



CALIFORNIA STATE UNIVERSITY,
LONG BEACH

Child Welfare Training Centre

Inter-University Consortium on Child Welfare
Los Angeles County
Department of Children and Family Services
Annual Report: Fiscal Year 2010-11

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Summary of Centre Accomplishments

The Inter-University Consortium (IUC) on Child Welfare is a partnership between the California State University, Long Beach (CSULB), California State University, Los Angeles (CSULA), California State University, Northridge (CSUN), California State University, Dominguez Hills (CSUDH), University of California, Los Angeles (UCLA), and the University of Southern California (USC). The Consortium's program is designed to assist the Los Angeles County, Department of Children and Family Services (DCFS) in meeting its objectives for the delivery of child welfare services. The Consortium offers a broad range of university-based training consistent with the philosophy, principles and priorities of the DCFS Vision and Mission statements. IUC sponsored training promotes increased Departmental professionalism and ensures a high standard of professional training to enhance the ability of DCFS staff to provide quality services to abused, exploited and neglected children and their families.

Fiscal Year 2010-2011 marks the 20th year of the DCFS and IUC/CSULB partnership. In the past fiscal year, the CSULB Child Welfare Training Centre completed 251 training deliverables and presentations and delivered 256 days of training.

In addition to participating in 6 New Worker Training Academies and 3 specialized Academies designed for Emergency Response Services Workers, CSULB provided training in several key areas including:

- Structured Decision Making
- Child Welfare Emergency Response Services
- Coaching and Case Conferencing for Supervisors and monthly coaching for Emergency Response Office Coaches
- Child Welfare Services/Case Management System
- Documenting on CWS/CMS for Public Health Nurses
- Caregiver and Adult Substance Abuse
- Family Engagement in Case Planning
- Supporting GLBTQ Youth
- Core Training for Supervising Children's Social Workers

About the Centre

The California State University, Long Beach Child Welfare Training Centre (CWTC) was established in 1991 to provide innovative and state-of-the-art training to Children's Social Workers from the Los Angeles County Department of Children and Family Services (DCFS), the largest child protective agency in the United States.

Centre Mission

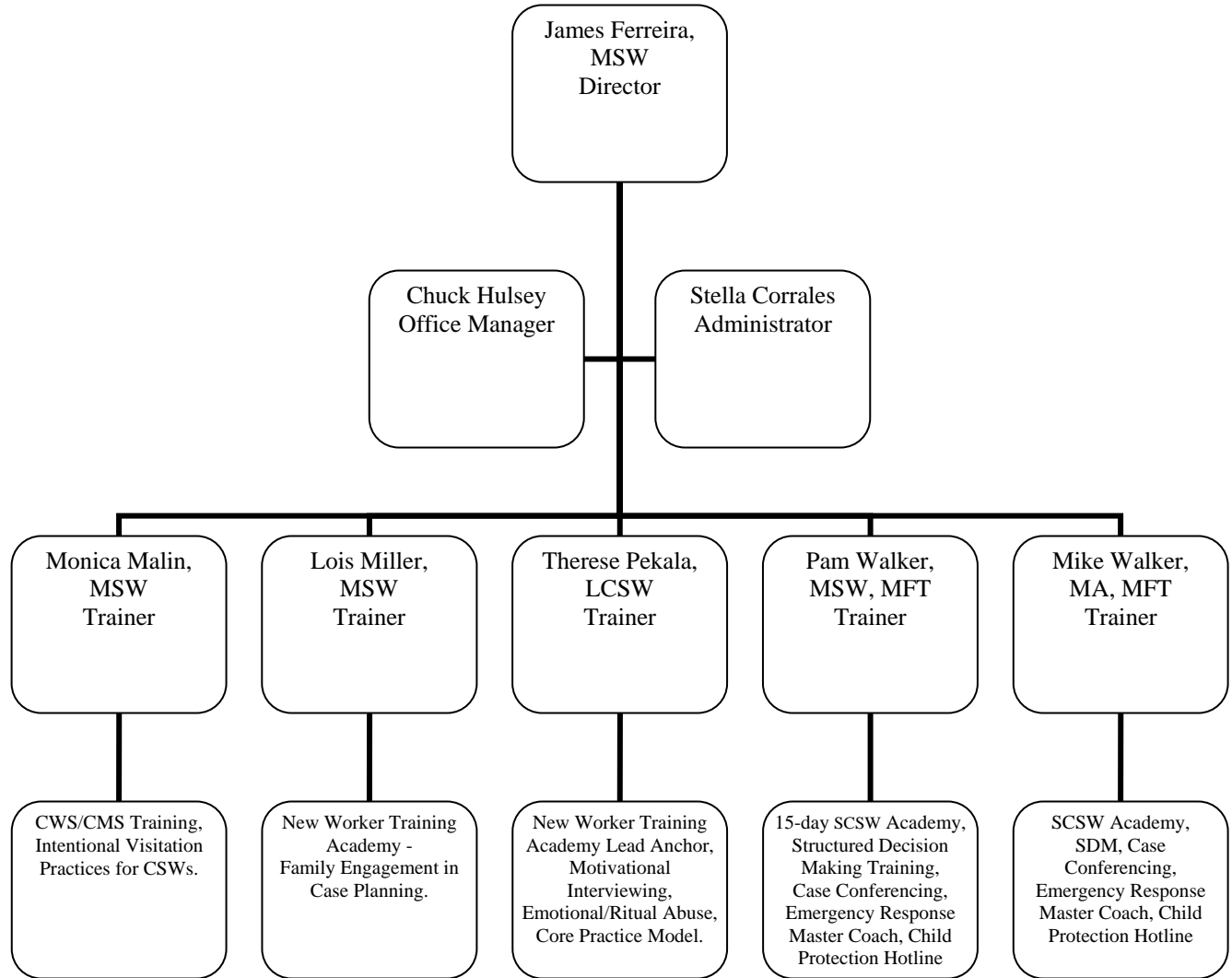
The Child Welfare Training Centre is committed to training excellence, bringing practical and family centered knowledge and techniques to both new and experienced child welfare professionals and assuring that emerging child welfare trends are integrated into best practice curricula.

Summary of Centre Accomplishments

- Participated in 6 New Children's Social Worker (CSW) Training Academies, 1 specialized Academy for staff reassigned to Emergency Response Services, and 3 specialized Academies for temporary staff assigned to Emergency Response Services, and completed delivery of 75 training deliverables over 78 days of training.
- Completed 1 Supervising Children's Social Worker (SCSW) 15 day Training Academy
- Presented 11 Children's Social Worker In-service Training Sessions:
 - *Structured Decision Making Refresher* (6 sessions)
 - *CWS/CMS for ER Reassigned Staff* (3 sessions)
 - *Effects of Direct and Indirect Trauma* (2 sessions)
- Presented 3 Children's Social Worker Advanced Training Sessions on *SDM Advanced Training for Child Protection Hotline CSWs: Documenting Screening and Definition Chains*
- Presented 10 Public Health Nurse Training sessions:
 - *Documenting on CWS/CMS for Public Health Nurses* (8 sessions)
 - *Working More Successfully with Others for PHNs – Nurses Appreciation Conference* (2 sessions)
- Presented 6 Supervising Children's Social Worker In-service training programs
 - *SDM for Child Protection Hotline SCSWs* (1 session)
 - *Domestic Violence Assessment in Child Welfare Referrals* (1 session)
 - *Core Academy Redesign Implementation* (1 session)
 - *Recognizing and Managing the Effects of Direct and Indirect Trauma* (1 session)
 - *Supporting LGBTQ Youth, Their Families, Caregivers and Community Partners: Understanding the Harm Reduction Model* (2 sessions)
- Presented 136 Supervising Children's Social Worker Advanced In-service Training sessions and continued ongoing coaching sessions:
 - *Child Protection Hotline Coaching and Case Conferencing* (8 sessions)
 - *Asian Pacific Program Coaching and Case Conferencing* (9 sessions)
 - *Coaching for Child Welfare Professionals 3-day Training* (3 sessions)
 - *Coaching Emergency Response Supervisors 3-day Training* (4 sessions)
 - *Coaching Emergency Response Supervisors: 1-day Refresher* (2 sessions)
 - *Case Conferencing for Emergency Response Supervisors* (55 sessions)
 - *Coaching for Excellence to Emergency Response Coaches* (55 sessions)
- Developed and updated 5 training curriculum and trainer guides:
 - *Field Day Activities Guide for new CSW Training Academies A1011-D1011*
 - *Ongoing Skills Assessment for new CSWs*
 - *Field Day Guide V2.1 for Redesign Pilot Academy F1011*
 - *Core Academy Redesign Focus Group Report F1011*
 - *Field Day Guide V3.0 for Redesign Summer 2011 Training Academies*
- Developed an *Emergency Response Coaching and Case Conference* model and proposal funded by Casey Family Programs and continued implementation in all 18 LA DCFS regional offices.

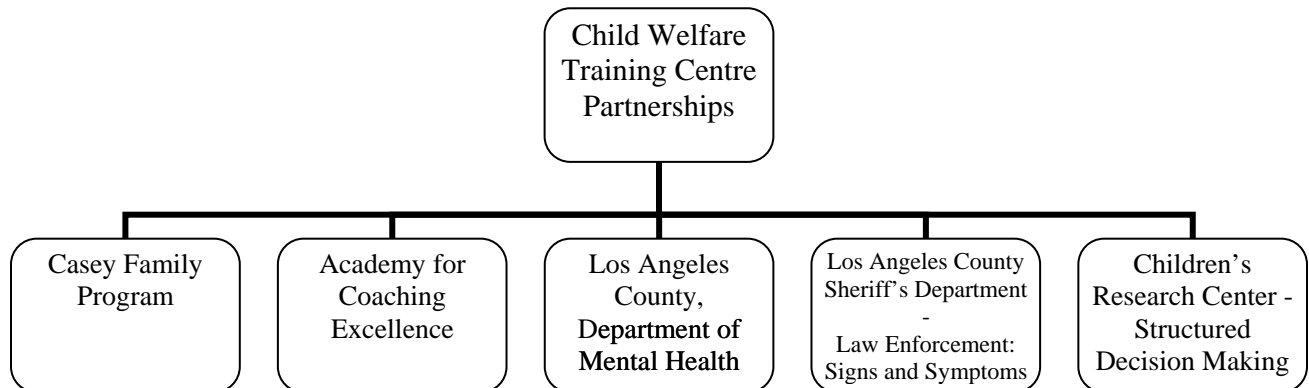
- Continued active collaboration with the California Department of Social Services (CDSS) and the California Social Work Education Center (CalSWEC) Statewide Training and Education Committee.

Child Welfare Training Centre



Consultants

Al Killen-Harvey, LCSW, Working with GLBTQ Youth
 Susan Rice, DSW, Conflict Management
 Eileen Mayers-Pasztor, DSW, Collaborating with Kinship Caregivers



CORE TRAINING PROGRAMS

New Children’s Social Worker Training Academy

The New Worker Training Academy is a foundation training program for entry level CSWs and consists of full-time instruction clarifying professional and personal values and teaching child welfare competencies. UCLA, USC, CSULA, and CSULB work together to deliver and present all academies; each academy is hosted by one center, which assumes primary responsibility for facilitation.

Child Welfare Trainer Therese Pekala, LCSW and Barbara Hitchcock, MA, DCFS Training Coordinator, lead the CSULB anchored academies as well as managed master calendars for all academies. Nine New Worker Training Academies were delivered by the IUC in FY 2010/11:

Core Training is mandatory training provided to newly hired or promoted DCFS staff to ensure a common knowledge base.

Training is standardized and is based upon competencies required to perform the duties of the appropriate classification.

