



# CalSWEC

California Social Work Education Center

*Leadership. Partnership. Workforce Development.*

## Meeting: CALSWEC Advisory Board

Date October 15, 2020

Attendees

*Advisory Board:*

Kari Beuerman, Shelby Boston, Vida Castaneda, David Foster, Scott Gruendl, Tracy Kent, Kathryn Kietzman, Amy Levin, Carolyn McAllister, Nancy Meyer-Adams, Toni Navarro, Marissa O’Neill, Mary Rawlings, Susan Roll, Kim Rutledge, Jerry Shapiro, Deborah Son, Jennifer Tucker-Tatlow, Lisa Witchey  
Excused: Percy Howard, Stuart Oppenheim, Linda Burton  
Absent: Yvette Willock, Delfino Neira, CaSonya Thomas

*Staff:*

Christopher Cajski, Ore Carme, Carrie Cuy, E. Maxwell Davis, Gabriela Fischer, Shifra Gaman, Kimberly Mayer, Mavis Njoo-Lau, Vanessa Rezos, Carolyn Shin, Mauricio Wright

*Participants:*

Timothy Bussell, Minola Clark Manson, Chelsea Cornell, Julie Gould, Amalia Hernandez, Mikyong Kim-Goh, Meka Klungtvat Morano, Omar Lopez, Carol Mroz, Sara Mullen, Elizabeth Newby, Katie Perry, Elizabeth Pringle-Hornsby, Michelle Rainier, Tamara Strohauer, Ronnie Swartz, Sarah Taylor, Jenell Thompson, Duan Tran, Debra Waters-Roman

## Agenda/Topics

- I. Welcome/Advisory Board roll call
- II. Approval of Agenda (vote)
- III. Approval of Minutes from August meeting (vote)
- IV. Welcome to new NASW-CA Executive Director, Deborah Son (vote for three-year term)
- V. Committee Co-Chair Updates:
  - a. New Co-Chair for Evaluation & Research Committee: Carolyn McCallister
  - b. New Co-Chairs for Policy & Advocacy Committee: Susan Roll & Deborah Son
  - c. 2020-21 is the final year for our current slate of officers
- VI. Financial Report Summary
- VII. Committee Reports:
  - a. Executive Committee Report
  - b. Capacity Building & Planning Committee Report
  - c. Evaluation & Research Committee Report
  - d. Policy & Advocacy Committee Report
- VIII. CalSWEC Staff Updates, including COVID-19 Impacts & Innovations
- IX. Discussion Items:
  - a. Executive Order M-20-34, Training in the Federal Government & CADD response
  - b. COVID-19 & Agency hiring impacts/forecasting/status

	<p>X. Winter Committee &amp; Advisory Board meetings: Thursday, February 4, 2021: Committee meetings 9:30 AM – 11:00 AM; Advisory Board meeting 1:00 PM – 3:00 PM</p> <p>XI. Adjourn</p>
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Discussion	
	<ul style="list-style-type: none"> <li>• Motion to approve agenda: Move A. Navarro, S. Gruendl Second. Motion passes.</li> </ul>
	<ul style="list-style-type: none"> <li>• Motion to approve minutes August 6<sup>th</sup> Advisory Board Meeting: Move J. Tucker-Tatlow, Second K. Kietzman. Motion passes.</li> </ul>
	<ul style="list-style-type: none"> <li>• Amy welcomed new NASW-CA Executive Director, Deborah Son to advisory board. Motion to approve as new member: M. Rawlings second N. Meyer-Adams. Motion passes.</li> </ul>
	<ul style="list-style-type: none"> <li>• Amy announced new committee Co-Chairs and thanked them for serving: <ul style="list-style-type: none"> <li>○ New Co-Chair for Evaluation &amp; Research Committee: Carolyn McCallister</li> <li>○ New Co-Chairs for Policy &amp; Advocacy Committee: Susan Roll &amp; Deborah Son</li> <li>○ Discussion that 2020-21 is the final year for our current slate of officers, T. Navarro will move to president, A. Levin will be immediate past present, M. Rawlings and D. Foster finishing their terms. J. Tucker-Tatlow agreed to serve as treasurer. Seeking university representative to serve as VP and secretary. N. Meyer-Adams, willing to serve as VP. Will continue to seek secretary.</li> </ul> </li> </ul>
Major Points	<ul style="list-style-type: none"> <li>• Financial Report Summary presented by D. Foster for 2019-20. Budget has been steady year to year, with 88% of incoming dollars via Title IV-E contract, only 1% from discretionary sources. Expenses/outgoing funds primarily sub awards for IV-E and RTA. Only 8% personnel and 1% non-personnel expenditures. D. Foster reminded board of revised dues structure implemented a couple years ago in order to increase discretionary funds. Amounts will remain the same for this year, and invoicing will begin soon. This year CalSWEC should begin to see benefits of this revised dues structure.</li> </ul>
	<ul style="list-style-type: none"> <li>• Committee Reports:</li> <li>• <i>Executive Committee Report by A. Levin.</i> Shared discussion to reduce board meetings to 3 times a year: fall, spring, and winter. Additionally, want to ask for bylaw changes to reflect flexibility in meeting format. Bylaws changes will be posted prior to the holidays with a vote at February meeting. Feedback solicited from K. Mayer and A. Levin regarding these changes.</li> <li>• <i>Capacity Building &amp; Planning Committee Report by T. Navarro.</i> Reported a great turn-out and active engagement. Central theme around a disconnect between what is happening in the schools of social work and what is taking place in agencies. Many agencies still operating under status quo. Need for leadership in aligning CW, CBH, and CalSWEC amid current changes. Also discussed is a disconnect between when student leaves internship and gets into county as an employee.</li> </ul> <p>Nancy shared regarding the letter sent from CADD to CA legislators regarding</p>

