

Training Catalog

April - June 2010

Event Calendar & Training Information



Volume 2, Issue 4

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Vision

San Francisco is a diverse community whose children, youth, families, adult and seniors are safe, self-sufficient and thriving.

Mission

The Human Services Agency promotes well-being and self-sufficiency among individuals, families and communities in San Francisco.

Core Values

Respect

We treat all people with dignity, fairness and respect.

Diversity

We embrace and promote diversity and oppose discrimination and racism.

Integrity

We maintain ethical standards, professionalism, confidentiality and integrity.

Partnership

We work as partners with co-workers, community and public agencies, individuals and families.

Customer Service

We provide the highest quality services to meet each individual's unique needs.

Communication

We clearly communicate information and expectations to encourage honest and respectful dialogue.

Continuous Improvement

We do our best, evaluate our outcomes and recognize change and innovation as a means to achieve excellence.

SFTP Training Offerings for April 2010

“We” is Wellness: Creating Collaboration with Humor and Heart

During these trying economic times when our families and our communities are under significant stress and we are working harder than ever to provide support to others, we need reminders and strategies for how to take care of ourselves. We need help that recognizes that the times are harder than perhaps we have ever seen and validates our attempts and efforts to keep moving forward when things around us look bleak. This facilitation by comedian **Michael Pritchard** is offered to help the helper in the current atmosphere of loss, fear, and diminished capacity. Come find your way to maintaining, improving, and replenishing through practical, knowledgeable, and user friendly strategies that will build your wellness.

Two sessions to choose from:

Wednesday, April 14th

9:00am - 12:00pm

Born Auditorium, 170 Otis Street

Thursday, April 29th

1:00 - 4:00pm

Born Auditorium, 170 Otis Street

Lifebooks as a Process: Supporting Older Youth in Working Through Their Life Stories

Lifebooks can be useful for work with older youth, giving them a place to store their keepsakes and a place to tell their story. This three hour training, presented by **Reina M. Sanchez, MSW**, and **Susan Manzi**, will cover the different approaches to Lifebooks. The goal of the training is to teach social workers and care providers the skills needed to set up and facilitate a Lifebooking process for older youth. Trainees will gain exposure to the variety of Lifebook styles available and gain practical experience in supporting youth through the Lifebooking process.

Only 20 can enroll per class session, so act quickly to register!

Tuesday, April 20th

1:00 - 4:00pm

3801 Third Street, Suite 210



**To register for any SFTP or Bay Area Academy course,
contact Darryn Green**

SFTPregistrar@gmail.com or 557.6024

SFTP Training Offerings for April 2010 (continued)

SF CAN DO: A Strength-Based, Family-Focused Approach to Coordinated Case Management

San Francisco's Communities of Opportunity (COO) in partnership with the Department of Human Services, the Juvenile Probation Department, the Adult Probation Department and a network of community-based service organizations, are undertaking an ambitious project to create a strength-based, family-focused approach to coordinated care for children and families in the Bayview Hunters Point neighborhood of San Francisco. The outcome of these efforts is a coordinated care plan for multisystem involved families. This two-day training is designed to give professionals working with families in the Bayview Hunters Point neighborhood the knowledge and skills they need to successfully work with families and other professionals in developing coordinated care plans. This training is instructed by **Margie Albers, LCSW** and **Maryanne Rehberg, LCSW**.

Wednesday, April 21st & Thursday, April 22nd

9:00am - 4:00pm both days

Bahai Faith Center, 170 Valencia Street, 3rd Floor, Dining Room

Child & Adolescent Sexual Misbehavior

The modern industrial world created the term adolescence to describe a stage of development when a child becomes an entry level adult. Research has provided new information to explain the physical, psychological, social and cognitive development that continues from childhood into the mid 20's. This training by **Niki Delson, LCSW**, provides an overview of sexual development in the context of our sexually schizophrenic culture and what we know about children and adolescents who sexually misbehave.

