



Clark County Department of Family Services

Training Workgroup Meeting

Meeting Minutes from May 19, 2014 4:00 pm – 6:00 pm

Present

Anne Marie Abruscato (Mojave), Tracy Damewood (Foster Parent), Richard Egan (Nevada Health and Human Services)

DFS Staff – Virgil Clark, Tara Donohue, Denise Parker, Shannon Rooney, Lauren Soskin, Lauren Wagner

Agenda

1. Welcome and Introductions
 2. Meeting Minutes from April
 3. Training Policy – draft
 - a. Implementation Plan
 4. Just in Time – Updates
 5. Work group co-lead
 6. Next Steps Training work group – integration of QPI vision
 7. Other
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Minutes

Meeting content

1. Greetings and introductions were made
2. The training policy proposal has been sent to management
 - a. Asked if the group wanted to see what management's input is
 - i. Yes, group members would like that
 - b. Once we get it back from the management review, we will start creating the implementation procedure
 - c. It will require a Department of Family Services (DFS) policy change and perhaps a state-wide change

- d. There are some parts of the proposal which might need to be included in the state laws and regulations which are getting their ten (10) year review right now
 - i. Cardio Pulmonary Resuscitation (CPR) has historically been a stopping point for legislature changes
 - ii. Some Nevada jurisdictions find it harder to get foster parents in for CPR trainings
 - iii. Suggested that if you are in an area with no hospitals or medical services readily available, shouldn't you really be taking CPR anyway
 - iv. Suggested that they be allowed, in the rural areas, to take the training on line
 - v. The CPR requirement might just have to stay a DFS requirement
 - vi. Car seat training hasn't been as much of an issue
- e. If DFS requires car seat training there might be liability issues
 - i. This was once offered by an outside organization which may have mitigated DFS' liability
- f. If making suggested changes that are state law, we would need to include these requirement in the new up-coming contracts
 - i. If it's not state law, it can still be part of the contracts and be required by DFS
- g. Medic One is going to start providing CPR classes for DFS
- h. If we can meet the need, we know that we can enforce the requirement
 - i. Crisis Management is under supported right now
 - ii. Trauma Informed Care is fully supported
 - iii. Ages and Stages has a large variety of trainings in the community
 - 1. We may have to change the name of this training topic
- i. If community partners are offering trainings, DFS usually approves them
- j. Lauren Wagner, DFS Family Services Supervisor, will send out the training components to the work group members for review and possible revision
- k. There are certain trainings that are required and some that are suggested by the family's workers when they identify a need
 - i. We didn't want to create an adversary relationship between the foster parents and the workers, so as a result, we didn't include that in the proposal
- l. The community is most concerned about whether the trainings exist and are available to them
- m. Concern that we will get some push back in regard to the increase of required trainings
- n. Discussed the possibility that these extended training hours be proposed on a state level as Nevada is the state with the lowest number of hours required

- i. This could be an issue for the Rural area as they don't have the access to on-line training primarily due to the lack of Internet and use of dial up for their internet connection
 - ii. Suggested holding a monthly computer lab
- o. Asked what the percentage of rural areas are there within the state
 - i. It is a large area geographically
 - ii. Clark County has thirty-four hundred (3400) kids in care while the rural areas only have fifteen (15)
- p. State work groups dealing with legislative change are being kept smaller to decrease arguments and promote the ability to work through the many issues that come up
 - i. Suggestions need to work for all three (3) of the jurisdictions
 - ii. Suggested that we implement the increase of training requirements in Clark County and see if it impacts the foster families and then we can make an argument for the Rural areas to get on board
- q. DFS Higher Level of Care (HLOC) homes could also be requested to take some additional classes if they wanted to be licensed for HLOC kids
- r. For homes that get a Required Action Plan (RAP), a foster parent might be asked to take additional classes but these wouldn't be included in the training requirement
- s. Asked a foster parent in attendance for her input as to what she thinks the reaction to the increase in hours will be
 - i. Didn't think the additional hours was going to be a big deal
 - ii. It is important for foster parents to be able to pick what classes they want to take
 - iii. The times for DFS classes aren't convenient to many foster parent's schedules
 - iv. Car seat training should not be required beyond the first year of licensing or if their licensed ages changes
 - v. Trauma and CPR classes would be helpful
- t. Denise Parker, Quality Parenting Initiative (QPI) Coordinator, is not hearing much blow back from the foster parents she has been talking to about this change
 - i. Mentioned that if we are screening for quality parents, then the ones that cooperate are the ones we want to keep
 - ii. Discussed the article about the large number of kids at Child Haven and how now that we are looking for quality parents we may temporarily see an increase in that number
- u. Asked if a therapist conducting one-on-one training could sign off on trainings for licensing hours for foster parents
 - i. Yes, however we need to stay consistent with the required CORE trainings from the Nevada Partnership

