



Bay Area Academy Regional Training Program

Fourth Quarter / Year End Report
Fiscal Year 2010 – 2011

San Francisco State University
College of Health & Human Services
School of Social Work
1600 Holloway Avenue
San Francisco, CA 94132-4161

Submitted by,
Rodger Lum, Ph.D.
Director
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INTRODUCTION and SUMMARY

This report covers the fourth quarter of FY2010-11, April – June. The current fiscal year includes CWS/CMS training in the regional training contract. This report breaks out regional training to provide specific information on the CWS/CMS portion of the contract. This report represents the last report from the Bay Area Academy and its affiliation with San Francisco State University. At the time of this writing, the Bay Area Academy does not have a formal agreement in place with a new university sponsor, although CDSS is actively negotiating with CSU Fresno.

The fourth quarter had very been busy for BAA staff despite the turmoil and uncertainty around university sponsorship. In this quarter staff completed 3 or the 4 CORE cycles for the fiscal year. The 6 month Manager CORE was also completed in June.

Many creative Advanced and Best Practice trainings were provided. These included topics on fathering, incarcerated parents, white privilege, SDM review, trauma-informed practice, medical assessments, SOS one day review, among others. See attached summary (pg. 6) of these training events.

There were also several large events in the quarter. The yearly Visitation Summit was highly successful with most Bay Area counties attending. An All-Staff Day was completed in Marin and Santa Clara completed its PQCR the first week of June.

Capacity building hours were varied this year. BAA assisted Santa Cruz and Marin by offering consultation to management on organizational change. BAA also provided individual supervisor consultation in San Mateo. In addition, several trainings were developed to meet individual county needs, some focusing on workers who were being transferred to the front end on an as-needed basis.

Sonoma County is implementing TDM and BAA has been a partner in collaboration with Stephanie Nieto to roll this out in August. BAA sent two trainers to the TDM T4T with plans to train Santa Clara facilitators in July.

CWS/CMS

Most CWS/CMS training focused on new user CWS/CMS classes for reassigned staff. At the end of the 4th quarter, the BAA delivered new user classes for Monterey, Santa Cruz, Sonoma, San Mateo, and Contra Costa County. Additionally, the BAA provided a CWS/CMS training for Supervisors and Managers. Bay Area Academy also delivered Business Objects Deski and Webi. The BAA is completing the fiscal year with the delivery of HEP to two new nurses in Marin.

In the next quarter, Bay Academy will continue training reassigned staff. Several counties are planning on hiring new staff and are requesting the full new user training.

Y.O.U.T.H. Training Project (YTP)

The Y.O.U.T.H. Training Project (YTP) continued its strong commitment to improving child welfare practice through a collaborative partnership with child welfare training professionals and current and

former foster youth.

During the fourth quarter, the Y.O.U.T.H. Training Project completed its annual goals for the year. In this quarter, with additional funding from the UCLA Center on Child Welfare, the project recruited a group of youth trainers to develop brand new curriculum on the topic of self-sufficiency for transition age youth. Various modules of this curriculum focused on the importance of health, education, permanency and relationships, and communication in developing youth to be self-sufficient individuals. The Y.O.U.T.H. Training Project presented this new curriculum in two full-day youth led trainings for Los Angeles County child welfare professionals. The project had the opportunity to present this curriculum to Los Angeles County Adoptions Workers prior to the close of the quarter.

This quarter also marked the second of two conferences for the fiscal year. This conference provided an open forum for employers of transition age youth and youth workers to come together to answer the question: *How do we build social service workplaces that maximize TAY talents and increase organizational productivity and satisfaction?* This conference brought together professionals and youth from a cross-section of organizations and social service fields and resulted in a Book of Proceedings with suggestions, discussions and questions for participants and the public to refer to.

