

**Louisiana Child Welfare Workforce Alliance: A Partnership between
OCS and Louisiana Universities
Minutes of September 18, 2009 Meeting**

Agenda:

Welcome/Introductions: Marty Gibson
LCWCWP Update: Gary Mallon & Siobhan Pietruszkiewicz
Lead University Update: Claudia Triche
Competencies: Gary Mallon & Barbara Pierce Cruise
Data Collection: Carol Plummer
CFSR, Legislation Update: Jan Byland
Identify Workgroup to Revise Statute: Group
DSS Keystone Initiatives: Yvonne Diaz Domingue
Partnership Name Revisited: Group
Other Issues, Next Meeting Date? Group

Participants:

Erma Borskey, Jan Byland, Pat Clark, Linda Deamer, Yvonne Diaz Domingue, Jacqueline Garrison, Marty Gibson, Corie Hebert, Gary Mallon, Barbara Pierce-Cruise, Siobhan Pietruszkiewicz, Carol Plummer, Sonja Saizan, Andrea Savage, Dalene Smith, Claudia Triche, Brent Villemarette, Gloria Washington, Lu Williams, Margery Williams

LCWCWP Update:

Gary Mallon reported to the group that the universities have agreed upon the competencies and will be discussing them later on the agenda. LCWCWP is moving into the second year of a 5-year grant. Activities for this year:

Regions: A regional appreciation day for OCS staff was held. Gary met with the Regional Administrators in December. CFSR focuses on APLAs. Gary took APLA designation and incorporated into Adoption Advocacy. He provided two consecutive days of training with the entire staff. Covington, Shreveport, Monroe and Alexandria are next on the agenda for training classes. Carol designed the evaluations for feedback on training.

Gary stressed the importance of keeping a positive attitude with new workers. Gary has posted the outline and PowerPoint presentation on the LCWCWP website. He is working on the supervisory initiatives: some funding for the foundation course and for the coaching/mentoring training. Gary is also engaging in monthly teleconferences for all supervisors to address the issues of supervision. He designed a two-week course for use over the summer. Marsha Salus and Lorrie Lutz will do a more intense supervisory initiative.

Focus groups with Siobhan and Tara have been held around the state and were well received. Gary described partnering with Susan Kanak in designing the instrument. Siobhan and her staff put together a report on all focus groups.

Legal and judicial issues are being addressed. Gary met with Judge Gray, Orleans Parish Juvenile Court. Gary is designing multi-modular training, and will have the curriculum to pilot next year. It is a Web-based platform for training. At Hunter College, he developed the curriculum on Child Welfare and the Law. He is more than willing to share with any members of the group, Child Welfare curriculums that he develops, e.g. his 15-week course. He urged the representatives to share their curricula. Gary visited all the universities represented and taught some classes at some of the universities.

Lead University Update:

Claudia stressed that stipends were more complicated than anyone imagined. Siobhan and Claudia worked together. Claudia distributed the report around the state. It was a major undertaking because of the rules governing stipends. Mary, Dalene, and Jacqueline have been involved with orientation for students and supervisors. The training has been well received by students. It was suggested the curriculum be tweaked to make it better. Also working on another round of stipends, and supporting training focusing on supervisor issues (partially fund Marsha Salus consulting/training services).

Gary designed GaryMallon.com which includes appreciation days in the field, curriculum, integrating content and competency with MSW programs, focus on legal and judicial issues and all of his classes and other training/readings has been included.

Claudia: Everyone did an excellent job of sending their stipend information to Claudia. All the universities should have a final copy of the contract except Jacqueline. Virginia Berry-Green is checking on the contract that has not been returned yet to NSU. This has held up paying the invoices that have been received. As it stands, authorized to re-budget up to 10% without approval but will check to make sure. Rollover money—even though contract period is 4 years, the funds have to be expended during the contract year. She is checking on this issue. She will do it the way it has always been done and will notify the representatives of any changes. Corie asked about having to make specific changes in the courses because of their budget. SELU had to consolidate some of their courses. She was instructed to write her report like it is and send it to Claudia. There were concerns expressed about the change in match. Claudia stated that if one university comes up short and another has excess funds, it all balances out in the end, since it is all being done through one primary contract between the state and NSU. Corie will send her report to Pat Clark, who will place it on Blackboard. Another set of stipend contracts distributed for LA Child Welfare Scholars (funded through LCWCWP). A discussion was held concerning Title IV-E stipends and LA Child Welfare Scholars. The universities will be able to carry over money. No funds will be lost.

Competencies:

Barbara: distributed her handout entitled “University/OCS Training Partnership Competency-Course Matrix. The students were exposed to the use/documentation of competencies from the two orientation sessions convened by Dalene, and co-trained with university partners. At ULM the students have one class where they practice with a client and then give a presentation of the case to supervisors. The information on the client is kept confidential. They are currently examining feedback to make the course more user friendly. All tweaks will be on Blackboard. The Competency Course Matrix identified in which courses competencies were taught. In Part 2 they make sure all syllabi match. This will be posted on Blackboard. The end of the semester has been set as the deadline. It should document student competencies—test questions, learning objectives in lectures, etc.

Erma: Will work on MSW competencies in the Spring once BSW competencies are met. She asked what positions in OCS required MSW. The data will be given to HR for job descriptions. The curriculum should have pieces on leadership, management, and Marsha Salus’s courses. The question was raised if clinical pieces were needed. Marty replied that OCS is piloting a series of supervisory training sessions that will focus on clinical issues, beginning in January.

Data Collection:

Carol: helping to evaluate what is happening with the grant—overlap in what universities are doing and what the grant is doing. The universities in Northern Louisiana have collected the information for good competencies, along with what they feel the students needed to learn. It will be evaluated later to see if there has been any movement. They will collect individualized information on every student, not just the LA Child Welfare Scholars. Gary is providing all with the same training opportunities. The data will be collected for multiple purposes. Information is collected all throughout the country by different groups.

CFSR, Legislation Update, Workgroup for Statutory Revision:

Jan: A discussion was held regarding guardianship being a permanent placement for a child. A lot of states are in the process of revisiting their laws. Certain criteria have to be met. The Children's Bureau has not given much direction to the states. A goal date of April 1, 2010 was set for implementation. The Childrens Code Committee is mostly interested in kids. States do not need legislation to implement the Federal guidelines. Some judges around the state do not want to recognize guardianship as a permanent plan. Need workgroup to propose revisions to statutorily mandated child welfare training provisions. Sonia, Corie, Jacqueline, Barbara, and Erma volunteered to help with the Workgroup for Statutory Revision.

DSS Keystone Initiatives:

Yvonne summarized initiatives and presented powerpoint. Model for Success (see attached)

Partnership Name Revisited:

The name of this collective group has been changed to: Louisiana Child Welfare Workforce Alliance: A Partnership between OCS and Louisiana Universities. An official mission statement is needed.

Other Issues, Next Meeting Date:

A discussion was held regarding inviting private colleges to work with us on competency-based education. Agreement that we should look at other states' child welfare partnerships with universities and think through timing/quality assurance for Child Welfare specializations.

November 13th at 11:00 AM is the date scheduled for the next meeting, with January 8th being the first meeting next year.