



# Clark County Department of Family Services

## Training Workgroup Meeting

Meeting Minutes from April 21, 2014 4:00 pm – 6:00 pm

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### Present

Darlene Duncan (Nevada Partnership for Training), Sonji Green (Kids Peace), Teresa Ball (Mile High)

DFS Staff – Sarah Beers, Denise Parker, Lauren Soskin

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### Agenda

1. Welcome and Introductions
2. Meeting Minutes from March
3. Training Policy
  - a. Implementation Plan
4. Just In Time – Updates
  - a. Feature video
  - b. Upcoming trainings now listed
  - c. Star chart
  - d. Care giver courier
  - e. Resources
  - f. Monthly calendar of meetings and events
  - g. Foster parent phone book
  - h. Workgroup minutes – Including Implementation and Co-lead
5. Other

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### Minutes

#### Meeting content

1. Greetings and introductions were made

2. Denise Parker, Quality Parenting Initiative (QPI) Coordinator asked if anyone had any questions from last month's minutes
3. Just in Time website was discussed
  - a. Denise reported on different changes that have been made to the web site
    - i. The creation of feature videos
      1. A foster parent at the mayor's event was video-taped and the video was uploaded to the site
    - ii. The star chart which reviews the individual trainings has been uploaded
      1. As new videos are added, an updated star chart will be uploaded
      2. Asked how long a period of time is a video considered "new"
        - a. Until something newer is uploaded
    - iii. Videos not up to our standards have been removed or repaired
    - iv. The Caregiver Currier is now posted on the site
    - v. A resource list has been created and uploaded as links
    - vi. A monthly event calendar is being uploaded by Denise
      1. It gets uploaded the last Friday of the month
    - vii. A foster parent phone book has been added which is a link to the state wide agency list
    - viii. Work group minutes including Implementation and Co-Lead meetings are posted on the site
  - b. If agencies or work group members think additional trainings are needed, they should suggest it via the web site
  - c. Asked if there is a list of the Continuing Education Units (CEU) applicable trainings
    - i. Yes, it is contained in the star chart and on the site
    - ii. Noted some of the trainings don't qualify for CEU hours
  - d. Noted sometimes it takes a bit of time to narrow down which trainings are appropriate for the different caregivers
  - e. Our community partner members were tasked with looking at the Just In Time site to make sure that links to other training resources are there
  - f. Mentioned the Just In Time site has been very helpful for our caregivers as a centralized place for them to gain access to information
4. Announced the date of the next Implementation Team Meeting will be May 13, 2014 at the Organizational Development Center (ODC), 1:00 pm – 2:30 pm
  - a. This meeting is important because it will not just update everyone as to what the work groups have done so far, it will also allow them to have input as we set the goals for the work groups going forward
  - b. Work group members were tasked with bringing families and other people who want to become involved in QPI

5. Draft of the proposal to require more hours of training for re-licensure was discussed
  - a. Twelve (12) hours now being required
  - b. Required courses would be on the following topics
    - i. First aid/cardio pulmonary resuscitation (CPR)
    - ii. Car seat training
    - iii. Trauma informed care
  - c. Work group needs to nail down the time line for implementation
    - i. Time frame needs to be attached to the proposal before it is submitted
    - ii. Suggested to decide on an end date by which all renewing licensed caregivers have to have the required training done
    - iii. Suggested the end date be a year out
    - iv. Suggested that we set a January completion date for implementation
    - v. Suggested if caregivers are less than four (4) months away from their renewal date, we might be able to be flexible on the twelve (12) hours
      1. Anything longer than four (4) months before renewal date, they can get the twelve (12) hours of training accomplished easier
    - vi. Any Permanence and Safety – Model Approach to Partnership in Parenting (PS-MAPP) class that starts in July for first time licensees
      1. Must meet the twelve (12) hour requirement within their first year of licensure
      2. Anyone licensed before that is grandfathered and can go until the end date for the implementation period
    - vii. Asked if it is reasonable to require that they get the CPR and car seat classes accomplished within the ten (10) weeks of PS-MAPP
      1. Yes, this would be best practice
      2. Car seat training would be the priority over CPR
      3. Within the first year the other two (2) requirements should be completed
      4. There should be some flexibility in the requirements as these parents are already attending ten (10) sessions which requires they get a babysitter
  - d. Training is going to be on the Just In Time website
  - e. Proposal is ready to go to Management at Clark County Department of Family Services (DFS)
  - f. Sections three, four and five (3,4 and 5) of the proposal discuss trainings needing to meet DFS standards
    - i. Asked who is going to decide if the training meets DFS standards

