

Southern California Youth Permanency Collaboration

“Permanency should be as fundamental as safety for all kids in the system”

Meeting Minutes

January 23, 2008

800 N. Eckhoff, Room 1304

Orange, CA 92868

Attendees:

Jeff Griffin, Orange County CFS

Greg Manning, Orange County CFS, Behavioral Health

Lynn Manhart, Orange County CFS

Cheryl Alexander, Orange County CFS

Bob Malmberg, Orange County CFS

Jenny Rivera, Orange County CFS

Deborah Moodie, Orange County SSA

Melanie McCallum, Orange County CFS

Lidia Escobar, Los Angeles DCFS

Tiffany Collins, Los Angeles DCFS

Bob Friend, CPYP

Stacy Haverstock, Five Acres

Linda Librizzi, Hollygrove Family Finding

Veronica Norwood, DCFS Pomona

Jan-Michael Silbaugh, CASA of Orange County, Family Connections

Aimee Wyatt, Five Acres

Lynda Merritt, Five Acres

David White, DCFS Pomona

Felicia Martin, Canyon Acres

Adrienne Olson, Los Angeles DCFS

Kara Hunter, California CASA

Art Mayfield, Los Angeles Probation

Review of Minutes from October:

Minutes approved.

Formalize our Mission and Vision Statement:

In the last couple of meetings the group has been trying to finalize the Mission and Vision Statement. Adrienne Olson read the draft and it was agreed to revise the 5th and 6th bullet and add a date to each current revision.

How to implement permanency training agency wide – LA/OC Training programs:

Jeff G. indicated that this has been something that Orange County has been working on for awhile, involving their Training and Career Development (TCD). Their representative is

Debbie Moody and Lydia Escobar is the representative for LA County. Debbie reported that she is coming in new on this project and met recently with a Jeff G. and Cheryl A. to talk about what this needs to look like in Orange County. They are still in the early formulation phase. They are looking at 2 parts. The first part is a quarterly new employee orientation. They will go through the Public Child Welfare and then augment with other classes that are specific to Orange County. In the next series, they are hoping to add this component where they can talk about permanency in one of those trainings. The first training, Jeff will introduce the philosophy and all the information for the new workers. They are hoping that when they bring it to the new workers, they will begin to buy in because for them its brand new and they have no preconceived notions if it will work or not and they won't have a full case load.

Secondarily, we want to do a full on training for all of the staff that have been around for a while. They probably implement differently than LA County in terms of how many workers they have dedicated. Debbie, Cheryl, and Jeff will get together to see what they want to do with their curriculum. Initially, there will be more philosophical to break down some barriers and by doing some experiential components where people can get back in touch with why it is important and critical for youth. They will meet next week and start there. Debbie is open to any input from this group. They think they can roll it up very quickly once they get a curriculum and have the support of their administrators to begin to start offering them and hopefully all of their staff will become involved.

Bob F. indicated that he has been pushing to have conversation between people in training because he feels that everyone is working separately. We both need to share with each other and that would benefit the other and one of the outcomes is to have ongoing communication on what has been developed.

Lydia E. from LA County stated that from the CPYP.Org website she found digital media, stories, the forms and everything is wonderful. In terms of training, they are looking at training everyone, new and old workers. Not only in terms of academy but also going ahead and getting the word out to everybody so that it becomes a normal function of a job. She indicated that people need to know it's not just that specialize worker's job but it is something that everyone should be considering. They are looking at a county wide rollout but also looking at specialize programs and doing something specific for them so their specialized program will get a training that is more intensive than the county wide rollout will get. They are working on developing a curriculum that is based on the prior curriculum that they have developed. Tiffany Collins has a wonderful training for P3 workers that is two days long. Lydia indicated that she has taken her material and material from the CPYP.org website and developed some material to incorporate into training. They have new youth permanency units that are now in different offices, some assisting regional workers and some assisting cases that currently have and adoption worker assigned and are looking at policy and practice getting developed so that they can develop a training that is the same for every office.

