A Note From Greg Rose

In the Children and Family Services Division we strive to grow our relationships with the counties that we serve. One way to do that is by strengthening the two-way communication between county and state. Our latest effort to do that is by introducing the Children and Family Services Division Training Support Unit newsletter.

We feel that training is a crucial first step in developing a professional workforce that will serve the needy and vulnerable children of California. We want to ensure that counties have the very latest information in regards to the steps we are taking to enhance our training system. We believe you will find this information very valuable and hope that this will serve as another platform where we can give and receive ideas and information as we collaborate together to serve the State of California.

Thanks,
Greg

MEET OUR TRAINING SUPPORT TEAM

Our mission in the CFSD Training Support Unit (TSU) is to “To strengthen and support an effective Statewide Training System that will provide the tools and knowledge necessary to serve, aid, and protect the needy and vulnerable children of California.” I’d like to introduce myself, and our three amazing staff that will be working with you to achieve this mission.

I am Jessie Rosales, the Manager of TSU and I have worked with CDSS for 8 years. Elizabeth Newby is our lead analyst and has worked in TSU for over 15 years! Sarah Blake and Sherry Mung are both inspiring new analysts who are completing their first year at CDSS. We are all working together to create new ways to help support all of California’s 58 counties and that begins with directly communicating with all of you! In this issue we hope to highlight the many ways we are expanding our communication efforts and look forward to hearing your feedback.
COMMON CORE 3.0
SW TRAINING EVOLVED
By Elizabeth Newby

Common Core 3.0 (CC 3.0)...you recognize the term, heard some rumors and maybe even attended some meetings, but what does it really mean? In a nutshell, we are changing the way we provide initial training to social workers. CC 3.0 is a total overhaul of the current ‘topic based’ Core to a ‘practice block’ structure that mirrors the concepts in the Core Practice Model. Through a range of training modalities, including on-line knowledge based courses, classroom skill building, and structured field activities the revision provides new social workers with opportunities to enhance knowledge and skills through application of concepts in the field.

New social workers begin with a series of 100 level courses (online and classroom) to be completed in the first 12 months of hire for each practice block. This will provide new social workers with the entry level knowledge they should have as soon as possible after hire. Following completion of 100 level content, social workers will be introduced to the field through directed field activities. The field activities are designed to be normal social work activities that would be included in typical supervision of new employees. After workers have gained experience in the field and completed the field activities, they would receive an additional 200 level course in each block focused on application of knowledge in practice, to be completed within the first 24 months of hire. The training is designed to build upon itself to strengthen knowledge and skill as the worker progresses through each block.

In preparation for the shift in how new workers will be trained with the implementation of CC 3.0, CDSS would like to help ensure counties have the ability to access and facilitate distance learning and support field activities. Field Advisors for new workers should be identified by the Counties. Supervisors are well-situated to fill this role, however, counties may identify others such as county training staff, lead workers, or contract with an external agency as field advisors. Training classes for field advisors will be available as well as a field guide with descriptions of the field activities and step-by-step instructions for completion will be provided. Counties will need to review their county policy for induction. Counties should ensure that trainees will have time and support to complete non-classroom content.

The Assessment block started rolling out to new workers January 4, 2016. This first year will give the counties and the Training System an opportunity to acclimate themselves to the new fashion in which training is being provided to ensure a smooth transition for the remaining blocks in February 2017.

FIND US ON THE WEB!

We are pleased to announce the launch of our brand new CFSD Training Support Unit (TSU) website! You can now access the site at: http://www.childsworld.ca.gov/PG4757.htm

Our goal with the website is to provide our partners with an easier way to access and learn about the resources available to them. It is another way for the TSU to better connect with our partners and for us to communicate up-to-date information. Our website is a one stop portal that offers helpful information regarding the support we provide for our partners in order to effectively train county child welfare social workers and juvenile probation officers across California. (CONT)
We want to send out a big THANK YOU to all of the counties for submitting their Annual Training Plan (ATP) plans this year! We really appreciate the responsiveness of the training directors/supervisors when we had follow-up questions and clarifications regarding the Section III survey.

With your help we are now able to provide the Federal Administration for Children and Families (ACF) with a much more robust and comprehensive report. As part of the Cost Allocation Plan (CAP), the California Department of Social Services (CDSS) is required to report the completion of mandated training to ACF. Along with being a key requirement in our CAP fiscal policy, this report also helps CDSS and your Regional Training Academy evaluate training needs in each county, and throughout the state.

In addition, we sent out Annual Training Surveys to Probation departments as well, and they will now be released annually in line with child welfare at the end of each fiscal year. We are very excited to be able to gather more information and expand our communication with the probation side of child welfare also.

With the growth of our Training Support Team here at CDSS, we are able to facilitate more direct communication with the counties, and have the ability to branch out and discover new ways to offer support throughout the state. With all that you do in the counties, our goal is to be as accessible and open as possible.

The website will provide you with updated resources and information related to Common Core 3.0, the Annual Training Plan Survey, as well as other information being communicated between county and state. Additionally, the website will offer information to social work students in the Title IV-E Stipend Program.

Please take this opportunity to read through the content and forward our website link to all other partners, social workers, students, and whoever else will find this information helpful. If you have any questions or comments, please feel free to send us an email at: CWSTrainingQuestions@dss.ca.gov.

~ SHERRY MUNG ~

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CFSD Training Support Unit Team

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If you have any questions/concerns, please feel free to contact us directly so we can help! CWSTrainingQuestions@dss.ca.gov

BY: SARAH BLAKE

http://www.childsworld.ca.gov/PG4757.htm