Academy Group	Sponsor	Session
A1011	CSULB	DCFS Interns: June 28 – August 13, 2010
B1011	USC	DCFS Interns: July 19 – September 2, 2010
C1011	CSULA	DCFS Interns: August 2 – September 17, 2010
D1011	UCLA	DCFS Interns: August 23 – October 8, 2010
E1011	CSULB	September 27 – October 27, 2010
F1011	USC	Academy Redesign Pilot December 6, 2010 – February 18, 2011
G1011	CSULA	Emergency Response Services for Temporary Hires January 31 – March 4, 2011
H1011	UCLA	Emergency Response Services for Temporary Hires March 21 – April 22, 2011
I1011	CSULB	Emergency Response Services for Temporary Hires April 14 – May 13, 2011

Additionally, CSULB presented the following highlighted New Worker Training Academy modules:

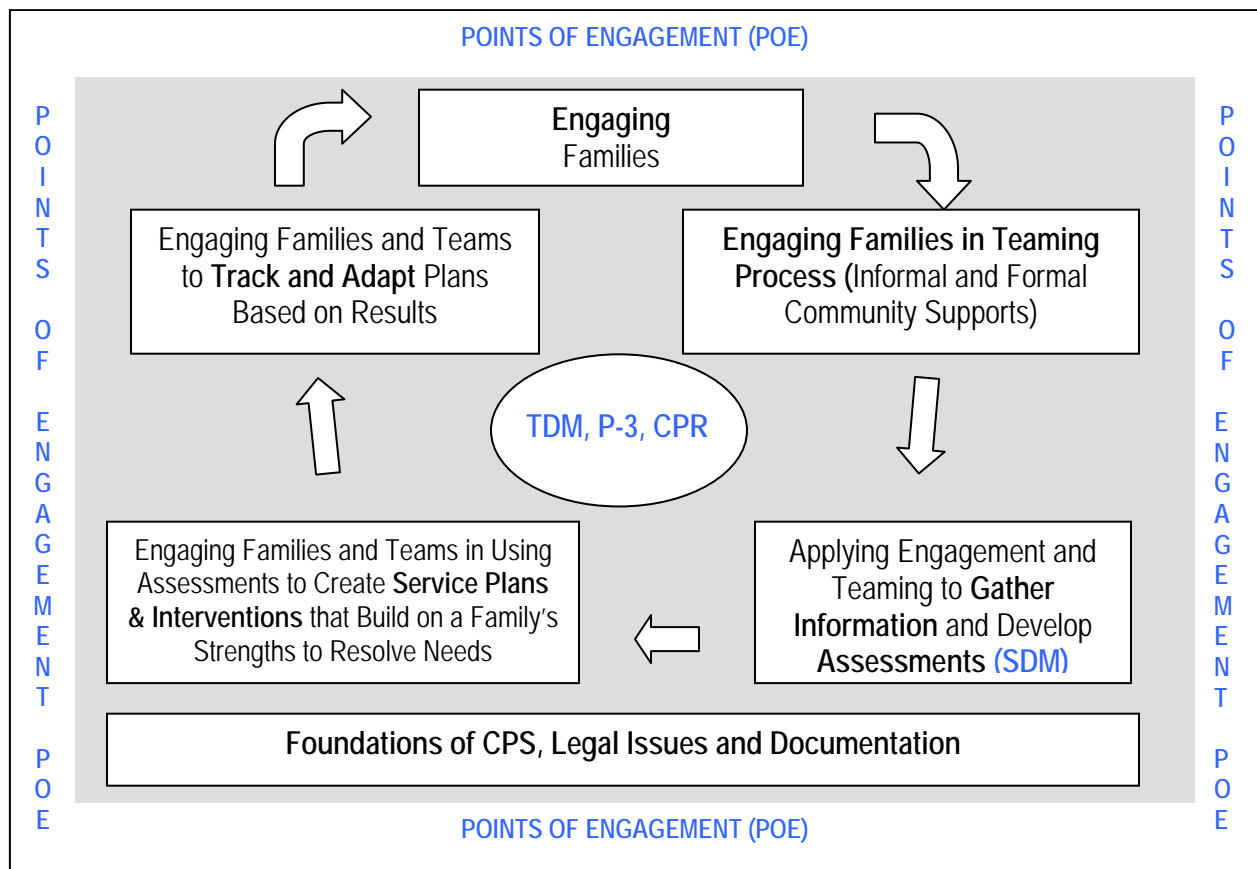
Domain	F1011 Academy Topics (Days)
A. Core Knowledge and Skills	
Legal Aspects of Child Protection	<u>7.0 Days</u> Legal Duties of CSWs in Child Abuse Investigations (1.0) Notices (.5) Court Report Writing (1.5) Investigating a Referral and Understanding the Elements of the Detention Hearing Report (1.0) Legal Overview (1.0) Child Abuse Reporting Law, Civil Rights & Confidentiality (1.0) Indian Child Welfare Act – Basic Legal Issues (1.0)
Family-Centered Approach to CPS <i>(Identifying abuse and neglect, knowledge of indicators, dynamics of child maltx, safety & risk assessment, intake and family assessments)</i>	<u>4.5 days</u> Framework for Child Welfare Practice (.5) Child Maltreatment Identification I – Physical Abuse, (1.5) Application of the Core Practice Model to Sexual and Emotional Abuse and Team Decision Making (1.0) <i>Therese Pekala</i> Structured Decision Making (1.5) <i>Pamela Walker, Mike Walker</i>
Case Planning and Family-Centered Casework <i>(conducting family assessments, developing case plans, monitoring, closure, casework interviewing, involving members)</i>	<u>4.0 days</u> Interviewing (1.0) Family Engagement & Case Planning (2.0) <i>Lois Miller</i> Intentional Visitation <i>Monica Malin</i> (1.0)
Culture and Diversity in CW Practice	<u>.5 day</u> Appreciating Multiculturalism (.50)
Effects of Abuse & Neglect on Child Development/ Human Development	<u>2.0 days</u> Child and Youth Development (2.0)
Placement & Permanence	<u>2.5 days</u> Placement and Permanency (2.0) Kinship Approval Process & Criminal Clearances (.5)

Domain	F1011 Academy Topics (Days)
B. Specialized/Related Child Welfare Practice	
Working with Adolescents	<u>.5 days</u> Overview of Education (.5)
Sexual Abuse	<u>1.5 days</u> Child Maltreatment Identification II: Identification of Sexual Abuse (1.5)
Intake E/R	Included in SDM, Investigating a Referral and Understanding the Elements of the Detention Hearing Report, Legal Duties of CSWs
Developmental Disabilities	Included in Child Development
Casework with Children	
Adult Psychopathology	
Substance Abuse	<u>1.0 day</u> Adult Substance Abuse (.5) – Therese Pekala Law Enforcement: Signs & Symptoms of Drug Use (.5) – LA County Sheriff’s Department
Family Violence	Intimate Partner Abuse (.5)
Writing Skills/Documentation	<u>4.0 days</u> Child Welfare Services/Case Management System (4.0) – Monica Malin
Health & Medical Issues	<u>2.0 days</u> Mental Health (1.0) Public Health Nurses (.5) Children and Adult Mental Health: Screening and Collaborative Assessment Services (.50)
Adoption	
C. DCFS Specific	<u>22.5 days</u> Introductions, Housekeeping and Pre-test (1.0) Overview of DCFS (.5) COPE, Union and Ergonomics (1.0) Sexual Harassment Prevention (.5) CHOICES, Horizons, Disaster Preparedness (.5) Collab. w/ Law Enforcement, Worker Safety (.5) Field Days (17.0) Software Training (1.0) Post-test, Termination and Graduation (1.0)
Total	52 days

New Children's Social Worker Training Academy Field Guides

In collaboration with DCFS, CSULB developed and revised the new Children's Social Worker Field Day Activities Guide. The purpose of the Guide is to direct and support the professional development of new CSWs during their 17 field days throughout the Academy. The Guide is a reference document for CSWs, as well as for SCSWs and managers who supervise new workers, beginning with the CSW Core Training Academy and continuing through the end of the CSW's nine month probationary period.

During the Academy, the line SCSW and the Training Academy anchor staff work in tandem to prepare the new CSW for assuming line responsibilities. Although the Academy provides specific topical training, experiential activities, policy and procedures, best practice social work techniques, and explores the ethical and moral dimension of child protective services, the line SCSW has primary responsibility to insure that CSWs apply their learning to field practice. SCSWs track CSWs' skill and knowledge acquisition and monitor CSWs' progress in meeting probationary performance standards. To maintain consistency in provision of both training and field experiences for new workers during the Academy and to guide line SCSWs in Academy training, the Field Guide was developed by CSULB to provide a structure for formal and on-the-job training and field activities. The integration of a Core Practice Model and LA DCFS major strategies and service delivery systems, provides the foundation for this structure:



Adaptation of The community partnership practice model (2005, Spring). Anderson, C. New York, NY: Center for Community Partnerships in Child Welfare and Center for the Study of Social Policy.

New Children's Social Worker Training Academy Redesign

In FY 2010/11, LA DCFS piloted a redesigned New Worker Training Academy (Academy Session F1011) in order to better integrate classroom training with field based activities and allow for ongoing skills evaluation of new Children's Social Workers.

The Core Academy Redesign was informed by close partnership with SEIU Local 721, field SCSWs, Training Section and IUC staff. Beginning with the December 2010 Core Academy, increased collaboration between line SCSWs, Training Academy Anchors and DCFS Training staff enhanced the preparation of new CSWs to assume line responsibilities.

The launch of the Core Academy Redesign with dedicated training units was first piloted in the South County and Lancaster offices, and will eventually progress to a County-wide model of training new CSWs. The establishment of regional Training Units is an effort to provide a well planned, gradual and smooth transition for new CSWs from the Training Academy to their regional assignments. At the conclusion of the pilot Academy, CSULB facilitated a focus group with key participants to gather feedback on newly implemented strategies introduced in Core Academy F-1011 and to develop recommendations to be sent to the DCFS Training Redesign workgroup. A summary of the focus group report follows:

Academy Redesign Focus Group

Background

Training Redesign was one of three priority workgroups established by DCFS Interim Director Antonia Jimenez. One focus of training redesign is the New CSW Core Academy. The Academy's approach has been seen as predominately academic and theoretical. In response, the Redesign workgroup focused on integrating a program of skill based field training and practice to meet the needs of field operations. Two major additions are:

- Field days, instrumental in preparing workers for their new assignments, increased from four to seventeen.
- A directed CSW skills assessment during the Academy was implemented to facilitate identification of specific new worker performance deficiencies so improvement strategies can begin during the initial training period.

Description of focus group

Training Unit Supervisors from the four DCFS Regional Offices where Academy Trainees were assigned as well as the Training Section, Field Trainers assigned to those offices, were invited to participate in a three-hour focus group. Three Supervisors and four Field Trainers participated in the discussion, along with an ARA and an MSW intern. The group was guided by James Ferreira, Director of the Child Welfare Training Centre, CSU Long Beach, through a facilitated discussion covering five key elements of Core Academy Redesign: number and sequencing of Field Days, Field Day Guide, Staff Resources, Ongoing Skills Assessment Tool, Training Unit Structure, and Overall Recommendations.

Key Findings

Field Days

- The increase to 17 field days was well received.
- Increasing field days, but not lengthening classroom time was welcomed by Regional Office staff. Sequencing and timing of field days should continue to be coordinated with regional offices, e.g., attempt to avoid last week of the month, plan in advance to ensure coverage, and coordinate with other mandatory training schedules.

Field Day Guide

- The Field Day Guide was highly valued as a teaching and resource tool.
- Supervisors felt they needed more planning time to take full advantage of learning activities.
- Supervisors would welcome the development of a companion Supervisor resource manual.
- Development of an additional Guide section for often-used checklists was also welcomed, e.g. TA requests, how to complete field itineraries, how to complete 280's, placement, etc.

Staffing Resources

- The Supervisor-Field Trainer relationship was highly valued as a critical component to the success of Field Days.
- Field Trainers filled a variety of roles, including: program setup, direct training, resource coordination, liaison to office staff, administrative, and reinforcing supervisor expectations. Field Trainers were eager to contribute toward the learning process.
- All Supervisor-Field Trainer partnerships worked with preceptors from other units to create shadowing and practice opportunities as well as with other office staff to deliver field based training. Those who felt higher degrees of “office buy-in” reported satisfaction in collaborating with office peers. Moreover, having other “office experts” as participants in field-based training took pressure off the Supervisor.
- Role flexibility was a key characteristic in the success of the relationships; further role clarity will be important.