David W. indicated that there are some issues they have in the development of the county wide trainings. First of all, Los Angeles County has two offices that are going "up", one is in Pomona, they are not sure of the other office. He further indicated that for youth permanency to be part of an office you have to have all the different activities of the office and figuring out

what those are is a process that takes time. David W. and Veronica Norwood are working with the action team and are gathering input from the various elements of the office to see where they can incorporate youth permanency and where the workers are actually going to be doing it. Once they know where those places are and have it written down, they will give it back to training and training will design something so that when they do an office wide roll out, it will speak to specific activities that people do, things that they are expected to do and how they do it, what forms they use and getting down to the nuts bolts of what is going to happen when they go into the office in the morning and they start doing youth permanency activities along with their other case work. This is a huge part of the issue on trying to figure out how one actually does that, what trainings look like, what is the knowledge and understanding that they have and then what are their skills and practices that they have to have. They have had a number of telephone conferences on what the office needs and what is needed to learn so that they can get back to the training so that they can actually have the information.

Adrienne O. reported that while training is still trying to figure this out, they also have other outside entities that are performing training for them. For example for the adoption workers that Lydia was discussing they have something called the L.A.T.C which is the L.A. Training Consortium, plus Holly Grove and Five Acre who are providing training right now to those staff that are comprised of outside agencies from their department who have skills in family finding and engagement and who are not only going to provide an over review of family finding engagement, but also ongoing consultation with their worker. In addition to that they have an office where we an intern unit partnered with their P-3 staff who are working doing family finding engagement on the cases that they have been assigned for this year, utilizing the support of the P-3 program. The P-3 program is composed of 80 CSW's that are hired as part-time staff that are retired or former DCSF employees that have been hired back for the sole purposes of doing family findings and engagement. Then we hire the big consultants like Kevin Campbell, Darla Henry, and Bob Lewis. In their current discussions, they are probably going to use them on a consultation bases to develop a curriculum.

Jeff G. indicated that the focus for Orange County is helping the workers to understand a deeper sense about permanency which is more of a statement. What does it look like in action, what does it mean, and the critical element is that we will be focusing is the relational model of permanency because it is so ingrained in our agency that permanency equals a placement. They are looking at doing some more training with Western Washington and are hoping that one worker from every program in CFS attend.

A list was comprised of what kinds of training are in place and what is being planned from both counties.

Trainings Planned for Orange County:

- CFS, Canyon Acres, CASA will team together and provide on going technical assistance restricted to those doing work.
- TCD will integrate permanency related training to the new worker orientation series for 1 ½ hours.
- Training for seasonal workers and open it up to community partners.

- Training with Western Washington which will be the launching point in- house with technical assistance.
- Try to work with contract Mental Health agencies to training the clinical-staff on the Darla Henry Model in terms of how to incorporate and particularly the ones that provide mental health service for dependency youth

Trainings in Place for LA County:

- Identified philosophy of youth permanency work
- Incorporated family finding practice guide
- Stand alone US Search curriculum training
- My space training
- CWS specialized classes (computer curriculum developed)
- Developed a training for support staff in the office

Trainings Planned for LA County:

- Specialize all county intake and exit
- Permanency Assistance Academy- 3 day training
- Concurrent planning redesign. Office practice reload intake and exit.
- Training specialized units and also all staff at the same time.
- Will have access to SWISS (a Child Support Database)
- Trainings with Darla Henry and how to integrate the 357 Model with casework practice. Will use Wraparound teams
- Looking at department wide approach to rolling this out once Metro-North and Pomona are fully operational.
- Looking to involve policy in terms of confidentiality, job duties, and things that may need to be updated

Trainings from Five Acres:

Five Acres had their first agency wide training last week. It was a real mix of participants from all of the different program divisions. It was a great sharing opportunity and inspiring. They have quarterly meetings in place throughout the year to follow up on the specifics. They had approximately 120 people and broke out in groups.

