

Training Advisory Board (TAB)
Bay Area Academy
Minutes
December 1, 2006
9:30am – 12:00 pm

Location:
40 Douglas Drive, Room 101
Martinez, CA 94533

Patrick Duterte, Chair, TAB; Director Solano County Department of Health and Social Services
Eileen Levy, BAA Principal Investigator; Director of the School of Social Work, SFSU
Rodger Lum, Director, BAA

Attendance:

Rodger Lum
Patrick Duterte
Susan Stollerman
Jennifer Cannell
Judith Lefler
Jennifer Andrews
Darlene Modesto
Anne Herendeen
Mimi Rudin
Felicia Law-Murray
Elizabeth Gilman
Dennis Bozanich

Erika Gonzalez
Craig Johnson
Melissa Crockett
Donna Wocher
Lisle Cohen
Evelyn Hengeveld-Bidman
Marty Graff
Kristina Pock
Suzanne Kiesz
Linda Martinez
Mike Austin
Valerie Early
Christopher Cassels

- I. Refreshments, Welcome, Introductions**
- II. Review/Additions to Agenda**
 - a. Agenda Review
 - i. Judith added Evaluation Materials to agenda
 - b. Approval of September 22, 2006 Minutes
- III. General Academy Updates**
 - a. Status of CDSS augmentation**
 - i. As of 12-1 there is no official approval of augmentation. With augmentation we will add 2 additional CORE cycles.(Rodger)
 - ii. We are uncertain about augmentation funding for next fiscal year, esp., in light of the projected \$2 billion shortfall in State budget. Patrick pointed out that counties will fight hard against cuts in health and human services. Health Insurance is a hot topic and the Governor will likely address Universal Health Care in January 07 mid-year budget message.(Patrick)
 - iii. CALSWEC is considering hiring someone to work on distance learning, which is something that the BAA is also thinking about with the augmentation funding. (Rodger)
 1. Elizabeth – Will there be work on a distance learning program at the BAA?
 2. Our aim is to coordinate between BAA and CALSWEC for distance learning. Web conferencing and E-Learning are both under consideration at this time. The challenge for both lies in

the interactive element. And the distance learning program must have an evaluation procedure to determine effectiveness.(Rodger)

3. Northern Training Academy has 3-4 online curricula to be followed up on after session.
4. Jude- Mary Garrison is credentialing new trainers and also revising the CORE curriculum's

b. Personnel

- i. Summary of staff changes

c. Adult Protective Services

- i. APS trainings have been finalized for this year
- ii. Focuses on protection vs. self-determination and will include information and skill acquisition in areas such as family influences on decision-making, cultural considerations, assessment of competency
- iii. Increased from 4 regional trainings to 6
 1. Santa Rosa
 2. Altadena (near Los Angeles)
 3. Fresno
 4. San Jose
 5. Sacramento
 6. Redding
- iv. The second in the series has been changed from elder financial abuse to working with the mentally ill older adult
- v. Last year the Child and Family Policy Institute of California designated BAA as the lead organization among the other regional training academies. The subcontract focused on curriculum development and specialized trainings, with an emphasis on the latter.
 1. BAA and the training academies cannot realistically do both extensive curriculum development and core/specialized training functions without \$1 million. If we receive the same amount of funding that CFPIC received, it would be more realistic during the 1st year of a new multiple contract for the regional training academies to work on specialized training and over the 2nd and 3rd years include core and specialized training.
- vi. Susanne – Can Child Welfare workers take APS trainings to count for their child welfare licenses?
 1. Rodger – Priority for APS trainings will be given to APS workers, but could include other county staff based on capacity of the trainings.
 2. The APS trainings will be able to accommodate roughly 200 people.
- vii. Patrick – What are the total number of APS workers that need the training?
 1. Rodger – We are not sure of the exact number, the State is working on gathering that information.
- viii. Mike – Are there any assessment tools for APS? BASSC is putting out a publication for assessment tools.
- ix. Rodger – There is no clear APS standards and no CORE. CALSWEC Aging Initiative had a Strategic Planning Workgroup meeting at CSU, Long Beach. The meeting's main focus was to refine the Mission statement, discuss priorities, and develop a sustainability plan for the Aging Initiative.
 1. Elizabeth – Maybe we can talk about this after grant time
- x. Mike – Do any of the Training Specialists have adult services? I think only Monterey and Santa Rosa have some. I think we should have representation of APS or adult services on the Training Advisory Board.

