

Bay Area Academy

Enhancing Professional
Development

BAY AREA ACADEMY | SAN FRANCISCO STATE UNIVERSITY, SCHOOL OF SOCIAL WORK

REVIEWING THE PAST, FRAMING THE FUTURE 1997-2007

10TH ANNIVERSARY UPDATE
APRIL 10, 2008



OUR VISION, MISSION AND CORE VALUES

Vision

To educate, support and inspire those dedicated to improving the quality of life for children, youth, adults, and families in our communities.

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 communities and beyond.

The Core Values that guide our work are

- * Cultural Responsiveness & Social Diversity
- * Collaborative Relationships
- * Strength-based Practice
- * Every Person has Value & Dignity
- * Professional & Personal Integrity
- * Safety, Permanence and Well Being for All Children, Youth and Adults

REVIEWING THE PAST, FRAMING THE FUTURE A MESSAGE FROM THE DIRECTORS

Since our founding in 1997, the Bay Area Academy has greatly expanded its scope of work to become an organization comprised of a wide range of training and professional development projects within public human services. The Academy has grown from three contract programs to eight, including multiple county-specific contracts focusing on critical issues and mandates facing professionals working with children, youth and families; a statewide Adult Protective Services training and curriculum development project; and a contract with the California Department of Corrections and Rehabilitation to train social workers on the child welfare system in California and on working more effectively with pre-release inmates wishing to reunify with their children in foster care.

We are deeply indebted to the Bay Area Social Services Consortium (BASSC), and its county directors, for providing the founding vision and direction. In the first two years of the Academy's existence, we were housed out of the University of California, Berkeley, School of Social Welfare. In 1999, the administration of the Academy was moved to San Francisco State University's School of Social Work, where we remain.

Despite these administrative changes, our focus on providing high-quality child welfare training to the region's 12 counties remained the same. There have been three previous acting directors and many staff changes for the Bay Area Academy over the years, but the one constant was the unwavering emphasis on responding quickly and effectively to changing county training needs. This commitment was made possible by the many partners who supported our mission over the years – the California Department of Social Services (CDSS), California Social Work Education Center (CaSWEC), the Bay Area Social Services Consortium (BASSC), the region's 12 counties, the Academy's Training Advisory Board (TAB), other training academies, our past and current administrative umbrellas (UC Berkeley and San Francisco State University), and most importantly, our many staff members – past and current.

As the Academy prepares for the future, we plan to provide the same high level of training and professional development services we have delivered over the last decade and strive to expand into new and exciting areas to meet broader needs of counties and the state:

Our vision for the future includes:

- * Broadening the range of training in health and human services.
- * Enhancing relationships with current partners and building new relationships in related health and human service fields.
- * Working closely with counties to develop and refine their learning management capacity to increase the transfer and management of learning from training room to workplace.
- * Developing curricula for children, youth, adults and families infused with evidence-informed practice and research.
- * Expanding and improving our training evaluation methods to better serve our diverse constituency.
- * Developing computer-based or distance learning modalities to expand the range of training delivery options.

As we reflect on our growth and accomplishments, the Bay Area Academy has much to celebrate. There is still much work to be done, but we are ready and willing to meet the challenges and demands of the coming years. Our ability to be successful depends heavily on the continued support of our many partners, and the dedication and commitment of our staff. Without you, we would not be where we are today.

Warmest Regards,

Rodger Lum, Ph.D., Director
Judith Lefler, BSN, Assistant Director

PARTNERSHIPS & COLLABORATIONS

To ensure the Bay Area Academy's training curricula and professional development services are current and continually updated, we collaborate closely with the following:

School of Social Work, San Francisco State University

The Bay Area Academy is one of two Title IV-E Child Welfare Training Programs administered by the School of Social Work at San Francisco State University. The School and the Office of Research and Sponsored Programs (ORSP) provide administrative oversight of the Academy. The School of Social Work is involved in the activities of this project, and the Director of the Bay Area Academy reports directly to the Director of the School of Social Work. The Bay Area Academy forms part of the continuum of child welfare professional education at SFSU's School of Social Work. The School administers a Title IV-E Child Welfare Training Program to MSW students and provides pre-service and continuing training through the Academy to many of these graduates as well as other child welfare workers.

