



CalSWEC

California Social Work Education Center

Leadership. Partnership. Workforce Development.

CalSWEC Board Meeting

Marriott Long Beach

October 26, 2017 | 9:00 a.m. – 12:00 p.m.

Scott Gruendl, President

MINUTES

Attendance

Board Members:

Laura Abrams, David Bassett, Blake Beecher, Yvonnia Brown, Vida Castaneda, Angelita Diaz-Akahori, Jeffrey Edleson, Mekada Graham, Scott Gruendl, Mindy Hohman, Celeste Jones, Susanna Jones, Peter Lee, Amy Levin, Nancy Meyer-Adams, Antoinette Navarro, Mary Rawlings, Elliott Robinson, Greg Rose, Dale Russell, Laurie Smith, Ronnie Swartz, Juliet Webb, Rose Wong, Janlee Wong, Eavon Wong-Kim

Stakeholders/Constituents:

Laura Alongi, Julie Altman, Maggie Armistead, Eli Bartle, Minola Clark Manson, David Foster, Teri Gillams, Siang Sin Goh, Julie Gould, Lynn Harris-Henderson, Anne Herendeen, Tracy Kent, Gerry Lavina, Amanda Lee, Omar Lopez, Carol Mroz, Ken Nakamura, Tina Paddock, Holly Priebe-Sotelo, Elizabeth Pringle-Hornsby, Michelle Rainer, Julie Simpson, Tamara Strohauser, Jennifer Tucker-Tatlow, Debra Waters-Roman, Duan Tran, Rebecca White, Cheryl Whittle, Lisa Witchey,

Staff:

Gloria Balderas, Chris Cajski, E. Maxwell Davis, Marcy Hara, Sandhya Rao-Hermon, Virginia Rondero Hernandez, Nancy Nelson, Carolyn Shin

DECISIONS

The Board adopted the minutes from May 5, 2016.

The Board approved today's agenda with one minor change.

The motion to accept the proposed reorganization of the Board membership and meetings was passed.

ACTION ITEMS

CalSWEC will prepare documents to identify changes in the by-laws required by the new Board structure.

Nominations will be made for the new Board and Officers.

Data on how employment obligation affects length of employment will be collected and distributed.

The next Board meeting will be in April 19, 2018 in San Mateo in conjunction with the IV-E Summit.

SUMMARY

I. Welcome and Introductions

President Scott Gruendl presided. Introductions were made. It was announced that Ken Nakamura was inducted into the Social Work Hall of Distinction. It was also announced that Jo Ann Johnson was retiring and will no longer be a CBHDA representative on the Board.

II. Approval of Agenda

The Agenda was approved with these changes:

The addition of “and” in VII.a. Board *and* Officer nominations. The addition of IX. Adjourn.

III. Approval of Minutes

The minutes from the May 5, 2016, meeting were reviewed and approved.

IV. Report from Executive Director and Executive Leadership Team

A. Executive Director Report (Virginia Rondero Hernandez)

First year on the job had challenges. The introduction of IDC was a big adjustment. The exit of the private schools from IV-E is a change, though they will remain part of the CalSWEC community. She noted there is work to do in finding opportunities to support IBH workforce development and praised her Executive Leadership Team (ET) for the contributions they make.

B. Members of the CalSWEC Executive Team

E. Maxwell Davis, Program Director for IBH and PI on HRSA grant

CalSWEC has two overlapping MHSA WET funded stipend contracts with OSHPD. Maxwell has been meeting with advocates and policymakers to promote continued funding for statewide behavioral health workforce development efforts. The IBH Program is responsible for the evaluation of Berkeley Social Welfare’s HRSA-funded Latinx Center of Excellence. Maxwell is PI for a new HRSA-funded regional IBH training and stipend program serving four Bay Area MSW programs. She will continue to seek opportunities for new training and evaluation projects.

