



Clark County Department of Family Services

Training Workgroup Meeting

July 21, 2014 12:30 pm – 1:30 pm

Present

Tracy Damewood (Foster Parent), Darlene Duncan (Nevada Partnership for Training), Richard Egan (Nevada Health and Human Services), Mike Pochowski (Foster/Adoptive Parent, Fostering Southern Nevada), Theresa Ball (Mile High FFA), Ann Marie Abruscato (Mojave), Matt Gyger (UNLV-NPT)

DFS Staff – Denise Parker, Sarah Beers

Agenda

1. Welcome and Introductions
 2. Meeting Minutes from June 16th, 2014
 3. Training proposal – update
 4. Pre-service Training – Focus Group – who, what, when, where ...
 - a. What will the discussion look like
 - b. Who should be involved – Training, Licensing Supervisor over PS MAPP, Ass't manager, Foster parents
 - c. When, etc
 5. Foster to Foster Parent Training – would like to start a series of trainings where foster parents work in collaboration with DFS to Train. (How do we go about recruiting for this?)
 6. JIT – video of IL training
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Minutes

1. Welcome and Introductions
2. Meeting Minutes from June 16th, 2014
 - a. There was a correction submitted from the last meeting's minutes. The correction was given to Ally and she will make sure that this correction is made.
3. There is a new Department of Family Services (DFS) meeting scheduled for Mondays that will conflict with this group's meeting.
 - a. This group has been meeting the third Monday of each month from 4-6PM.
 - i. This DFS meeting will occur through at least October, so the group discussed a better time to hold the QPI Training meetings
 - b. After a discussion of schedules, it was determined that meetings will be held on the third Wednesday of each month from 2:30-4:30PM.
 - i. The next meeting will be held on Wednesday, August 20th.
4. Training proposal – update
 - a. We have not yet gotten feedback from Executive Management regarding this proposal.
 - b. Rich gave an update regarding this proposal.
 - i. The group is looking forward to getting approval of the recommended changes.
 - ii. We have looked at how to implement this new training plan using a slow pace and making sure that caregivers are onboard before the changes are thrown at them.
 - iii. The yearly training hours will be twelve (12), and in order to accomplish this we need to make sure we are giving foster parents enough training opportunities to do this.

1. One of major complaints we have been hearing about the trainings is that foster parents are given the same trainings over and over.
 2. The new format brings in new material.
- iv. Does anyone have any other comments or additions to the proposal?
1. It is important to make sure there are enough categories for foster parents to meet the training requirements.
 2. Did we talk about foster parent training and partnering with agencies?
 - a. Rich noted that this discussion was in reference to the Trauma-Informed Care (TIC) trainings.
 - b. The group is not sure whether any agencies ever did mention sharing trainings with other agencies or DFS.
 - c. Denise will follow up regarding whether other agencies will be able to include parents that aren't part of their agencies in their trainings.
 3. It will be important to create a list for families and to make sure that they know what they need to use to fill those 12 hours. We need to make sure there is enough of a selection, including a flexible enough schedule to enable families to meet the requirements.
 - a. The group is not too concerned that families will be unable to meet these requirements.
 - b. With TIC, there are two (2) trainings per year in Las Vegas as part of "Train-the-Trainer" Workshop.
 - c. We could add an additional community training for TIC.

- i. There is another curriculum about working with children who have experienced trauma through KidsPeace, and this is a different training.
- d. Mike noted that a NEIS (Nevada Early Intervention Services) worker asked if they would be able to get involved in our trainings
- e. The CPR and Car Seat Safety trainings will be externally done.
- f. One other thing to note is that we need to make sure there are enough classes in Spanish.
 - i. Discipline classes can also be offered in Spanish.
 - ii. Most of the trainings aren't in Spanish. Sometimes foster parents need interpreters and interpreters aren't available.
 - 1. Learning using an interpreter is not the best way for people to learn, so it would be best to offer enough trainings in Spanish that we do not need to use this method very frequently.
- g. Denise will follow up and identify that there are enough Spanish trainings in the topic areas that are required, and will also find out from Lauren's group about whether training with agencies will be an option.
- h. Mike will follow-up by giving Denise information for her to follow-up with NEIS.

- i. Denise believes that we can get Executive Management's feedback by the next meeting, and will be able to take this plan to the next Implementation Team meeting.
- i. We need to get ready to go so that implementation can happen in the fall.