Based on the success of two conferences last year in collaboration with the UC Davis Learning Extension, California Connect by 25 Initiative, Breakthrough Series Collaborative on ILP Services, CalSWEC and the Casey Foundation, the Y.O.U.T.H. Training Project has been invited again to lead and facilitate workshops at another conference to be held in Pasadena, CA focusing on meeting the needs of transition age youth. This conference is projected to include up to 250 child welfare professionals, foster parents and current and former foster youth. At the request of the project's collaborators, staff will once again host the Y.O.U.T.H. Museum of Lost Childhoods, a traveling museum of original artifacts youth have donated from their foster care experience. For this conference, the museum will be expanded to include items from youth who were in care in Los Angeles and bordering counties.

Finally, in this quarter, the Y.O.U.T.H. Training Project provided trainings for Butte and neighboring county child welfare professionals and presented a workshop at the annual California Mental Health Advocates for Children and Youth Conference.

Additional Activities and Highlights:

During this fourth quarter, the Y.O.U.T.H. Training Project moved forward with its communications and marketing plan and is currently developing a new logo. The Project has also continued working with a team of select trainers to develop and plan the second wellness retreat funded by the Zellerbach Family Foundation. Expanding on this wellness work, the Y.O.U.T.H. Training Project has been able to incorporate healthier snacks and physical activity in child welfare trainings, conferences and meetings and these changes have met with positive feedback. Additionally, with the passage of AB12, the Y.O.U.T.H. Training Project has been participating in the meetings related to the implementation and trainings of this new law.

The Y.O.U.T.H. Training Project, in its third year of collaboration with Humboldt County's Department of Health and Human Services (DHHS), continues to coordinate the work of the Humboldt County Transition Age Youth Collaboration (HCTAYC). The project supervises a youth advisory board to offer continuous feedback to departmental services for transition age youth. County leadership, line

staff and transition age youth in Humboldt County report a culture shift that re-centers transition age youth. There are mechanisms currently in place for youth to offer ongoing feedback and the Y.O.U.T.H. Training Project supports the leadership development of these youth to ensure their recommendations are strategic and sound. This quarter, HCTAYC presented workshops at the California Mental Health Advocates for Children and Youth Conference and the Pathways to Adulthood Conference.

Total Fourth Quarter Trainings: 6

Total Fourth Quarter Participants: 363

Total Trainings through Four Quarters: 8.5

Total Number of Participants through Four Quarters: 478

SUMMARY OF SERVICE DELIVERABLES

The following is a summary of all regional deliverables for the Fourth Quarter of FY 10-11. The Y.O.U.T.H. deliverables are provided in a different format (above) and are not included in the numbers below.

NUMBER OF PARTICIPANTS: 4,788 trainees

NUMBER OF PARTICIPANT HOURS: 26,331.5 trainee hours total

PROGRAM COMPONENT I: TRAINING PROGRAM = 236 DAYS PROPOSED – 216 DAYS COMPLETED (91.5% OF TARGET)

- Advanced 94 days completed as of 6/30/11
- Best Practices 26 days completed as of 6/30/11
- Child Welfare Core 85 days completed as of 6/30/11
- Supervisory 11 days completed as of 3/31/11

PROGRAM COMPONENT II:

CAPACITY BUILDING HOURS = 1,243 HOURS PROPOSED – 1,271.5 HOURS COMPLETED (102.3% OF TARGET)

- **Capacity Building Hours:** 951 hours proposed, 582 hours completed as of 6/30/11 (61.2% of target)
- **Regional System Support Hours:** 292 hours proposed, 689.5 hours completed as of 6/30/11 (236.1% of target)

Per the allocation plan approved by TAB, this pool of hours was created to be used for technical assistance projects that pertain to all or most of Bay Area Academy's twelve counties.

