

Training Advisory Board (TAB)
Bay Area Academy
MINUTES
June 18, 2010
9:30 AM – 12:00 PM
Location: Martinez
40 Douglas Drive, Room 100/101
Martinez, CA 94553

Joe Valentine, Chair, TAB; Director, Contra Costa County, EHSD
Rodger Lum, Director, BAA
Rita Takahashi, Director, School of Social Work/SFSU; PI of BAA

Attendance

Name	County/Organization	Name	County/Organization
Barrett, Peter	Sonoma	Lewis, Marjorie	Napa
Braxton, Mavis	CSU East Bay	Lum, Rodger	Bay Area Academy
Canan, Linda	Napa	Martinez, Linda	Santa Clara
Donahue, Maggie	San Francisco	McClain, Helen	Santa Clara
Dowling, Jill	Bay Area Academy	Mitchell, Erica	Solano
Earley, Valerie	Contra Costa	Shean, Mary	Alameda
Hengeveld-Bidmon, Evelyn	Santa Cruz	Southard, Doug	Santa Clara
Isom, Sophia (for Debby Jeter)	San Francisco	Sparkes, Nichole	CSU East Bay
Johnson, Barrett	CalSWEC	Taniguchi, Robert	Monterey
Jones, Lori	Alameda	Valentine, Joe	Contra Costa
Kahn Cole, Cyndia	Bay Area Academy	Yokel, Judy	Santa Cruz
Lefler, Judith	Bay Area Academy		

9:30 – 9:40 am

Refreshments, Welcome, Introductions

9:40 – 9:45 am

Review/Additions to Agenda

- **Agenda review**
 - a. Change Training Timelines item to TDM
- **Approval of March 19, 2010 Minutes**
 - a. Approved

9:45 – 9:55 am

General Academy Updates

1. Interim Director, SFSU School of Social Work, and PI for the BAA

- a. Rita Takahashi was not able to be here today. SFSU has appointed Enrique Riveros-Schäfer to be the Interim Director of the School of Social Work. Enrique Riveros-Schäfer has held many administrative and teaching positions for various colleges and universities and now serves as the Associate Vice President of Academic Affairs for SFSU.
- b. The Director of the School of Social Work usually serves as the Co-Principal Investigator for the Bay Area Academy along with the BAA Director. The BAA Director reports to the Director of the School of Social Work. Unsure at this time if that will remain the same or if the Dean of the College of Health and Human Service, Don Taylor, will assume the Principal Investigator role.
- c. Rita Takahashi and Rodger Lum will meet with Enrique regarding the transition. Will discuss his possible involvement in TAB.
- d. The School of Social Work is working with faculty to wrap up the accreditation review and come up with a strategic plan to address accreditation panel recommendations.
- e. For issues regarding contracts or late payments, question was raised whether contacting the Dean of the College of Health and Human Services would be appropriate. He is aware of these issues and has raised his concerns with ORSP.

2. Trilogy LMS

- a. CDSS has not made a definitive decision regarding if we are allowed to continue using the Trilogy LMS. CalSWEC and the RTA's (Central and BAA) are still negotiating with CDSS.
- b. CalSWEC is proceeding with using the Trilogy LMS unless they hear back from CDSS. CalSWEC is using its existing budget to pay for Trilogy costs. Their point is that using another system or upgrading its current system would still have costs associated with it.

3. Key training staff changes

- a. We completed interviews in the south for the Training Specialist position. A candidate has accepted our recommendation for hire, but we are going through the hiring paperwork.
- b. Our OYA (Older Youth Adoptions) Project funding will not be renewed for a second year due to the loss of funding by San Francisco. As such, there will be some staffing changes in San Francisco.
- c. Registration Coordinator – we have concluded interviews. Supervision of the position will go from Jill Dowling, Administrative Training Coordinator, to Jennifer Cannell, Regional Training Specialist. The position will be based in our Oakland office. We hope to hire someone in the next month or two.
- d. SFSU vendor/contractor- as you plan with your TS for trainings for next fiscal year, plan well in advance. We will use master contract agreements for those who train for us throughout the year. Timeline for campus processing and approval will take a minimum of 5 weeks. We will not be able to accommodate last minute training requests if it's a trainer we have to hire. If it's a BAA staff trainer we may be able to do the training, but not otherwise. Need to do really thoughtful pre-planning as campus has indicated they will reject any contract outside this timeline.