Tuesday, April 27th

9:00am - 4:00pm

1650 Mission Street, 2nd Floor, Classrooms 2&3

Sex Offenders: Dispelling the Myths

This multi-media workshop, by trainer **Niki Delson, LCSW**, will focus on the crime of child molestation, cutting through the media hysteria to provide accurate information to professionals working with sexually abused and abusive individuals.

Wednesday, April 28th

9:00am - 4:00pm

1650 Mission Street, 2nd Floor, Classrooms 2&3

SFTP Training Offerings for May 2010

Round Table Discussion with Alicia Lieberman, PhD

This round table discussion with workers will provide an opportunity to focus on the trauma and challenges when removing young children from their homes. Specific cases will be discussed, as well as what participants have experienced around secondary trauma. Social Workers will be encouraged to share questions, ideas and knowledge to learn how to better support a child, a family, and one another at such a difficult time. This training concludes our Birth to Six Initiative Training Series.

Tuesday, May 4th

9:00am - 12:00pm

Born Auditorium, 170 Otis Street

Foundations of Fatherhood

This course, taught by **Michael Connor, PhD**, provides the trainee with an overview of some of the issues facing fathers in contemporary society and how it will relate to Child Welfare. We will discuss some “roles” of men as fathers (who they are and what they do); barriers to fathers’ involvement with their children (ramifications of this exclusion); some probable solutions to these barriers; models of successful fathers; African American fathers; custodial and noncustodial fathers; & a father’s impact on their child’s behavior. Issues of systematic oppression and systemic racism will be covered. Child Welfare’s inclusion of fathers towards the goal of permanency, stability & wellbeing for the child. An interactive-experiential format will be utilized so as to include as much input from the attendees as possible.



Wednesday, May 5th

9:00am - 4:00pm

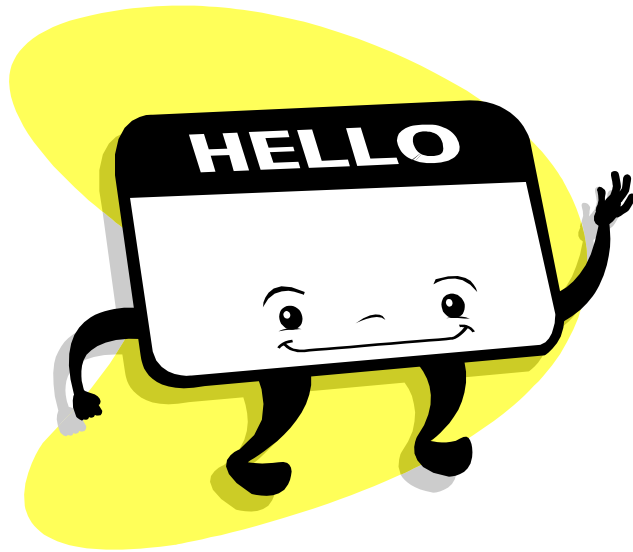
Bahai Faith Center, 170 Valencia Street, Third Floor, Dining Room

* The FCS All Staff Division Meeting originally scheduled *
* for May 11th has been rescheduled to Fall 2010. *
* **SAVE THE DATE** *
* **FCS All Staff Division Meeting** *
* **Tuesday, September 14th** *

SFTP Training Offerings for May 2010 (continued)

DV Specialists Meet & Greet Presentation

Come meet and greet your DV Specialists **Carolyn Akbar** (Positive Directions) and **Christina Leon** (Riley Center), along with **Steven Clark** (Positive Connections), for an opportunity to ask questions and get a better understanding of the Specialists' role at FCS.



Three sessions to choose from:

Tuesday, May 18th

9:00 - 11:00am

Born Auditorium, 170 Otis Street

Wednesday, May 19th

9:00 - 11:00am

3120 Mission Street

Wednesday, May 19th

1:00 - 3:00pm

3801 Third Street

Structured Decision Making for TPU

This class taught by **Margie Albers, LCSW**, is designed for TPU staff that will be covering ongoing cases. The primary focus of the class is to review and teach the SDM assessments that are used when a family is receiving Family Maintenance or Family Reunification services. The class will start with a quick review of Safety and Risk Assessments and how they can guide practice in ongoing cases. The class will then focus on the Family Strength and Needs Assessment, the Risk Reassessment and the Reunification Reassessment. The class will be taught through a case scenario and workers will have the opportunity to use the tools to make ongoing assessments of a family.

