

About Us:

The Bay Area Academy provides education, support and inspiration to those dedicated to improving the quality of life for children, youth, adults, and families in the greater San Francisco Bay Area communities and beyond...

Created in 1997 by the Bay Area Social Services Consortium (BASSC), the Bay Area Academy was first housed in the California Social Work Education Center (CalSWEC) at UC Berkeley's School of Social Welfare. In 1999, the Academy moved to the School of Social Work at San Francisco State University. The Academy is funded through contracts and grants from the California Department of Social Services, Bay Area counties, and the federal government for various training programs and initiatives. The Bay Area Academy is part of the Regional Training Academy system in California.



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Bay Area Academy

THE WONDERFUL WORLD OF CAPACITY BUILDING HOURS



IMAGINE THE POSSIBILITIES

Frequently Asked Questions

◆ What are the goals of “Capacity Building?”

Capacity building is direct work with staff development, trainers and supervisors to:

- Research and modify curricula
- Support innovation & enhance skills
- Develop stronger training programs
- Expand internal resources

◆ How does the Bay Area Academy specifically achieve these goals?

Capacity building hours can be utilized in numerous ways:

- Curriculum development
- Team building
- Group facilitation
- Training for trainers
- Offsite training
- Infrastructure development
- Large event planning and facilitation

◆ What has been accomplished with capacity-building hours?

- GLBTQ curriculum
- Family to Family—TDM
- Cultural Competency workshops
- Risk Assessment consultation
- Paraprofessional Core
- LCSW support
- Staff Development Days

Peer Quality Case Review (PQCR) Support

PQCR is mandated by AB636, as a way for counties to utilize their peer counties to review and make recommendations on child welfare best practice. Focus areas are chosen by counties that reflect federal and state outcomes that reflect a need for improvement. The PQCR recommendations then become an integral part of the counties System Improvement Plans (SIPS). The Bay Area Academy works in collaboration with the State consultants and the county teams to facilitate this process. Each county performs a PQCR every 3 years:

- On-site Coordination
- Assessment of the development of interviewing tools
- Consultation during the PQCR process
- Copy Coordination

Exploring Cultures:

Communicating for Cultural Competence

A Collaboration between the Bay Area Academy and your county: this training series is designed to enhance the skills, knowledge, and attitudes necessary for child welfare staff and partners to communicate effectively across cultural lines. The BAA also assists in the development of an assessment survey and a written report designed to assess how staff perceive the level of cultural competency within the agency.

Domestic Violence Series

This series focus is on collaboration among staff and community agencies through exchange of existing knowledge and discussion of ways to increase skills when working with families impacted by domestic violence. Objectives of the forum include: increased knowledge and skills when assessing and providing services to families impacted by domestic violence.

Alternative Training Forums

These events are designed to incorporate facilitation and groupwork, in order to formulate recommendations on current issues of concern in child welfare. Past events include:

- Visitation Summit
- Education Summit
- Court Officer Day
- Staff Development Off-Site Training Day
- Brown Bag Lunch Video Presentation

Building a Learning Organization

Research shows that the opportunity for professional development is one of the top factors associated with why Child Welfare staff stay in their jobs. BAA will assist counties in developing and implementing a professional development plan for Child Welfare staff that allows managers, supervisors, and line workers to identify learning goals and objectives.

All Staff Off-Site Training Day

Academy Staff will plan and implement a day strategically designed to build teams and increase staff's motivation and pride.

Curriculum Development

Development of curriculum that pertains to emerging and relevant topics:

- GLBTQ
- Group Development For Supervisors/Managers
- Mini-Manager Core
- Paraprofessional Core

Supervisor Consultation Groups

Supervisor focus groups concentrate on transfer of learning with an extension of Lawrence Shulman's supervisory themes and principles. Topics include: establishing expectations, parallel process, applying authority, cultivating cultural competency and tending to teams. Provides a format and opportunity to consult with peers.

Foster Parent Mentoring

The Bay Area Academy provides consultation services to counties interested in developing a foster parent mentoring program. Services include: sharing information and resources, and working with foster parent associations to identify specific foster parent training needs.

Foster Parent Focus Groups

In response to counties request to assist with retention and improved communication with Foster parents, BAA staff will plan and facilitate Foster Parent focus groups and prepare a written report.

**FOR MORE INFORMATION, CONTACT THE
BAY AREA ACADEMY TRAINING SPECIALIST
FOR YOUR COUNTY**