Cultivating Partnerships to Support Implementation of the California Child Welfare Core Practice Model

Sponsored by CalSWEC with partial funding provided by the California Department of Social Services

June 9–10, 2016

Hilton Garden Inn
San Francisco/Oakland Bay Bridge
Emeryville, California
The California Social Work Education Center’s (CalSWEC’s) Title IV-E Summer Field Institute is dedicated to exploring theory-based best practices in field instruction in public child welfare settings. The Institute, in its fourth year, welcomes a diverse array of professionals from universities and county, Tribal, and community-based child welfare agencies for the common purpose of identifying and developing opportunities for partnering to support student learning in the field. This year’s theme is *Cultivating Partnerships to Support Implementation of the California Child Welfare Core Practice Model*. 

### 2016 Institute Goals

Participants will be able to:

- Identify main elements of the Core Practice Model at the base of child welfare social work practice, education, and training;
- Clearly articulate connections between the Title IV-E Program and the Core Practice Model;
- Identify specific action steps to support successful implementation of the Core Practice Model.

### Appreciation of Retiring Project Coordinator Joy Rubin

Joy Rubin, MSW, has served as the CalSWEC Project Coordinator at the School of Social Work at California State University, Long Beach since 1994.

Prior to joining the School of Social Work at CSULB, Joy was on the field education faculty of the University of California, Los Angeles. She has teaching, administrative, and practice experience and has taught field education seminars and macro practice. In addition to her academic positions, Joy has been a prominent member of numerous statewide committees related to the field of child welfare. Notably, Joy is the longest standing Project Coordinator, and has played a critical role in mentoring new Project Coordinators over the last decade.

### Keynote Speaker: Howard Himes

Howard Himes, MSW, Director of the Napa County Health and Human Services Agency, has dedicated 29 years to providing services to vulnerable populations of children and families in Fresno and Napa counties. In addition, Mr. Himes has provided more than 3,000 hours of child welfare training and taught for both the Central California and Bay Area Child Welfare Academies. He co-authored a CalSWEC training curriculum on Child Welfare Services within the Southeast Asian Community and developed training on Ethnographic Risk Assessment for the Bay Area Training Academy.