*** This training is mandatory for TPU workers ***

Two sessions to choose from:

Thursday, May 20th

9:00am - 4:00pm

Born Auditorium, 170 Otis Street

Wednesday, June 2nd

9:00am - 4:00pm

1650 Mission Street, 2nd Floor, Classrooms 2&3



Training Offerings for June 2010

Child & Adolescent Sexual Misbehavior

The modern industrial world created the term adolescence to describe a stage of development when a child becomes an entry level adult. Research has provided new information to explain the physical, psychological, social and cognitive development that continues from childhood into the mid 20's. This training by **Niki Delson, LCSW**, provides an overview of sexual development in the context of our sexually schizophrenic culture and what we know about children and adolescents who sexually misbehave.

Wednesday, June 9th

9:00am - 4:00pm

Born Auditorium, 170 Otis Street

SF CAN DO: A Strength-Based, Family-Focused Approach to Coordinated Case Management

San Francisco's Communities of Opportunity (COO) in partnership with the Department of Human Services, the Juvenile Probation Department, the Adult Probation Department and a network of community-based service organizations, are undertaking an ambitious project to create a strength-based, family-focused approach to coordinated care for children and families in the Bayview Hunters Point neighborhood of San Francisco. The outcome of these efforts is a coordinated care plan for multisystem involved families. This two-day training is designed to give professionals working with families in the Bayview Hunters Point neighborhood the knowledge and skills they need to successfully work with families and other professionals in developing coordinated care plans. This training is instructed by **Margie Albers, LCSW** and **Maryanne Rehberg, LCSW**.

Wednesday, June 16th & Thursday, June 17th

9:00am - 4:00pm both days

Location to be determined

* All Staff Appreciation Breakfast *

Please join us for a morning of fun, laughter and food, with FCS's own **Christine Burns** as the Mistress of Ceremonies!

Thursday, June 10th

9:00am - 12:00pm

Presidio Golden Gate Club, 135 Fisher Loop, Ventana Room



SFTP Training Series' Definitions & Update

Last Fall, we introduced our new training series' on the topics of Sex Abuse, Wellness, Engagement and the Zero to Six age group. Due to low enrollment, the SFTP has combined scaled back offerings on Wellness and Engagement, while trainings on Sex Abuse and Zero to Six continue to be well attended.

As a reminder, this is an excellent way to learn more about a specific topic area you are interested in and accrue training hours to help meet your 40 hours of required training (every two years, see page 11).

In the Training Offerings sections, please note the applicable series' icons appears beside specific trainings. These icons also appear on training flyers, when appropriate.

Sexual Abuse Series

The challenges in working with the issue of sexual abuse can be overwhelming, even for the most experienced workers. The Sexual Abuse Series examines some of the challenges, including family reunification and safety planning, that workers must consider during the process of case planning. This series will provide the worker with a conceptual framework, beyond the basic theoretical foundation of sexual abuse, exploring other elements in this hot topic area. Each training within this series will provide information and tools to further augment the experienced worker's proficiency in dealing with complex sexual abuse cases.

Wellness Series

During these trying economic times when our families and communities are under significant stress and we are working harder than ever to provide support to others, we need reminders and strategies for how to take care of ourselves. We need help that recognizes that the times are harder than perhaps we have ever seen and validates our attempts and efforts to keep moving forward when things around us look bleak. The Wellness Series is a series of trainings and facilitations offered to help the helper in the current atmosphere of loss, fear, and diminished capacity. Come find your way to maintaining, improving, and replenishing through practical, knowledgeable, and user friendly strategies that will build your wellness.