5. Pre-service Training Focus Group

- a. We are consistently hearing from our families that some parts of the training work and other parts of it do not.
- b. Executive Management has asked us to get a focus group together to ask caregivers what else we can do to help our families leave the training better prepared.
- c. We are losing a lot of families within the first year that they are licensed, and typically the feedback they give is that they were not prepared for certain things.
 - i. We want to look and see if we could have helped these people in another way.
 - ii. Ex: Respite is barely touched on in the training, but is a huge thing that families need to understand.
 - iii. Families may have that "now what?" shock once they actually receive kids.
 - iv. We want to look at the strengths of TIPS-MAPP, as well as what areas are missing or need to be added to. We also want to note what areas can possibly be omitted in order to include different things.
- d. What will the focus/discussion groups look like, and who should be involved?
 - i. Training, Licensing Supervisor over PS MAPP, an Assistant Manager, Foster Parents?

- ii. Carol Schaffer (National QPI) will help us with this group.
 - iii. UNLV has a lot of curriculum people that can help us out with this.
 - iv. What is the difference between TIPS-MAPP vs PS-MAPP in terms of training curriculum?
 - 1. They have added “trauma” as a central aspect.
 - v. This group should include both those who have gone through TIPS-MAPP/PS-MAPP recently and those who went through the training a while ago.
 - vi. The Nevada Partnership for Training conducts this training.
 - vii. MAPP doesn’t cover the skills of what parents can do when they actually face these issues.
- e. In the past, we had talked about interviewing foster parents as they close their licenses to ask what they need.
- i. We are still doing this, and will have this information in the fall.
 - ii. The Caregiver Survey has been sent out to many families; it is very long and provided us with great data.
 - 1. Many questions on this survey referenced training.
 - iii. A lot of families are noting that the training might be too theoretical and not skills-based.
 - 1. Families might not know what their role is in CFT (Child and Family Team), court, etc.
 - iv. The survey results will help guide the focus group.
- f. Who should be included in the group?
- i. We don’t want brand new people. We want those who have been through the training, applied their knowledge, and can give good feedback (i.e. those who have been taking placements for at least 6 months).
 - ii. We want to include trainers as well, specifically those that are teaching and have been for a while.

1. For trainings, it may be good to have someone who's new and can bring up what they think they should and should not be covering.
 - iii. We may want to include agency people as well.
 - iv. It is important to have the help from UNLV.
 - v. We want the best for our families, and want them to be prepared.
- g. Does anybody want to volunteer to participate in the group?
 - i. Either Maryanne or Mike may be able to volunteer.
- h. There are a lot of families that aren't involved in this workgroup that may be interested in working on something like this, that has a start and end date. It is less of a commitment than joining a QPI workgroup.
- i. We can ask licensing workers and case workers to identify which families would be good candidates for this group.
- j. At least one of the Foster Parent Champions (FPCs) should be involved in the group.
- k. We can consider including case workers and licensing workers. We can also include staff from the placement and receiving teams, who can identify the types of calls they get.
- l. When should this group be held?
 - i. We will try to figure out a time that we can get everyone together to hold the group.
 - ii. We could develop a standard set of questions to ask participants. That way we wouldn't necessarily need to have everyone together in the same room, and could instead have smaller groups at different times to better accommodate participants' schedules.
 - iii. Instead of having the DFS workers participate in the groups, we could survey them to see what they think is missing from the training.

- iv. We can make sure that the new training is translated into Spanish.
PS-MAPP is occasionally taught in Spanish.

6. Foster to Foster Parent Training

- a. We would like to start a series of trainings where foster parents work in collaboration with DFS to train each other.
- b. How do we go about recruiting for this?
- c. Rich noted that when he was a PS-MAPP instructor, during the trainings foster parents connect with each other, and these foster to foster parent trainings would bring that connection into actual trainings via the foster parent trainers. This will add to the quality and acceptance of the training.
- d. In these trainings, we are able to offer our caregivers not only the information, but the connection as well.
- e. How do we identify families that would be good trainers?
 - i. Mike volunteers Maryanne to help out with trainings, and notes that she is very interested in doing this.
 - ii. The best way to go about organizing this is probably to see what needs to be covered and look and who can best cover these topics.
 - iii. It was noted by Matt (UNLV), who was part of the group that rewrote the Kinship training, that not only was this training done by someone who was a kinship caregiver, but that this person was a resource for the participants to contact.
 - 1. We do still have this program in place.
 - 2. Mike used to be a foster parent liaison, and found that he got many calls after this.
 - 3. There is a push to get foster youths involved in conducting the Independent Living trainings, and we need to be able to pay them to do so.