Ongoing Skills Assessment Tool

- The “Ongoing Skills Assessment” (OSA) tool was regarded as a good “dialogue” tool between Supervisors and Trainees. The tool provided a good “snap-shot” of how individual workers were progressing.
- It was not clear how the OSA tool functioned differently from the “Interim Performance Evaluation.” This needs to be clarified for supervisors.
- All Supervisors completed the OSA tool once for each Trainee, and reported this was very time-consuming. All believed that having to do this four times over the course of the 12-week initial training period would take too much away from learning activities and client contact. All participants decided that completing the OSA tool three times (1st time introducing the tool followed by a mid-point and final evaluation at the end of field) would be more realistic.

Training Unit Structure

- Only one unit started with the suggested Training Unit Structure (1 TU SCSW, 1 lead CSW with 20 cases, 2 CSWs each with 24 cases, and 3 new Trainees).
 - One unit absorbed 5 new Trainees into a current unit of 7 CSWs and was able to close enough cases and disperse unit staff to reach the suggested structure before the end of the 12-week initial training period.
 - One unit absorbed 2 new Trainees into a current unit of 8 CSWs; the majority of the unit was either recently redeployed or new Trainees from prior Academies. It is hoped that by mid-April, this unit will approach the Training Unit structure.
 - One unit absorbed 4 new Trainees into a current unit of 8 CSWs. Four of those CSWs have since been reassigned. It is hoped that this unit will also “approach” the suggested structure in the near future.
- All agreed that having “protected” time and caseload limits called for under the suggested Structure is crucial in ensuring productive field-based training.

Considerations

Academy F-1011 had only 14 Trainees. Historically, Academy Trainees average 35-40 participants per class and class sizes of 45-50 are not unusual. Therefore, the key findings were based on this small number of trainees; different issues may arise in larger sized Academies.

Summary and Recommendations

Overall, all participants agreed the Academy Redesign pilot was a success. A key comment from a regional office participant follows:

Despite my criticisms, I thought this was definitely better than anything [we've ever done] before.

What Worked

- Increased number of field days allowed realistic field-based training.
- Assigned Training Section, Field Trainers played a key role in enhanced field based learning.
- The Field Day Guide is a valuable resource.
- Periodic conference calls among all offices created camaraderie and a venue for creative problem-solving.
- Having office “buy-in” created enhanced learning environments.

Areas for additional thought

- Create a culture of shared responsibility for developing new Trainees. Role clarity not only between Training and Field operations, but also collaboration with other DCFS sections.
- Streamline the OSA tool and revisit the number of times to be completed.
- Advanced notice to regional offices that new Trainees will be assigned to those offices is required.
- More lead time in scheduling and planning field days with regional offices is required.
- Consider assigning new Trainees a “small” caseload earlier so that classroom learning can be applied with “real” cases.
- Develop a system for pairing a new Trainee with an experienced unit CSW.
- Consider development of a Training Unit SCSW item to insure that recommended unit structure is maintained to allow for required preparation, assessment, evaluation and corrective instruction.
- Consider identifying a pool of Training Unit Supervisors in an office so Supervisors can keep new staff longer than just for their probationary period.

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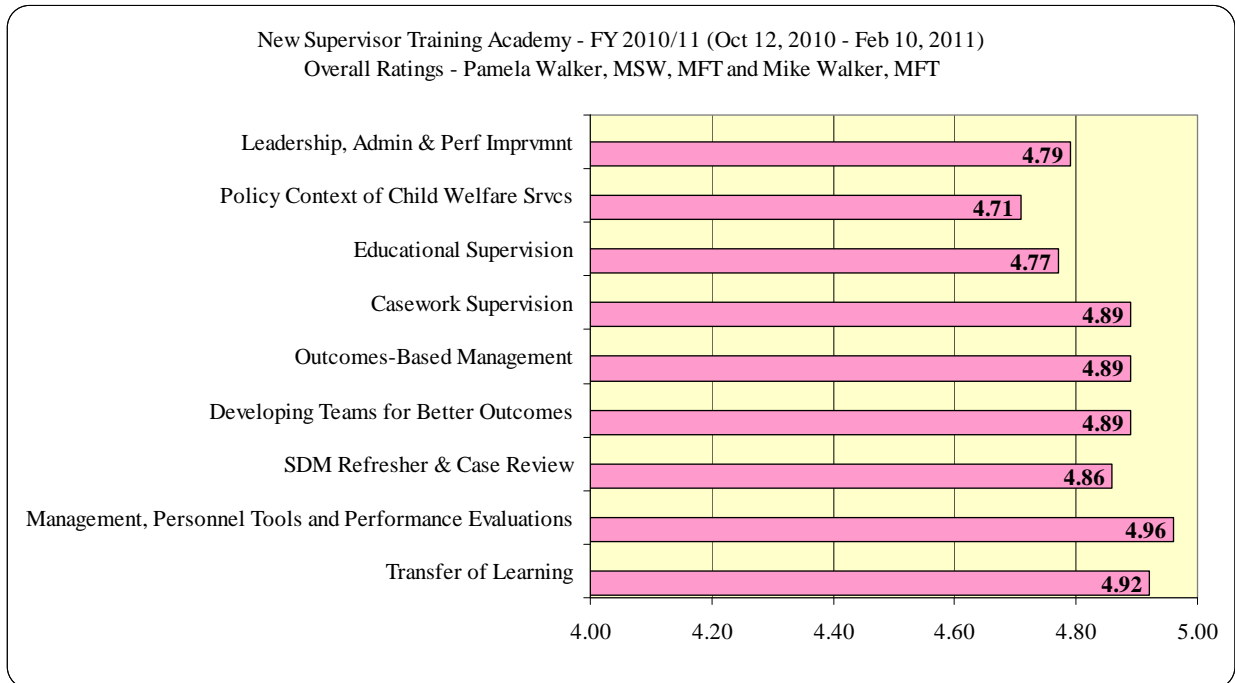
New Supervisor Training Academy (SCSW Core Training)

The New Supervisor Training Academy (SCSW Core) consists of 15 days of competency-based instruction (three days per month over five months). This program meets the requirements of the statewide-standardized Supervisor Core Training Program, is designed for all child welfare supervisors and is recommended for supervisors of less than one year. Training modules include:

SCSWs are responsible for engaging their workers both in transactional (day to day tasks) and transformational (engaging workers in working towards positive outcomes for families) activities.

- Managing within a Child & Family Serving System: Leadership, Administration and Performance Improvement & Fiscal Essentials (2 days)
- Policy Context for Child Welfare Practice & Applying Evidence Based Practice (1 day)
- Managing Work through Other People: Educational and Supportive Supervision (3 days)
- Developing Teams and Managing Performance for Better Outcomes (2 days)
- Helping Workers Achieve Outcome Measures & Outcomes-Based Management (1 day)
- Casework Supervision (2 days)
- SDM Refresher and SDM Case Review: Monitoring and Managing SDM in the Unit (1 day)
- Basic Management and Personnel Tools to Help Workers Achieve Their Best Performance (2 days)
- Transfer of Learning: The Supervisor’s Role in Developing Staff (1 day)

One New Supervisor Training Academy was delivered and completed by CSULB Trainers Pam Walker, MSW, MFT and Mike Walker, MFT in FY 2010/11. An evaluation summary follows:



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IN-SERVICE TRAINING

CSW In-service Training

A total of 255 staff attended 11 sessions of CSW In-service training in FY 2010/11. In-service training was delivered on key initiatives and topics:

1. *SDM Refresher Training*: 6 sessions to 132 staff
2. *CWS/CMS for Staff Reassigned to ER*: 3 sessions to 72 staff
3. *Effects of Direct and Indirect Trauma: An Overview for Children's Social Workers*: 2 sessions to 51 staff

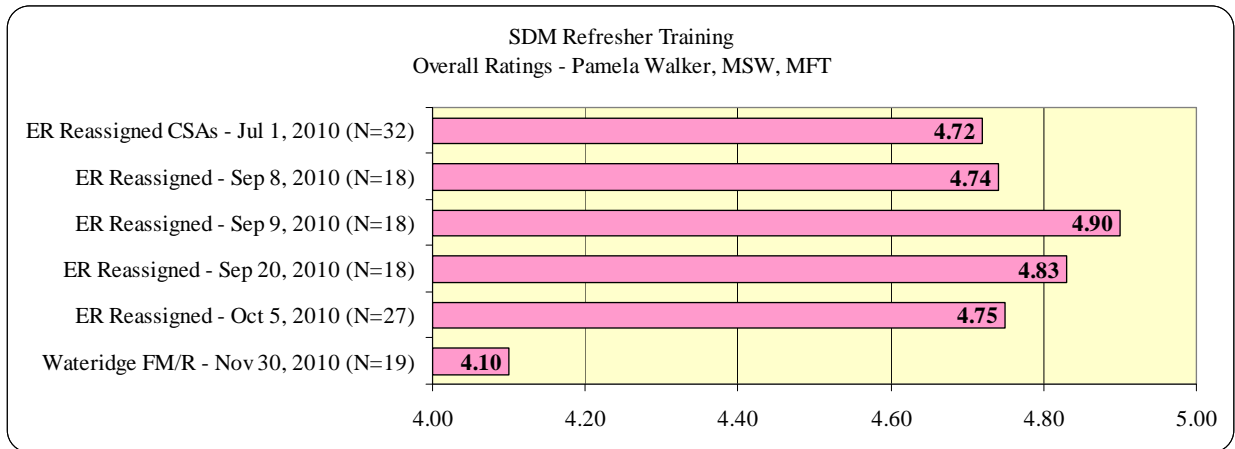
***In-service Training** provides materials on a variety of DCFS topics and is the next sequence on the training curriculum.*

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Structured Decision Making Refresher Training Pamela Walker, MSW, MFT

SDM Refresher sessions present a review of the Structured Decision Making tools used by staff. The Safety Assessment review includes the revisions on child vulnerabilities, safety threats, protective capacities and safety interventions which lead to the final safety decision. The DCFS Safety Plan and documentation are reviewed. A review of Safety and Risk Assessment definitions is included as well as an overview of the Family Strengths and Needs Assessment (FSNA) and Reassessment tools. The review addresses time frames and departmental policy on opening cases. Topics include:

- SDM tools used to make more consistent and more accurate decisions
- Clarifying that each tool helps a worker make one and only one decision and the decision suggested by the safety assessment and by the risk assessment
- Completing the SDM Safety, Risk and FSNA assessment tools
- SDM Policy on child removal, closing referrals and promoting referrals to cases
- Complete and accurate documentation necessary to support tool completion

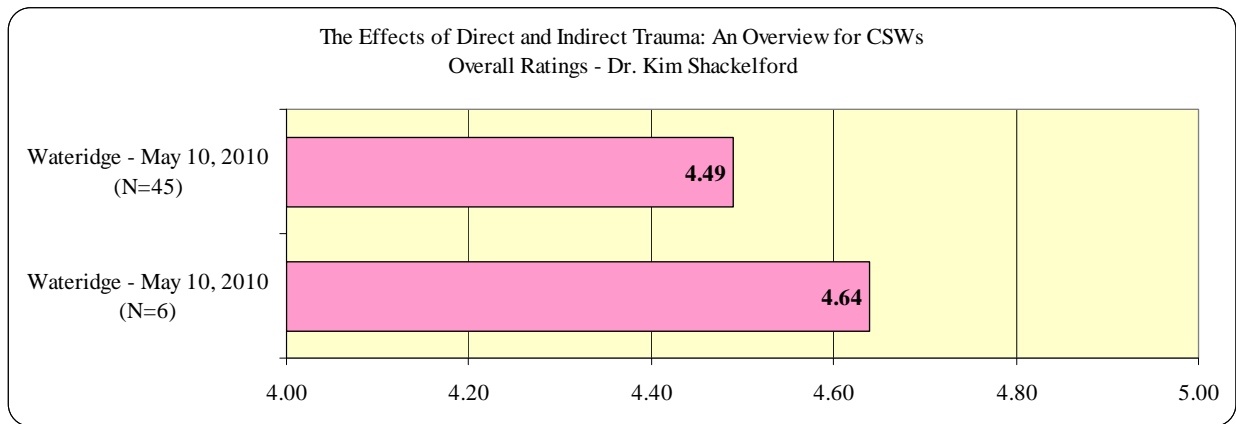


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The Effects of Direct and Indirect Trauma: An Overview for Children’s Social Workers
 Dr. Kim Shackelford

This training session presents the relationship of traumatic stress to professionals who work with trauma victims. The dynamics and symptoms of post-traumatic stress are presented. Much of the session is interactive and allows participants to debrief child-death cases and talk about their own secondary trauma. Topics include:

- Recognizing symptoms of post traumatic stress and secondary traumatic stress
- How to assess one’s own need for personal and professional care
- How to manage direct and secondary traumatic stress



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SCSW In-service Training

A total of 106 SCSWs and managers attended 6 sessions of SCSW In-service training in FY 2010/11.

