



CalSWEC
California Social Work Education Center

CWDA Champions

*Orientation Webinar to the Statewide
Coordinated Training System*

4/25/13

Goals of Orientation

Today we hope to:

- ▶ Provide information about the Statewide Training System, including Roles, Operating Principles and structures;
- ▶ Discuss the role of CWDA Champions, and how best to integrate you into our decision-making in a realigned system.

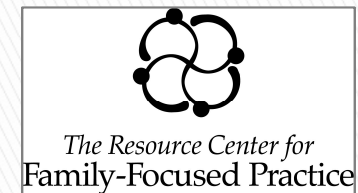


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Statewide Training Coordination Description, Values, and Roles

Version 2.0 | March 1, 2013

Statewide Training Coordination



Statewide Training Coordination

This information is intended to:

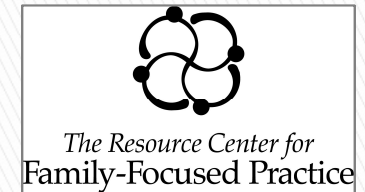
- ▶ Articulate the value and roles of California's university-based regional child welfare training system;
- ▶ Inform the public of the coordinated training system's values and operations;
- ▶ Guide the coordinating partners in their work together.

Statewide Training Coordination

NOTE:

- ▶ Not all the activities of these partners are coordinated statewide.
- ▶ Entities outside the coordinated system also provide training to the child welfare community.
- ▶ CDSS provides information on training provided outside the coordinated system by CDSS.

Statewide Training Coordination



10 ORGANIZATIONS IN THE COORDINATED TRAINING SYSTEM



Statewide Training Coordination



1. California Department of Social Services (CDSS)



2. County Welfare Directors Association (CWDA)



3. California Social Work Education Center (CalSWEC), University of California, Berkeley



4. Bay Area Academy, CSU, Fresno



Statewide Training Coordination



5. Central California Training Academy (CCTA), CSU, Fresno



6. Northern California Children and Family Services Training Academy (Northern Academy), Center for Human Services, University of California, Davis Extension



7. Public Child Welfare Training Academy—Southern Region (PCWTA), San Diego State University



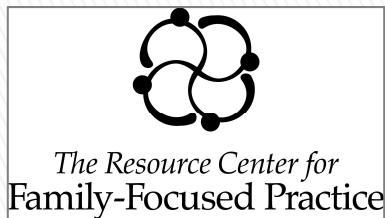
Statewide Training Coordination



8. **Inter–University Consortium (IUC)**, UCLA; CSU, Long Beach; CSU, Los Angeles; CSU, Northridge; CSU, Dominguez Hills; USC *(Universities are currently working on reconfiguring this system with LA DCFS)*

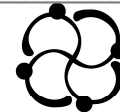


9. **Los Angeles County Department of Children and Family Services (LA DCFS)**;



10. **Resource Center for Family–Focused Practice (RCFFP)**, Center for Human Services, University of California, Davis Extension

Statewide Training Coordination



*The Resource Center for
Family-Focused Practice*



BACKGROUND ON COORDINATION OF TRAINING EFFORTS



Statewide Training Coordination

1. Fulfillment of Specific Needs

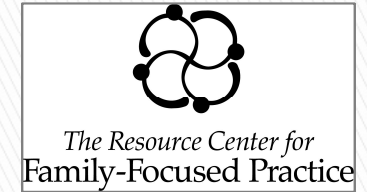
- ▶ To meet county needs for all levels of their staff, the Regional Training Academies and Inter-University Consortium developed excellent and diverse trainings.
- ▶ To address and implement several statewide initiatives, a more coordinated training approach and a greater collaboration among training entities were required.
- ▶ To implement new legislative and policy changes, a more coordinated child welfare training system is required.

Statewide Training Coordination

2. Focus on Accountability, Outcomes-based Performance Evaluation

- ▶ In fall 2002, California began the Child and Family Services Review (CFSR), required by the federal government, including an assessment of the child welfare training system.
- ▶ At the same time, AB 636 (now C-CFSR) mandated a new system of accountability for the child welfare system that (a) focuses on outcomes and (b) requires counties to evaluate outcomes to an unprecedented extent.
- ▶ The Coordinated Statewide System allows CA to meet the federal requirements for 'statewideness.'