TAB Chair Report

1. BASSC Changes and Research Priorities

- a. BASSC is undergoing changes in governance and meeting structure which will affect TAB.
 - i. Dialogue over the last few months among County Directors and the School of Social Work Deans or Directors to have a mutually engaging partnership in BASSC.
 1. County Welfare Directors have served as the BASSC Chair and Vice-Chair (the latter also serving as TAB Chair and Chair-elect).
 2. Starting July 2nd there will be co-chairs for BASSC- 1 county Social Services Director and 1 Dean or Director of a School of Social Work.
 3. Diane Woods, Cal State East Bay, will be the Co-Chair along with Joe Valentine, Contra Costa County. The Vice Chair position will be eliminated.
 4. There will not be a County Director chairing TAB. Rodger Lum will serve as Chair of TAB. Joe Valentine will come and give BASSC and CWDA updates at TAB as needed.
 - ii. The BASSC agenda will be built by both co-chairs with more explicit focus on policy issues in county departments and the implications for School of Social Work (SSW) curricula.
 1. Each meeting will be built around a theme. September's theme is Child Poverty-- Understanding the implications and effects of recession on children, how to educate the public about that and what strategies can be used to reduce child poverty.
 2. The October Annual Symposium for CWDA – Poverty Symposium # 2. Content will include what partnerships can be engaged to reduce child poverty, research by BASSC staff and graduate students, policy issues, and implications for curricula in schools of social work.
 3. Since social work faculty are engaged in research, how can counties learn about that and have influence on it? Diane Woods will bring a list of all faculty research areas and may select a few for presentation to the group. Give counties the opportunity to invite faculty to present their research and to foster dialogue with county staff.
- b. April BASSC Meeting- Child Welfare Directors were invited. Topic was Child Welfare performance pointers.
 - i. Developed performance pointers- how do we implement them?
 - ii. Next steps as a result of discussion

- 1) BASSC website will create link for county child welfare staff to share best practices.
- 2) BASSC, Contra Costa and Santa Clara to do data mining by gleaning administrative data to supplement literature reviews and to inform how we implement and use best practices. These efforts will also look at how we capture data from case reviews. Combine research, admin data, and case reviews as a richer way to improve knowledge of child welfare practices.
- iii. For other topics, BASSC can invite directors and others who are involved (e.g., aging services directors).
- c. June BASSC Meeting- Deans and Directors are concerned about challenges SSW face in helping IV-E graduates find jobs to fulfill their IV-E obligations.
 - i. Concerns about field placement opportunities declining, but are not contemplating reducing field placements at this point.
 - ii. CalSWEC looking at alternative options for IV-E students, such as working at CBOs.
 - iii. Open to ideas you may have for alternatives for IV-E students to meet obligations and get experience and then transition into county positions when available.

