Research and Development Committee
Westin Los Angeles Airport, Los Angeles
May 1, 2014 | 1:30 p.m. – 3:00 p.m.
Scott Gruendl, Chair | Amy Levin, Vice-Chair

M I N U T E S

Attendance
Board Members:
Jeff Edleson-PI (UC Berkeley), Todd Franke (UC Los Angeles), Scott Gruendl-Chair (Glenn County), Amy Levin-Vice-Chair (CSU Northridge), Christian Molidor (CSU Long Beach), James Raines (CSU Monterey Bay)

Constituents:
Susan Brooks (UC Davis Extension), Danna Fabella (CFPIC), Stuart Oppenheim (CFPIC)

Staff:
Sandhya Rao Hermon, Susan Jacquet, Barrett Johnson, Rodger Lum

I. **Welcome and Introductions**
   ▪ Minutes from the February 6, 2014, meeting were reviewed and approved with no changes.

II. **Evaluation-Related Initiative Committee R & D Reports and Action Items**
   Aging
   ▪ The Aging Committee's work plan is move forward to the Executive Committee.

   Mental Health
   ▪ Sandhya presented "Proposed Conceptual Model to Guide Workforce Development" to the Mental Health Committee, which prompted discussion of funding from Office of Statewide Health Planning and Development (OSHPD) with its disappointing limitations. This will have an impact on users and on retention.

   Child Welfare
   ▪ There was a request to look at students' retention in counties in addition to hiring in general. This request was for small counties in particular. The information is in the CSIS database. What message will we be able to glean from the data and if it is negative, what can we do?

III. **Tier 1 – Evaluation of CalSWEC Programs**
   Baseline Student Survey Proposal
   Sandhya presented the proposed baseline student proposal. She pointed out that some of the student variables that are part of the CalSWEC Student Information System (CSIS) and the proposed measures that are part of the overall model are measures that the National Indian Child Welfare Association (NICWA) has used. They follow up annually with students. Sandhya suggested that the schools gather and enter the demographic and background information from the student data into

CSIS. Then students would complete the attitudes variables in Qualtrics, the on-line survey platform.

> *Discussion:*
> o   Jeff Edleson reported that Berkeley has gathered competency data from the students.
>
> o   Christian Molidor pointed out a few of the problems with measuring competencies. 48 competencies are not really mandated. Schools can select their own.
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> o   Sandhya proposed surveying all students, which would allow for comparisons between IV-E and non-IV-E.
>
> o   Rodger Lum suggested using psycho-social and other measures that predict success in workforce.
>
> o   Amy Levin said that asking proposed measures of non-IV-E might be met with resistance.
>
> o   Christian added that the problem lies in how it is going to be done. Students and workers suffer from survey burnout by being asked to complete too many surveys.
>
> o   Jeff thought that the list of measures was too long and suggested comparing IV-E and non-IV-E within Child Welfare students only. But Barry pointed out that the number is too low for that kind of comparison.
>
> o   Scott Gruendl thought that some counties might not agree to this survey.
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> o   Susan Brooks asked what would be done with the information.
>
> o   Danna Fabella asked how this would help with recruitment and retention. She added that the use of unique ID adds confidentiality, which would be a plus for the counties.
>
> o   The University Consortium for Children and Families (UCCF) students at UCLA are IV-E as well, which adds to the confusion.
>
> o   Other suggestions included shortening the survey and collecting IV-E data in the school and comparing it with data from the workforce.
>
> o   The consensus was that this would not be worth pursuing.

County Workforce Study
▪   Sandhya continued with a presentation on the model, "A Holistic View of Child Welfare Workforce Development and Effectiveness." The Model is intended to guide the future by analyzing county data. The survey of workforce allows access to staff on measures of HR data and Safe Measures.

▪   Sandhya will share the presentation at the Board meeting.

IV. Tier 2 – Evaluation of Emerging Practices to Inform Training and Education
▪   An update was given on the selection for a new partnership. Barry reported that the intent of the recent RFP was to provide support for rural partnerships. CSU Stanislaus and Tuolumne County have submitted another revision of their proposal following a phone conversation with CalSWEC personnel. The county partner was very enthusiastic and provided a logic model. Barry pointed out that funding is contingent upon the deliverables to be approved yearly.

Action:
▪   Scott, Amy and Stuart will read the latest revision and report to Barry.

- UCLA and SJSU quarterly reports were made available.

  – Barry described the UCLA partnership. They have a lot of information about the needs of the county and the county is now more interested in the whole process, which generates tickets with information about resources available. Students use data from this project for their research projects.

  – The SJSU partnership has completed one series of projects with the counties. This has stimulated a growing interest in the partnership model and the products generated by the research among county and non-profit agencies. The partnership is currently exploring sustainability plans, which will likely require identification of resources to support start up and report writing for projects.

  – Stuart mentioned that CFPIC received a grant and has solicited SJSU faculty and students to do the evaluation component of the grant.

- In light of the consensus at the last Board meeting on our new workforce conceptual model, new research and evaluation activities at the county level are being proposed. Money to seed this and additional research is needed to begin testing the relationships in the model in order to position CalSWEC to pursue additional monies for funding workforce development research. It is proposed that some of the research money on university-agency partnerships (perhaps half) be pulled back after the end of the current funding cycle and be used to support research activities that help us test the workforce model.

  Discussion:
  o CalSWEC could work with faculty on evaluating model components.

  o Amy thought that it might pique the interest of some faculty if they were supplied with questions to explore.

  o Stuart noted that this would be in line with CalSWEC's mission, but it does take away from practice research.

  o CSU universities could partner together with counties and with CalSWEC to evaluate components of the workforce development model.

  Action:
- It was moved to support the next round of funding to go to the workforce model. The motion was passed and the proposal will move to the Executive Committee.

V. Student Research Award
- There were 30 proposals submitted. The list of finalists was to be posted for the meeting, but the wrong list was uploaded. The same panel of reviewers: Jeff Edleson, Susan Jacquet, Barry Johnson, Amy Levine. Christian Molidor, Stuart Oppenheim, James Raines, and Sandhya Rao Hermon with the addition of James Raines will read the executive summaries.

Action:
- Susan will e-mail the correct list of finalists to the Committee.

VI. Subcommittee Report
RTN Update
- RTN has plans to update the Statewide Child Welfare Research Agenda with an addition on evaluation of the child welfare workforce. RTN is also exploring ways to connect CSW-CMS with other data sets.

VII. **Next steps/Review of Action Items**
- Scott, Amy and Stuart will read the latest revision of CSU Stanislaus and Tuolumne County's proposal and report to Barry.

- Funding of the workforce model will go to the Executive Committee.

- Susan will e-mail list of student research finalists to the Committee.

VIII. **Vice Chair to the Research and Development Committee**
- New officers will be chosen at the next Board meeting. In anticipation of the change, Amy Levin suggested nominating Stuart Oppenheim for Research and Development Committee Chair.

IX. **Adjournment**
- The meeting adjourned at 3:20 p.m. Next meeting September 18 and 19, 2014, in Los Angeles.