Statewide Training Coordination



BENEFITS OF THE COORDINATED TRAINING SYSTEM

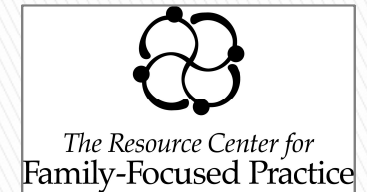


Statewide Training Coordination

The coordinated training system:

- ▶ Promotes safety, permanency, and well-being of children and families;
- ▶ Balances statewide and regional/county needs;
- ▶ Encourages integration of evidence-based practices as they emerge;
- ▶ Is based on participatory decision-making processes;
- ▶ Promotes time efficiency, cost effectiveness, and quality training products.

Statewide Training Coordination



ROLES OF ENTITIES IN THE COORDINATED TRAINING SYSTEM



Statewide Training Coordination



The California Department of Social Services (CDSS) is the state agency responsible for meeting statewide training needs (WIC 16256).

Statewide Training Coordination



Among other tasks, it:

- ▶ Advances and facilitates the administration's priorities and policies;
- ▶ Supports the coordination between RTA/IUC/LA DCFS/RCFFP training initiatives and other statewide training initiatives;
- ▶ Manages the contracting process.

Statewide Training Coordination



The County Welfare Directors Association (CWDA) provides statewide and regional input on and oversight of the training system from a county perspective.

Statewide Training Coordination



Among other tasks, it:

- ▶ Communicates CWDA and county priorities about statewide and regional training initiatives and activities;
- ▶ Supports the coordination between the training initiatives of the RTA/IUC/LA DCFS/RCFFP and other statewide training initiatives.

Statewide Training Coordination



The California Social Work Education Center (CalSWEC) is contracted by CDSS to coordinate statewide in-service training activities.



Statewide Training Coordination

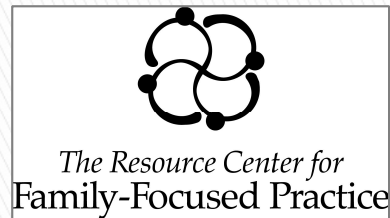


Among other tasks, it :

- ▶ Facilitates collaboration (with CDSS, counties, CWDA, RTAs/IUC/RCFFP) to identify current/future statewide training priorities and to reach agreement on training standards and competencies;
- ▶ Coordinates and develops Common Core Curriculum mandated by the previous CFSR processes and subsequent PIPs;
- ▶ Facilitates the development and implementation of a framework for evaluating efficacy of training that can be used statewide.

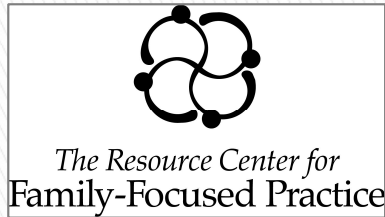


Statewide Training Coordination



The Resource Center for Family-Focused Practice (RCFFP) is charged by CDSS to support the development and implementation of family-centered practice in child welfare and human service agencies collaborating with child welfare throughout California.

Statewide Training Coordination



Among other tasks, it:

- ▶ Collaborates with other training institutions to develop and disseminate training curriculum that supports family-centered practice;
- ▶ Coordinates and provides training for the Probation System;
- ▶ Responds to the needs of individual counties statewide in their quest to implement family-centered practices.

Statewide Training Coordination

Within the coordinated training system, the RTAs/LADCFS all have the same role.

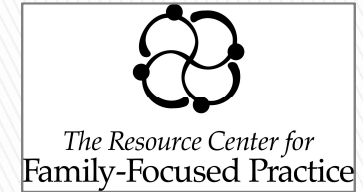
Statewide Training Coordination

Among other tasks, they:

- ▶ Participate in a collaborative process with CDSS, CWDA, RTAs, and CalSWEC to identify current/future statewide training priorities;
- ▶ Develop and revise curricula based on current practice and research to meet statewide and regional needs;
- ▶ Comprehensively support the training needs of their regions.



Statewide Training Coordination



CHALLENGE FOR THE COORDINATED TRAINING PARTNERS



Statewide Training Coordination

All the coordinating partners must balance the increased standardization required by the CFSR and C-CFSR with the regional system's unique ability to respond to counties' training needs.

The focus of the coordinated training system is to respond to these changes and to create a forum for collaborative discussion and decision making with all partner agencies.



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Operating Principles and Structures for Statewide Training Efforts

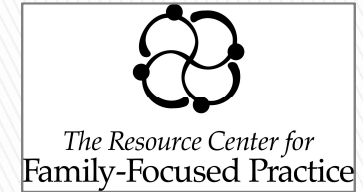
March 1, 2013

Operating Principles & Structures

These Operating Principles & Structures are intended to:

- ▶ Articulate the operating principles of California's university-based regional child welfare training system;
- ▶ Guide the coordinating partners in their work together;
- ▶ Structure the decision- and information-sharing process for coordinated, statewide training projects.