1. *Supporting LGBTQ Youth, Their Families, Caregivers and Community Partners: Understanding the Harm Reduction Model*: 2 sessions delivered to 47 staff
2. *SDM for Child Protection Hotline Supervisors*: 1 session delivered to 14 staff
3. *Domestic Violence Assessments in Child Welfare Referrals*: 1 session delivered to 14 staff
4. *Recognizing and Managing the Effects of Direct and Indirect Trauma*: 1 session delivered to 23 staff
5. *Core Academy Redesign Implementation*: 1 session delivered to 8 staff

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Supporting LGBTQ Youth, Their Families, Caregivers, and Community Partners - Understanding the Harm Reduction Model
Al Killen-Harvey, LCSW

This one day training for SCSWs, provides critical information, skills and resources in serving DCFS Lesbian, Gay, Bisexual, Transgender and Questioning Youth and their families. Topics include legal mandates, definitions, stages of sexual identify, Harm Reduction Model, risk factors and resources.

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SDM for Child Protection Hotline Supervisors: Monitoring, Assessing and Providing Feedback to Intake Evaluators
Pam Walker, MSW, MFT

This session provides SCSWs with tools to reinforce SDM basics (current DCFS policy and SDM Hotline tools) with their CSW screeners. SCSWs are given Referral Criteria and Response Priority Desk Guides to be used with staff during intake interviewing and exercises to familiarize them with tools and definitions. In addition, the SDM Case Reading Tool is presented which allows SCSWs to monitor staff completion of SDM Tools and how information from this tool helps SCSWs lead their unit to excellence.

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Domestic Violence Assessments in Child Welfare Referrals
Mary Nichols

This session provides an overview of the four key concepts of domestic violence, protective behaviors vs. risk reduction behaviors, patterns of domestic violence, high risk and documentation. Suggestions for use of appropriate language during interviews, the importance of holding the batterer accountable, developing appropriate interventions and assessing progress are also discussed.

Recognizing and Managing the Effects of Direct and Indirect Trauma
Dr. Kim Shackelford

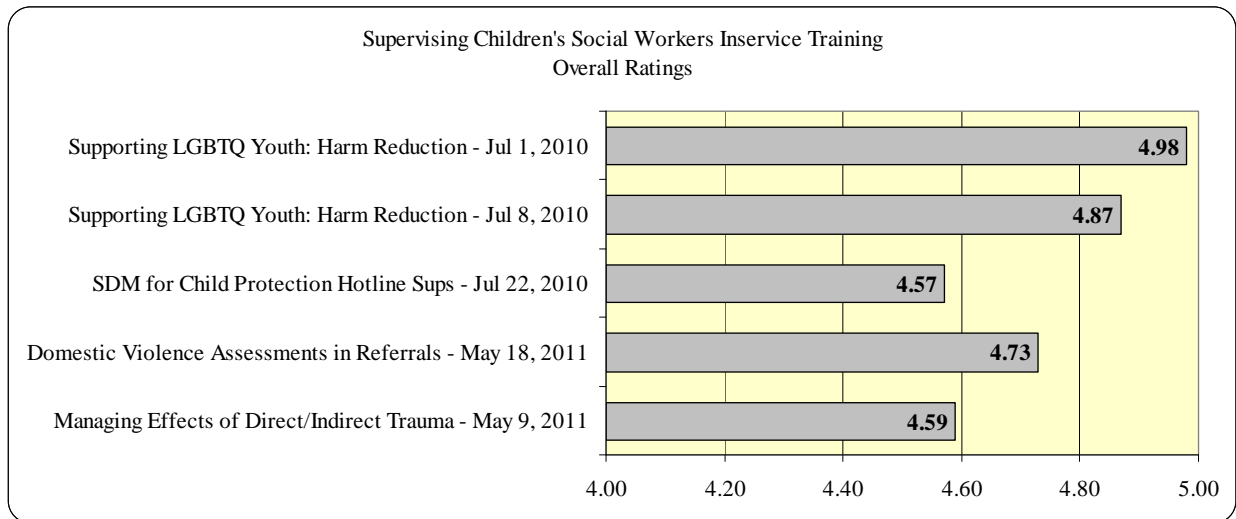
This full day training session explores the supervisors' and managers' roles in responding to supervisees who experience traumatic stress. It also presents a plan for personal and professional care and management of direct and secondary traumatic stress. Topics include the relationship of traumatic stress to professional who work with trauma victims, dynamics and symptoms of post-traumatic and secondary traumatic stress, and supervisory issues related to traumatic stress.

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Core Academy Redesign Implementation
James Ferreira, MSW and Beth Minor

This session presents an overview of the CSW Core Academy elements that have been redesigned. The overview includes a review of Field Day activities, how to use the Field Day Guide, utilization of staff resources, an ongoing skills assessment tool, Training Unit structure, and continuous quality improvement strategies. The session will also provide direction on how to complete the interim Performance Evaluation for new Trainees that builds upon the ongoing skills assessment.

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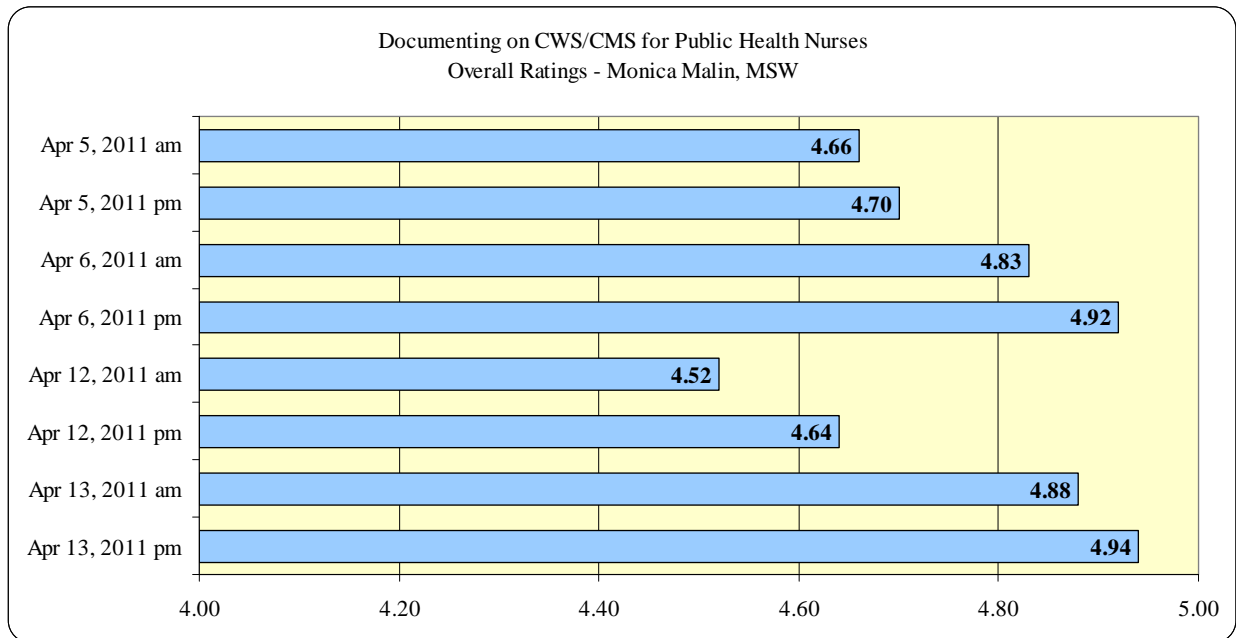


Public Health Nurses In-service Training

A total of 117 DCFS and DHS Public Health Nurses attended eight sessions of Specialized In-service training for Public Health Nurses, and 104 DCFS and DHS Public Health Nurses participated in two sessions at the Nurses Appreciation Conference on May 24, 2011.

Documenting on CWS/CMS for Public Health Nurses
Monica Malin, MSW

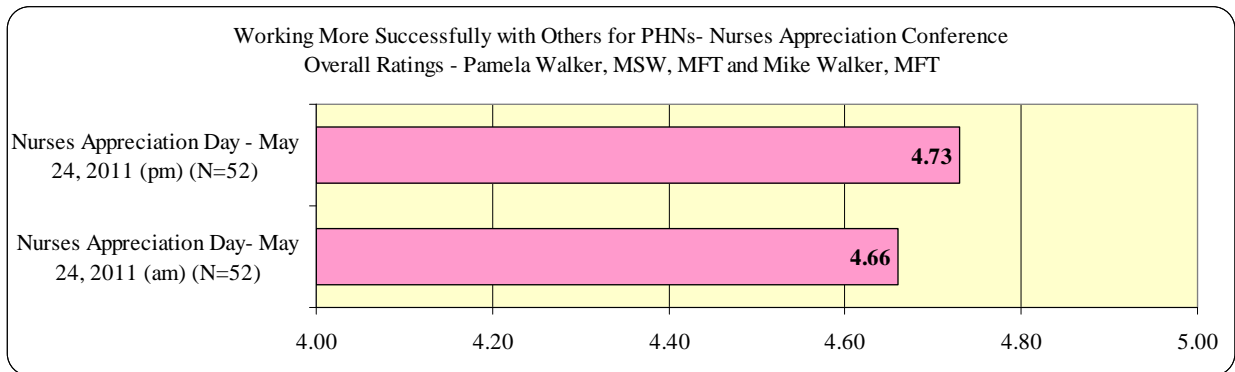
This session covers the fundamentals of documenting medical information on CWS/CMS including Contacts and Health Information. Topics include proper use of and documentation in the CWS/CMS Contact Notebook, proper use of and documentation in the CWS/CMS Health Notebook, and development of the Health and Education Passport.



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*Working More Successfully with Others for Public Health Nurses
Pam Walker, MSW, MFT and Mike Walker, MFT*

Assessing the health care needs of children served by DCFS requires concerted teamwork of Public Health Nurses, Children’s Social Workers, and of course the families and children both groups serve. This workshop explores ways in which PHNs and CSWs can form the best functioning team to address the health needs of his under-served population.



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ADVANCED IN-SERVICE TRAINING

CSW Advanced In-service Training

A total of 24 CSWs attended 3 sessions of *SDM Advanced Training for Child Protection Hotline Children’s Social Workers: Documenting Screening and Definition Chains* Training in FY 2010/11.

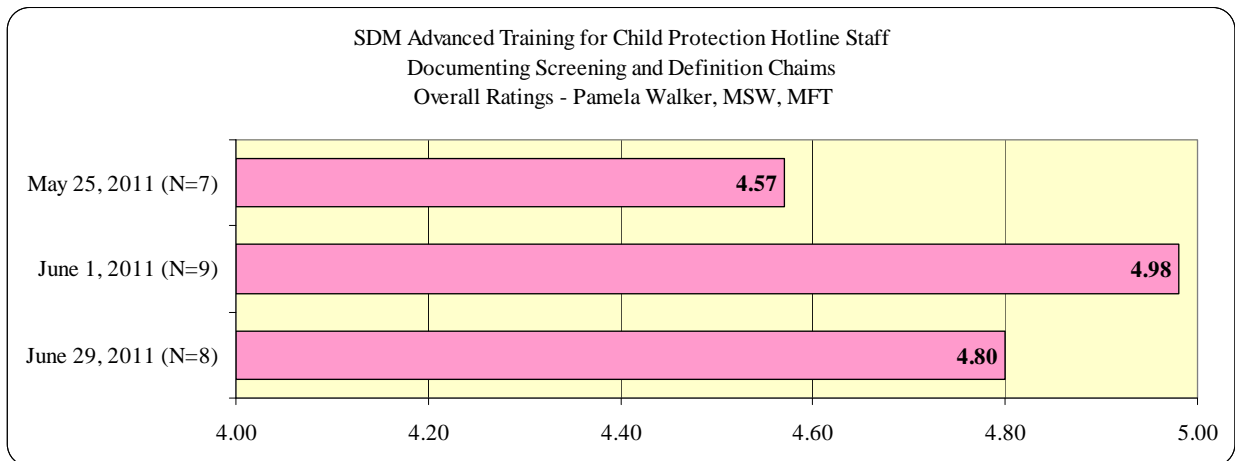
Advanced In-service Training consists of in-depth knowledge, skills, and values and/or key elements of practice changes which build upon topics presented in Core Academies, Core Enhancement and In-service Programs.