CWS/CMS Training: 100 DAYS PROPOSED – 43 DAYS COMPLETED (43% OF TARGET)

NUMBER OF PARTICIPANTS: 241 trainees

NUMBER OF PARTICIPANT HOURS: 1,004.5 trainee hours total

The reports that follow present the status of service deliverables with expanded detail, to include:

- 1) A review of our Capacity Building and Systems Support Hours

- 2) The approved service deliverable for each program component
- 3) Workshop titles, their trainers, dates of the training, and number of training days
- 4) The number of trainees and the resulting number of trainee hours

Attachment

4th Quarter highlights

Best Practice:

Completed Manager CORE series

Completed 3 cycles of CORE: F2, phase 2; F3, phase 1; F4: Alameda county

Introducing Signs of Safety & Integrating It With Your Practice with Karen Martin (Family Centered Services Project)

The Signs of Safety approach to child protection casework focuses on the question, "How can the worker actually build partnerships with parents and children in situations of suspected or substantiated child abuse and still deal rigorously with the maltreatment issues?" This is a partnership and collaboration grounded, strengths-based, safety-organized approach to child protection work, expanding the investigation of risk to encompass strengths and Signs of Safety that can be built upon to stabilize and strengthen the child's and family's situation. The approach is designed to be used from commencement through to case closure and to assist professionals at all stages of the child protection process.

Undoing Racism: Coming To See Privilege Systems: Implications for Child Welfare

Peggy McIntosh and Victor Lewis will describe their processes of coming to see privilege systems and use unearned male and white privilege in the service of social justice and the most vulnerable members of society. They will conduct interactive exercises through which all participants can discuss some of their own experiences of unearned disadvantage in pairs or small groups. Victor Lewis will point out white privilege in one or two vignettes from *The Color of Fear*, a documentary in which he plays a key role. Peggy McIntosh will distribute three articles, two of which date from 2009.

Visitation Summit: **Making Visits Count-Creative Visitation** facilitated by Margie Albers

Promoting Father Involvement for the Well Being of Children in the Child Welfare System with Deutron Kebebew

The challenges in effectively engaging fathers involved in child welfare are evident. This training is designed to equip the participant with tools and strategies to promote a positive father involvement and father friendly environment. Participants will have an opportunity to discuss systemic barriers that have an impact for fathers, as well as for staff working with fathers towards reunification. Participants will explore probable solutions to these barriers. Ultimately, participants will have an opportunity to renew their understanding and commitment to engaging fathers involved in the child welfare system. An interactive-experiential format will be utilized as to include as much input from the attendees as possible.

Medical Assessment of Pediatric Injuries: Differentiating Accidental From Non-Accidental Trauma with Dr. Kevin Coulter

This training will review the various types of injuries that can result from child abuse. Examples of abusive injuries to the skin, brain, and bones will be provided via a slide presentation. In addition, medical conditions that may mimic abuse will also be presented. Medical terms will be explained and participants will learn some of the mechanisms of non-accidental trauma.

And How are the Children? Improving Outcomes for Children of the Incarcerated with Bridgette Ortega

The primary goals of the "And How are the Children? Improving Outcomes for Children of the Incarcerated" curriculum is to build a base of understanding and awareness about the impact of parental incarceration and the unique challenges faced by children of the incarcerated and their families and caregivers. The curriculum is also designed to provide an opportunity for child welfare workers, service providers and criminal justice professionals to examine their own policies, procedures and practices as they relate to children of incarcerated parents. This training provides tools for continued development and refinement of system responses to

children of incarcerated parents. By the end of the training, it is hoped that each participant will be encouraged to lead others in the movement to prioritize, protect and parent the children of incarcerated and justice-involved parents.

Santa Clara PQCR conducted week of June 6, 2011

CW focus area: Permanency – for youth in care for more than 18 months or more for 11 years and on. Focus area for Probation – Reunification. Adreanna Riley and Mickaela Good provided on-site support.

Identified Training needs Child Welfare:

- Adoption/post adoption services, policies and procedures
- Relatives/NREFM's need ongoing training regarding grief and loss, trauma, and adolescent behavior
- Training for foster homes/relatives/NREFMs on trauma related to removal
- DI SWers on making diligent efforts and assessing better on concurrent planning and permanency
- Understanding Concurrent Planning

Identified Training needs Probation:

- Placement specific training – not trial by fire, felt thrown into it without appropriate training
- Management needs training around placement (specifically)

Advanced/Regional:

The National Child Traumatic Stress Network Core Curriculum for Childhood Trauma: What are the Practice Implications for Child Welfare Trauma? With Chandra Gosh Ippen (Santa Clara all staff: all social workers, supervisors and managers received this training in the county)

SDM Review: Let's Take Another Look (SF) with Margie Albers

This training is designed for staff who have had the two-day basic SDM class but would like a refresher in SDM. The class will review and teach each tool in SDM with an emphasis on tools used in TPU and FR. Using a case example, staff will complete tools most commonly used when a child is in placement.