2. CWDA Report

- a. CWDA- focused on budget and very involved with eligibility systems integration
 - i. Directed formation of stakeholder group to get all systems into one system, but its work has come to a halt. Challenges of creating one system are significant. With healthcare reform, states are directed to create streamlined automated systems to enroll people in Medicaid (State Health Insurance Exchanges).
 - ii. Counties are positioning themselves to be part of that dialogue. SAWS systems- working to set up web portals. In November, CalWIN will allow applications to be submitted for Food Stamps and Medicaid on the web. Piloting interactive voice response system connected to CalWIN. Clients can dial in through IVR system and find out status of their app or benefits, etc. Significant enhancements for CalWIN after 1/1/11 with its web platform. Trying to convince policy makers that we should use existing systems instead of creating a new one.
- b. Budget- governor has proposed to continue the veto, but the Assembly and Senate have rejected that. CWDA wants the Governor to put back money (\$80 million) into the budget.
 - i. CalWorks- Assembly tried to restore money cut last year- may come out again. Issue of interest to directors is how counties have been using TANF emergency contingency funds, esp., subsidized employment for CalWorks clients. Pay for short term non-recurring benefits. Don't know if ARRA will be extended by the Feds. This money could go away at end of September. Interest in State Legislature to put state money into the program. Has gotten positive feedback from clients and employers. We may see state subsidized program.
- c. Two issues that affect counties/clients
 - i. Healthcare reform- Medicaid will be expanded to include U.S. citizens up to 133% of federal poverty level with January 1, 2014 as the formal implementation date. Single childless adults under 133% of poverty level will also be eligible. Section 1115 Medi-Cal waiver- state proposing to start process before 2014. 2nd part- in 1115 waiver- ability to create more integrated wraparound care for seniors and persons with disabilities. Counties and state could create single system for managed healthcare and home based care, with all services in single case plan.
 - ii. Early visitation- public health get funds- will be required to work with CW on that opportunity for funding.
- d. Question for BASSC Directors – CW and education
 - i. Dean of SW working with Deans of Education? Possible discussion?
 - ii. Hasn't come up yet but we are looking at Mike Austin's work studying child welfare in England where CW is integrated with Education.
 - iii. Mike presented findings and observations at BASSC: are there things we can learn from the British by connecting CW with Education?

9:55 – 11:15 am Hot Topics/Discussion

1. CWS/CMS Training

- a. State will transition CWS/CMS training to RTA's effective 10/1/10, and so the RTAs are engaged in pre-implementation planning. Do not yet know how much money is available for CWS/CMS training. We should know in 2-3 weeks.
- b. As part of planning we will meet with Bay Area Regional group for CWS/CMS that is chaired by Benjamin Lum from Santa Cruz County (meetings are held in Martinez). Have asked for copies of previous meeting minutes to catch up.
- c. Counties have not been happy with the statewide vendor-provided training. Some issues- Who is creating the curriculum? State curriculum is taught as is and doesn't speak to county practices or differences. Not a flexible contract.
- d. Who will train Probation? State will contract with UC Davis (Debbie Lowry) to provide training to Probation.
- e. Short term and long term goals.
 - i. Short Term- only able initially to train what's already developed in the same way it has been trained to make the transition as smooth and seamless as possible. In October counties will receive what they have been getting. Only serving counties using current state contract (6-7 counties in our region).
 - ii. Long Term- will be able to expand training to look at assessment of CWS/CMS usage – what doing and not, and build curriculum around that. Develop training specific to county needs as a long term goal.
 - iii. We will look at a pool of trainers, especially those approved by CDSS/CWS-CMS. The BAA will hire a project coordinator with extensive CWS/CMS experience who will also be a trainer. We will work with and learn from other academies already doing this training. We will not integrate CWS/CMS yet into CORE curriculum until the following year.
- f. Sharing from counties:
 - i. Collected trainers, T4T with county trainers and for the contract, created good working relationships between those who trained it. They lost trainers once they moved from UC Davis. Give trainers opportunity to meet and talk to share knowledge, esp., best ways to train curriculum.
 - ii. Statewide structure for all regions to get together. E.g., Central Academy has curriculum and is willing to share. We will rely on the coordination provided by CalSWEC. We should involve anyone who was involved in the UC Davis trainings in our planning, viz., Peter & Mary.
 - iii. To provide as much customization as possible for each county, we will conduct a needs assessment and have individual and regional planning discussions.
- g. If you know anyone who is an experienced CWS/CMS user who would be interested in the Project Coordinator/trainer position, please let us know.