1. Rodger – We should definitely consider an invitation to counties for TAB representation.

d. General Academy Updates

- i. Up to CORE – 7 this year
 1. Working on evaluations for CORE
 - a. All but 1 has a pre or post test
 - i. Maltreatment has a large evaluation
 2. (Handout) Comparisons of BAA to the state
 - a. We have data that for the validation of CORE curriculum
 - b. The demographic information is not completely understood yet.
 - c. Mike – Where is the long term data especially for transfer of learning?
 - d. Patrick – What are the AHA's issues?
 - e. Jude – BAA is doing better than state, and the IV – E students are doing better with statistical gains.
 - f. Mike – There should be significant differences.
 - g. Jude – We will bring up this issue during the macro eval meeting
 - h. Elizabeth – We are doing what we were told to do. We also have been looking at doing supervision workforce studies. We are only in the preliminary stages and there is a lot that we don't know. We would like to have a Learning Retention Study and a Work Satisfaction study.
 - i. Rodger – Close to finishing curriculum for Child Welfare Supervisors.
 - j. Lisa Corway – Fill out online survey for CW sups.
- ii. There is a PQCR in Santa Clara
- iii. A lot of planning for Advanced Trainings
 1. Added 10 Best Practice Trainings
- iv. "Visitation for Re-unification"
 1. Darlene is doing a work summit
 2. They put together purposeful visitation plans
 - a. Teams will come to training and leave with a "product" which is a plan for visitation. The training is planned for spring around May.
 3. Need to sign people up to help out with summit
 4. ? – Riverside has an extensive "Trial Placement Program"
 5. Patrick – Is there any research on visitation?
 6. Jude – Yes, the BAA has put together some data but needs to be more extensive.
 7. Mike – Are there strategic spots for visitation?
 8. Erika – Visitation: with increased visitation including parental challenges.
 9. Patrick – Focus on positive strengths of families
 10. Jude – Looking at effective monitoring of families. Visit coaching as opposed to visit monitoring.
 11. Mike – BASC website has information on family assessment tools.
 12. Marty – Who is the target for the summit?
 13. Jude – It depends, most likely it will be focused on a small group, but Margie wants to get everyone involved.
 14. Patrick – If we want everyone to get involved we need to get the directors behind the trainings to really implement trainers involvement.

15. Mike – Before we get the directors behind us we need to specify our goals.
16. Elizabeth – Knows of websites with literature on topic, specifically vertical case management.
17. Jennifer – there are studies that show involving families in real life situations. Also it would be valuable for Foster Parent Advocacy Groups to be involved in the summit.

IV. Hot Topics/Discussion

a. Anniversary events and link to BASSC knowledge management summit

- i. BASSC anniversary summit will be at Seven Hills Conference Center in early November. The summit will focus on knowledge management and will have a small focused guest list.
 1. Summit planning can be done by the Bay Area Human Resources Committee and can include transfer of learning strategies and follow-through after the summit.
 2. Evelyn- The summit invitees are extremely important for transfer of learning. The challenge will be getting supervisors involved
 3. Mike – How widely should we implement the summit transfer of learning?
 4. Patrick – We will have to talk to the directors about the complications involved in the after planning for the summit

b. Title IV- E training in February 2007

- i. Mike – Doesn't understand why BAA did not involve the schools' IV-E coordinators in planning the training, especially since it affects their students.

c. Training for New Trainers March 8th 2007

- i. Send blossoming trainers to training with the goal of certifying master trainers. The number of slots will be roughly 25 because the training will be at BAA in Oakland. If we need a larger venue that could be changed to accommodate more trainers.

d. Annual Needs Assessment

- i. Jude – How many new workers are anticipated for CORE trainings. What are the training needs for next year? Please turn in county numbers by March 2nd.
- ii. Mike – What are the cross county needs? It would be beneficial to breakout cross county trainings to incorporate bigger themes.
- iii. Jude – Larger planning is covered with Regional Planning days during an offsite training meeting.
- iv. Mike – Would like to see Capacity Building covered in more detail
- v. Jude – Add more to the Training Service Plan

V. General Information and County Updates

a. County Updates

i. San Francisco County

1. Small group of new workers starting
2. Currently trainings: SDM, SDM Child Welfare Workers, TDM on December 18th)
3. We need a domestic violence training
4. Appointed new director of children's services – Debbie Jeter

ii. Monterey County

1. 8 new Social workers need foundations and CORE
2. Hopefully we will have new supervisors for February's Foundations
3. Want a family development component that is concentrated in less than 2 semesters. (Santa Clara has one)

- iii. **Sonoma County**
 - 1. 5 or 6 new Social Workers for CORE
 - 2. Have a training for Meth Abusing Families
 - 3. New Director – Jo Weber
- iv. **San Mateo County**
 - 1. New Director – Beverly Beasley-Johnson
 - 2. In the process of hiring new Social Workers, in need of Spanish speakers.
 - 3. Cultural Diversity survey with BAA:Multi year
- v. **Santa Clara County**
 - 1. Hiring new SW's need Spanish speaking
 - 2. Worried about the enhanced retirement formula of 2.5% at 55 which goes into effect January 2008.
 - 3. Beyond the Bench conference
 - 4. CAT to staff
 - 5. Onsite Spanish
 - 6. CCSW partnership
 - 7. Shelter oversees Visitation for Social Workers
 - 8. Restraining order training
 - 9. 4 trainings on Runaway Youth
 - 10. Gangs in Bay Area
- vi. **Santa Cruz County**
 - 1. Without a hiring coordinator for 1 year
 - 2. PQCR
- vii. **Marin County**
 - 1. HR system is on a hiring freeze
 - 2. Decreasing the number of supervisors
 - 3. Safety trainings/Brown Bag
 - a. Academy retreat for team building
 - b. SDM refresher training
 - 4. Moving campus to a new cite in about 18 months
- viii. **Solano County**
 - 1. Following up on Blue Ribbon
 - 2. Online Intranet Web Page
 - 3. TDM>FRFM
 - 4. Worker Trainer Supervision
 - 5. Suzanne is starting a new training timeline with a 10 week training series.
- ix. **Contra Costa County**
 - 1. Interim CW Director is Valerie Early
 - 2. Implication of Disproportionality training in Fairness and Equity Series
 - 3. A set of new workers finish training in 2 weeks
 - 4. Have 10 SW vacancies
 - 5. Retreats with Rita Cameron
 - 6. Teen Prostitution in January

VI. Hot Topics for next meeting

- a. Recruitment and Retention - Send in suggestions for recruiting and retention
- b. Directors to designate APS representatives for TAB meeting

Next TAB Meeting:

March 23, 2007 @ 9:30am – 12 noon

Location: Daly City, CA (to be confirmed)