4. PS-MAPP and Kinship already do have foster caregivers; this is for the other trainings
 5. For the pre-service trainings, we already have foster caregivers involved.
 6. FPCs & QPI co-leads are groups that we can potentially tap into and ask them to facilitate groups.
 7. We can build on their strengths and ask them to offer the extra trainings alongside the department.
 - a. Ex: if DFS is going to offer TIC training to its foster parents, we can have two trainers and include both a foster parent and a trainer.
 8. It is important for foster parents to hear about what the trainers are referencing from the perspective of someone who has gone through it.
 - a. Young trainers may have a hard time doing this.
 9. We can send trainers to the the “Train the Trainer” workshop segment about working with traumatized children.
 - a. This probably won’t happen again for another year.
 - b. The training is four days
 - i. There is also a three-day option and a two-day option as well.
 - c. There are other opportunities for us to send some people out for training as well.
 - d. We did have some foster parents that went through this training.
 - i. We can use these existing people to help facilitate trainings.
7. Just in Time (JIT) – video of Independent Living (IL) training.

- a. Independent Living trainings are offered to youths, but there is not typically a huge turnout for these trainings.
- b. We are considering potentially videotaping these trainings and putting them online for teens that can't attend these trainings in person.
- c. There are foster families that we need to be sure get training.
 - i. Foster families that have teenagers in their homes have extra requirements, and may need training for this.
- d. Christina is talking to FAAYT (Foster and Adoptive Youth Together) so that we can video tape these trainings and put them online for our youths to access these trainings.
- e. UNLV has developed a training covering "Incorporating Youth Voices."
- f. Northern Nevada has developed a caregiver curriculum for LGBTQ youths
 - i. This training has been approved by the board, so it will be ready for foster parents if accepted.
 - 1. The training is two days per week, and is offered in both evenings and afternoons.
- g. Whenever any trainings that are occurring, bring them up during this group meeting, and the group can look into videotaping to include on JIT website.
- h. Our families can't always get to the trainings they want and need to attend.
- i. Some trainings can't be videotaped.
 - i. i.e. sexual abuse, trauma-informed care
- j. Some trainings can be delivered via videotape, and we can put these online for our families to access.
- k. Many foster parents who are getting the newsletters and other forms of updates are not paying attention to them and aren't informed about QPI.
- l. Caseworkers and Licensing workers need to publicize QPI.
 - i. This was a topic discussed in the Co-Lead meeting.

1. Denise is calling every foster parent to let him/her know about QPI.
2. We currently have a disjointed and disconnected community of foster parents. There are five (5) associations but they don't talk to each other, and only ten percent (10%) of our foster families go to association meetings.
3. Denise is reaching out to these foster parents and asking them about the needs that they have and how she can help get them involved.
4. During these calls, Denise will also try to get a baseline for utilization and family co-files look like.
 - a. We have a huge base of adoptive families and a smaller group of foster families, and Denise will be calling ALL of these people.

m. We are in the process of trying to get more trainings online.

- i. One group member mentioned there is a therapist that would be able to do a parenting skills training to be videoed based in dialectical behavioral therapy

1. This therapist is very excited about DBT and would love to get these concepts out there in the form of trainings.
2. She is a great resource to have.
3. Denise will follow-up with this connection and make this happen.

8. Crisis Management

- a. Will this topic be covered?
- b. We need to work through this and talk about incorporating it later.
- c. The TIC trainings do give us a lot of this type of knowledge.

- d. Does the idea of “crisis management” actually get into the specific needs of enough people?
 - i. This idea can encompass too many different things.
 - ii. The training can start with major themes and work into different areas.
 - iii. The types of crises that will need to be handled will depend on “ages and stages.” Parents will need to be familiar with different developmental stages, including what normative behaviors are and the types of crises they may need to management.
- e. The information for managing crises might be best distributed in a different format. We could create a guide that covers different types of crises and how to handle them that parents can reference.
 - i. In a crisis or emergency, caregivers will ask “what do I do?” and a reference book can directly answer that question.
- f. There is currently a foster parent handbook being written at the statewide level.
 - i. A subcommittee from the state is creating this, and experts in each area of child welfare are putting together their topic’s chapter.
 - ii. By the end of September, this handbook will be available for foster families.