The Bay Area Social Services Consortium (BASSC)

BASSC was begun in 1987 to advance public social services by promoting training, research and policy development through an agency-university partnership. BASSC created the Bay Area Academy in 1997 to establish a regional multi-county training resource for Bay Area social and human services. BASSC is composed of the directors of the Bay Area county human services agencies, the deans or directors of the Schools/Colleges of Social Work, and two Bay Area foundations. The Director of the School of Social Work, the Principal Investigator of this contract, is a member of BASSC.

Bay Area Social Services Consortium (BASSC) – 2007/2008

Mike Austin – *BASSC Director*

Yolanda Baldovinos – *acting Alameda County Director*

Dan Corsello – *retired Napa County Director; Executive Director, Van Loben Sels-Rembe Rocke Foundation*

Patrick Duterte – *Solano County Director*

Cecilia Espinola – *Santa Cruz County Director*

Kathy Flores – *San Benito County Director*

Alice Hines – *SJSU Director*

Beverly Beasley Johnson – *San Mateo County Director*

Will Lightbourne – *Santa Clara County Director*

Rodger Lum

Lorraine Midanik – *current UCB Dean*

Larry Meredith – *Marin County Director*

Ed Nathan – *founding member, retired Zellerbach Family Foundation Program Executive*

Trent Rhorer – *San Francisco City and County Director*

Elliott Robinson – *Monterey County Director*

Brian Simmons – *CSU Monterey Bay, Director*

Randy Snowden – *Napa County Director*

Rita Takahashi – *SFSU SSW Director*

Joe Valentine – *Contra Costa County Director*

Ellen Walker – *Program Executive, Zellerbach Family Foundation*

Jo Weber – *Sonoma County Director*

Dianne Woods – *new CSUEB Chair, Department of SW*

Training Advisory Board (TAB)

TAB was established in 1997 by BASSC and is coordinated by the Bay Area Academy. To insure a strong connection with BASSC, the Vice-Chair of BASSC serves as the Chair of TAB. The charge of TAB is to advise the Academy staff on planning and implementing the annual regional training plan. This board is comprised of two representatives from each county (the child welfare services administrator and staff development director), and invited CalSWEC representatives.

BASSC Directors are responsible for designating two TAB members, one of whom serves as Chair of the TAB.

Training Advisory Board Members (TAB) – 2007/2008

Mike Austin	Stephanie Coram	Evelyn Hengeveld-Bidman	Felicia Law-Murray	Jon Pettigrew	Renee Smylie
Peter Barrett	Maria Corona	Anne Herendeen	Judith Lefler	Debbie Powell	Norma Sparks
Amabel Baxley	Aaron Crutison	Nick Honey	Rodger Lum	Catharine Ralph	Susan Stollerman
Kilolo Brodie	Patrick Duterte	Debby Jeter	Linda Martinez	Heather Ravani	Rita Takahashi
Linda Canaan	Valerie Earley	Barrett Johnson	Chris Mathias	Jennifer Rose	Robert Taniguchi
Christopher Cassels	Marty Graff	Suzanne Kiesz	Helen McClain	Mimi Rudin	Donna Woche
	Pnina Green		Linda Orrante	Lisle Smith Cohen	Judy Yokel

California Social Work Education Center (CaSWEC)

California Social Work Education Center (CaSWEC), is the nation's largest state coalition of social work educators and practitioners. CaSWEC is a consortium of the state's 18 accredited social work graduate schools, the 58 county departments of social services and mental health, the California Department of Social Services, and the California Chapter of the National Association of Social Workers. This partnership ensures a strong collaboration between the state, counties, universities and the regional academy training organizations.

California Regional Training Academies

The Bay Area Academy works with CaSWEC, the three regional training academies, the Inter-University Consortium/Los Angeles County Training Division, and the Resource Center for Family-Focused Practice to provide a continuum of training and professional education to county staff across the state. Our collaboration emphasizes a coordinated training delivery model to reduce duplication, increases consistency, promote professionalism and competency, and support staff retention in California's 58 counties.

California Department of Social Services (CDSS), Children and Family Services Division and Adult Programs Branch

CDSS funds Regional Training Academies that provide Child Welfare, Foster Youth and Adult Protective Service training to counties in California. CDSS provides information and suggests training direction to the Academies as well as funding for special training initiatives.