2. Training Attendance Policy

- a. Revised policy (handout)- we need your involvement and support. Staff need to get their hours, but they need to get to training on time, stay for whole training, and sign in and out. With exceptions for extreme weather or other issues, staff should meet with Trainer or Training Specialist to make up time missed in training.
- b. We are confirming registrations, calling people, and reminding people they are signed up for training. Counties have received emails to confirm registration which will continue. Santa Clara sends out LMS confirmation. Solano has found the reminders helpful. We want to maximize training attendance and make full use of our resources.
- c. Hope to finalize policy by 7/1/10. Recommended that the BAA email to counties, put on website and bring to county meetings. Please let us know if you have questions/comments on the policy.

3. Training Highlights- FY 09-10

- a. Did analysis of our own trainers- 109 days of training for BAA trainers.
- b. New curriculum and new training- 15 new county-specific trainings this year. Examples: one on facilitation of team meetings; Advanced training on assessment for hotline and ER units; 3 hours module on Case Planning; Hotline customer service for Contra Costa; SW Visits done in Alameda; After hours refresher- for staff taking calls after hours ER calls.
- c. We have these available on our website. If you are interested let us know.

- d. Rolled out Advanced SDM for Supervisors and Staff and will probably do next year at county request.
- e. Supervisor Series- will do in SF next year.
- f. Engagement Series.
- g. Undoing Racism Series.
- h. Will do more on Poverty next year.
- i. Court Officer Day has been successful and will continue.
- j. Visitation Summit on 6/24/10: 11 of 12 counties participating.
- k. Hope to continue similar county specific training.

4. Training Days/Slots- for FY 10-11

- a. Slots are going away.
- b. Looking to do about 100 days of CORE (may be overestimation) or 4-5 core cycles. No slots for that- if you need it we'll do it or fit you into one. Do in various locations for greater access.
- c. Best Practice days- included are Foundations of Supervision- next cycle starts Oct through Feb. Mary Garrison will do the training. There will be a Transfer of Learning day (staff retreat) after the training cycle.
- d. Manager Core- looking to do next year- working with Southern Academy- new curriculum that built on what we had and incorporates things from Foundations training and builds a common language between Managers and Supervisors. Will start in Winter 2011. Will you utilize it? Let us know. Could send as refresher. Adding a day of fiscal to this.
- e. 6-7 days unidentified- to get Best Practice regionally.
- f. Largest counties (Alameda and Santa Clara) - training days up to 20 days/year (not including CORE)
- g. Southern – up to 20 days (together/individually)
- h. San Mateo & San Francisco- have separate contracts with 8 additional days
- i. Solano – up to 12 days
- j. Northern- up to 20 days (share/individual)
- k. Contra Costa- (will recalculate to figure out)- about 15 days
- l. Still have pot of days people don't use for anyone to use.
- m. We had days leftover this year. Many counties used more Capacity Building hours this year and not as many training days. We can accommodate your training needs.
- n. Capacity Building is a separate category not included. Needs Assessments indicated that counties wanted to keep CB hours as they are.
- o. Does BAA have dollar amount associated with a training day? No don't have. Planning to use days- always able to get what we want, helpful to know what we have- funds- trainer, food, etc. Counties indicated they could plan and coordinate better if they know the budget (actual amount of \$ available).
- p. All Staff Days are a combination of CB hours and trainings days
- q. How the BAA counts "days": anything up to 4 hours is a half day; 5-8 hours is a full day of training
- r. How we pay for CB hours depends on if we pay in-house or outside contractors. Staff CB hours are unlimited based on trainer availability.
- s. Limited hospitality budget. When we do specific project, can give more info. Make decisions knowing difference in costs for different options.
- t. TAB members prefer "days" more than slots. Are days divided in the same way slots were?
- u. Judith emphasized that we have ample training days to give what counties want and need.
- v. FY 10-11 is the last year of a 3 year contract. Can only move a certain percentage in line items of contracts- need to be accurate in our budgeting.
- w. Dept. of General Services (DGS) is being fiscally conservative and has imposed tight restrictions on how much line items can vary over the life of the contract. All new contracts will be affected and will be reviewed carefully by DGS.