Engagement Series

Engagement is a key word these days all around the country in work with children and families in many different settings. Education, mental health, juvenile justice, and child welfare are all working toward improved engagement as a basis for success in facilitating change in children, families, and communities. The Engagement Series is a series of trainings targeting different aspects and tools of engagement including improved outcomes, youth permanency, concurrent planning, and motivational interviewing. Each of the trainings will approach the topic from a practical tools perspective designed to enhance the skills already in practice by experienced workers.

Birth to Six Training Series

This four part series will focus on trauma, loss and grief in the 0 to 6 age group. This series is a result of several meetings involving community partners, foster parents and FCS staff, in collaboration with the Youth Law Center. This series will provide an overview of how infants and young children respond to trauma, the effect this trauma has on workers who are removing young children and skills to prevent trauma, particularly at the time of removal. These trainings will be presented in large forums, smaller skills based training and case consultation.

Other SFTP Offerings

Supervisor Consultation Group

This group will meet again from 12:00 - 1:30pm after the May SAC Meeting, and will continue to be led by **Betty Hanna, MA, MFT**. Supervisors are highly encouraged to attend.

For more information, please contact Anne Sausser at Anne.Sausser@sfgov.org or X-75672.



ASW & MFTi Pre-Licensure Group Clinical Supervision

There are now only two groups of pre-licensure group clinical supervision being hosted by Family & Children's Services. Unfortunately, this program will likely conclude in June 2010.

Paul Gibson, LCSW, supervises the Tuesday group, which now meets from 10:00am - 12:00pm at the Otis Street office. **Caroline Salvador-Moses, PhD**, supervises the Third Street group, which now meets from 8:00 - 10:00am on Thursdays.

For more information, please contact Anne Sausser at Anne.Sausser@sfgov.org or X-75672.

**To register for any SFTP or Bay Area Academy course,
contact Darryn Green**

SFTPregristrar@gmail.com or 557.6024

Bay Area Academy Regional Training Offerings

Adapting Child Welfare Practice to Meet the Needs of Parents with Disabilities and Their Families

In this training presented by **Through the Looking Glass** participants will be informed about adapting practice to the needs of parents with diverse disabilities and their children. Clinical vignettes and videotaped interaction will be included to illustrate concepts. All participants will receive a Parenting with a Disability Notebook which will include handouts, community/internet resources, terminology and guidelines for practice.

Monday, May 10th

9:00am - 4:00pm

Eden Self-Sufficiency Center, 24100 Amador Street, CA Poppy Rooms 225-226, Hayward, CA

Y.O.U.T.H. Training Project on Permanency & Engagement

Please join the **Y.O.U.T.H. Training Project** in this day-long training developed and facilitated entirely by current and former foster youth. Our diverse group of youth trainers will share stories and recommendations to inform and inspire the permanency and engagement work of training participants. Additionally, participants will discuss and practice strategies for engaging youth in all aspects of their case plan to support ownership, accountability and a sense of self-efficacy in the youth they work with.

Thursday, May 27th

9:00am - 4:00pm

Santa Clara County Social Services, 373 W. Julian Street, 1st Floor, SW Training Room, San Jose, CA

Addressing Disproportionality: One County's Institutional Analysis

Child welfare systems across the country are under continual pressure to keep children safe and help them live securely with a family, their own whenever possible. These public systems are judged and held accountable for their actions by the federal government, state legislatures, communities, and oftentimes lawsuits and consent decrees. Far too often the current flaws in our child welfare systems are attributed to individual leaders and workers, a general lack of resources, or a failure of other public systems. While these attributions may be valid, they are not the sole cause for the poor results of many of the interventions of our child welfare systems. In order to have meaningful and long lasting improvement child welfare systems must address the entrenched institutional practices and biases that inhibit a caseworker's ability to effectively assist children and their families (Center for the Study of Social Policy, 2007). This training is presented by **Margaret Jackson, MSW**.