Marcy Hara, Program Director for Child Welfare In-Service Training

Marcy introduced herself as the newest ET member. She is meeting with stakeholders and networking with her new contacts. She is working on the Supervisor Core project, as well as Common Core, QPI (Quality Parenting Initiative) and ETO (Efforts to Outcome).

Sandhya Rao-Hermon, Director of Research and Evaluation

The Program Evaluation Guide is being released on October 30th. PCs and PIs will receive it and will have a month to respond. A 27-year retrospective is being launched. Evaluation reports are in Tableau for Common Core, ETO and Supervisor Core.

Chris Cajski, Director of Technology and Instructional Design

The twenty-two Common Core 3.0 eLearning courses were deployed on-time. ELearning is a new component of the Common Core curriculum. The CalSWEC Network Hub was officially launched. An upcoming project will be the development of five online trainings and resources, using the

latest software and improved processes to build new modalities. A new CalSWEC website is being built.

Nancy Nelson, Administrative Director

The IV-E proposal for 2020-22 is being written, budgets have been received from schools and the scope of work is being revised. An amendment for the RTA contract has been submitted to CDSS but is awaiting information from CalSWEC. CalSWEC will be moving into Havilland Hall next year which should result in sharing of some job duties. We are working on possible fee for service models to diversify our funding base.

Carolyn Shin, Title IV-E Program Director

New competencies have been released, the Core Practice Model was linked with EPAS competencies. Preparations have been started for the 2018 Title IV-E Summit – the combining of Student Day and the Summer Institute which was successful last year. The CSIS (CalSWEC student Information System) database, consisting of 7,500 records, is being updated and migrated to Salesforce.

V. **Reorganization of Board Membership and Meetings**

Scott oriented attendees to the background materials in the folder that all received. He pointed out the Timeline and Crosswalk, which will be referred to in the discussion. He also noted that the CalSWEC By-laws and Strategic Plan are available as references. He offered background on the CalSWEC strategic planning process and its importance, the place we were in 2014 with the auspice issues, etc.

Janlee Wong gave a historical overview of CalSWEC and noted that it has outgrown its original structure – which was IV-E centric. The current proposal walks us from the past to the present to the future and there are no limitations on who participates in CalSWEC, as stakeholders, nor on committees. Not having limitations when it comes to emerging issues, allows CalSWEC to continue its role as thought leader. The new CalSWEC board structure will also be more flexible and nimble.

Jeff Edleson talked about how CalSWEC got to this point in time. The first IV-E contract was for \$100,000 and involved 10 schools. Now it is \$60 million and involves 24 schools. He identified and achieved 3 goals to move CalSWEC forward. The first was to hire a full time Executive Director. The second was to extend the length of the CalSWEC IV-E contract. The third was to add IDC/F&A costs to the contracts. Achieving these goals also removes any impetus to no longer host CalSWEC at the Berkeley School of Social Welfare.

Virginia Rondero Hernandez oriented attendees to the Strategic Plan and Mission Statement. She talked about new field of practice CalSWEC could be working on, reflected in the Future Opportunities section of the Strategic Plan. substance abuse, criminal justice, aging.

Maxwell Davis walked the Board and attendees through a “crosswalk” document, which identifies and explains the proposed changes to the Board membership and meetings.

Elliot Robinson pointed out the first set of changes shifts the current Board into a Stakeholders group. He reiterated that this change expands stakeholder participation, as Janlee had mentioned. An annual conference for stakeholders would be convened by CalSWEC.

Amy Levine led the discussion of transforming the current Executive Committee into an Advisory Board. She identified how, in the past, much of the committee work was done by CalSWEC and how

work is shifting more to the Board and the committee members. The new board will have 25 members. Laurie Smith added the PI representatives from school would be appointed by CADD.

Laurie Smith spoke to the need for flexibility in the committees and reduced redundancy in tasks and how that is addressed in the new committee structure. The number of committee convenings will depend on workload. She pointed out that this structure provides more ad hoc potential, which is helpful in seeking new funding. She mentioned the new regional IBH stipend program with SFSU, CSUEB, and SJSU as an example of the kind of project that could be pursued by ad hoc work groups.