County Welfare Directors Association (CWDA)

CWDA represents human service directors from each county in California. The Academy Director participates in monthly meetings of the Regional Children's Committee and the Protective Services Operations Committee of CWDA. Committee participants include directors and managers of Child Welfare and Adult Protective Services who work on regional issues and concerns, and provide recommendations to the statewide CWDA.

PROGRAMS AND PROJECTS

Regional Child Welfare Training Program

The emphasis and demand on training has increased dramatically in the six years I have been with the Academy. I am proud to be part of the process as the Academy has made every effort to not only meet these demands, but has furthered the professionalism and innovativeness of the training offered.

- Cyndia Cole, Bay Area Academy Training Specialist – Northern Region

Since 1997, the Bay Area Academy has been responsible for the training and development of public child welfare staff for the 12 counties in the greater San Francisco Bay Area. Training classes, seminars and other professional development resources are provided primarily to county child welfare and probation staff serving children and families in the foster care program. However, this training program may also include other professions and community agencies that work with clients served by the public child welfare system.

Training focuses on core skills and knowledge for new child welfare workers, advanced skills and knowledge

for experienced child welfare workers, core skills and knowledge for new and experienced supervisors, interdisciplinary training for social workers, nurses, mental health workers and other disciplines as well as core training for new managers.

Over the last 10 years the Academy has grown to provide 245 training days and over 960 hours of capacity building services to counties each year. These hours include such special project work as curriculum development, PQCR implementation, large county events, building learning organizations and training for trainers.

Jennifer Burke, Jennifer Cannell, Cyndia Cole, Erika Gonzalez, and Shaunna Murtha are the Training Specialists on this project. The Training Assistants are Stephanie Jackson, Klaudia Martinez and Lanetta Seibert.

The Administrative and Fiscal teams, coordinated by Jill Dowling and Tracie Smith McMullen, are instrumental in providing critical support vital to the implementation of all Bay Area Academy projects. Team members include Laura Forrest, Craig Johnson, Julia Mazawa and Cristina Segura.

Monterey County Department of Family & Children's Services Training Program

We are currently in our seventh year of collaboration with the Bay Area Academy. The Social Worker Appreciation Day and Self Care Day have evolved over the years with each seeming to be better than the previous year. The staff at the BAA is creative and responsive to our training needs and we look forward to continuing our collaboration.

-Glenn J. Wojnar, Monterey County Department of Social and Employment Services

This training program was developed five years ago between the Bay Area Academy, led by Maryanne Rehberg, and the Monterey County Department of

Social and Employment Services (Family & Children's Services). Currently, this program develops and delivers training for the department's public child welfare staff.

Programs include clinical supervision of LCSW and MFT candidates, county-specific trainings, planning and implementation of county division meetings, staff appreciation days and an annual staff off-site day. In addition, the Academy provides on-site support for planning, registration and training.

Jennifer Cannell is the Training Specialist on this project and Stephanie Jackson is the Training Assistant and on-site coordinator.

San Mateo County Training Project

The most recent Title IV-E project for the Bay Area Academy, this training project is currently in its second year. This county-specific contract with the San Mateo County Human Services Agency (Children & Family Services) provides professional development services to its public child welfare social workers, public health nurses, foster care providers, and relevant community service providers working in or with the public child welfare system.

The Academy works closely with the child welfare training officers to develop trainings and other events specifically designed to meet the needs of the County of

San Mateo. This project utilizes various learning methods to enhance cultural awareness and advanced skills of workers as well as provides resources for new worker training. Its first year focused on cultural competence assessment and training, but in fiscal year 2007-08, this focus expanded to include the Back-to-Basics training for staff. A resource fair in the spring has also proven to be a great success.

Erika Gonzalez is the Training Specialist for this project and Klaudia Martinez is the Training Assistant with an office on site.

San Francisco Department of Human Services Training Program

My hope is that, with our help, child welfare staff at San Francisco Family & Children's Services will continue to educate themselves on, and fully embrace, the concepts of resiliency and self care.

—Anne Sausser, San Francisco Training Coordinator

This training program is the first Title IV-E project that the Bay Area Academy developed, with the San Francisco Department of Human Services (Human Services Agency), in 1999. It has been the model for other county projects developed in the Bay Area.

This program provides professional development services to the county's public child welfare social workers, public health nurses, foster care providers and community service providers working in or with the public child welfare system. In addition, the Academy works closely with the child welfare management,

community partners and the training supervisor to develop trainings and other events specifically designed to meet the needs of the City and County of San Francisco.