A to Z Project Management Series for Napa with Mary Garrison

This is a three part series of half day trainings to be offered one time each month for three consecutive months. The training will teach supervisors about project management including how to identify deliverables, outcomes, and objectives. Additionally, a focus on managing a workgroup and resources will be a part of the series to include members, agenda, timelines, accountability, and delegation. Finally, when to check in and how to present findings to leadership will be a part of the series. The series is intended to provide a step by step process, tools, and templates to make project management a consistent approach in Napa County.

Parenting Time: Alameda Style! (Alameda County's Visitation Program) with Margie Albers

Research and experience tells us that visitation is a service that is key in successful reunification. Alameda County is developing a visitation model and Family Center based on best practices that focus on visits that go beyond parent child contact. Come learn not only about the Family Center and policy and procedures, but also how this model for visits can improve the likeliness of reunification, enhance a child's wellbeing, and help determine if the parent has met the objectives in a case plan. This class will cover the nuts and bolts of making a referral and working together through the use of case examples. The class will focus on skills needed to enhance visitation.

Concurrent Planning: Multiple Pathways to Permanence for San Benito (PILOT) with Margie Albers

Concurrent planning is child welfare's practice to ensure permanency to all children. However, it is much more complex than having two plans for every child in placement. Seeing a case through the lens of permanency and concurrent planning is not only emotionally difficult and complex for families, workers and community partners. It requires child welfare to add the likelihood of permanency to every assessment and reassessment, to be thinking about permanency from the moment a child enters our door to the moment he has a permanent home. This class will briefly cover the values and laws behind concurrent planning. We spend most of the two days of training looking at the skills workers can use to be successful at concurrent planning.

Advanced Safe Measures for Supervisors/for workers with Betty Hanna (Marin, Napa, Sonoma, Solano)

This class will ensure that participating staff have a basic understanding of Safe Measures navigation and how to perform more advanced navigation. It will provide participants with an opportunity to learn ways to incorporate Safe Measures into their individual supervisory or administrative practice. It will provide instruction and demonstration so that participants can better understand how their unit or work section is functioning and how to help their people or areas of responsibility improve on measures. Using lab computers, participants will perform navigation and will create a customized plan for using Safe Measures that is simple, focused and effective.

Making Ethical Decisions in Child Welfare with Paul Gibson (Santa Cruz)

Child welfare workers need to make complex, critical decisions regarding the children and families under their care on a daily basis. These decisions involve both legal and ethical considerations with a focus on the key outcomes of safety, permanence and wellbeing for children. This training provides an overview of liability issues in working with children and families including the sources of procedure in your work, child welfare issues and cases, and how to minimize liability. Personal issues impacting your work will also be explored including self-awareness of professional boundaries, transference and counter-transference issues, secondary traumatic stress, and self-care techniques. Ethical decision making practice issues will be discussed including critical decisions workers need to make; guidelines and resources for making decisions; and working together with providers, caregivers, families, and supervisors to make the best decisions. Finally, the NASW Code of Ethics will be reviewed as a primary source of procedure with practical implications for child welfare identified.

Working Effectively with LGBTQ: Youth Strategies and Legal Requirements for Working with LGBTQ Youth with Maryanne Rehberg (Contra Costa)

This training is designed to assist child welfare and other professionals with incorporating a gay, lesbian, bisexual, transgendered and questioning (GLBTQ) affirming approach into their social work practice. The curriculum includes current terminology, trends, issues, research and demographic facts and findings. The requirements of the recently passed A.B. 458 which mandates training on the topic of GLBTQ issues will be discussed and suggestions for best practice skills will be reviewed. The goal of this training is to provide child welfare practitioners with practical information and skills that will enable them to best provide and coordinate effective services for Gay, Lesbian, Bisexual and Transgendered youth and families.