Mr. Himes has recently taught graduate courses in Advanced Child Welfare and Community Organization at CSU, Fresno. He sits on the following Boards and Committees: The Child & Family Policy Institute of California, The Child Welfare Council, CalSWEC, Partnership HealthPlan, and First Five Commission. He is also on the advisory committee for the California Evidence-Based Clearinghouse as well as The Center for the Study of Social Policy and Annie E. Casey Alliance for Racial Equity in Child Welfare. Mr. Himes has been involved in a number of national, state, and local change efforts funded by both the federal government as well as six private foundations.
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00–8:30 am</td>
<td><strong>Registration and Continental Breakfast</strong></td>
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<tr>
<td>8:30–9:00 am</td>
<td><strong>Welcome</strong>&lt;br&gt;• Rodger Lum, <em>Executive Director, CalSWEC–UC Berkeley</em>&lt;br&gt;• Rose Elia Chahla, <em>Project Manager, Title IV-E Stipend Program, CalSWEC–UC Berkeley</em>&lt;br&gt;• Jenafir House, <em>Curriculum Specialist, Title IV-E Stipend Program, CalSWEC–UC Berkeley</em>&lt;br&gt;• Carolyn Shin, <em>Director, Title IV-E Stipend Program, CalSWEC–UC Berkeley</em></td>
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<td>9:00–10:30 am</td>
<td><strong>Plenary Fishbowl—Overview of the Core Practice Model</strong>&lt;br&gt;• Jeffrey Edleson, <em>Dean and Professor, School of Social Welfare, UC Berkeley</em>&lt;br&gt;• Stuart Oppenheim, <em>Executive Director, Child and Family Policy Institute of California</em>&lt;br&gt;• Bruce Hartsell, <em>Project Coordinator, CSU, Bakersfield</em>&lt;br&gt;• Crystal Richardson, <em>Humboldt Practice Model Coach/Trainer &amp; Cultural Coach, Humboldt County Training Academy</em>&lt;br&gt;• Andrea Sobrado, <em>Fresno County Field Based Trainer, Central California Training Academy</em>&lt;br&gt;• Virginia Rondero Hernandez, <em>Chair, Department of Social Work Education, and Professor, CSU, Fresno</em>&lt;br&gt;• Joanne Pritchard, <em>Training and Curriculum Specialist, CalSWEC–UC Berkeley; Common Core 3.0 Project Manager, Central California Training Academy, CSU, Fresno</em></td>
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<td>10:45–11:45 am</td>
<td><strong>Workshops</strong>&lt;br&gt;• <strong>A Method for Integrating Theory and Practice in Field Supervision</strong>&lt;br&gt;• <strong>Utilizing Tribal Perspective: Enhancing University/County/Tribal Child Welfare Collaboration</strong>&lt;br&gt;• <strong>Coaching a Culturally Responsive Model</strong> [Also at 1:00–2:00 pm on Friday]</td>
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<td>10:45–11:45 am</td>
<td><strong>Break</strong></td>
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<td>11:45 am–12:55 pm</td>
<td>NETWORKING LUNCH</td>
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<td>1:00–2:30 pm</td>
<td><strong>WORKSHOPS</strong></td>
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<td><strong>Black Pete: An Exercise in Cultural Humility</strong></td>
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<td>Christina Feliciana, Lecturer and Field Consultant, School of Social Welfare, UC Berkeley</td>
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<td><strong>Staging Cost-Effective Simulations that Strengthen Social Work Practice</strong></td>
<td>1:00–2:30 pm</td>
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<td>Presenters from Children and Family Services, San Mateo County–Human Services:</td>
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<td>Loc H. Nguyen, Director</td>
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<td>Donna M. Wocher, CFS Program Support Manager</td>
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<td>Tamara Hornsey, Social Work Supervisor</td>
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<td>Michele Tom, Social Work Supervisor</td>
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<td><strong>Transfer of Learning through Electronic On-Demand, Mobile Media</strong></td>
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<td>Valerie Ryan, Learning Experience Design Manager, Academy for Professional Excellence, San Diego State University School of Social Work</td>
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<td>Tim Wohltmann, Distance Education Specialist, CalSWEC–UC Berkeley</td>
<td>1:00–2:30 pm</td>
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<td>**BREAK</td>
<td>2:30–2:45 pm**</td>
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<td><strong>WORKSHOPS</strong></td>
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<td><strong>The California Workforce Study: Examining the Links between Retention and Worker Attitudes among Former IV-E and Non-IV-E Public Child Welfare Workers</strong></td>
<td>2:45–3:45 pm</td>
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<td>Sandhya Rao Hermon, Director of Research and Evaluation, CalSWEC–UC Berkeley</td>
<td>2:45–3:45 pm</td>
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<td><strong>Power, Privilege, and Disproportionality</strong></td>
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<td>Sheila Mendoza, MSW Intern and Student, CSU, San Bernardino</td>
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<td>Ehizele Usigbe, MSW Intern and Student, CSU, San Bernardino</td>
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<td><strong>Building Stronger Systems through Interagency Collaboration</strong></td>
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<td>Leigh Collins, Lecturer, CSU, Bakersfield</td>
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<td>Sheri Redding, MSW, Program Manager—Staff Development, Kern County Department of Human Services</td>
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<td>**BREAK</td>
<td>3:45–4:00 pm**</td>
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<td><strong>Closing Plenary &amp; Building Partnerships Networking Reception</strong></td>
<td>4:00–5:30 pm</td>
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# AGENDA | Friday, June 10

## Building Partnerships: Networking Breakfast
8:00–9:00 am  
*Top of the Bay*

## WORKSHOPS
9:00–10:30 am  
*Top of the Bay*

**A Model for Teaching Ethical Decision Making**
- Bruce Hartsell, *Project Coordinator, CSU, Bakersfield*
- Leigh Collins, *Lecturer, CSU, Bakersfield*

**Implementing an Online Writing Course for MSW Students to Support Field Internships**
- Jennifer Hubbs, *Lecturer, San Jose State University*
- Tim Wohltmann, *Distance Education Specialist, CalSWEC–UC Berkeley*