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SDM Advanced Training for Hotline CSWs: Documenting Screening and Definition Chains
 Pamela Walker, MSW, MFT

SDM Advanced training for the Child Protection Hotline provides CSWs with templates for gathering referral information to support Hotline SDM Screening and Response Priority tool decisions. CSWs are also given outlines on documenting this information in accurate and complete narratives. CSWs are shown how to gather and assess information through the use of "chains" connecting referral information to SDM tools and definitions. Topics include:

- Use of Screening and Response Priority chains to support decision making
- Use of narrative chains to support accurate and complete documentation



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SCSW Advanced In-service Training

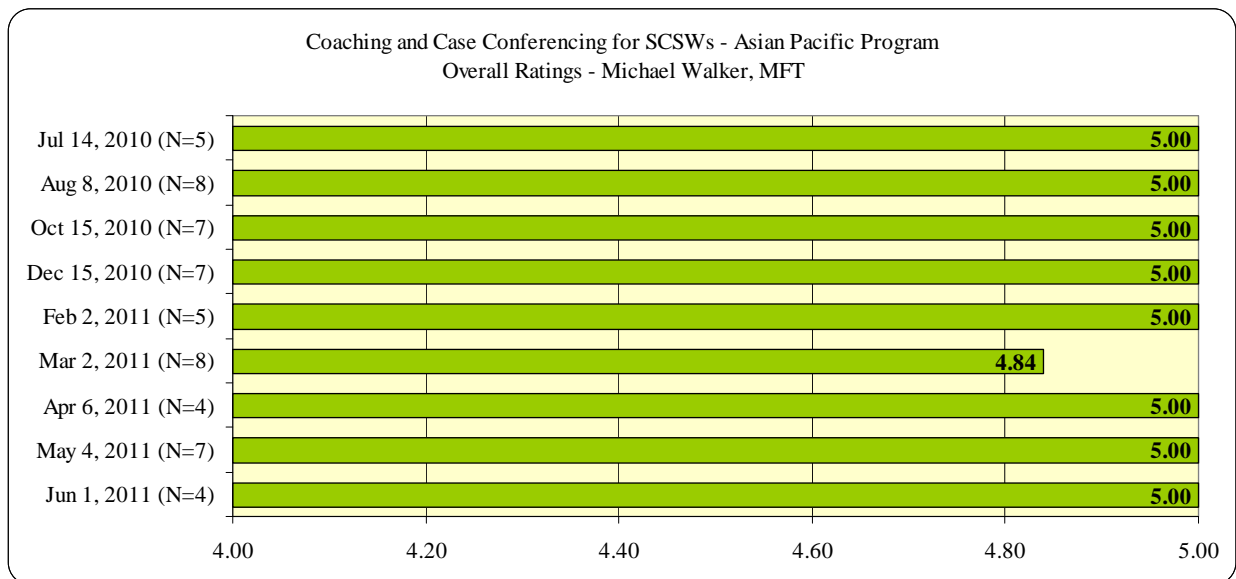
A total of SCSWs and Managers attended 26 sessions of SCSW Advanced training. Additionally, SCSWs and Managers from all 14 DCFS offices participated in 110 office-based monthly Case Conferencing and Coaching sessions.

1. *Case Conferencing for Asian Pacific Program SCSWs:* 9 sessions for 55 participants
2. *Case Conferencing for Child Protection Hotline SCSWs:* 8 sessions for 68 participants
3. *Coaching for Child Welfare Professions:* 3 x 3-day sessions for 109 participants
4. *Coaching ER SCSWs:* 4 x 3-day sessions for 72 participants
5. *Coaching ER SCSWs: A One-day Refresher for Emergency Response Coaches:* 2 sessions for 31 participants

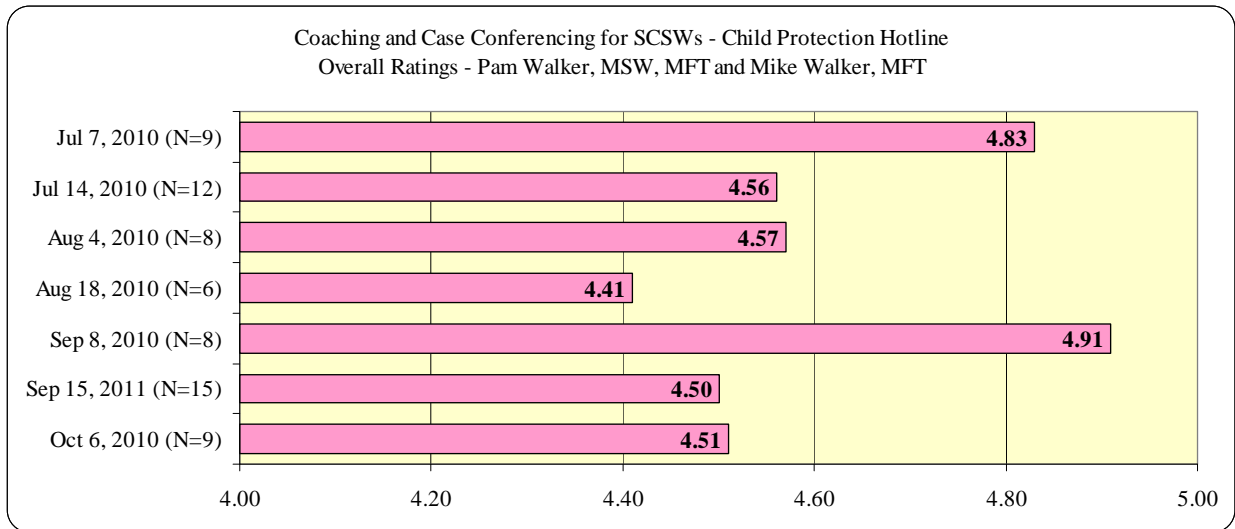
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*Coaching and Case Conferencing for SCSWs
Pam Walker, MSW, MFT and Mike Walker, MFT*

The goal of casework supervision in the unit is to both mentor and coach CSWs in developing their casework skills in working with families. This session for SCSWs mirrors this process by mentoring and coaching SCSWs in developing their supervision and professional skills. The session begins with a brief didactic piece around a specific topic applicable to case conferencing. This is followed by presentation of a case and processing elements common to those faced by CSWs.



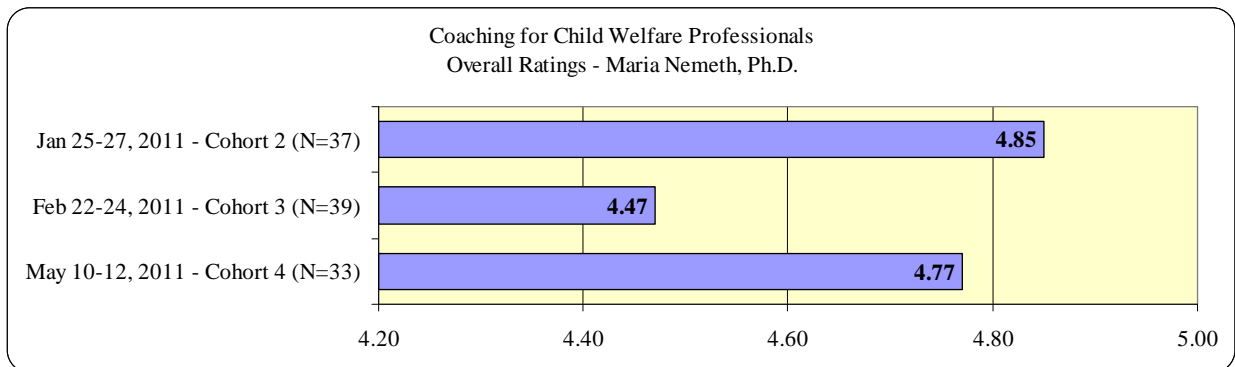
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Coaching for Child Welfare Professionals: Coaching for Excellence
Maria Nemeth, Ph.D.

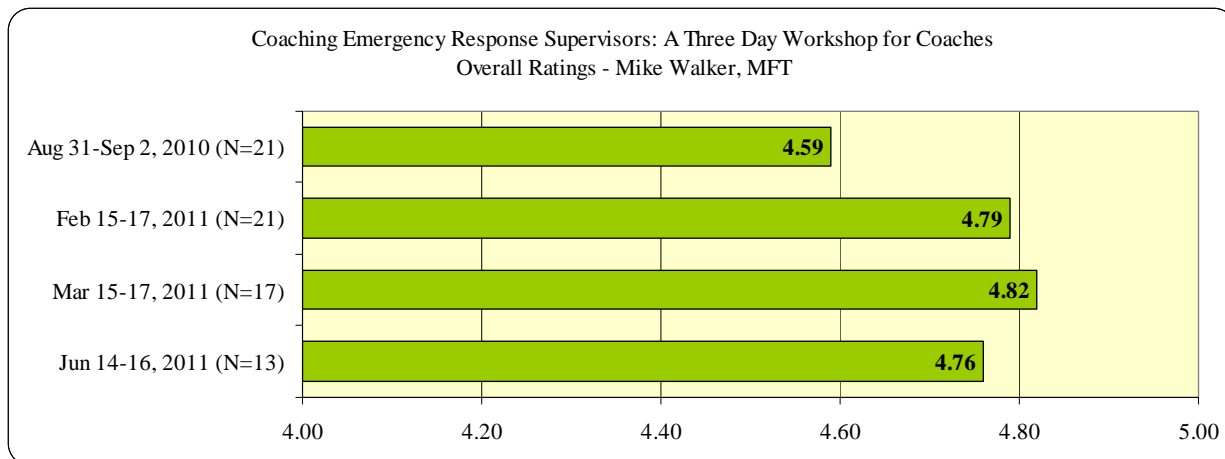
This seminar teaches the principles of working with people within a framework that empowers them to excel. In this course, leaders and supervisors will learn unique tools and techniques that they can use with others in order to assist them to move beyond their self-imposed limitations. The course includes experiential as well as didactic material which helps participants see how to implement the skills they are learning personally as well as professionally.



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Coaching for ER SCSWs: A Three-Day Workshop for Emergency Response Office Coaches
 Mike Walker, MFT

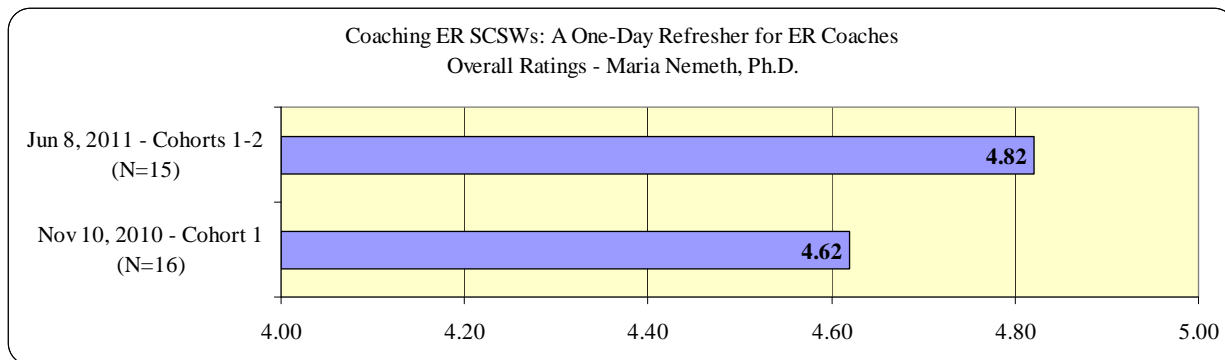
This three day session provides a framework for new Emergency Response Coaches. It includes an overview of major ER responsibilities (investigation, assessment, documentation and engagement), evolution of the current departmental goals and desired outcomes for families, principles of coaching in child welfare, family centered practice, interviewing models of Signs of Safety and the Solution-Focused approach of Insoo Kim Berg. Multiple exercises allow participants opportunities to practice application of techniques and models.