The Art of Curriculum Writing for Staff Development with Amy Rodgers (Contra Costa)

This training will provide direction in how to create learning curriculum that takes into account the needs of child welfare. The participants will use an existing curriculum or idea and learn how to create learning objectives, slides, activities that support the learning, training steps, and hints for trainers, allowing for the training to be easily recreated. The training information will use the CalSWEC format for training curriculum and provide participants with a template for design and layout based on these standards. Participants will leave the training with a first draft of a formal, written curriculum.

Bay Area Academy
Strategic Plan Tracking
Capacity Building Hours (Completed)

Fiscal Year: 2010-2011

Total Hours Proposed: 951.00

County	Total Allocation	Completed Hours	Remaining
Alameda	108.00	78.00	30.00
Contra Costa	90.00	28.00	62.00
Marin	60.00	11.75	48.25
Monterey	75.00	123.25	-48.25
Napa	60.00	31.75	28.25
San Benito	60.00	3.00	57.00
San Francisco	90.00	77.00	13.00
San Mateo	75.00	74.00	1.00
Santa Clara	108.00	42.75	65.25
Santa Cruz	75.00	36.50	38.50
Solano	75.00	41.00	34.00
Sonoma	75.00	35.00	40.00
	Grand Totals:	582.00	369.00

Bay Area Academy Strategic Plan Tracking Regional System Support Hours

Fiscal Year: 2010-2011

7/1/2010	Review and preparation of revised Family Engagement Curriculum: Pilot	8.00
7/1/2010	CWS/CMS Meeting	4.00
7/2/2010	Review and preparation of revised Family Engagement Curriculum: CalSWEC Pilot	8.00
7/6/2010	Review and preparation of revised Family Engagement Curriculum: CalSWEC Pilot	4.00
7/7/2010	CWS/CMS planning meeting Sacramento	4.00
7/9/2010	BAHRC meeting	4.00
7/13/2010	CalSWEC e-learning	1.50
7/14/2010	SFSU curriculum planning meeting	2.00
7/15/2010	SJAC Bd. Meeting	2.00
7/24/2010	Conference with Cindy Parry and James Coloma to plan NSDTA presentation	1.00
7/26/2010	CDOG P&P Curriculum Conference Call	1.50
7/27/2010	RTN conference call	1.50
7/28/2010	CalSWEC re: LMS and e-learning	0.50
8/13/2010	SJAC Executive Committee	1.00
8/16/2010	RTN Website Committee	1.50
8/17/2010	Fatherhood Planning: communication with counties, conference with Reina on focus groups and project, revising	3.00
8/17/2010	Planning for Evaluation Presentation for NSDTA	3.00
8/18/2010	CalSWEC conference call on Trainer QA Evaluation	1.00
8/19/2010	Digital Story conference call planning	2.00
8/19/2010	Write up of Evaluation Opportunities for Student Recruitment	1.00
8/20/2010	Conference call with Cindy Parry and James Coloma for NSDTA planning.	2.00
8/23/2010	CalSWEC conference call on Foundations Case Conferencing Module	1.75
8/23/2010	Conference with Leslie Zeitler and Darlene planning for Staff Development Retreat	1.00

