: Katrina Williams, MA



Please visit <http://www.baa-aps.org/article.php?id=369> for training flyers and registration information.

WHEN THINGS GO RIGHT

In troublesome times such as these it is often difficult to see the good things that are happening. So we dedicated this section to just that. One of the things that have gone all right, is our Older Youth Adoptions Act (OYA) Project. In the short time the project has been in existence they have accomplished a lot. Here is a quick look at some of what they have done:

- Provided Lifebook and permanency training to over a hundred people.
- Started a bi-monthly support group to help Youths with their Lifebooks.
- Publish a Permanency Newsletter to highlight permanency success stories.
- Hosted a Digital Storytelling workshop on Permanency and have another one scheduled for Lifebooks Process.
- They are core members of two Breakthrough Collaboratives: Permanency Through Reunification and Reducing Disproportionality.
- They have presented at both the California Mental Health Advocates for Children and Youth conference and Beyond the Bench

The OYA staff continue to represent youth in care by building on their personal experiences and all they have learned along the way.

TRAINING UPDATES & TRAINING TOOLS

A great resource for trainings are the National Resource Centers (NRC). Some NRCs are:

- ◆ NRC for Child Welfare Data & Technology latest webinar is on the development of National Youth in Transition Database tracking system. www.nrccwdt.org
- ◆ Many webcasts & podcasts can be viewed on the NRC for Permanency & Family Connections on topics such as visitation, permanency, immigration, tribal foster care, and the future of child welfare. Check it out at: www.hunter.cuny.edu/socwork/nrcfcp/index.html
- ◆ For “everything you always wanted to know but were afraid to ask” about Adoption you can visit the NRC for Adoption and view the Title IV-E Adoption Assistance Webcast. www.nrcadoption.org
- ◆ Need more training on “Helping Child Welfare Workers Support Families with Substance Use, Mental, and Co-Occurring Disorders”? There is a toolkit on NC on Substance Abuse & Child Welfare website: www.ncsacw.samhsa.gov
- ◆ “Integrating Domestic Violence Best Practices and Policy into CW Program Improvement Plans” webinar is available on the NRC for Child Protective Services www.nrccps.org
- ◆ The NRC for Family Centered Practice has two projects that include comprehensive training materials. “Improving Recruitment & Retention in Child Welfare” and “Improving Outcomes for Youth in Transition.” www.uiowa.edu/~nrcfcp/index.html
- ◆ Visit the NRC for Hispanic Mental Health for a Spanish Workbook to Support Trauma Focused Cognitive Behavioral Therapy or for Do’s and Don’t When Working with Hispanics in Mental Health. www.nrchmh.org

CalSWEC has added some new resources to their website:

A training resource on the Multi-Ethnic Placement Act: http://calswec.berkeley.edu/CalSWEC/CCCCA_Curric_MEPA.html

A link to curriculum resources related to Intimate Partner Violence available from the Greenbook Initiative: http://calswec.berkeley.edu/CalSWEC/CCCCA_Ad

News!

Elder Justice Act Passes with Health Care Reform!

May 2010 Budget Revisions redirection of County savings propose savings of \$60.2 million to Foster Care

Redirection of the proposed county savings from In-Home Supportive Services assume \$91.3 million savings for Foster Care. For more information visit www.cdss.ca.gov

Around The Bay:

So You Think You Can Hoop



3 on 3 Basketball Tournament (8-80 years old)

June 18, 2010 (4pm-11pm) Oakland, CA

www.soyouthinkyoucanhoop.com



Dad & Me at the Park

Coyote Point Park, San Mateo

June 19, 2010

11:00am-3:00pm RSVP & Flyer Needed

www.fatherhoodcollaborative.org

EVALUATION & CURRICULUM



Bay Area Academy training participants between the months of July and December completed many CORE evaluation components.

On CMI I, 90% of Bay Area trainees made correct decisions on 3 out of 4 scenarios which is the state's criteria for passing. Likewise, on CMI II 90% also made correct

decisions on 3 out of 4 scenarios. Both of these were consistent with the rest of the state's performance.

On the Case Planning knowledge test, for the period from July to December, Bay Area trainees had statistically significant gains from the pre-test to the post-test and exceeded statewide scores on both the pre and the post tests.

Similarly, on the Placement and Permanency knowledge test for the same period, Bay Area trainees had statistically significant gains from the pre to the post test exceeding the statewide scores for both pre and post tests.

Finally, on the Assessment knowledge test, in which only a post test is used, Bay Area trainees' performance on the test was slightly higher than the rest of the state.

Some changes that are underway are the Assessment test for Critical Thinking which has been discontinued for SDM counties and edits to the Permanency and Placement pre and post tests.

Curriculum Development

Casework Supervision is being revised this year for the Supervisory CORE. A trainer's forum was held on 4/23 in order to gain input from trainers around the state. SDM was piloted in Hayward this month with feedback gathered about timing and content. A pilot for Case Planning/Family Engagement is planned for Santa Clara in June in order to gather input and recommended revisions. Permanency and Placement Curriculum is available for review in draft form and has been distributed to trainers for their recommendations.

There was a general discussion about the revision and pilot process and ways to improve the process. Discussed a need for a historical file during the revision of a curriculum as well as a pilot period in which a training may be piloted more than once and feedback can be gained from multiple sources and multiple training events. Child and Youth Development learning objectives were weighted for STEC's review.

**** For any questions/comments about the content of this publication please contact: Darlene Hill via email at

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TRAINERS' CORNER

Training Tips

When it is your curriculum, your prep time is much less. Your comfort zone is greater when you have put the material together, and often as you assemble, create, and develop the curriculum ideas are occurring about the ways you will train it before you have even completed the writing. You will need to figure out timing of the exercises and flow of information as well as how to divide information into trainable chunks.

When it is someone else's curriculum, your prep time should be 3-6 hours for each hour spent in the classroom. This is in part based on the complexity of the topic in addition to your familiarity with the information. In order to adequately prep another author's curriculum, you must:

- * Read all of the information in the curriculum: handouts, articles, trainer's outline, etc.
- * Find out who your participants are and what level of knowledge they have on the subject
- * Time out the delivery
- * Organize all of the information
- * Identify stories to help illustrate the points
- * Practice the exercises to ensure instructions and flow is clear

Trainer Highlight

Maryanne Rehberg, LCSW, is a fabulous staff trainer that is a master at combining

humor with knowledge & experience to make the classroom a memorable experience. She has over 18 years experience in child welfare services arena. A former CPS Worker & Supervisor, she has been a trainer and a consultant for the past 12 years and has authored and trained curricula on a variety of topics throughout the state. Her latest trainings include: Hot Line Assessment, Advanced Assessment Skills & Facilitation Skills.

When Maryanne is not training, she enjoys water-skiing and performing comedy.

