



Clark County Department of Family Services

Training Workgroup Meeting Minutes

September 17th, 2014 – 2:30 pm – 4:00 pm

Attendees: Darleen Duncun – Nevada Partnership for Training, Richard Egan – NV Health & Human Services, Denise Parker – QPI Coordinator, Lauren Wagner – DFS Training, Anne Marie Abruscato – Mojave, Matt Gyger – UNLV-NPT

1. Welcome and Introductions
2. Meeting Minutes from August 20th, 2014
3. Training Proposal – Review Changes
4. Training Workgroup Description – Review Changes
5. Pre-Service Training – Focus Group
 - a. September 29th – Carole Shauffer will be in attendance
 - b. Confirm invites
6. Foster to Foster Parent Training – would like to start a series of trainings where foster parents work in collaboration with DFS to train.
 - a. Content
7. Other

Minutes

Training Proposal:

Darleen did a comparison of PS-MAPP and PRIDE and will send those comparisons to Lauren. QPI doesn't recommend MAPP or PRIDE; they only recommend what works best in that community. In some communities they have PS-MAPP, TIPS-MAPP, PRIDE or a training the community wrote for themselves.

In the Florida program the Foster Parents teach all of the classes. In these cases Foster Parents are comfortable telling experiences and calling others out.

Training Workgroup Description:

We are trying to move away from the adoption message when training Foster Parents; this is something that QPI has been working with Licensing on. A lot of the Foster Parents are being told they can adopt after fostering for a short period of time.



Currently PSAs are being changed to reflect the need for quality foster homes and that's part of the recruitment effort. For a long time in Clark County the focus had been on adoption. The materials the Licensing department had all said "foster to adopt." The hardest message that folks are getting is if you foster for six months, then you can adopt, so they feel they can keep their child after six months. Our rack cards are being changed; and our PSAs are being changed to reflect this. The problem with people fostering only to adopt is limiting our capacity for fostering.

The majority of the people who are taking the Foster Parent courses are coming to adopt and our need is for fostering. There is an important need to change this message.

Training – Focus Group:

We need to see what's working in the current Foster Parent Training. We need to ask the questions, "When you got your first child, and you had your first crisis, who did you call?" "Did you know who to call?" "Did you know what to do?" Denise stated that leadership supports reviewing the Foster Parent training to ensure our families are prepared and get the best people out of training, the quality folks.

Matt and Lauren are getting ready to start the focus group process for participants in the Child Welfare Training Academy who graduated from the program within the last year to find out the following: "Did the training prepare you to do your job?" "How did the Academy train you to do your job?" That's going to be the best way to get the most knowledge.

Denise stated we want a diverse focus group at the meeting that is being held on September 29th. A diverse group will be able to challenge us. We need someone who has been doing fostering for a while, someone that has mental health experience to challenge us on the various ways to look at things. We also need folks in the room that are brand new. We need a couple of Case Managers, at least three Foster Parents, a few that are brand new and someone who has been around for a while. We need a Licensing Representative (Tara), as well as a PS-MAPP person that is not currently doing training. We may need to look at a Therapist, CASA Volunteer or CAP Attorney, someone who works with the Case Managers, and someone that can be pulled in for the court perspective. This focus group can meet on a monthly basis and then will meet less often. It will need a curriculum writer to assist us with different modules.

Foster to Foster Parent Training:



PS-MAPPs should be the core course in any program, the specific courses after that are similar to a degree program since you can't do it without the core courses. The core courses are not going to teach you everything you need. We just have to go back and beef up the core courses and after the first year of fostering, we will teach the particular training modules. You have to have competent trainers who know what they are doing.

Matt commented when you're creating a training program, there are three components you'll need; you need a knowledge base, an activity base and an on the job base where you can mentor through the process. We can make all kinds of recommendations to make it more of an experience as opposed to classroom training.

The training program in Florida started with a focus group and then they built a storyboard around the kinds of things they will need to know and they came across the three modalities; mentorship, kinds of support programs, and curriculum.

Denise stated she just went to a regional meeting in Sacramento, CA. At this meeting they were challenged to pick one thing as a group that they could get through legislation that they would like to ask QPI to hang their hat on for the year. It was amazing that everyone agreed and wanted it written into legislation that Foster Parents should be considered as team members. Foster Parents should be held to the same responsibilities/accountabilities and standards as the Case Managers. There were Case Managers and Supervisors in the meeting and they all agreed.

It's important to strengthen permanency values during the training to ensure that you are working on your mission critical goals. Everyone needs to understand the goals of the Case Manager and the birth parent. This mindset needs to be woven throughout the entire training. When this program is rolled out to the Foster Parents, it needs to be rolled out to the staff as well, thus having Lauren and Matt's involvement in this process as we review the Foster Parent training will help them ensure similar messages in the Child Welfare Training Academy they are reviewing.

Advance training is necessary to make an informed decision. DFS has an Adoption Unit and they also have a huge foster care unit. We need to ensure that our mission critical goals are communicated when the Foster Parent comes out of training. They need to understand that our mission critical goal is to support reunification. We have core values that need to be woven into the entire training; everyone has to reiterate that language.