**Through the Ties that Bind: A Training Model for Field Instructors in Public Child Welfare**
- Mary Kay Oliveri, *UCLA CalSWEC PCW Project Coordinator, Instructor and Field Faculty, Department of Social Welfare, Luskin School of Public Affairs*
- Debra Waters-Roman, *Field Coordinator, Los Angeles County Department of Children and Family Services*
- Julie Gould, *CalSWEC Project Coordinator and Mental Health Program Coordinator, CSU, Northridge*
- Michael Wilde, *Instructional Designer, formerly with PCW UCCF, a partnership with Los Angeles County Department of Children and Family Services, UCLA, and LA Consortium of Social Work Programs*
- Elizabeth Pringle-Hornsby, *USC School of Social Work, CalSWEC Instructor and UCCF Field Coordinator*

## BREAK | 10:30–10:45 am

**Keynote Address**
Howard Himes, *Director, the Napa County Health and Human Services Agency*
10:45–11:45 am  
*Top of the Bay*

## NETWORKING LUNCH AND ANNOUNCEMENTS
11:45 am–12:55 pm  
*Top of the Bay*

## WORKSHOPS
1:00–2:00 pm  
*Top of the Bay*

**Coaching a Culturally Responsive Model** [Also at 10:45–11:45 am on Thursday]
- Michelle Rainer, *SERVE Project Coordinator, Humboldt State University*
- Crystal Richardson, *Humboldt Practice Model Coach/Trainer & Cultural Coach, Humboldt County*
- Sheryl Lyons, *Program Manager, Humboldt County Children Family Services*
- Jim Richardson, *Social Worker 4, Humboldt County DHHS*
A Tale of Two Programs (CAPP and SERVE): How Two Programs Came Together in an Epic Collaboration

- Zachary Zukovsky, SERVE Project Coordinator, CSU, Fresno
- Cyndi Alexander, Tribal Liaison/Field Base Trainer, Central California Social Welfare Evaluation Research and Training Center
- Ruby Reinertsen, Fresno County Department of Social Services Intern, Title IV-E Graduate

Partner Planning—Open Workspace for Networking (Workshop Alternative)
Closing Plenary and Remarks 2:00–2:30 pm

INSTITUTE AND WORKSHOP EVALUATIONS

Your feedback is critical to improving future Institutes. Please complete evaluations by June 24, 2016.

- Click on the workshop title in the program above to access its evaluation online evaluation form. Please complete an evaluation for each workshop you attended.
- Please complete the 2016 Summer Institute Evaluation.

WORKSHOP DESCRIPTIONS | JUNE 9, 2016

You can find materials for each workshop online here.

A Method for Integrating Theory and Practice in Field Supervision (60 minutes)

Description: This experiential workshop will demonstrate a method of using multiple case formulations to integrate theory with practice. The approach, grounded in constructivist and narrative theory, challenges social workers to recognize the power inherent in the privilege of constructing case formulations and the potential for different formulations to lead to different outcomes. The approach is useful in field practicum seminars, group supervision, and individual supervision and can promote a culture of learning within an organization.

Presenter: Bruce Hartsell, Project Coordinator, CSU, Bakersfield

Utilizing Tribal Perspective: Enhancing University/County/Tribal Child Welfare Collaboration (60 minutes)

Description: Presenters will share their journey of growing and learning in the process of systems change, and give first-hand accounts of how all involved in the process allowed themselves to be vulnerable and transparent. Experiences will be shared about advancements made within their system and how true partnership with the university, local child welfare agencies, and Tribal social services came about. This new partnership is in alignment with Core Practice Model values, models elements of the Core Practice Model in the classroom, and embodies a collaborative relationship between university, county, and Tribal partners. By modeling transparency, feedback, appreciative inquiry, balanced assessment, and acknowledgement of successes and challenges in this workshop, participants will gain an understanding of how county and university curriculum match the field training plan.
Coaching a Culturally Responsive Model (60 minutes)
Description: Coaches and Humboldt County staff will talk about what set DHHS on the path towards developing new community partnerships, and how that has helped form/inform the development of the Humboldt Practice Model (HPM). Presenters will provide examples of how Humboldt County external coaches, trainers, and staff have presented Indigenous concepts of multi-logical thinking and modeled culturally responsive behaviors in the collaborative creation of HPM training materials and curriculum. Humboldt County CWS participated in California Partners for Permanency (CAPP) with the goal of addressing the disproportionate numbers of Native American children in foster care in the county. HPM shares many foundational elements with the California Core Practice Model and is the outcome of CAPP in Humboldt County.
Presenters: Michelle Rainer, SERVE Project Coordinator, Humboldt State University; Crystal Richardson, Humboldt Practice Model Coach/Trainer & Cultural Coach, Humboldt County; Sheryl Lyons, Program Manager, Humboldt County Children Family Services; Jim Richardson, Social Worker 4, Humboldt County DHHS