executive order to limit training on diversity. Sent to Shirley Webber's group who pioneered ethnic studies requirement in CSUs.

Nancy updated committee that there has been no response to letter sent to CDSS Director Kim Johnson to invite into collaborative discussion regarding child welfare and other county agencies. L. Witchey offered to review letter and try to elevate letter and issue.

Legislative updates shared regarding passing of the peer certification bill as possible career ladder for social work. Update provided regarding increasing partnership with county BH and CalSWEC, with appreciation shared for when county directors are more active.

- *Evaluation & Research Committee Report* by K. Beurman and C. McCallister. Committee focused on how to support existing research, MHSA Retrospective Study, SERVE, APS Stipend, and Title IV-E Retrospective Study with updates provided by M. Davis. Needs and resources explored regarding evaluation. Need areas clear and agreed on: evaluation of efficacy of remote learning, remote work, and the client experience. Limited capacity is a barrier for moving forward on resource goals. *Great Plates* program explored as area of potential learning, as this is a less typically served population, revealing new needs and opportunities in these populations not currently being addressed. Finally, the need for social workers to have training regarding being a first responder, and preparing students for this role and preparing in understanding secondary trauma. Explored possibility of shared curriculum and training. Finally, discussed dissemination of findings from existing projects, including university capstones and how to disseminate projects more broadly.
- *Policy & Advocacy Committee Report* by S. Roll and D. Son. Begin with a focus on the committee charter. Decided each meeting D. Son will share on hot topics from Sacramento, and in winter meeting committee will explore potential policies for NASW lobby days. Also discussed importance of committee being able to respond quickly to pressing policy issues.

D. Son shared current policy updates including about the Executive Order regarding diversity training. Shared NASW also sent letters of advocacy. Explored how everyone is stretched in this election year, and how to sustain in this time. Shared regarding notice from BBS extending virtual supervision until November 2, anticipate will continue to extend month to month. BBS will be increasing fees for licensure Jan. 2021 raising concern. BBS does not get support from general funds, and staffing is low, which has impacted this decision. NASW exploring with BBS incremental increase, or waivers for hardship. Nationally, have been delays in scheduling licensing, but no explicit concern expressed in CA. The California Master Plan for Aging was also discussed, and how to engage students in work with this population. Discussion regarding field placement and the challenge of finding internships that align with university safety standards and meet standards for student learning.

- CalSWEC Staff Updates, including COVID-19 Impacts & Innovations  
*Title-IV-E Program:* C. Shin reported CDSS Title IV-E prime contract is executed, and thanked everyone for their patience. Sub awards should arrive soon. In response to the SERVE RFP, a contractor has been selected and will be finalized soon. The Academy for Professional Excellence at San Diego State (Southern Regional Training Academy) will receive the contract.