The Academy is currently developing training and consultation in the areas of resiliency, permanency, disproportionality and attachment/trauma recovery. The contract has grown in fiscal year 2007-08 and now provides 360 hours of training per year, plans two Division meetings and one social worker appreciation event. BAA staff also participate on various work groups and planning sessions.

Jennifer Burke has primary responsibility for this project. Anne Sausser, as Project Coordinator, has a full-time position and office on site and Klaudia Martinez is the Training Assistant.

San Francisco Foster Parent Training Program

There is nothing more inspirational than seeing a room of diverse people coming together for a common goal of keeping the children of San Francisco County safe.

–Shaunna Murtha, Bay Area Academy Training Specialist, SF Foster Parent Training Project

Developed six years ago, this county-specific contract between the Bay Area Academy and the San Francisco Department of Human Services (Human Services Agency) provides PRIDE training to all new resource families in San Francisco.

The PRIDE training is a nine-week introduction training that is mandatory for all new families caring for San Francisco children who are placed out of their homes. This training follows the principles of Family-to-Family that recommends the placement of children with their family and communities of origin.

Pete Maspaitella was instrumental in the development and implementation of this project for the past six years. Now, the Academy's newest Training Specialist, Shaunna Murtha, oversees this project.

Y.O.U.T.H. Training Project (Youth Offering Unique Tangible Help)

We are proud of the partnership we share with the Bay Area Academy. Ours is a program that lives and breathes the positive youth development we teach and the Bay Area Academy provides us with a warm and steady training environment in which to launch.

–Jamie Lee Evans, Y.O.U.T.H. Training Project Coordinator

In October 2000, the Bay Area Academy received a three-year federal grant to develop a curriculum and deliver training to enable social workers to better serve the needs of transitioning youth. The Academy works with California Youth Connection to implement a state-

wide curriculum to train social workers on how to work effectively with youth planning for emancipation and independence.

Through recent years this project has grown from one staff person with a student assistant to a project with four full-time staff, 41 youth trainers, four curricula, state and national recognition and over 4,000 child welfare workers trained in California, Oregon, Illinois and Hawaii.

Jaime Lee Evans serves as Project Coordinator, Sandra Estafan as the Project Assistant, Lori Fryzel as the Field Coordinator and Salonje Rochell as the Administrative Support Coordinator.

California Department of Corrections and Rehabilitation (CDCR) Social Worker Training Project

CDCR has contracted with the Bay Area Academy in fiscal year 2007-08 to provide training to its social workers on the child welfare system in California, the interwoven issues between child welfare and criminal justice, and family reunification. CDCR supports the efforts of inmates to reunify with their children, many of whom may have been placed in the foster care system as a result of parental incarceration.

Toward that end, the Academy has been tasked to train their social workers on working more effectively with inmates facing pending release. Each of the two series will consist of seven modules.

Elizabeth Domingos-Shepard serves as the project's Training Specialist and coordinator.

Statewide Adult Protective Services (APS) Training Project

Yes, this training was a great use of my time as it actually dealt with the day-to-day and case-to-case issues faced by APS workers.

– APS Training Project Participant

The California Department of Social Services - Adult Services Branch (CDSS) and the Child & Family Policy Institute of California (CFPIC) subcontracted with the Regional Training Academies of California to provide advanced trainings to APS Social Workers and partners. In 2005, the Adult Protective Services (APS) Training Project was formed and presented its first training: *Building a Financial Abuse Case for the Criminal Justice System*.

In 2006, the Bay Area Academy became contract lead and worked in partnership with the Regional Training

Academy Consortium (RTAC) to bring two more trainings to fruition: *Compulsive Hoarding Among the Adult Protective Services Population and Substance Abuse Among the Elderly & Disabled*. In 2007, the three-year CDSS grant was awarded to the Bay Area Academy for its outstanding work and leadership.

Currently, the Project plans two statewide advanced trainings and is working on research and development of a standardized, core curriculum for new APS social workers in partnership with Project MASTER/Academy for Professional Excellence.

Krista Brown serves as Project Coordinator; Daisy Chew serves as Student Administrative Assistant and Julie Riley-Harrison as Graduate Intern.