Date and Description of Deliverables	Transferred Hours	Completed Hours
8/23/2010 SJAC Board Meeting		1.50
8/24/2010 CalSWEC e-Learning meeting		1.50
8/24/2010 Developed ppt for Evaluation portion of Staff Development Retreat		1.00
8/25/2010 Fatherhood webinar		2.00
8/30/2010 Presentation on CA Macro Eval Item Evaluation		2.00
9/8/2010 newsletter		1.00
9/10/2010 BAHRC meeting		4.00
9/13/2010 SJAC Exec Cmte		1.00
9/13/2010 STEC		5.00
9/14/2010 Flyer design		3.00
9/15/2010 Flyer Update		2.00
9/15/2010 Mental health collaborative conference call		1.00
9/16/2010 BASSC Board		4.50
9/16/2010 CCGG Leadership Cmte		1.00
9/16/2010 Developed guidelines for Sup Consult Group		1.00
9/16/2010 Engaging Fathers DS Workshop Planning Call		3.00
9/17/2010 BASSC Board		6.00
9/18/2010 Reviewing eval summaries		0.50
9/20/2010 Directors meeting		5.00
9/22/2010 SFSU SW721		1.00
9/23/2010 9/1 to 9/23: all staff prep time for Staff Development off site		40.00
9/23/2010 test revision workday for CYD		5.00
9/24/2010 CCGG		0.50
9/27/2010 SJAC Board		5.50
9/30/2010 CalSWEC Bd. Cmtes		6.50
9/30/2010 QA Tool training		0.75
10/4/2010 5 Hours Curriculum Development		5.00
10/5/2010 CalSWEC e-Learning conference call		1.50
10/6/2010 Coordinating last minute staffing change		0.50
10/6/2010 Coordinating Meal Plans for the participants		0.50
10/6/2010 updating release forms		1.00

Date and Description of Deliverables	Transferred Hours	Completed Hours
10/7/2010 BARC		2.50
10/7/2010 Onsite support for Engaging Fathers Digital Storytelling Workshop		14.00
10/8/2010 Onsite support for Engaging Fathers Digital Storytelling Workshop		14.00
10/9/2010 Onsite support for Engaging Fathers Digital Storytelling Workshop		12.00
10/13/2010 Macro Eval		5.00
10/14/2010 CDOG		5.00
10/15/2010 SJAC Executive Cmte, Conference call		1.00
10/18/2010 Engaging Fathers phone call		1.00
10/20/2010 TDM Steering Committee		3.00
10/21/2010 RBS call		1.00
10/22/2010 BARCC		3.00
10/25/2010 debriefing call for Engaging Fathers DS workshop		1.50
10/25/2010 SJAC Bd conference call		1.50
10/26/2010 CiMH conference call re: CWS training		1.00
10/26/2010 RTA Steering Committee call		1.00
10/26/2010 Curriculum Prep for Permanency Pilot		4.00
10/26/2010 Mental Health Collaborative call		1.00
10/27/2010 Curriculum Prep for Permanency Pilot		5.00
10/28/2010 Curriculum Prep for Permanency Pilot		5.00
10/29/2010 Curriculum Prep for Permanency Pilot		6.00
11/1/2010 Prep Pilot P & P		4.00
11/2/2010 CWS/CMS conference call		1.50
11/2/2010 Prep Pilot P & P		4.00
11/3/2010 BASSC meeting		4.50
11/3/2010 Prep Pilot P & P		6.00
11/3/2010 Supervisor Consult Group		3.00
11/4/2010 Prep Pilot P & P		3.00
11/4/2010 BARC		2.50
11/9/2010 Curriculum development consultation for Clinical Issues in Adoption		0.50

Date and Description of Deliverables	Transferred Hours	Completed Hours
11/9/2010 Supervisor consult group		3.00
11/10/2010 Diane Woods re: case reporting training		1.00
11/15/2010 County-specific curriculum modifications for "A Day In The Life"		6.00
11/15/2010 SJAC meeting		5.50
11/16/2010 CalSWEC e-Learning conference call		1.00
11/17/2010 CFPIC strategic planning meeting		2.50
11/17/2010 Curriculum development consultation for Trauma Core curriculum		1.00
11/17/2010 CalSWEC call for SDM Critical Thinking		4.00
11/17/2010 Fairness and Equity Steering Committee		2.00
11/19/2010 Macro Eval Call		2.00
11/19/2010 Prep and conference calls		6.00
11/19/2010 Prep for SDM call		0.50
11/22/2010 2 hour call; one hour prep for call		2.00
11/22/2010 SDM call		2.00
11/22/2010 Micro Eval call		2.00
11/22/2010 CDOG consultation		0.50
11/22/2010 Mental Health/CWS training planning		1.00
11/23/2010 TDM meeting		5.00
11/24/2010 Newsletter research on Perm		1.00
11/29/2010 SPS Director's meeting		5.00
11/30/2010 Planning for Managers meeting		0.50
12/1/2010 CalSWEC cmte. Conference call		1.00
12/1/2010 Developing TAB evaluation presentation and newsletter		2.00
12/2/2010 Macro Eval Call on C&Y Test item development/revision		2.00
12/3/2010 Signs of Safety Conference Call		2.00
12/3/2010 Signs of Safety call		2.00
12/3/2010 Trainer feedback		1.00
12/8/2010 Fatherhood Initiative		5.00
12/9/2010 Drafted two questions for Macro Eval		1.00
12/10/2010 BARCC		3.00