5. TDM

- a. STEC Meeting (Statewide Training and Education Committee)
 - i. Casey Foundation presented they will no longer be involved in Family to Family in CA. They will pass info on to us and RTA's will take some of the training on statewide. We don't know what that means yet.
 - ii. What was discussed- looks like we'll pick up T4T and TDM

- iii. Facilitator training- about 5 a year statewide. Look at training and decreasing # of days of the training (right now it's 5 days)- will be revised, less days. Can be trained whether or not you are a Family to Family county. More about family engagement, more strength based practice, transferable to team meetings with families, more flexible model.
 - iv. Timeline for planning is next 6-9 months. Revised curriculum and rollout.
 - v. Discussion about flexibility in curriculum- model to follow? Need to have clear definition of the model to see if it works. Use this time to come up with a clear TDM and what variations are on that- make into a model taught same way and develop tools to better evaluate how it's working.
- b. Questions
 - i. Additional resources available?
 - ii. What's happening with TDM database?
 - iii. Use tool to evaluate- disproportionality in creating policy- is it affecting disproportionality?
 - iv. Model drift towards or away from something?
 - v. What's the purpose of TDM's? Is it to engage families? Communities?
 - c. Value of community input to families, need to be built through counties
 - d. Since the TDM or Casey Foundation discussion came up at STEC, there was a request to put STEC on the agenda for next TAB meeting. This will allow members to understand what STEC is, what it does, what is it evolving to, and the interaction between STEC & TAB and other entities.
 - e. Recommendation from TAB: Place STEC on TAB as a standing agenda item with reports and discussion. Barry mentioned that STEC minutes are on the CalSWEC website, including the STEC charter, decisions that become recommendations for CWDA and CDSS. STEC brings in diverse voices from partners, youth, trainers, RTAs, etc.

6. Suggestions for Best Practice Days- share during county updates

**11:20am – 11:55 am General Information and County Updates
County, University & CalSWEC Updates**

1. Cal State East Bay

- a. Mavis Braxton- Field Liaison– Academic
 - i. In process of restructuring Title IV-E program- initiating community forums- looking for presenters to talk to our students about different CW issues to prepare for entry into the field. Goal is to strengthen the program and incorporate with practicum real info and prepare for them going into the field. Look forward to working with members of TAB.
- b. Nichole Sparks- Project Coordinator Title IV-E- Administrative
 - i. Dr. Woods wants us to be involved in TAB. If we have questions about IV-E admin, placement, or budget, please call Nichole. Program has had discussions about improvements and one piece they're missing is the fiscal/admin aspects of social work. Very interested in looking at curriculum for Supervisors and possibly create a course at CSU East Bay. Intro to CORE classes- Stephanie at SFSU- join in conversation. Community forum. Want students to have intro into the field.

2. Sonoma County

- a. Hired 3 of 5 interns this year. 3 employees in other departments of their county. 2 other interns looking for work, excellent candidates. No other hiring plans right now.
- b. Late Aug- ready to switch from CAT to SDM with help from BAA- series of training for supervisors and line staff- until early next year.
- c. Family recovery project- integration across multidisciplinary CW, MH, Probation in county- cross-training for all 3 departments to communicate better and work more closely together in next 6-9 months- you can use IV-E funds- will look into.
- d. Initiating Linkages training- implement Linkages- case collaboration- joint case plan development to benefit clients. CW and employment staff working together. Jennifer Cannell- in contact about contract for Linkages- not yet. Also IV-E eligible.