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Coaching ER SCSWs: A One-Day Refresher for Emergency Response Office Coaches
 Maria Nemeth, Ph.D.

This one day session provides a refresher for ER Coaches on the *Coaching for Child Welfare Professionals: Coaching for Excellence* program. It is intended to revisit the major concepts presented in the original three day training as well as answer questions and discuss issues raised in office coaching sessions with ER SCSWs.



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Coaching Towards Excellent Practice Emergency Response: Case Conferencing and Coaching
Pamela Walker, MSW, MFT and Mike Walker, MFT

Child Welfare front line supervisors are universally recognized as the key to social workers implementing best practice and achieving state and federal outcome measures. Agency leadership may envision change and set policy mandates but the daily responsibility for ensuring that tasks are completed with support positive outcomes for children and families is the primary responsibility of the line supervisor. Just as supervisors are charged with developing their staff, management must also train, coach and mentor SCSWs to achieve their full potential.

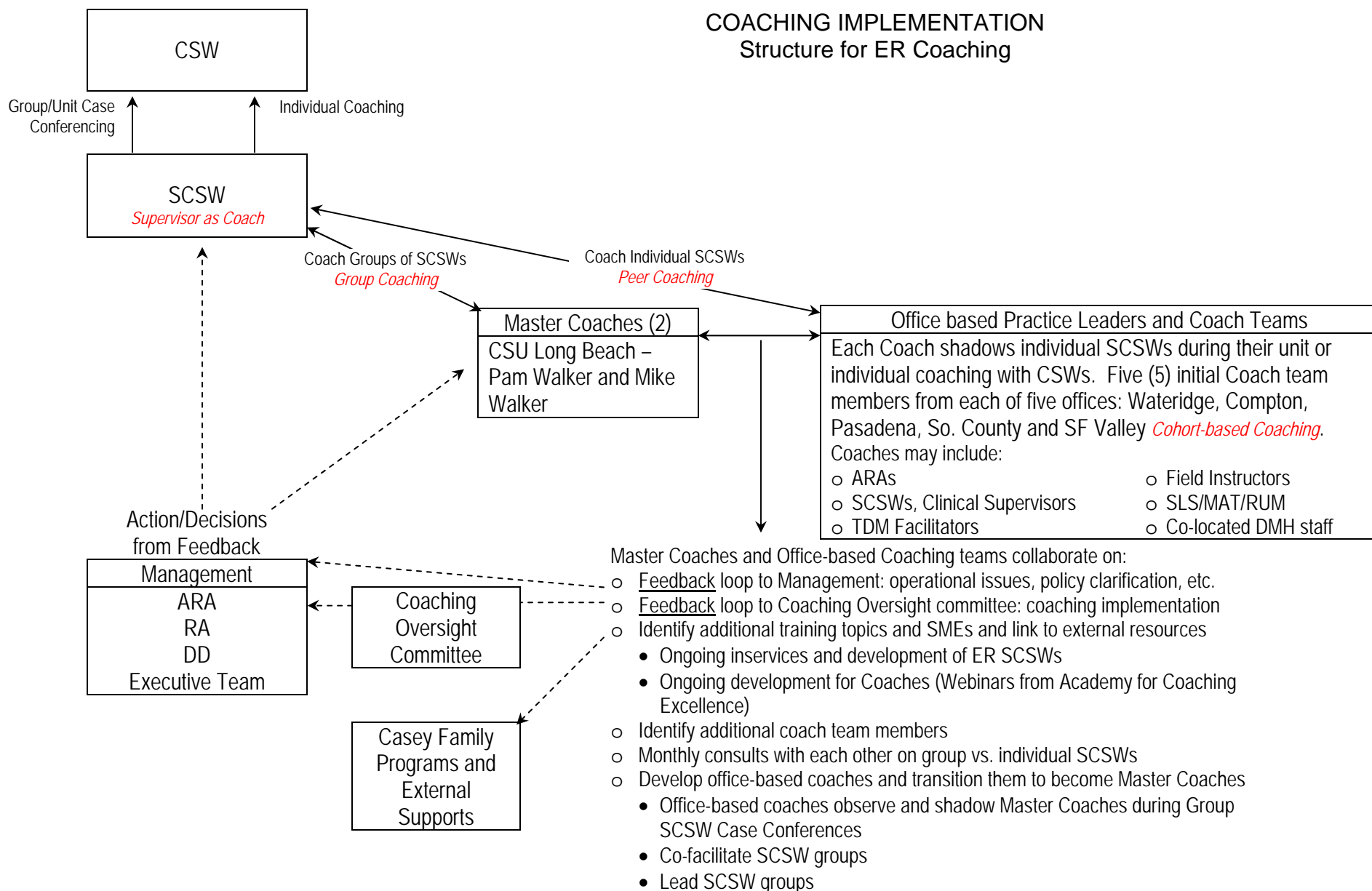
Training for newly appointed supervisors is critical to introducing the supervisor to their new role; rather than providing direct service provision to families, supervisors must learn how to get that work done through CSWs. Being an outstanding worker does not necessarily mean the worker can transition easily into the role of supervisor. New SCSW Core training is a mandated 15 day program which focuses on the supervisor's new role in the agency, effective supervisory behaviors, leadership, educational supervision, casework supervision, team development, and transfer of learning including implementation of SDM and its connection to best practice and positive outcomes.

Coaching for new SCSWs is a critical part of the training process. Coaching gives practical meaning to classroom training by encouraging supervisors in their new role and providing both knowledge and skill enhancements and opportunities to practice what they have learned. The coaching process may also include experienced peer supervisors.

The goals of the ER Coaching Program include increased supervisory skill leading to improved worker retention, improved outcomes for children and families, and improved worker assessment and intervention skills. These include:

- Improved assessments (of ALL possible allegations) and improved documentation
- Reduced number of detentions
- Less reliance on out-of-home care
- Accurate identification of families with mental health, substance abuse and domestic violence issues
- Reduced rate of reoccurrence of abuse and neglect within 6 months of substantiated child maltreatment
- Reduced number of ER referrals open over 30 days
- Complete and accurate safety assessments, safety planning and documentation
- Increase of specific, family centered case plans

COACHING IMPLEMENTATION Structure for ER Coaching



ER Coaching Implementation: Project Timeline

Coaching Phases		2010						2011												
		Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Phase 1 – Intro & Fundamentals	Introduction to Coaching 2 hr. Webinar (ACE)* Office Coaches							ER Cohort 2 & CS Cohort 1 1/18/11	ER Cohort 3 & CS Cohort 2 2/8/11		ER Cohort 4 and CS Cohort 3 4/26/11				CS Cohort 4					
	Coaching Fundamentals: 3-day (ACE)* Office Coaches	ER Cohort1 7/27/10-7/30/10 Univ Club Pasadena						ER2/CS1 1/25/11-1/27/11 Pasadena Hilton	ER3/CS2 2/22/11-2/24/11 Pasadena Hilton			ER4/CS3 5/10/11-5/12/11 Pasadena Hilton			CS4 8/16/11 8/18/11 TBD					
Phase 1 –	Coaching Fundamentals: 1-day Overview (ACE)* CSW / SCSW / ARA		ER Cohort 1 8/25/10 - USC 9/16/10 - Radisson					ER2/CS1 2/1/11 Univ Club Pasadena		ER3/CS2 4/19/11 USC Davidson	ER4/CS3 5/13/11 Pasadena Hilton									
Phase 2 - Appl To ER	Application of Coaching to ER: 3-day (CSULB) ER Office Coaches		ER Cohort 1 8/31 - 9/2/10 CSULB					ER Cohort 2 2/15/11-2/17/11 CSULB	ER Cohort 3 3/15/11-3/17/11 CSULB			ER Cohort 4 6/14/11-6/16/11 CSULA Pasadena								
Phase 3 – Coaching	Monthly Case Conferencing & Coaching: ½ day (CSULB) ER Office Coaches & SCSWs		ER Cohort 1						ER Cohort 2				ER Cohort 3				ER Cohort 4			
	ER/CS 2hr. Coach Refresher Webinar				ER1 11/1/10	12/14/10 12/15/10			ER1-2 & CS1 3/21/11		ER1-3 & CS1-2 5/3/11			ER1-4 & CS1-3 8/24/11						
	ER Coaches 1 day Refresher (ACE)				ER1 11/10/10							ER1&2 6/8/11 Univ Club		ER1-3 8/25/11 TBD		ER 1-4 10/11/11 TBD				
No. of Monthly CC			5	5	4	3	5	3	7	10	9	9	13	13	9	4	4	4		

Cohort 1 – 5 offices: So. County, Compton, Wateridge, Pasadena, Chatsworth
 Cohort 2 – 5 offices: Pomona, Vermont Corridor, Metro North, Palmdale, And Torrance

Cohort 3 – 4 offices: Santa Clarita, WLA, SFS, Glendora
 Cohort 4 – 4 offices: Lancaster, W SFV, Belvedere, El Monte

<u>Type of Coaching Training</u> Target Audience <i>SABA Course Info & Provider</i>	ER Cohort 1– 5 offices: So. County, Compton, Wateridge, Pasadena, Chatsworth July 2010 – May 2011				
<u>Coaching Fundamentals</u> Office Coaches (40 SCSWs, ARAs, CSAs) <i>Coaching for CW Professionals</i> 52.02.04.1083 (3-days) Academy for Coaching Excellence	7/27/10 – 7/30/10: Offer #055233 University Club of Pasadena				
<u>Coaching Fundamentals Overview</u> 100+ SCSWs & Mgrs from Cohort offices <i>Masterful Coaching Seminar</i> 52.02.04.1084 (1-day) Academy for Coaching Excellence	8/25/10: Offer #227309 USC Davidson Conference Center 9/16/10: Offer #057036 Radisson Hotel - Midtown Los Angeles,				
<u>ER Coaching Training</u> Office Coaches <i>Coaching ER</i> <i>SCSWs: 44.07.01.1147 (3-days)</i> CSU Long Beach	8/31/10 – 9/2/10: Offer #056218 CSU Long Beach, Child Welfare Training Centre				
<u>Coaching Fundamentals Refresher</u> Office Coaches <i>Coaching Refresher, 44.07.01.1169 (1-day)</i> Academy for Coaching Excellence	11/10/10: Offer #061006 CSU Long Beach, Child Welfare Training Centre				
	South County	Wateridge	Pasadena	Compton	Chatsworth
<u>ER In-Office Monthly Coaching</u> ER SCSWs <i>Case Conferencing & Coaching for SCSWs 52.02.04.0875 (2-hours)</i> CSU Long Beach	9/14/10: Offer #057320 10/6/10: Offer #057714 11/30/10: Offer#227362 12/14/10: Offer#228016 1/19/11: Offer #228260 4/12/11: Offer #303220	9/21/10: Offer #200284 10/19/10: Offer #061075 11/18/10: Offer #223341 12/16/10: Offer #228025 1/20/11: Offer #228320 3/3/11: Offer #301590	9/23/10: Offer #061073 10/20/10: Offer #061078 11/9/10: Offer #200458 1/18/11: Offer #228258 2/22/11: Offer #301588	9/16/10: Offer #057322 10/7/10: Offer #057715 11/9/10: Offer #223340 12/14/10: Offer#228023 1/18/11: Offer #228259 4/20/11: Offer#303259 5/26/11: Offer#304667	9/28/10: Offer #060989 10/27/10: Offer#200285 12/1/10: Offer #227249 1/26/11: Offer #228726 2/23/11: Offer #301589
<u>ER In-Office Monthly Coaching</u> Office Coaches <i>Coaching for Excellence: ER</i> 44.07.01.1149 (1-hour) CSU Long Beach	9/14/10: Offer# 057323 10/6/10: Offer #057713 11/30/10: Offer#227364 12/14/10: Offer#228019 1/19/11: Offer #228261 4/12/11: Offer#303214	9/21/10: Offer #200286 10/19/10: Offer #061076 11/18/10: Offer #223345 12/16/10: Offer #228027 1/20/11: Offer #228321 3/3/11: Offer #301603	9/23/10: Offer #200211 10/20/10: Offer #061079 11/9/10: Offer #200433 1/18/11: Offer #228265 2/22/11: Offer #301600	9/16/10: Offer #057326 10/7/10: Offer #200212 11/9/10: Offer #223344 12/14/10: Offer#228026 1/18/11: Offer #228262 4/20/11: Offer#303420 5/26/11: Offer#304671	9/28/10: Offer #060990 10/27/10: Offer#200287 12/1/10: Offer #227248 1/26/11: Offer #228725 2/23/11: Offer #301602