A motion was made by Laurie Smith to approve the proposed changes; seconded by Evaon Wong-Kim. A vote was taken by paper ballot. The motion passed with 24 yeas and one no. One ballot was not submitted.

VI. Discussion of proposed extension of Title IV-E Employment obligation

Greg Rose started the discussion. He has been talking with county welfare directors and with our colleagues about issues and concerns related to turnover in the workplace. One point of contemplation has been around the alteration of the work obligation. Will that affect retention? We know culture and climate issues affect retention. Anecdotally, people say "I can do anything for 2 years." Child welfare directors say they get competent people but they leave. What data do we have to frame this discussion? Can we change the payback criteria to alleviate this situation? This is the start of public discussion on this topic, although there has been some private and CWDA Children's Committee discussions.

Carolyn Shin presented a timeline reflecting the employment discussion progression thus far. She also presented data gathered by CalSWEC staff to assess how IV-E students are meeting program goals, challenges in analyzing retention and programmatic issues to consider.

Discussion ensued, a series of questions were posed and key points were made. Major themes revolved around:

- The importance of data to support arguments for extending employment obligation since retention issues vary from county to county and little is known about what actually motivates workers to stay in the child welfare system beyond two years.
- Whether extending employment obligation was an actual solution or punitive measure that could make Title IV-E stipend programs less attractive and jeopardize the operations of social work programs in the state.
- Acknowledgement that even though 60-70% of IV-E graduates remain in the workforce after three years, are ways to further incentivize employees to commit to staying longer.
- Further acknowledgement that organizational culture and climate influence worker decisions to remain in the child welfare workforce; lack of support and supervision appear to be major factors in retaining workforce.

Recommendations also emerged from this discussion:

- Offering leadership training and leadership opportunities might incentivize workers further.
- Exploring how to tie incentives to retention e.g. using non-federal match dollars to incentivize workers to stay, avoiding extensive use of waivers by counties that are unable to recruit MSWs, offering additional pay after a certain number of years in the system.
- Examining work environment more closely in order to target factors that need to be addressed.
- Conducting a survey to assess the "price point" (amount of stipend: years of employment) that would make pursuing a IV-E stipend not worthwhile to students. Note: The current stipend doesn't even cover full tuition in the UC system.

The general conclusion is that more study and data is needed to make an informed decision about whether the Title IV-E employment obligation should be extended beyond 2 years. CalSWEC's 27-year survey and county workforce studies will provide insight into these issues. The PCWTA at San Diego State will forward its literature review on retention to support this effort. For now, employment obligation will not be extended in the 2018-20 Title IV-E contract; however, it will be explored for the 2020-22 contract.

Scott acknowledged it was an energizing discussion and that the statement by the Executive Committee made on August 30, 2017 made a difference in removing the threat of extending employment obligation in the 2018-20 contract. That being said, he stated a more structured discussion is needed and the newly-seated Board would lead this effort.

VII. Next steps in convening the board

Over the next 2 months, a Nominations and Bylaws Committee will be identified by the current Executive Committee. Virtual meetings will be conducted to approve board nominations, create a slate of board officers, and approve bylaws changes. A board training will likely occur in February and the Board and Officers will be officially seated and by April 2018. The Board will meet a minimum of 4 times per year; two face-to-face meetings and two virtual meetings.

VIII. Open comments

Question: When is the next meeting and who can come?

Response: The next Board meeting will be held April 19, 2018 during the same time period as the Title IV-E Summit. This will be an open meeting, though registration will be required.

Virginia reminded attendees to look over the new CalSWEC fact sheets on the registration table. She also called attention to the Big Give flyer, a CalSWEC fundraising effort. Jeff added that the Big Give coincides with the Berkeley School of Social Welfare's 75th anniversary.

IV-E and IBH Project Coordinator meeting details were given out.

IX. Adjourn

Board adjourned at 12:00 pm