3. CalSWEC

- a. IV-E stipend- field education initiative – revamping effective models that work for counties- ideas include more alignment with in-service training, work group working on this.
- b. Opportunities for graduates from stipend programs to expand their choices to pay back stipend, including working at non-profits, sign addendum that extends time to look or take lower level

position at a county. CalSWEC is trying to be as flexible as possible while maintaining program integrity and meeting county needs.

- c. In service training- met at STEC, coming up- chose next module of standardized core to revise- Framework for CW Practice. Practice principles and models. Opportunity to get more review from counties about what is critical to cover in that module. Doing in next year and will reach out to CWDA and others to have discussions about that.
- d. PIP- interdisciplinary concurrent planning training to be completed by end of June -convene leadership CW and partners – if you are interested it's coming up.
- e. Research and Training Network (RTN) working on identifying research and practice to share information more broadly; developing web portal to include performance pointers. Will reach out to get evaluation info from counties.
- f. Casework supervision- supervisor core module in revision. Sent out to CWDA regional groups – need advice from counties- teaching casework supervision. Good practice that crosses counties. Agenda for this afternoon.

4. Santa Cruz

- a. Budget hearings this week and next week. CW slated to lose 8 positions (4 SW, 3 Sup, 1 Clerical). 20% cut target. Board made motion to add back 2 positions. Will be doing reorganizing with sup positions cut. Will figure out in August.
- b. New training- revamp induction curriculum to do individual training since many years of not having new SW to train.
- c. Lots of training this year. Still have staff that need training hours. Hard for people to leave to go to training with fewer staff. If we pull folks out to go to training, how support with TOL? Working with directors to support with training that has already happened. Most of focus next year.
- d. Not a Linkages county.
- e. CW and CalWorks families- employment services video for SW. 6 interns this year. Working to resolve issues- 4 categories of areas – go back to rest of staff to get input.

5. Alameda

- a. No cuts, been frozen in department. Budget is balanced and no layoffs. Waiver county- other agencies coming to dept for assistance. Looking at CBO's, healthcare, probation to support. We are hiring. Hiring SW, Sups, Clerks, Mgmt Analysts, and transportation. Holding CWW interviews and had 200+ applications.
- b. Training hours- registration system (not LMS)- staff still need hours.
- c. Just completed focus groups around case planning- core vs. in practice. 3 focus groups- Maryanne Rehberg and will do with youth adult partnership and parent advocates. What training do we need? May ask for assistance. How do we really work case plans?
- d. Days of training- critical feedback- opportunity to learn. Concentrate on a few topics and add critical feedback piece- come back a few months after training to get feedback. Next year- try that model to see if that gives us shift.
- e. RFP out for LMS.

6. Contra Costa

- a. Not hiring. 4 year layoff list for everyone who was laid off. Any hires for next 2 years will be off that list. Have some retirees. Budget is fairly stable at this point. To balance budget with 10% cut, a lot of staff brought back as temp staff.
- b. Individual training- everyone here has been here at least 10 years. Have to move into small group and individual training. Specific on certain tasks. Extremely flexible. 3 full time people doing this training. People still saying they need training 1.5 years into it. Are we getting to what people need? What are priorities as an agency? What are we addressing on SIP?
- c. SIP working with state- beginning to move onto 3rd process- combined SIP- OCAP report. Finalized that and put into action. 3 goals working towards. Changes most effective in areas where our supervisors lead the change process.
- d. Linkages- difficulty engaging workforce services- work on consolidated case plan- interested in Santa Cruz video.

7. Solano County

- a. Staff Meeting- experiencing effects of layoffs from Dec.- SS workers, 50% reduction n SW II- training unit and policies and procedures specialist dismantled (SW 3). Reassigned to Emergency Response (Erika Mitchell). Linda Orrante will re-evaluate training unit. Re-evaluate

that position in 6 months. Currently have SW3- don't carry caseloads- Erika, Spec and CWS/CMS trainer (retiring). Will rely on state and BAA for CWS/CMS training.

