Evaluation and Research Committee		
Date October 21, 2021	Time 9:30-11:00AM	Location Zoom Meeting
Attendees	Kari Beuerman, Shelby Boston, E. Maxwell Davis, Sarah Gehlert, Carolyn McAllister, Sara Mullen, Mary Rawlings	
Agenda/Topics		
Welcome & Introductions Icebreaker	Carolyn and Kari welcomed committee members. As an icebreaker, members talked about their favorite fall foods.	
Approval of Meeting Agenda	The meeting agenda was approved.	
Approval of Meeting Minutes of April 29, 2021	The Evaluation and Research Committee meeting minutes of April 29, 2021, were approved.	
Updates	CalSWEC Central evaluation and research • IBH: Summary highlights of MHSA Retrospective Study were detailed. The final year evaluation of 2018-2022 LCOEBH project was discussed. The final project evaluation of 2017-2021 IBH and SUD training programs were shared. There are summary highlights documents and a white paper from these. There has been advocacy for a new MHSA stipend program. A number of discussions are happening for the first time since the MHSA stipend program ended in 2018. The LatinX Center of Excellence and Health ends its final year of the grant. The 2017-2021 BHWet and HRSA training ended in August. • Adults and Aging: There is a collaboration with BASSC and the Mack Center on a statewide survey of Adult Services Agencies about workplace needs and practices. There is a plan to develop a funding proposal and post-hoc evaluation of the APS Stipend Program pilot project (pending CDSS funding). Preliminary results of that study will be presented today. SERVE evaluation is being done at the California Academy of Professional Excellence and will be closed at the end of the year. • Title IV-E: The end of year reports for CDSS and partner schools were completed. SERVE evaluation was contracted out to The Academy for Professional Excellence and is slated to be complete by the close of current fiscal year. • Child Welfare In-Service Training: The first quarterly report includes Real Time Dashboards. The Fidelity assessment tool pilot is on track for January 2022. They are working with the Center for States and CDSS to revamp the Welfare In-Service Training evaluation plan. CalSWEC stakeholder evaluation and research	

	- Grant funded projects on social work education/workforce development? - County/university sponsored projects on social work education/workforce development? Although there were no current grant projects or County/University sponsored projects on the topics that were brought up, we discussed a workforce development project to work with homeless populations in Los Angeles County. APU and USC are partnering on this project. It was funded through a foundation for a couple of years. However, there is no grant funding to sustain it so there is concern it will not remain viable. We also discussed grant funding that supports social worker career development in gerontology. We discussed overall challenges in getting private donations to support social work career development.
Discussion	
	- Round robin on current evaluation and research projects stakeholders are working on and/or developing: We did not get to this item on our agenda. - Ideas about evaluation and research during and after COVID 19: Change management in organizations: We discussed a significant need to do research on how best to support supervisors working at a distance from their employees. There is no research on best practices in the new environments they find themselves working in. Additionally, research on productivity and client needs are issues that we discussed and need to be addressed. - Need for evaluation regarding workload and work environment We spent much time discussing workforce retention issues from not only a pragmatic perspective, but also in terms of research and evaluation. E. Maxwell Davis provided the group important outcomes research on retention, and let the group know that retention in many projects such as the Mental Health Stipend Program show higher rates of retention than are assumed. The issue of how retention is defined is key- is retention focused on one agency, or in a field of practice? Stipend programs show net gains in retention, although not always in the particular agency the student started in. Another key retention issue discussed relates to student supervision in agencies, particularly in more rural areas. It can be challenging for schools to support this supervision need, particularly when the schools end up taking on the supervision. We also discussed emerging programs to support workforce development, including a program through the California Primary Healthcare Association. We also spent time discussing the issue of retention from an organizational perspective. Our county partners discussed the significant challenges that exist statewide, but particularly in rural areas, to recruit and retain social workers. County administrators are finding that newer employees are seeking flexibility in schedule and location and are more focused on flexibility for their family situations than previously. The realities of many Northern California counties struggling with the impacts of COVID-19 and the significant natural disasters compounds these problems. There is an overall

	need for social workers in all social service agencies which leads to struggles of county and local agencies to recruit and retain employees over larger organizations.
	• Ideas around social work research into disasters/disaster response We did not cover this area in the meeting.
	• Dissemination of research We continue to note that there is much excellent research that we should continue to consider finding ways to disseminate widely. For example, one school noted a need for local retention and job growth data, and learned places where that data is available in the meeting.

Conclusions

Action Items	Person Responsible	Deadline