



Transforming public social services through innovative strategies in workforce development and capacity building

Bay Area Academy News and Updates

It has been an exciting time at the Bay Area Academy. We have made many changes in the last year in an effort to adapt to the changing environment and reform efforts of Resource Family Approval and Continuum of Care Reform. The goal of reform is always improvement and the Bay Area Academy is committed to the partnership work of helping and supporting your efforts to improve the lives of the children and families that come into contact with the child protection, mental health and probation systems.

We have spent the year improving our internal systems and ultimately restructuring the organization so we can remain nimble in providing the best in training, staff development and workforce development services. As always, we strive to be evidence based, culturally humble and trauma informed while supporting the development of county staff and implementation of the many reforms that are currently underway. To guide us, we relied on training and staff development literature to help us identify the key functions that are needed in a high performing training organization. Our new structure is due to be in place on September 5th and we are excited by the opportunities it will bring to have staff dedicated to key functions of program coordination, communications, events, registration, eLearning and training operations.

With that said, we want to assure counties and trainers that nothing will change with regard to your point of contact - it will continue to be your current Training Specialist. As we enter September, we will distribute a complete contact list but in the meantime, please see the at-a-glance visual of our new team structure [here](#). If you have any questions do not hesitate to reach out to our Assistant Director, Chris Mathias (cmathias@csufresno.edu).

Our goal and commitment for the coming year...

We have also spent time developing a new Mission Statement and establishing a program objective for the year to help focus our efforts. Our new Mission is to:

Transform public social services through innovative strategies in workforce development and capacity building

Because we know that hiring and retaining staff is often foremost on your mind, we have decided to focus on staff retention by offering new advanced training series that are

intended to help reduce turnover in county agencies. Literature tells us that supervision is the key to child welfare worker commitment to the agency. Zlotnik, et al (2009) says that "[w]orker turnover has a significant impact on service delivery (Flower, McDonald, & Sumski, 2005; Hess, Folaron, & Jefferson, 1992). In addition to the impact on interventions and relationships with children and families, turnover costs are estimated to be between one third and one half of the salary of a worker, besides the added stress and worker burden to those workers and supervisors that remain." These are just two of the numerous studies that show the positive effects of good supervision within child welfare.

As a result, the Bay Area Academy will offer two advanced series that are intended to develop the skill and competence of supervisors. One series will augment Foundations of Supervision through a structured group coaching model; this series is called the [Foundations of Supervision Coaching Program](#). The second series is intended to focus on more experienced supervisors to develop advanced skills in coaching; this series is called the [Advanced Art of Coaching Academy](#). Both are set to begin in the Fall and conclude in the Spring and are intended to be a support to the implementation of the California Core Practice Model.

To close, we thank you for your support and continued partnership and look forward to the year ahead.



Highlights of the 2016/2017 Year

Continuum of Care Reform (CCR)

Throughout the last year the Academy held quarterly meetings to provide a regional forum to develop regional approaches to support the implementation of CCR. In recent meetings the group has begun to convene cross county work

BAA University

In our efforts to continually build and enhance our trainer pool, we offered a 4-day series to new trainers that focused on Adult Learning Theory, Curriculum Design, Presentation and Facilitation

groups to generate proposed regional agreements. Our next meeting on October 13, 2017, the group will determine what workgroups are needed to further implementation of CCR. Topics will include developing a regional system of care and presumptive transfer.

Case Review Learning Collaboratives

Two years after implementation, Case Reviews are now viewed as a useful and reliable quality assurance tool for social work practice in child welfare. Also, meeting quarterly, the Case Review Learning Collaborative have worked together to improve the case review practice across the region. Because this forum has remained vital, the group has agreed to continue to meet this year to build their community of practice in quality assurance in child welfare.

Resource Family Approval (RFA) Learning Collaboratives

As a way to further support the implementation of CCR, we collaborated with the [Child and Family Policy Institute](#) to host an almost monthly RFA Learning Collaborative. This group will also continue to meet in the coming year to further their regional learning and development of county RFA programs. Additionally, the 4 day RFA Academy was offered to provide initial training for RFA workers.

Bay Area Staff serve as CPM Faculty

Aprille Flint and Jennifer Buchholz have served as faculty for CWDA's efforts to implement a statewide [California Core Practice Model](#). They have provided support and guidance to assist our counties in improving practice across the state.

They have been instrumental in helping guide the development and implementation statewide. The represented BAA well, thank you!

Trainer Summits

Bay Area Academy held two Trainer Summits this year to offer support and development to our stellar trainer pool. In the Fall we focused on Team Based Learning with Leslie Winters and in the Spring we focused on Facilitative Training methods with Ellen Morrison. These approaches are key improvements made to the Common Core 3.0 curriculum.

and Evaluation and Transfer of Learning. It was a great success!

ICWA T4T

In partnership with [Tribal Star](#) and the [Academy for Professional Excellence](#), we hosted the 3-day Training for Trainers. This training focused on skill building to lead cross-cultural discussions that result in positive outcomes. The training also helped participants learn how to conduct Tribal STAR training in their area. Topics covered in the training included cross-cultural communication, cultivating and maintaining trust-based relationships, and understanding how history affects today's relationships between CWS and Tribal programs.

TAB

We continue to convene our quarterly Training Advisory Board to gather input from county staff development on training needs and to inform the region about upcoming changes in regional trainings, needs assessments and enhance cross county sharing and collaboration.

Bay Area Regional Children's Committee Directors Retreat

Each year the Bay Area Academy offers a professional development retreat for Bay Area Directors. In May 2017 [Cambridge Leadership Associates](#) led a day and a half seminar on Adaptive Leadership. This topic supports the Directors efforts to implement the Core Practice Model

Resource Family Appreciation Events

Each year as part of our Parenting for Permanency College we host two appreciation events to honor and appreciate the Resource Families who serve San Francisco County. These events served over 100 parents and is the highlight of year.



Upcoming Regional Events

- **August 31st**--Level of Care Matrix Training @ TBD location in the Bay Area. See Staff Development for more details
- **September 22nd**--Training Advisory Board meeting
- **October 13th**--Continuum of Care Reform Collaborative
- **TBD**--Trainer Summit

Go to [Training Resources](#) for more information on upcoming training schedule for:

Core Training

Supervisor Core

Manager Core

Advanced Trainings

Resource Family Approval Training



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