- b. Hiring- 9 vacant SW 3 positions- 5 will fill, 4 wait for HR approval.
- c. Best practice training- engaging fathers. Other training needs- writing skills, time management/ class management (individual training). Advanced SDM , Hotline, Safety tools- staff got a lot from that.
- d. Expert testimony training in Sept.

8. Santa Clara

- a. Budget- going through layoffs- will know today.
- b. Induction training going on right now- closing visitation center through July 22.
- c. Focusing on all staff trainings- 12 smaller trainings on same topic- using SIP goals and internal work groups. Register on LMS, give credit for unit meeting (1 hour) training. Case planning – internal workgroup and staff dev doing training. TOL next month. Engaging fathers. Communication.
- d. Practice changes- restructure front end. Mixed case load. Training needs coming from that so they have skills needed.
- e. Judges – reproductive health- SW sharing info on reproductive health with youth 12 and older.

9. San Mateo

- a. 2 new Juvenile Court judges. New CW director – Debbie Torres from MH. SDM started in Sept- more IR's now- shifting of staff around that. Gearing up for re-accreditation – have a year. More collaborative training with MH and use BAA to facilitate that. Alli Hall- MI- help with family engagement. Interested in what Santa Clara is doing.
- b. We have LMS- not giving us reports we need yet. Everyone got their 40 hours.
- c. Experiment in putting policies into knowledge bank and send out short test to staff to submit.

10. San Francisco

- a. Staffing- another restructuring. Combining ER and CPU- training needs. July 12th. Moving 8 workers into FSU- family maintenance family reunification.
- b. Retirements- over 3000 for the entire city- double what we've seen. 70 people in CFS- don't get to backfill.
- c. Losing all OYA money end of June. How do we do CB within our staff around permanency. Skill building- conversation with youth and family, dealing with issues- staff move youth towards permanency. Use Title IV-E funds.
- d. Revisit and redo training for Foster parents. Create Academy for FP- Parenting for Permanency University.
- e. Doing more capacity building for supervisors
- f. OYA will be available to counties- permanency toolkits- trauma, loss and grief guide, Lifebooks series of trainings regional, 10 Digital Stories Lifebook processing with care providers youth, will be available in August- will build curriculum around stories.
- g. Engaging Fathers Initiative: Focus groups around region and Digital Stories.

11. Monterey

- a. Cut individual clinical supervisor for licensure. No SW licensed that have been in it for a while. IV-E grad from San Jose- SW II to IV- got permission to do promotion. Created educational liaison position because caseloads down. Adult Services bump staff. Multipurpose senior services was going to be cut but hospital going to cover overmatch and stay in tact for 1 year, so no bumping.
- b. Linkages- may be time for it.
- c. Joint unit- family focus unit- funding themselves- combine the unit helping with budget.

12. Napa

- a. Budget- continue to plan for worst and hope for best. No staffing cuts last few years. Caseloads have grown dramatically- 34% climb in 18 months- effect of recession.
- b. Training issues- focus on practical skills based training- SWs want that – tools they can use in practice. Expert testimony with Solano.
- c. Training requirements- meeting state requirements 100%. Measured it quarterly- 10 hrs every 6 months. Important to meet goal.

- d. Part of Engaging Fathers Initiative- training in Aug.
- e. ILP Breakthrough Series collaborative. Engaging youth, collaboration with county permanency. Staff training engaging youth with ILP.

11:55am – 12:00pm Closing

1. Summary of action items and assignments

- a. Rodger to send email re: revised university processing guidelines- Training Specialists to share with counties.
- b. Better time management of meeting
- c. Next meeting- agenda STEC as standing item
- d. RBP training
- e. Training timelines FY 10-11

Sept 17th – conflicts with BASSC- change next TAB Meeting to 8/20 from 9:30am-12:00pm, same location