1. DFS Training Department will classify which trainings fit under each category
    - ii. Mentioned the Agency binders that were just turned in had a list of classifications of trainings
      1. Denise will gain access to those classifications
  - g. DFS needs to make sure no one can say that DFS didn't let everyone know changes were coming to the training requirements
    - i. Suggested new training requirement information be included as part of PS-MAPP as a written document that is distributed at the last class
    - ii. Asked for clarification about who the document applies to, new licenses or relicensing applicants
      1. Both
    - iii. Suggested CPR training needs to be required prior to one (1) year from licensing if children are going to be placed in the home
    - iv. If there is a body of water, suggested we require caregivers to have CPR training prior to licensure
    - v. Mentioned more CPR classes need to be added to those currently offered as there was a wait list in the past
      1. If this hasn't been addressed, we will have issues
      2. CPR is currently being held for free twice a month and is currently limited to only DFS families
      3. Denise will check to make sure that there isn't currently a waiting list
    - vi. Mentioned prior to making these topics mandatory, we need to make sure that we have enough classes to go around for all of our caregivers on all the required topics
    - vii. It needs to be highly advertised to the caregivers, trainers, licensing, associations, agencies, renewals, Caregiver Currier, newspapers, television stations and in Spanish as well
    - viii. Families will be getting a certificate thanking them for their service and giving them a pin for Adoption Awareness month and Denise thinks we should include something giving them notice that training requirements are going to change
      1. If we are going to put something in with the certificates, we can print them and also get them to the licensing workers to be able to take to home visits
  - h. Suggested adding to the Just In Time site which courses will qualify for re-licensure
    - i. Approval of proposal should happen shortly
6. Denise discussed concerns she would like us to address at the Implementation Team Meeting

- a. She has heard a lot of concerns expressed about there not being enough trauma informed care, transitional planning and shared parenting trainings
- b. It would be helpful to understand what people want out of trauma informed care trainings
- c. While she is not suggesting doing away with PS-MAPP, it isn't currently meeting the needs of the caregivers
- d. Asked what, supplementary, can we provide to fill this need
- e. Shared parenting is a big topic where Denise has heard that we are missing the mark
  - i. Some families find this easy and some families struggle
  - ii. Caregivers struggle with understanding the concept of how DFS supports them in knowing how to deal with shared parenting
  - iii. Suggested that examples need to be given to the caregivers as to how to bridge the gap
  - iv. There are steps that can be taken to aid in shared parenting but they aren't being adequately shared with caregivers
  - v. Suggested transitions, in general, need to be addressed in trainings
  - vi. DFS needs to make sure that the trainers are getting the messages across during the trainings
  - vii. There is always going to be a learning curve, but our families should at least walk out of training clear on understanding the reunification expectation and what a quality parent is defined as by DFS
  - viii. There is a disconnect between the goal of reunification versus the tools to do so
  - ix. Caregivers need training on how to go through the specifics of reunification and shared parenting
  - x. Announced New Hampshire is currently working on a new program that is being studied nationally which could provide some insight into filling these gaps in training
  - xi. Suggested DFS might be able to work with Casey to develop something
  - xii. Suggested information on QPI and Safety Intervention Permanency System (SIPS) need to be included in PS-MAPP
  - xiii. Quality Assurance Quality Improvement (QAQI) has asked that the trainers get a clarification on the specific things they can say and for there to be some standardization
  - xiv. DFS needs to make sure that the case workers are also informed about QPI and SIPS
    - 1. Communications work group is working on getting the case workers informed

7. SIPS was defined

- a. It is a safety model
- b. Goes throughout the life of the case
- c. DFS is assessing for safety at each point in the life of the case
- 8. Denise would like to see a training on having difficult conversations
  - a. Training would cover topics like: if you are a case worker and the foster home smells bad, do you have the ability to say something
  - b. Conversations like that don't come easily to everyone
  - c. Licensing workers and case workers need to have these skills
  - d. It aides the communication for both sides
  - e. Some of the workers are very much comfortable with these conversations and some are not
  - f. Mentioned training exists already for this through Nevada Partnership for Training who has it within new worker and supervisor Core classes
  - g. It would be far better if our case workers were talking to the families about issues rather than just not addressing them and calling in a complaint
- 9. Denise suggested that DFS have a "Town Hall" or "Meet and Greet" style of meeting for the caregivers
  - a. We need to get them all together so that we can give them information and get their involvement
  - b. Suggested holding an event twice a year
  - c. Boys and Girls Club could be a resource for partnering to hold events and provide child care
  - d. Nevada doesn't have a national voice because of lack of caregiver involvement in Associations and QPI
  - e. Associations are not being attended by our caregivers
    - i. The four (4) Associations were listed
      1. Clark County Foster and Adoptive Parent Association
      2. Fostering Southern Nevada
      3. Foster Connect
      4. Foster Kinship
    - ii. Associations only have representatives of our caregivers at a level of ten percent (10%)
    - iii. One hundred (100) people are making decisions about foster care for everyone else
    - iv. Relationships need to be developed between DFS and the Associations
  - f. Suggested we feed them or give them something to get higher attendance
  - g. Founding a support group was suggested
  - h. Suggested offering free child care to boost attendance
  - i. Historically for high attendance, incentives need to be presented
- 10. Announced that when Denise goes to agencies or to talk with families she actively recruits for QPI work groups

- a. Mentioned there needs to be diversity among the people making the changes
  - b. Foster parents need to be involved in the QPI process
- 11. Announced that there will be another Train the Trainer for Caring for Children Who have Experienced Trauma
  - a. Will be held in the next few months with the date being announced soon
  - b. Will be held in both North and South regions of Nevada
- 12. Next meeting May 19, 2014, DFS Central Washoe Room