Date and Description of Deliverables	Transferred Hours	Completed Hours
12/10/2010 Consultation with CalSWEC re: curriculum revisions to revised Family Engagement & Case Planning training.		1.50
12/13/2010 STEC		5.00
12/15/2010 CalSWEC planning call		1.00
12/15/2010 Mental health collaborative call		1.00
12/16/2010 Fairness and Equity Symposium Steering Committee		2.00
12/16/2010 Macro Eval Call on Casework Supervision		2.00
12/17/2010 West Coast Trainers Conference Planning Committee		2.00
12/20/2010 2 hour meeting with CalSWEC curriculum development		2.00
1/1/2011 prepping for Case Conferencing Pilot		10.00
1/6/2011 CDOG Call on Framework		1.25
1/6/2011 MACRO Eval Conference Call		2.25
1/9/2011 prepping for case conferencing pilot		3.00
1/11/2011 E-Learning conference Call		1.50
1/11/2011 Fairness and Equity Symposium Planning Committee		2.00
1/11/2011 prepping for case conferencing pilot		2.00
1/12/2011 CAPP Webinar		2.00
1/20/2011 BASSC Meeting		4.00
1/21/2011 BARCC meeting		2.00
1/21/2011 BASCC Meeting		6.00
1/21/2011 TDM Meeting		3.00
1/24/2011 CDOG call on ICWA		2.00
1/24/2011 SJAC Meeting		5.00
1/24/2011 Strategic Planning call		1.50
1/25/2011 CAPP Planning Meeting		7.00
1/26/2011 CAPP Planning meeting		2.00
1/31/2011 CWS/CMS Meeting		2.50
2/1/2011 Built ppt for regional managers meeting		2.00
2/1/2011 CDOG conference call for framework LO revision		1.00
2/2/2011 Macro eval call of CYD tests		1.50
2/3/2011 CalSWEC Board Meeting		7.00
2/3/2011 WCTC planning call		2.00

Date and Description of Deliverables	Transferred Hours	Completed Hours
2/4/2011 CCGG Board Meeting		6.50
2/4/2011 Facilitated managers meeting		5.00
2/6/2011 Manager Meeting minutes		2.00
2/7/2011 CCGG Cmte meeting		1.00
2/14/2011 Fairness and Equity Steering committee		1.50
2/14/2011 School of social work meeting		2.50
2/16/2011 CAPP Meetings		5.00
2/16/2011 School of social work meeting		1.00
2/22/2011 CAPP Meetings		5.00
2/23/2011 BASSC Planning meeting		2.50
2/23/2011 Stakeholders convening		6.00
2/28/2011 School of social work meeting		3.50
2/28/2011 SJAC meeting		1.50
3/1/2011 BASSC- Executive Development Program		1.00
3/2/2011 RTA's Director's Meeting		3.50
3/4/2011 BAHRC Meeting		4.00
3/9/2011 CAPP Conference call		2.00
3/14/2011 STEC Meeting		5.00
3/15/2011 CalSWEC- E-Learning Committee		1.50
3/15/2011 Meeting with Melissa Connelly about trainer input to curriculum development		1.50
3/17/2011 Fairness and Equity Symposium Steering Committee planning		2.00
3/21/2011 Macro eval conference call developing and revising sup CORE embedded eval items		2.00
3/21/2011 Developing evaluation forms for CWS/CMS trainings		1.00
3/22/2011 CAPP		8.00
3/23/2011 research for concurrent planning pilot		3.00
3/25/2011 SF Probation RE: CW- E-Learning Committee		1.50
3/28/2011 Revising learning objectives for policy and procedure for sup CORE		1.50
3/28/2011 SJAC Meeting- E-Learning Committee		5.00
3/29/2011 research for concurrent planning pilot		3.00
3/30/2011 research for concurrent planning pilot		4.00