Black Pete: An Exercise in Cultural Humility (90 minutes)
Description: Participants will use the Core Practice Model behaviors of engagement and assessment to talk about the potential impact of the Dutch cultural tradition of Black Pete when working with a kinship family who recently agreed to foster their 9-year-old African American second cousin from West Oakland. We will watch a short film about the Black Pete tradition, then respond in pairs to a vignette. We will discuss/uncover biases and practice using a learner’s stance with an international example.
Presenters: Christina Feliciana, Lecturer and Field Consultant, School of Social Welfare, UC Berkeley

Staging Cost-Effective Simulations that Strengthen Social Work Practice (90 minutes)
Description: In this workshop, you will learn how San Mateo County’s Human Services Agency Children and Family Services Branch converted a conference room to mimic a home-like setting, utilized existing staff as simulated caregivers along with trained facilitators, and developed a consistent simulation process flow (“playbook”) to construct a SimLab for social work trainees. The skill sets required of a facilitator to assist trainees to link procedural knowledge and interactional performance to the Core Practice Model will be covered.
Presenters from Children and Family Services, San Mateo County—Human Services: Loc H. Nguyen, Director; Donna M. Wocher, CFS Program Support Manager; Tamara Hornsey, Social Work Supervisor; Michele Tom, Social Work Supervisor

Transfer of Learning through Electronic On-Demand, Mobile Media (90 minutes)
Description: How can the transfer of learning for pre- and in-service child welfare social workers be supported? Mobile, on-demand resources for self-directed learning or to support supervision is one viable route. This presentation will discuss the types of resources currently available and explore the scope and structure of those resources. Attendees will leave the presentation with access to the resources discussed and the ability to identify several ways for incorporating those resources into instruction, field-based self-directed learning, and supervision/coaching.
The California Workforce Study: Examining the Links between Retention and Worker Attitudes among Former IV-E and Non-IV-E Public Child Welfare Workers (60 minutes)

Description: The interplay among personal attitudes toward the job and toward the agency’s culture/climate and retention has been mixed in the social work literature. In this workshop, we attempt to view in a holistic manner the contributions of worker perceptions of the job and the agency, worker education and training, worker experiences on the job, and the interplay of these factors on retention. Differences between various subgroups, such as front-end and back-end staff and former Title IV-E stipend recipients and non-Title IV-E recipients, are explored.

Presenter: Sandhya Rao Hermon, Director of Research and Evaluation, CalSWEC—UC Berkeley

Power, Privilege, and Disproportionality (60 minutes)

Description: This workshop will give attendees an opportunity to learn more about the disproportionality problem currently affecting the child welfare system. Results of research conducted focusing on African American communities’ perception of this problem will be shared with participants. Participants will also be given the opportunity to participate in an engaging activity, followed by a round table discussion. This workshop will assist with learning new skills and techniques for working with the African American population.

Presenters: Sheila Mendoza, MSW Intern and Student, CSU, San Bernardino; Ehizele Usigbe, MSW Intern and Student, CSU, San Bernardino

Building Stronger Systems through Interagency Collaboration (60 minutes)

Description: This workshop will outline the efforts of faculty of the Department of Social Work at CSU, Bakersfield and staff of the Kern County Department of Human Services to build stronger interagency collaborations that benefit not only Title IV-E students and field instructors but also all of the graduate social work students at CSU, Bakersfield.

Presenters: Leigh Collins, Lecturer, CSU, Bakersfield; Sheri Redding, MSW, Program Manager—Staff Development, Kern County Department of Human Services

A Model for Teaching Ethical Decision Making (90 minutes)

Description: The Rutland Model of ethical decision making seeks convergence among teleological, deontological, and virtue-ethics approaches. Participants will learn to use this model to support the Core Practice Model and will also explore ethical challenges in selection of over-arching models of practice.