Thursday, June 3rd

10:00am - 3:30pm

Oakland Conference Center, 1111 Broadway, 7th Floor, Eastmont Room, Oakland, CA

Regional Training Offerings (continued)

Generational Issues in Supervision: When Baby Boomers, Gen-Xers and Gen-yers Collide

This workshop, taught by **Mary Garrison, LCSW**, identifies the generational differences between supervisors and new employees, and the possible replication and parallel process within worker-client relationships. Strategies for acknowledging these differences will be explored and active participation to practice new skills for implementing change in the workplace will play a major role in the training. A variety of small group activities, videos, and simulations will be enhanced by limited lecture material. The training will conclude with the development of individual plans to apply the material to the workplace. This training is part of the Bay Area Academy's Advanced Supervisory Series.

Tuesday, June 8th

9:00am - 4:00pm

Santa Clara County Social Services, 373 W. Julian Street, 1st Floor, SW Training Room, San Jose, CA

Motivational Interviewing as Engagement

Motivational Interviewing is an interactive method for enhancing people's motivation to change behavior. It has been the subject of over 170 randomized controlled trials and is considered best evidence-based practice in many settings around the world. It focuses on learning to recognize "change talk" and how to respond to and summon even more of it from challenging youth and families. It employs strategies that raise both the importance of change and the confidence to change; and it promotes commitment to change and follow-up to promote further movement along the continuum of change. This workshop by **Betty Hanna, MA, MFT** is designed for anyone who works with challenging youth and their families.

Thursday, June 24th

9:00am - 4:00pm

BAA East Bay Training Site, 2201 Broadway, Suite 220, Oakland, CA

Visitation Summit Follow-Up

Please join BAA and your neighboring counties for a follow up to the Visitation Summit. The topic of Visitation continues to be a priority for many counties. It will provide another opportunity to share what your county has tried, what has worked and where your county is heading with visitation protocols. Promising practices will also be explored. Invited staff are the primary persons in charge of visitation in their county.

Thursday, June 24th

10:00am - 3:00pm

Washington Inn Hotel, 495 10th Street, Oakland, CA

Meeting Your Training Hours

As a reminder, Child Welfare Workers and Supervisors must complete 40 hours of training every two years, starting with the 2008-2009 fiscal year. This means that applicable Workers and Supervisors must complete 40 hours of training by June 30, 2010.

Supervisors will be given a transcript report for the period of July 1, 2008 through March 31, 2010 in mid-April. This report lists completed training hours for applicable employees. If you have not done so already, please meet with your supervisor to review your training hours as listed on this report.

Almost all trainings offered by the Bay Area Academy and the San Francisco Training Project will count towards meeting your training hours. Exceptions include ASW & MFTi Pre-Licensure Group Clinical Supervision and focus groups. As of January 2010, the Supervisor Consultation Group does count towards training hours.

If you have any questions about what does or does not count, please contact Maggie Donahue, Senior Projects Manager, at Maggie.Donahue@sfgov.org or X-75279.

San Francisco Training Project welcomes Erika Ducati!

The Bay Area Academy and the San Francisco Training Project are delighted to welcome Erika Ducati as the newest member of our team. Erika, a former Child Welfare Worker in San Francisco, is now the Training Specialist for San Francisco, taking the place of Jennifer Burke who continues to be on active duty with the military. Many of you know Erika and know that she brings with her a passion for improving services to children and families and is invested in permanency for children and youth. Welcome, Erika!

The Bay Area Academy has a county-specific contract with the San Francisco Department of Human Services to provide professional development services to the county's public child welfare social workers, public health nurses, foster care providers, and appropriate community service providers working in or with the public child welfare system.

The Training Project currently consists of the following staff:

Judith Lefler, Assistant Director of the Bay Area Academy

Erika Ducati, Training Specialist

Anne Sausser, Training Coordinator

Darryn Green, Training Assistant

Reina Sanchez, OYA Project Coordinator

Susan Manzi, OYA Project Assistant

Anna Lisa Pagarigan, OYA Administrative Assistant

Darlene Hill, Research & Evaluation Specialist/SF CAN DO Project



San Francisco Training Project

San Francisco FCS location
170 Otis Street, 7th Floor
San Francisco, California 94103

Bay Area Academy location
2201 Broadway, Suite 100
Oakland, California 94612