Professional Development/Capacity Building

In addition to its various training projects, the Academy provides professional development opportunities and capacity building hours to county staff development, trainers and supervisors. Capacity building hours may include Academy staff working directly with constituents to research and modify curricula, support innovation and enhance skills, develop stronger training programs, and expand internal resources. Two key areas of professional development/capacity building offered are:

Consultation/Facilitation Services

The BAA provides county and other organizations with consultation and facilitation services. Examples of consultation services include: organizational development, recruitment strategies, training development and delivery, and development of training funding resources. Academy staff also provides

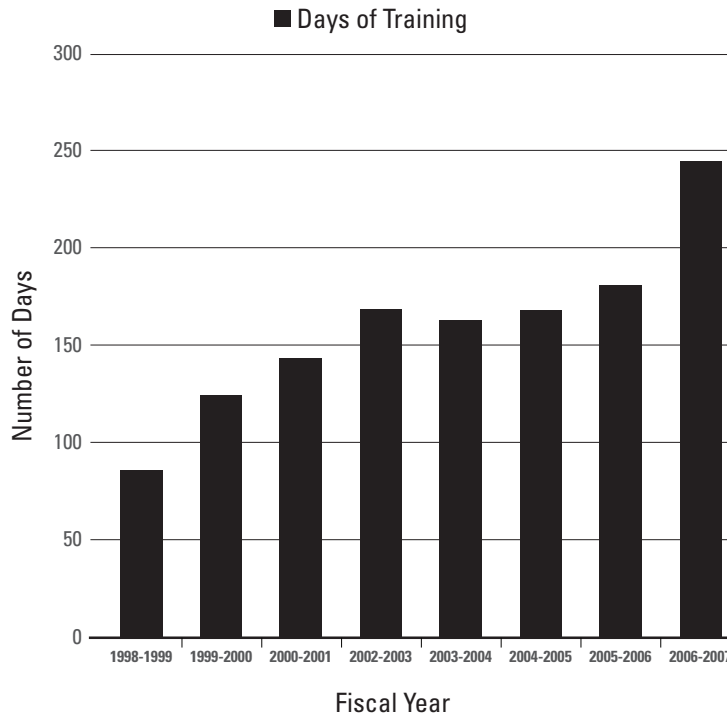
facilitation services for meetings, planning sessions and discussion groups to assist its clients in effectively developing and utilizing these activities.

Conferences, Summits & Off-Site Strategic Planning Days

The Bay Area Academy develops, plans, and implements professional development through conferences, summits and off-site strategic planning days. Individual counties have contracted with the Academy to provide one-day planning days for staffs that have focused on team building, planning and recognition events. The Academy has organized and delivered conferences on Foster Youth Education, The Role of the Public Health Nurse in Public Child Welfare, as well as a state-wide Summit on the Recruitment and Retention of Public Child Welfare Workers.

REGIONAL CHILD WELFARE PROGRAM TRAINING STATISTICS

Training Statistics Regional Child Welfare Program 1998-2007



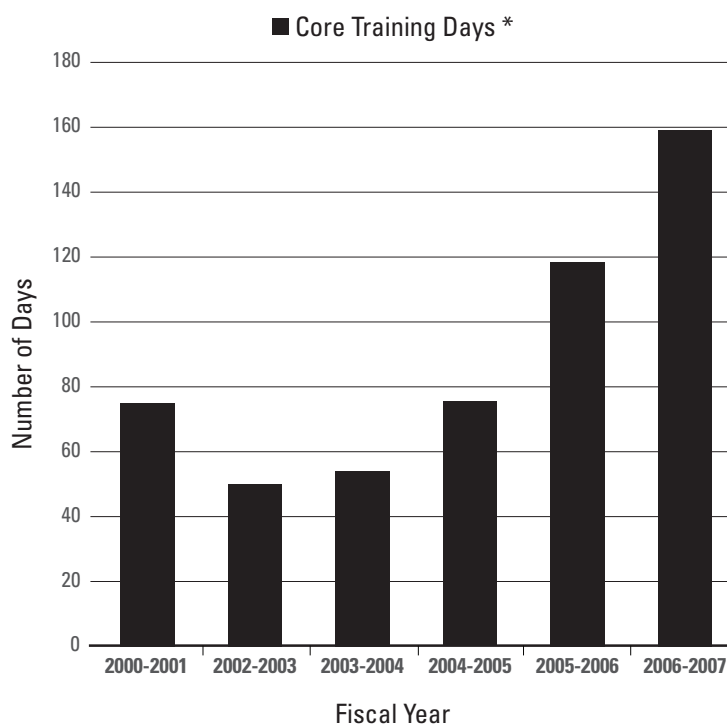
STAFF REFLECTION

In the two years I have worked for the Bay Area Academy, I have watched it evolve and grow in ways I am very proud to be a part of. With the addition of the Adult Protective Services project and the exciting trainings the Y.O.U.T.H. Training Project introduces to its repertoire, I see the dynamism of our organization and the realization of its goal to help our community.