Presenter: Bruce Hartsell, Project Coordinator, CSU, Bakersfield; Leigh Collins, Lecturer, CSU Bakersfield

Implementing an Online Writing Course for MSW students to Support Field Internships (90 minutes)

Description: The ability to write effectively is key to all practice components of the CPM. Yet, all too often, writing is cited as one of the skills lacking in newly hired child welfare social workers. Beginning in 2014, San Jose State University introduced an online writing course to address this need.
Now in its third iteration, the course teaches to the practice components of assessment, service planning and implementation, monitoring, and adapting through an applied focus on documentation. San Jose State faculty, together with the online course developer, will co-present about the course resources, San Jose State’s approach to implementation, and findings from the school’s post-course evaluations, and suggest areas for further development.

**Presenters:** Jennifer Hubbs, Lecturer, San Jose State University; Tim Wohltmann, Distance Education Specialist, CalSWEC–UC Berkeley

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**Through the Ties that Bind: A Training Model for Field Instructors in Public Child Welfare (90 minutes)**

**Description:** The competing demands and high caseloads of public child welfare social workers required a new approach to certifying workers to serve as field instructors for IV-E students. This field instructor training curriculum demonstrates how a collaborative relationship/partnership can be forged with a public child welfare agency and local universities to meet the needs in the education and training of future public child welfare worker.

**Presenters:** Mary Kay Oliveri, UCLA CalSWEC PCW Project Coordinator, Instructor and Field Faculty, Department of Social Welfare, Luskin School of Public Affairs; Debra Waters-Roman, Field Coordinator, Los Angeles County Department of Children and Family Services; Julie Gould, CalSWEC Project Coordinator and Mental Health Program Coordinator, CSU, Northridge; Michael Wilde, Instructional Designer, formerly with PCW UCCF, a partnership with Los Angeles County Department of Children and Family Services, UCLA, and LA Consortium of Social Work Programs; Elizabeth Pringle-Hornsby, USC School of Social Work, CalSWEC Instructor and UCCF Field Coordinator

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**A Tale of Two Programs (CAPP and SERVE): How Two Programs Came Together in an Epic Collaboration (60 minutes)**

**Description:** This workshop is built around the traditional, open storytelling models used by the Native peoples to hand down knowledge for thousands of years. We hope through our presentation participants will gain insight into the process of long-term relationship building from the Native perspective. In addition, participants will begin to develop a culturally specific toolkit for working with the citizens of Tribal Nations. Through this interactive process, participants will have a more accurate working knowledge of the history of the California Indian and the effects of historical trauma.

**Presenters:** Zachary Zukovsky, SERVE Project Coordinator, CSU, Fresno; Cyndi Alexander, Tribal Liaison/Field Base Trainer, Central California Social Welfare Evaluation Research and Training Center; Ruby Reinertsen, Fresno County Department of Social Services Intern, Title IV-E Graduate
**Acknowledgments**

*CalSWEC would like to thank the following partners for their support:*

- California Department of Social Services
- The 22 CalSWEC Title IV-E Schools of Social Work
- California’s County Child Welfare Agencies

**Title IV-E Summer Field Institute Planning Committee**

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<th>Gloria Balderas</th>
<th>Anne Herendeen</th>
<th>Sally Richter</th>
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<td>Rose Elia Chahla</td>
<td>Hao Ho</td>
<td>Karen Ringuette</td>
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<td>Melissa Connelly</td>
<td>Jenair House</td>
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<td>Tasha Dunham</td>
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<td>Bruce Hartsell</td>
<td>Michelle Rainer</td>
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**Title IV-E Summer Field Institute Student Volunteers**

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<tr>
<th>Chellsee Hill</th>
<th>Ariel Richards</th>
<th>Rocio Velasco</th>
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<tr>
<td>Damona Norris</td>
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<td>Elizabeth Vasquez</td>
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**Map of Venue**

The venue is located on the 14th floor of Top of the Bay, which is accessible from the 1st floor. Workshop rooms are located in the Platinum and Copper sections of the venue.