<p><u>Type of Coaching Training</u> Target Audience <i>SABA Course Info & Provider</i></p>	<p>ER Cohort 2 – 5 offices: Pomona, Vermont Corridor, Metro North, Palmdale, Torrance CS Cohort 1 – 5 offices: So. County, Compton, Wateridge, Pasadena, Chatsworth</p>				
<p><u>Coaching Fundamentals</u> Office Coaches (40 SCSWs, ARAs, CSAs) <i>Coaching for CW Professionals</i> <i>52.02.04.1083 (3-days)</i> Academy for Coaching Excellence</p>	<p>1/25/11 – 1/27/11: Offer #227872 Pasadena Hilton <i>“Intro to Coaching” Webinar: 1/18/11</i></p>				
<p><u>Coaching Fundamentals Overview</u> 100+ SCSWs & Mgrs from Cohort offices <i>Masterful Coaching Seminar</i> <i>52.02.04.1084 (1-day)</i> Academy for Coaching Excellence</p>	<p>2/1/11: Offer #227882 The University Club of Pasadena</p>				
<p>ER Cohort 2</p>					
<p><u>ER Coaching Training</u> Office Coaches <i>Coaching ER</i> <i>SCSWs:44.07.01.1147 (3-days)</i> CSU Long Beach</p>	<p>2/15/11 – 2/17/11: Offer #227875 CSU Long Beach, Child Welfare Training Centre</p>				
<p><u>Coaching Fundamentals Refresher</u> ER Office Coaches <i>Coaching Refresher; 44.07.01.1169 (1-day)</i> Academy for Coaching Excellence</p>	<p>6/8/2011: Offer #303554 The University Club of Pasadena</p>				
<p>March 2011 – August 2011</p>	<p>Pomona</p>	<p>Vermont Corridor</p>	<p>Metro North</p>	<p>Palmdale</p>	<p>Torrance</p>
<p><u>ER In-Office Monthly Coaching</u> ER SCSWs <i>Case Conferencing & Coaching for SCSWs 52.02.04.0875 (2-hours)</i> CSU Long Beach</p>	<p>3/3/11:Offer#301591 4/13/11:Offer#303258 5/17/11:Offer#304065 6/30/11:Offer#305457</p>	<p>3/10/11: Offer#301915 5/10/11:Offer#304064</p>	<p>3/10/11: Offer#301846 5/3/11: Offer#303643 6/7/11:Offer#304782</p>	<p>4/19/11:Offer #303232 5/17/11:Offer#304066 6/28/11:Offer#305621</p>	<p>3/9/11:Offer#301701 4/6/11: Offer#302690 5/25/11:Offer#304666 6/15/11:Offer#304856</p>
<p><u>ER In-Office Monthly Coaching</u> Office Coaches <i>Coaching for Excellence: ER</i> <i>44.07.01.1149 (1-hour)</i> CSU Long Beach</p>	<p>3/3/11:Offer#301604 4/13/11:Offer#303254 5/17/11:Offer#304071 6/30/11:Offer#305452</p>	<p>3/10/11: Offer#301914 5/10/11:Offer#304068</p>	<p>3/10/11: Offer#301913 5/3/11:Offer#303642 6/7/11:Offer#304783</p>	<p>4/19/11:Offer#303233 5/17/11:Offer#304069 6/28/11:Offer#305622</p>	<p>3/9/11: Offer #301700 4/6/11: Offer#302691 5/25/11:Offer#304670 6/15/11:Offer#304849</p>

<p><u>Type of Coaching Training</u> Target Audience <i>SABA Course Info</i> Provider</p>	<p>ER Cohort 3 – 4 offices: Santa Clarita, West LA, Santa Fe Springs, and Glendora CS Cohort 2 – 5 offices: Pomona, Vermont Corridor, Metro North, Palmdale, and Torrance</p>			
<p>Coaching Fundamentals Office Coaches (40 SCSWs, ARAs, CSAs) <i>Coaching for CW Professionals</i> 52.02.04.1083 (3-days) Academy for Coaching Excellence</p>	<p>2/22/11 – 2/24/11: Offer #227874 Pasadena Hilton "Intro to Coaching" Webinar: 2/8/11</p>			
<p><u>Coaching Fundamentals Overview</u> 100+ SCSWs & Mgrs from Cohort offices <i>Masterful Coaching Seminar</i> 52.02.04.1084 (1-day) Academy for Coaching Excellence</p>	<p>4/19/11: Offer #227883 USC Davidson Conference Center</p>			
<p>ER Cohort 3</p>				
<p><u>ER Coaching Training</u> Office Coaches <i>Coaching ER SCSWs:</i> 44.07.01.1147 (3-days) CSU Long Beach</p>	<p>3/15/11 – 3/17/11: Offer #227879 CSU Long Beach, Child Welfare Training Centre</p>			
<p>April 2011 – September 2011</p>	<p>Santa Clarita</p>	<p>West LA</p>	<p>Santa Fe Springs</p>	<p>Glendora</p>
<p><u>ER In-Office Monthly Coaching</u> ER SCSWs <i>Case Conferencing & Coaching for SCSWs</i> 52.02.04.0875 (2-hours) CSU Long Beach</p>	<p>5/17/11:#304200 6/28/11:#305451</p>	<p>4/21/11:Offer#303407 6/8/11:Offer#304825 6/21/11:Offer#305449</p>	<p>4/20/11: Offer#303257 5/18/11:Offer#304201 6/22/11:Offer#305450</p>	<p>4/13/11:Offer#303215 5/17/11:Offer#304067</p>
<p><u>ER In-Office Monthly Coaching</u> Office Coaches <i>Coaching for Excellence: ER</i> 44.07.01.1149 (1-hour) CSU Long Beach</p>	<p>5/17/11:#304210 6/28/11:#305457</p>	<p>4/21/11:Offer#303406 6/8/11:Offer#304826 6/21/11:Offer#305454</p>	<p>4/20/11:Offer#303253 5/18/11:Offer#304211 6/22/11:Offer#305455</p>	<p>4/13/11: Offer #303216 5/17/11: Offer#304070</p>

<p><u>Type of Coaching Training</u> Target Audience <i>SABA Course Info</i> Provider</p>	<p>ER Cohort 4 – 4 offices: Lancaster, W SFV, Belvedere, and El Monte CS Cohort 3 – 4 offices: Santa Clarita, West LA, Santa Fe Springs, and Glendora</p>			
<p>Coaching Fundamentals Office Coaches (40 SCSWs, ARAs, CSAs) <i>Coaching for CW Professionals</i> <i>52.02.04.1083 (3-days)</i> Academy for Coaching Excellence</p>	<p>5/10/11 – 5/12/11: Offer #229072 Pasadena Hilton <i>"Intro to Coaching" Webinar: 4/26/11</i></p>			
<p><u>Coaching Fundamentals Overview</u> 100+ SCSWs & Mgrs from Cohort offices <i>Masterful Coaching Seminar</i> <i>52.02.04.1084 (1-day)</i> Academy for Coaching Excellence</p>	<p>5/13/11: Offer #229070 University Club of Pasadena</p>			
<p>ER Cohort 4</p>				
<p><u>ER Coaching Training</u> Office Coaches <i>Coaching ER SCSWs:</i> <i>44.07.01.1147 (3-days)</i> CSU Long Beach</p>	<p>6/14/11 – 6/16/11: Offer #229071 CSU Los Angeles, Center on Child Welfare, Pasadena</p>			
<p>July – December 2011</p>	<p>Lancaster</p>	<p>W SFV</p>	<p>Belvedere</p>	<p>El Monte</p>
<p><u>ER In-Office Monthly Coaching</u> ER SCSWs <i>Case Conferencing & Coaching for SCSWs</i> <i>52.02.04.0875 (2-hours)</i> CSU Long Beach</p>	<p>July –Dec, 2011</p>	<p>July –Dec, 2011</p>	<p>July –Dec, 2011</p>	<p>July –Dec, 2011</p>
<p><u>ER In-Office Monthly Coaching</u> Office Coaches <i>Coaching for Excellence: ER</i> <i>44.07.01.1149 (1-hour)</i> CSU Long Beach</p>	<p>July –Dec, 2011</p>	<p>July –Dec, 2011</p>	<p>July –Dec, 2011</p>	<p>July –Dec, 2011</p>

CROSS LEVEL TRAINING

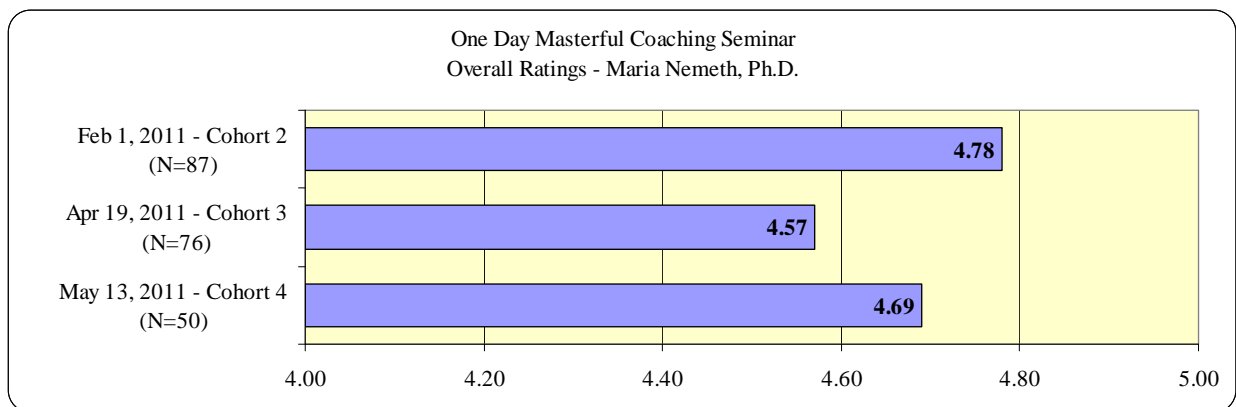
A total of 256 staff attended 4 sessions of Cross Level training in FY 2010/11. In-service training was delivered on key initiatives and topics:

1. *One Day Masterful Coaching Seminar*: 3 sessions to 213 staff
2. *Investigation Narrative and SCSW Checklist Summit*: 1 session to 43 staff

Cross Level Training includes staff and managers at multiple levels and across programs in DCFS to align service delivery efforts and provide shared training opportunities to acquire common knowledge and skills related to initiatives, programs and practice changes.

One Day Masterful Coaching Seminar Maria Nemeth, Ph.D.

This one day seminar teaches the fundamental principles of working with people within a framework that empowers them to excel. This is a clear antidote to virtually every stressful work situation. In this course, leaders and supervisors will learn unique tools and techniques that they can use with others in order to assist them to move beyond their self-imposed limitations. As a result, they will take action that is focused and effective.