Operating Principles & Structures



OPERATING PRINCIPLES OF THE COORDINATED SYSTEM



Operating Principles & Structures

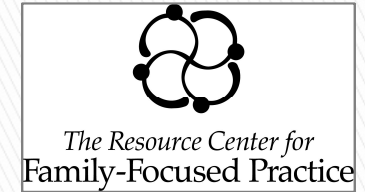
The coordinated system:

- ▶ Shares information freely and promotes open communication;
- ▶ Is based on participatory decision-making processes;
- ▶ Acknowledges a responsibility to resolve disagreements in good faith, honors agreements once they are made, and communicates about necessary changes in priorities as necessary;

Statewide Training System Operating Principles

- ▶ Promotes time efficiency, cost effectiveness, and quality training products;
- ▶ Mutually agrees upon priorities for statewide training initiatives and upon levels of coordination for these priorities;
- ▶ Maximizes resources by using common curricula whenever possible;
- ▶ Promotes fairness and benefits from the participation of all of the entities involved.

Operating Principles & Structures



OPERATIONALIZING THESE PRINCIPLES



Operating Principles & Structures

Each of the coordinating partners:

- ▶ Works on projects for their region, and
- ▶ Collaborates at a regional and statewide level for selected projects.

CalSWEC:

- ▶ Convenes structured meetings/forums to promote coordination.

Descriptions of these structures follow.



Operating Principles & Structures

RTA Directors Strategic Planning Meetings

Frequency: Quarterly

Purpose:

- ▶ To set priorities for statewide projects;
- ▶ To strategize about how to address statewide training issues and how to work with CDSS, CWDA, STEC and other stakeholders;
- ▶ To address problems/troubleshoot on coordination issues.

Operating Principles & Structures

Attendance:

- ▶ Directors and select Management of RTAs/IUC/LA DCFS/CalSWEC/RCFFP;
- ▶ CDSS Training Bureau staff;
- ▶ CWDA representative(s)(?)

Operating Principles & Structures

RTA/IUC/RCFFP/LA DCFS All-Staff Strategic Planning Meetings

Frequency: Annually

Purpose:

- ▶ To use staff resources to build upon priorities identified by the directors;
- ▶ To build relationships between staff to promote sharing of knowledge and resources;
- ▶ To build knowledge-base in specific areas of interest.



Operating Principles & Structure

Attendance:

- ▶ All RTA/IUC/LA DCFS/RCFFP Program Staff (determined by RTA/IUC/DCFS/RCFFP);
- ▶ CDSS representatives;
- ▶ CalSWEC program staff.

Operating Principles & Structures

CalSWEC Board Committees:
Child Welfare, Curriculum, Research &
Development, Workforce Development

Frequency: 3 times/year (Feb., May, Sept.); all committees meet on the same day.

Purpose:

- ▶ To identify and enhance the linkages between pre-service and in-service training within CalSWEC;
- ▶ To act as an advocacy group with CDSS to ensure regional and university representation on statewide training issues;



Operating Principles & Structures

- ▶ To act as a forum for CDSS and CWDA to bring new initiatives and changes into CalSWEC;
- ▶ To act as a liaison between the RTAs and the full CalSWEC Board of Directors.

Attendance:

- ▶ RTA/IUC/RCFFP/LA DCFS Directors attend committees as needed.
- ▶ Schools of social Work, CDSS, and CWDA have designated seats on the board and committees.
- ▶ A Deputy Director-level CWDA representative participates in the Child Welfare Committee and another committee of their choice.



Operating Principles & Structures

Statewide Training and Education Committee (STEC)

Frequency: Quarterly

Purpose:

- ▶ To set standards for statewide public child welfare training and coordinate their implementation on behalf of, and in consultation with, CalSWEC/CDSS/CWDA/the RTAs and IUC/LA DCFS Training Unit/RCFFP.

Operating Principles & Structures

Attendance:

- ▶ Directors and designees from RTAs/IUC/LADCFS/CalSWEC/RCFFP;
- ▶ CalSWEC;
- ▶ CWDA Regional Children's Committee representatives;
- ▶ CDSS;
- ▶ County staff development personnel;
- ▶ Title IV-E Stipend Program Project Coordinators;
- ▶ Caregiver Training representatives;
- ▶ CASA representatives;
- ▶ State Adoptions representatives;
- ▶ CFPIC representatives;
- ▶ Others as designated by the STEC Charter.

County representatives are approved via CWDA Children's Committee Regional Subcommittees.