- v. Provide one basic class on Trauma Informed Care as the baseline class that all foster parents must take, then follow-up classes in Trauma can be available after that initial class
 - i. Asked if it can be added to Permanence and Safety Model Approach to Partnership in Parenting (PS-MAPP) trainings
 - 1. No
 - ii. Asked if it could happen once the foster parents have taken a placement
 - 1. Yes – it is suggested that foster parents take this course after they have children placed in their home
 - iii. Noted that once the kids are in place, the training will make more sense to the foster parents
 - iv. Suggested that the core class be required within the first year of licensing
 - 1. Yes – this should be a class required within the first year of licensure
 - v. Mentioned there are only two (2) classes which hold up to thirty (30) people per year in Clark County
 - 1. United Methodist Service Ministry offers some as well
 - 2. Suggested that this core class needs to be held twice a month
 - w. Asked how many licenses we issue per month
 - i. Quite a few when you consider all factions
 - x. Mentioned the Rurals just got a training team
 - y. Plan also includes training DFS staff in the core Trauma classes
 - i. Noted not everyone on staff is a social worker and has a background in trauma
3. Asked when the next Implementation Team meeting will be
 - a. August 26, 2014
 4. Denise discussed how DFS is requiring our families to be licensed
 - a. She met with people via a conference call on executive management level state wide
 - b. They discussed what barriers we put in the way of families wanting to become licensed
 - c. Asked are we getting our needs met with the way we are currently doing things
 - d. The state regulations only say that DFS licensed home have to completed eight (8) hours of initial training and four (4) hours renewal
 - e. Asked how are we defining our quality parents
 - f. Mentioned that when we start to identify issues, we can start to look at how we approach training
 - g. Discussed PS-MAPP and Trauma Informed Permanence and Safety Model Approach to Partnerships in Parenting (TIPS-MAPP) and do they really

work in terms of training the parents to be able to parent in a quality manner

- i. Asked if the training team is currently doing any post testing to determine the effectiveness of the classes
- ii. Asked if we have done any focus groups
 - 1. Yes - foster parents feel like the training needed to be more realistic
- iii. We might get more information about this from the survey that is being administered in June
- h. We need to make it clear to people at the information session that we are not in the adoption business
 - i. "Adoption Only" parents aren't a real resource for DFS
 - ii. Eighty-five percent (85%) of kids that are adopted through DFS are adopted by the foster parents
 - iii. This has to be addressed in the beginning
 - iv. DFS' internal message has to change first
- i. If people aren't getting the message about what the "Quality Parenting" expectation is, they need to be turned down for a license
- j. We used to have foster parents that wanted to be foster parents and were willing to be available in the middle of the night
- k. We need to raise our standards
- l. Not every community has a facility like Child Haven
 - i. What do those jurisdictions do when there is a placement need?
 - ii. We have the ability to increase our numbers at Child Haven, but it that what we want to do?
 - iii. Asked if as a result of the increase in kids at Child Haven, are workers putting children into questionable placements
- m. Currently our Foster Home utilization is forty-four percent (44%)
- n. Pre-Service Training: Suggested a focus group reexamine the trainings
- o. TIPS-MAPP is a program that isn't supposed to be altered
 - i. We are interested in what Arizona did to PS-MAPP as they have modified it down to six (6) sessions and if it is effective we should consider implementing something similar
 - ii. If another jurisdiction is doing something that works, we should look at it
 - iii. Mentioned that neither training currently being used is data based
- p. Asked since PS-MAPP AND PRIDE are not evidence based why can't we create our own
 - i. Tara Donohue, Social Worker with DFS, will be reaching out to Arizona to see how they have changed PS-MAPP and find out how many counties in Arizona are using it
- q. There needs to be mentoring and support in addition to the trainings
 - i. Foster parents that succeed the most

1. Connect with already licensed foster parents
 2. Are willing to join the associations
 3. Partner with DFS
 4. Have licensed family and friends
 - ii. They need a safe haven to be able to express their concerns and get questions answered
 - iii. Possibly require that new licensees to be partnered with seasoned ones
 - r. Announced DFS Management has given us permission to make changes and to fix what isn't working with the current system
 - s. Child Haven is over-crowded and we are losing too many foster parents
 - i. We need to figure out what works
 - t. Discussed that people get the wrong impression about being able to adopt after six (6) months
 - i. Discussed the requirement for having the child in your home for at least six (6) months after parental rights are terminated before being able to be considered for adoption
 1. Suggested this is where people get this impression
 - ii. We need to look at pre-service training and fix the information session to include a clear message about adoption
 - u. Someone from the National QPI group come in to do focus groups to drill down on what things are working and what isn't
 - v. Asked where in the country is there a large number of quality parents and low turn-over of licenses
 - i. Suggested we look at jurisdictions with a large net increase in families and a large amount of usage
5. What is the recruitment plan is going forward
 - a. Market segmentation will help to formulate this prior to the end of the year
 6. Just In Time website update was given
 - a. There is now a "help" section
 - b. Can flyers can be pulled up on the site
 - i. Yes
 - ii. Currently the flyer announcing the survey is posted there
 - c. Can we include the link to the survey
 - i. Yes
 - d. Is the training calendar included
 - i. Yes
 - e. Announced it is expanding based on feedback we are receiving
 7. Announced we need another community co-lead for this work group
 - a. Rick Egan was elected as the Community Co-Lead
 - b. An email regarding this will be sent out to all work group team members shortly
 8. Discussed the Nevada Partnership trainings and the grant they are applying for

9. Denise commended the group on the work they have been doing and partnering with the DFS Licensing team
10. Announced there is a need to have trainings on nights and weekends
11. Announce the Foster Parent Champions (FPC) program hours have been expanded
 - a. They will now be Monday through Friday, 9:00 am – 7:00 pm
 - b. By expanding the hours, we are seeing an increase in being able to reach caregivers
12. Discussed the FPCs being at the Visitation Center seven (7) days a week for two (2) weeks with lap tops available for foster parents to take the survey
 - a. Discussed where there might be a place to put a computer at the Visitation Center
13. Next training meeting June 14, 2014 from 4:00 pm – 6:00 pm in the Washoe room of DFS Central