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California State University, Long Beach - School of Social Work - Child Welfare Training Centre (FY 2010-2011)

July 2010

Monday	Tuesday	Wednesday	Thursday	Friday
			1	2
New Worker Training Academy A1011				
			Framework for CW Practice A1011	
			SDM Refresher for ER Reassigned	
			Harm Reduct Strategies w/GLBTO Youth	
5	6	7	8	9
New Worker Training Academy A1011				
		Case Conference: Child Protect Hotline	Harm Reduct Strategies w/GLBTO Youth	Signs & Symptoms of Drug Use A1011
12	13	14	15	16
New Worker Training Academy A1011				
Structured Decision Making A1011		Case Conference: Child Protect Hotline		Case Planning A1011
	KinGap for SCSWs am/pm	Case Conference: Asian-Pacific Prog		
19	20	21	22	23
New Worker Training Academy A1011				
Structured Decision Making, Investigative Interviewing and ER Policy (Redeployed Staff)				Case Conference: Child Protect Hotline
		SDM for CP Hotline Supervisors		
26	27	28	29	30
New Worker Training Academy A1011				
CWS/CMS Day 1 A1011	CWS/CMS Day 2 A1011	Masterful Coaching Skills for Coach Leaders (Cohort 1)		
				Core Practice Model A1011

California State University, Long Beach - School of Social Work - Child Welfare Training Centre (FY 2010-2011)

August 2010

Monday	Tuesday	Wednesday	Thursday	Friday
2	3	4	5	6
New Worker Training Academy A1011				
Structured Decision Making B1011		Case Conference: Child Protect Hotline		Case Planning B1011
9	10	11	12	13
New Worker Training Academy A1011				
CWS/CMS Day 3 A1011	ER Policy & Investigative Interviewing A1011		CWS/CMS Day 1 B1011	CWS/CMS Day 2 B1011
	Motivational Interviewing F0910			
16	17	18	19	20
Structured Decision Making C1011		CWS/CMS Day 1 C1011	CWS/CMS Day 2 C1011	Case Planning C1011
		Case Conference: Child Protect Hotline		Signs & Symptoms of Drug Use B1011
		Case Conference: Asian-Pacific Prog		
23	24	25	26	27
CWS/CMS Day 3 B1011	CWS/CMS Day 4 B1011	ER Policy & Investigative Interviewing B1011 & C1011		
		Signs & Symptoms of Drug Use C1011	Structured Decision Making D1011	
		Masterful Coaching Seminar (Cohort 1)		
30	31			
	Coaching for ER SCSWs: 3-day Workshop (Cohort 1)			

California State University, Long Beach - School of Social Work - Child Welfare Training Centre (FY 2010-2011)

September 2010

Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
	Coaching for ER SCSWs: 3-day Workshop (Cohort 1)			CWS/CMS Day 1 D1011
		Signs & Symptoms of Drug Use D1011		
		CWS/CMS Day 3 C1011		
6	7	8	9	10
	CWS/CMS Day 4 C1011	SDM Refresher for ER Reassigned	CWS/CMS Day 2 D1011	Case Planning D1011
		Case Conference: Child Protect Hotline	SDM Refresher for ER Reassigned	
13	14	15	16	17
CWS/CMS Day 3 D1011	ER Case Conf & Coaching-So County	Case Conference: Child Protect Hotline	ER Case Conf & Coaching-Compton	ER Policy & Investigative Interview D1011
	Criminal RAP Sheets am/pm			
20	21	22	23	24
ER Policy & Investigative Interview D1011	ER Case Conf & Coaching-Wateridge	CWS/CMS for ER Reassigned	CWS/CMS for ER Reassigned	
SDM Refresher for ER Reassigned			ER Case Conf & Coaching-Pasadena	
CWS/CMS for ER Reassigned				
27	28	29	30	
New Worker Training Academy E1011				
Framework for CW Practice E1011	Structured Decision Making E1011			
	ER Case Conf & Coaching-SF Valley			

California State University, Long Beach - School of Social Work - Child Welfare Training Centre (FY 2010-2011)

October 2010

Monday	Tuesday	Wednesday	Thursday	Friday
1				
New Worker Training Academy E1011				
4				
5				
6				
7				
8				
New Worker Training Academy E1011				
	SDM Refresher for ER Reassigned	Signs & Symptoms of Drug Use E1011	ER Case Conf & Coaching-Compton	Case Planning E1011
		Case Conference: Child Protect Hotline		
		ER Case Conf & Coaching-So County		
11				
12				
13				
14				
15				
New Worker Training Academy E1011				
	Supervisor Core: Leadership, Fiscal Essentials, Context for Child Welfare Practice and Evidence Based Practice			CWS/CMS Day 3 E1011
		CWS/CMS Day 1 E1011	CWS/CMS Day 2 E1011	Case Conference: Asian-Pacific Prog
18				
19				
20				
21				
22				
New Worker Training Academy E1011				
CWS/CMS Interns	ER Case Conf & Coaching-Wateridge	CWS/CMS Interns	ER Policy & Investigative Interviewing E1011	
		ER Case Conf & Coaching-Pasadena	CWS/CMS Interns	
25				
26				
27				
28				
29				
New Worker Training Academy E1011				
CWS/CMS Day 4 E1011		CWS/CMS Interns	Intentional Visitation A1011-D1011	
		ER Case Conf & Coaching-SF Valley		

California State University, Long Beach - School of Social Work - Child Welfare Training Centre (FY 2010-2011)

November 2010

Monday	Tuesday	Wednesday	Thursday	Friday
1	2	3	4	5
CWS/CMS Interns		CWS/CMS Interns		Basic ICWA A1011
8	9	10	11	12
	ER Case Conf & Coaching-Pasadena ER Case Conf & Coaching-Compton	ER Coaching Refresher (Cohort 1)		
15	16	17	18	19
Basic ICWA B1011	Supervisor Core: Educational and Supportive Supervision			
	Motivational Interviewing A-D1011		ER Case Conf & Coaching-Wateridge	
22	23	24	25	26
29	30			
	SDM Refresher Wateridge ER Case Conf & Coaching-So County			

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December 2010

Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
		ER Case Conf & Coaching-SF Valley		
6	7	8	9	10
	Supervisor Core: Case Conferencing and Managing Outcomes with Data			Basic ICWA D1011
13	14	15	16	17
	ER Case Conf & Coaching-So County	Case Conference: Asian-Pacific Prog	ER Case Conf & Coaching-Wateridge	Basic ICWA C1011
	ER Case Conf & Coaching-Compton			
20	21	22	23	24
Structured Decision Making F1011				
	Signs & Symptoms of Drug Use F1011			
27	28	29	30	31

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January 2011

Monday	Tuesday	Wednesday	Thursday	Friday
3	4	5	6	7
10	11	12	13	14
	Supervisor Core: Developing Work Teams and Structured Decision Making			
17	18	19	20	21
	ER Case Conf & Coaching-Pasadena	Case Planning F1011		
	ER Case Conf & Coaching-Compton	ER Case Conf & Coaching-So County	ER Case Conf & Coaching-Wateridge	
24	25	26	27	28
	Masterful Coaching Skills for Coach Leaders (Cohort 2)			
		ER Case Conf & Coaching-SF Valley		
31				
Intentional Visitation E1011				

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February 2011

Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
	Masterful Coaching Seminar (Cohort 2)	Case Conference: Asian-Pacific Prog		Structured Decision Making G1011
7	8	9	10	11
Structured Decision Making G1011	Supervisor Core: Performance Evaluations & Personnel Practice and Transfer of Learning			CWS/CMS Day 4 F1011
	Core Practice Model F1011	Case Planning G1011	Signs & Symptoms of Drug Use G1011	
			CWS/CMS Day 3 F1011	
14	15	16	17	18
	Coaching for ER SCSWs: 3-day Workshop (Cohort 2)			
	Basic ICWA F1011	CWS/CMS Day 2 G1011		
	CWS/CMS Day 1 G1011			
21	22	23	24	25
	Masterful Coaching Skills for Coach Leaders (Cohort 3)			
	ER Case Conf & Coaching-Pasadena	ER Case Conf & Coaching-SF Valley		
28				

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March 2011

Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
	Core Academy Redesign for SCSWs	Case Conference: Asian-Pacific Prog	Adult Substance Abuse E1011 ER Case Conf & Coaching-Wateridge ER Case Conf & Coaching-Pomona	
7	8	9	10	11
		ER Case Conf & Coaching-Torrance	ER Case Conf & Coaching-Verm Corr ER Case Conf & Coaching-MetroNorth	
14	15	16	17	18
Adult Substance Abuse F1011	Coaching for ER SCSWs: 3-day Workshop (Cohort 3)			
21	22	23	24	25
Working with LGBTQ Youth F1011				
28	29	30	31	
Structured Decision Making H1011				

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April 2011

Monday	Tuesday	Wednesday	Thursday	Friday
				1
4	5	6	7	8
Case Planning H1011	CWS Health & Ed. Documnt for PH Nurses	CWS Health & Ed. Documnt for PH Nurses		Core Practice Model H1011
Collaborating with Kin Caregivers F1011	CWS Health & Ed. Documnt for PH Nurses	CWS Health & Ed. Documnt for PH Nurses		
		Case Conference: Asian-Pacific Prog		
		ER Case Conf & Coaching-Torrance		
11	12	13	14	15
Signs & Symptoms of Drug Use H1011	CWS Health & Ed. Documnt for PH Nurses	CWS Health & Ed. Documnt for PH Nurses	New Worker Training Academy I1011	
	CWS Health & Ed. Documnt for PH Nurses	CWS Health & Ed. Documnt for PH Nurses	CWS/CMS Day 1 H1011	
	ER Case Conf & Coaching-So County	ER Case Conf & Coaching-Pomona		
	AB12 KinGap am/pm	ER Case Conf & Coaching-Glendora		
18	19	20	21	22
New Worker Training Academy I1011				
CWS/CMS Day 2 H1011	Masterful Coaching Seminar (Cohort 3)	ER Case Conf & Coaching-Compton	ER Case Conf & Coaching-W.LA	
	ER Case Conf & Coaching-Palmdale	ER Case Conf & Coaching-SFS		
25	26	27	28	29
New Worker Training Academy I1011				
Structured Decision Making I1011				Case Planning I1011

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May 2011

Monday	Tuesday	Wednesday	Thursday	Friday
2	3	4	5	6
New Worker Training Academy I1011				
	CWS/CMS Day 1 I1011	Case Conference: Asian-Pacific Prog	Signs & Symptoms of Drug Use I1011	CWS/CMS Day 2 I1011
	ER Case Conf & Coaching-MetroNorth			
9	10	11	12	13
New Worker Training Academy I1011				
Secondary Trauma-Wateridge SCSWs	Masterful Coaching Skills for Coach Leaders (Cohort 4)			Masterful Coaching Seminar (Cohort 4)
	Secondary Trauma-Wateridge CSWs am/p			
	ER Case Conf & Coaching-Verm Corr			
16	17	18	19	20
	ER Case Conf & Coaching-Pomona	Domestic Violence for SCSWs-Torrance		
	ER Case Conf & Coaching-Palmdale	ER Case Conf & Coaching-SFS		
	ER Case Conf & Coaching-Sta.Clarita			
	ER Case Conf & Coaching-Glendora			
23	24	25	26	27
	Public Health Nurses Appreciation Confere	SDM Advanced Interviewing CP Hotline	ER Case Conf & Coaching-Compton	
		ER Case Conf & Coaching-Torrance		
30	31			
	Investigation Narrative SCSW Cklist			

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June 2011

Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
		SDM Advanced Interviewing CP Hotline Case Conference: Asian-Pacific Prog		
6	7	8	9	10
	ER Case Conf & Coaching-MetroNorth	ER Coaching Refresher (Cohorts 1&2) ER Case Conf & Coaching-W.LA		
13	14	15	16	17
	Coaching for ER SCSWs: 3-day Workshop (Cohort 4)			
	KinGap for SCSWs	ER Case Conf & Coaching-Torrance		
	SCSW Conference			
20	21	22	23	24
	ER Case Conf & Coaching-W.LA	ER Case Conf & Coaching-SFS		
27	28	29	30	
	ER Case Conf & Coaching-Palmdale ER Case Conf & Coaching-Sta.Clarita	SDM Advanced Interviewing CP Hotline	ER Case Conf & Coaching-Pomona	

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