Operating Principles & Structures

Subcommittee of STEC

Content Development Oversight Group (CDOG)

Frequency: 2 times/year in-person; monthly via conference call/web conference.

Purpose:

- ▶ To oversee the development and revision of statewide curriculum products, including the Common Core Curricula. STEC provides guidance and approves final products.

Operating Principles & Structures

Attendance:

- ▶ Directors and/or designees from RTAs/IUC/LA DCFS/CalSWEC;
- ▶ CWDA Children's Committee representatives from STEC;
- ▶ CDSS;
- ▶ County staff development staff;
- ▶ Other STEC members as needed;
- ▶ Content experts as needed.

Operating Principles & Structures

Subcommittee of STEC

Macro Evaluation Team

Frequency: 2 times/year, with interim webinars.

Purpose:

- ▶ To develop and implement strategic plans for a coordinated method to evaluate training;
- ▶ To develop and implement tools to improve evaluation, such as a bank of knowledge test items;
- ▶ To identify technical assistance needs for counties and RTAs/IUC/RCFFP/LA DCFS;



Operating Principles & Structures

- ▶ To coordinate and provide such technical assistance;
- ▶ To facilitate exchange of information and knowledge about evaluation of training.

Attendance:

- ▶ Directors and/or designees from RTAs/IUC/LA DCFS/CalSWEC;
- ▶ CalSWEC;
- ▶ CWDA Children's Committee representatives;
- ▶ CDSS;
- ▶ County staff development staff;
- ▶ Other STEC members as needed.



Operating Principles & Structures

Subcommittee of STEC

CWS/CMS Training Curriculum Alignment Team
(TCAT)

Frequency: Quarterly

Purpose:

- ▶ To address training and curricular issues for CWS/CMS training, including updates to new user training and meeting training needs for new versions of CWS/CMS.

Operating Principles & Structures

Attendance:

Reports to STEC via CDOG, convened by CalSWEC, and co-chaired by Northern and Central RTA:

- ▶ RTA CWS/CMS staff;
- ▶ CDSS;
- ▶ Office of Systems Integration (OSI);
- ▶ County staff.

Operating Principles & Structures

Subcommittee of STEC

Technology and Learning Committee

Frequency: Convenes via technology every 2 months.

Purpose:

- ▶ To support the CDSS, CalSWEC, the schools of social work, the Regional Training Academies, and California counties to develop and deliver education materials and training that is (a) responsive to partners and (b) uses various technology modalities to deliver high-quality education statewide.



Operating Principles & Structures

Attendance:

- ▶ Directors and/or designees from RTAs/IUC/LA DCFS/RCFFP;
- ▶ CalSWEC;
- ▶ Title IV–E Stipend Program representatives from universities;
- ▶ CDSS;
- ▶ County staff development staff;
- ▶ Other STEC members as needed.

Operating Principles & Structures

Subcommittee of STEC

Ad Hoc Work Groups

Frequency: Varies by need; groups meet primarily via conference call.

Purpose:

- ▶ STEC convenes ad hoc work groups to develop strategies for specific projects, frequently associated with a strategic plan. These groups make recommendations to CDOG, the Macro Evaluation Team, or to STEC directly.

Operating Principles & Structures

Attendance:

Regional representatives are sought for each group. Content or subject-matter experts may participate in these groups.

Current Examples:

Katie A. Multi-Disciplinary Subcommittee; Common Core 3.0 Subcommittee.



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Training Champions

Discussion of Roles and Participation

A reminder about CWDA's role. . .



The County Welfare Directors Association (CWDA) provides statewide and regional input on and oversight of the training system from a county perspective.

A reminder about CWDA's role. . .



Among other tasks, it:

- ▶ Communicates CWDA and county priorities about statewide and regional training initiatives and activities;
- ▶ Supports the coordination between the training initiatives of the RTA/IUC/LA DCFS/RCFFP and other statewide training initiatives.

Training Champions

Proposed roles for the Champions (for discussion):

- ▶ Facilitate sharing of information amongst counties as to the structure and current activities of the statewide coordinated training system;
- ▶ Provide leadership-level guidance regarding statewide training and staff development priorities;
- ▶ Assure that county input is present in the various structures and committees (may include participation);
- ▶ Provide periodic response from a CWDA perspective on specific issues raised at STEC or other committee meetings (via email or conference call);

Training Champions

Proposed roles for the Champions (Cont.):

- ▶ Participate in periodic meeting to discuss future training priorities and resource needs;
- ▶ Participate as CWDA representatives when a large initiative has specific committees or groups dedicated to training (e.g. AB 12);
- ▶ Others?