*Child Welfare In-Service Training Program:* V. Rezos: Current fiscal year contract being amended to include integrated training curriculum guide. Feedback currently being solicited on Supervisor Core training curriculum, and will be updated based on feedback. Will be piloting first part of Common Core Phase III revised curriculum. ICWA RFP awarded to Academy for Professional Excellence. Evaluation: Real time data dashboards complete, and people are appreciating them. Fidelity assessment tool was well received, a work plan and how to utilize forthcoming.

*Integrated Behavioral Health Program:* M. Davis provided update. HRSA-funded BHWET training program has 30 Integrated Behavioral Health (IBH) and 9 Substance Use Disorders trainees. Content delivered across a range of modalities. BHWET HRSA renewal Notice of Funding Opportunity (NOFO) released and will explore applying. APS stipend program entering second year of pilot. Seeking to add follow up evaluation to that program. MHSA stipend project is in follow-up mode only. Exploring extending contract deadlines for graduates to complete service and repayment due to COVID. Maxwell will be connecting with all schools who participated.

*Technology and Instructional Design:* C. Cajski reporting and acknowledged Mauricio Wright for his work on the statewide LMS launch efforts, seeking to launch by June 2021. CalSWEC analytics suggest increase in website users over last year, and also reports the website has a very high accessibility rating. Carey Cuy was welcomed as new hire Distance Education Specialist, focusing on eLearning, including the online field instructor training launched in July. Also reported several campuses will implement university of Utah's virtual reality home visitation program. Accessibility has been a key focus in developing and implementing trainings.

*Center Director Updates-* K. Mayer gave hiring update, have hired 3 people remotely, and about to hire a new events manager. Just posted Child In-Service Training Director position. Entire CalSWEC staff continues to innovate and be flexible in remote environment. Likely will not return to campus until July 2021. Team continues to be productive and seek new partnerships and opportunities. Had meeting with CBHDA to explore partnering opportunity. A. Levin expressed her thanks to Kim's leadership and providing stability for CalSWEC in this last year.

- Discussion Items:
  - a. *Executive Order M-20-34, Training in the Federal Government & CADD response.*

	<p>N. Meyer-Adams shared regarding CADD letter written to CA legislation in response. It appears to still be unclear at universities how to respond or proceed. L. Witchey shared feedback from the federal Administration for Children and Families, that the memo pertains to federal employees. Any changes that would impact the Title IV-E Program would come from the Children’s Bureau, and as of now there are no changes unless informed differently in the future. Will need to watch closely depending on election outcomes. M. Davis shared feedback from HRSA who are interpreting as it does apply to federally funding training programs, but first targeting federal employees.</p> <p>b. <i>COVID-19 &amp; Agency hiring impacts/forecasting/status</i>-T. Navarro shared hiring forecast depends on county fiscal health, many counties still hiring, but some are frozen. Anticipating more cuts in 2-3 years to budget. Currently counties trying to deal with wave of people needing services now. MSW is preferred degree for county hiring. Some counties seeing police departments seeking clinicians in their programs. Riverside reported that 83% of client base like telehealth, and anticipate will be services shift as telehealth becomes norm, may lead to increased funds for hiring. Many counties exploring policy to continue remote workers, thus freeing up money from space costs. There is a question on the impact on training modalities for staff as well. Discussion that outcomes data needed on the impact on productivity, service delivery, and learning outcomes for interns. It was shared that RDA reported outcomes on workforce development programs and found current efforts falling short to bring in new people to meet workforce diversification efforts need.</p> <p>c. <i>Field Placement and PPE</i>. K. Mayer shared that there are some reports of students in placements where agencies are not enforcing PPE requirements amongst employees. Many schools and counties are providing PPE for students. Appeared to be isolated incidents.</p>
	<ul style="list-style-type: none"> <li>• Winter Committee &amp; Advisory Board meetings: Thursday, February 4, 2021, with Committee Meetings at 9:30-11:00 am., Advisory Board meeting 1:00-3:00 pm.</li> </ul>
<p><b>Conclusions</b></p>	

Action Items	Person Responsible	Deadline
Draft revised Bylaws and submit to board.	Mayer/Levin	December 2020