Trainings from Canyon Acres:

Canyon Acres is looking at doing a more comprehensive training for all of the staff so that they have an understanding of what each other does and to incorporate the philosophy.

Trainings from CASA:

They have had 2 trainings and are anticipating more. They will also be participating with all of the other Orange County groups.

Trainings from Hollygrove:

Hollygrove and Metro North are in the process of starting a collaboration with LA CASA to work on a family search and engagement project.

357 Meetings; Are they happening? How are they going?

Adrienne O. reported that Metro North had Dr. Darla Henry train the permanency unit and a lot of other staff. Their issue has been on how to drive the practice, ensure it, and develop a way to monitor it. They have struggled on what are they asking staff to do differently and how they will see it in the case plan, contacts, TDM's or the court report. A lot of people are misunderstanding the 357 Model and are confused about it. Adrienne is interested in how to help move staff to better understanding and also help to fit in with line workers.

Jeff reported that they had a meeting find out what they are actually going to do. They identified 5 cases and came up with the following thought process:

They were going to do family finding cases. Certain youth will respond to the family finding and engagement and the can move forward. Some youth for whatever reason, when the family is found and they try to engage the youth, the youth can't do it. They are emotionally stuck for whatever reason. They are identifying that as the "Grief and Loss" model. In order to help them emotionally and help them attach to these found families, something needs to be done.

They then came up with a process where they set up a meeting on a particular youth. They invited all the important people in the youth's life that they could find, including the initial investigating social worker, previous CASA worker, current CASA worker, previous and new social worker and everybody that would know the child in those time frames. It was the best thing they ever did. It was a huge process and took some time but they had a large piece of paper on the wall and had everybody get up a write down what they knew about the youth based on the year that they were involved in the child's life. Greg and Jeff tracked that information and tried to identify the patterns of cycles of behavior, the trauma or loss and they tried to drill down to the core. They identified some key situations, and it was a reframe of this youth's prior experience that none of them had prior to getting together. It helped them feel some more compassion for the mother and helped to see why this youth was stuck and why he couldn't connect to this new found family that was with open arms trying to accept him. They ultimately identified the core issues and answered the five questions. They did not involve the youth or the family in the meeting.

The next step was how to introduce the concepts to the youth and how to move forward on the plan. They realized that the life book would be the best vehicle to help this youth move forward. Kathy Lujan, Adoptions Worker, will be helping him create the life book. They introduced the concept of the life book to the youth through one of the Emancipation Planning Conferences (EPC). They added permanency to the EPC domain and told the youth that as part of the emancipation plan is a review of his life. The idea is that as Kathy goes through the life stages with the child, and these issues will come up for him.

Greg linked with the group home to provide the ongoing therapeutic services and will use the life book to open up some of the issues. It helped them conceptualize the model an implement it in a very manageable way.

Greg indicated that he has found that the clinical staff likes the 357 Model. It really reawakens the clinicians.

Other items:

- Bob F. wanted to bring up to the group that the 357 Model and Youth Permanency practice have 2 important components and we don't have them identified either in place or as models in training.
 - 1) Youth involvement- engaging the youth in the process, it's very critical and if you don't do it you won't be successful.
 - 2) Team model- if it's just a social worker doing the work and you don't incorporate the team, it won't happen.

He would like us to think about how to better incorporate team perspective and youth perspective and identify who is on the team.

- LA had a positive article in the Daily News about the reduction in AWOL youth in LA County. They have been able to reduce their AWOL population by 44% within the last 2 years and a lot has to do with utilizing family finding and engagement. It was a very nice article.
- Bob F. had an interview with a magazine on CPYP. He will put it on the newsletter through a link. It is focused on particular issues in permanency.

Next Meeting:

April 23, 2008 @ 1:00-3:00 p.m.

Vista Del Mar

3200 Motor

Los Angeles, CA 90034