As Fiscal Assistant I am fortunate to be in a position that is part of all the Academy's projects, which allows me to see much of the hard work and dedication my co-workers put in to our trainings. Their commitment and accomplishments are what has kept us an essential part of the social welfare community for over 10 years, and what makes me excited about the years to come.

-Laura Forrest, Fiscal Assistant

Child Welfare Core Training 2000-2007



BAY AREA ACADEMY STAFF

Rita Takahashi, Ph.D., Director, SFSU School of Social Work & Principal Investigator

Rodger Lum, Ph.D., Director

Judith Lefler, BSN, Assistant Director

Margie Albers, LCSW, Trainer

Krista Brown, APS Project Coordinator

Jennifer Burke, LCSW, MSW, Northern Training Specialist

Jennifer Cannell, MSW, Southern Training Specialist

Daisy Chew, Student Assistant

Cyndia Cole, MFT, Northern Training Specialist

Elizabeth Domingos-Shepard, LMFT, CDCR Project Coordinator

Jill Dowling, Administrative Training Coordinator

Sandra Estafan, Y.O.U.T.H. Training Project Assistant Field Coordinator

Jamie Lee Evans, MSW, Y.O.U.T.H. Training Project Coordinator

Laura Forrest, Fiscal Assistant

Lori Fryzel, Y.O.U.T.H. Training Project Field Coordinator

Mary Garrison, LCSW, Curriculum Training Specialist

Denise Gil-Perez, Y.O.U.T.H. Training Project Intern

Erika Gonzalez, Training Specialist

Stephanie Jackson, Southern Training Assistant

Craig Johnson, Event and Web Coordinator

Klaudia Martinez, SF & SM Project Training Assistant

Julia Mazawa, Registration Coordinator

Shaunna Murtha, MSW, Training Specialist

Maryanne Rehberg, LCSW, Trainer

Julie Riley-Harrison, APS Training Project Intern

Salonje Rochell, Y.O.U.T.H. Training Project Admin. Support Assistant

Anne Sausser, SF Training Project Coordinator

Cristina Segura, Student Assistant

Lanetta Seibert, Northern Training Assistant

Tracie Smith McMullen, Fiscal Coordinator

FORMER BAY AREA ACADEMY DIRECTORS, STAFF & INTERNS

We would like to acknowledge and thank former directors, staff and interns for their contributions over the last ten years.

Acting Directors

Linda Orrante

Peter Dahlin

Martha Roditti

Staff

Victoria Allyn

Monica Arauz

Sevaughn Banks

Jacqueline Barden

Joel Basquez

Cheryl Bentley

Cory Chechile

Yu-Mei Chin

Priscilla Coles

Melissa Crockett

Joycelyn Crumpton

Jasmine Dawson

Nicole Demedenko

Kimberly DeSerpa

Geri Feldman

Lucile Folau

Rachel Frazier

Michelle Gatta

Georgenia Gilbert

Donald Goodwin

Steven Gruych

Betty Hanna

Deborah Helms

Jeffrey Inslee

Timothy Kurteff

Marah Kuwada

Eileen Levy

Nurlayni Lim

Gricelda Luna

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Khadijah Ubaka-

Sampson

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San Francisco State MSW Interns

Jeff Lee

Darlene Modesto

Y.O.U.T.H. Training Project Interns

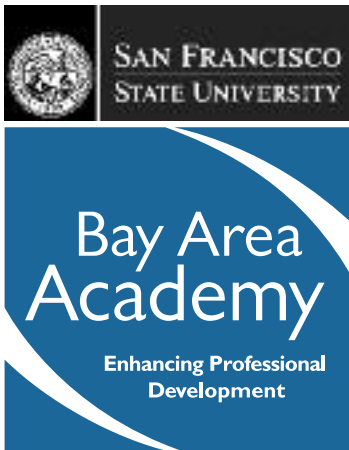
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