Date and Description of Deliverables	Transferred Hours	Completed Hours
4/1/2011 Executive Development Program critique		1.00
4/2/2011 Executive Development Program critique		3.50
4/3/2011 Executive Development Program critique		4.00
4/7/2011 Executive Development Program critique		1.00
4/8/2011 TDM Trainer development work group		1.50
4/13/2011 CAPP conference calls		2.00
4/14/2011 prep for pilot for concurrent plan		4.00
4/15/2011 Bay Area Manager's Meeting- Facilitated Meeting		3.00
4/15/2011 E-learning conference call		1.50
4/15/2011 planning call		2.00
4/20/2011 Bay Area Manager's Meeting- Wrote up minutes		1.00
4/21/2011 CalSWEC- Macro Eval Conference Call Sup Core test revision		1.00
4/22/2011 prep for pilot for concurrent plan		6.00
4/25/2011 SF Probation Meeting		1.50
4/25/2011 trainer consultation/develop		0.50
4/26/2011 CAPP work group meetings		8.00
4/28/2011 prep for pilot for concurrent plan		6.00
4/28/2011 Lum		5.00
4/30/2011 BASSC		5.00
5/3/2011 Engaging fathers event		5.00
5/6/2011 BAHRC meeting		4.00
5/9/2011 TDM meeting		4.00
5/11/2011 CAPP		2.00
5/11/2011 EDP presentation		2.50
5/12/2011 CDOG meeting		5.00
5/12/2011 Panel		4.50
5/13/2011 WCTC		2.00
5/19/2011 CalSWEC Meeting		2.00
5/20/2011 BARCC Mtg		1.00
5/24/2011 CAPP		6.50
5/26/2011 Review of Learning Objectives for ICWA revision		0.50

Date and Description of Deliverables	Transferred Hours	Completed Hours
6/1/2011 Director's meeting		5.00
6/1/2011 RTA Directors mtg		5.50
6/2/2011 BASSC Meeting		5.00
6/3/2011 AB 12 phone meeting		1.00
6/3/2011 AB12 conference call		1.50
6/3/2011 BASSC Meeting		6.00
6/4/2011 AB12 conference call		1.50
6/8/2011 CAPP conference call		2.00
6/8/2011 Prep and rework day two for Concurrent planning pilot		4.00
6/9/2011 One hour call to give feedback to concurrent planning pilot Two hours to prep for call, go over curriculum		3.00
6/9/2011 Prep and rework concurrent planning curriculum.		4.00
6/14/2011 CAPP conference call		1.00
6/16/2011 Feedback on changes to placement curriculum		2.00
6/17/2011 BARCC meeting		3.00
6/24/2011 CAPP		5.00
Total Hours Proposed: 292.00	0.00	689.50
*Total Hours Remaining: -397.50		
*Total Hours Remaining = Hours Proposed plus Hours Transferred minus Hours Completed		

Status of Deliverables Completed Trainings YTD

Fiscal Year: 2010-2011 **Date Range:** 07/01/10 To: 6/30/11

Training Days Proposed: 236.00



Rescuing and Restoring Commercially Sexually Exploited Children	Brantley, Nola	7/8/2010 To: 7/8/2010	1.00	42	6.00	252
Grievance Hearings and the Gomez vs Saenz Settlement -	Rehberg, Maryanne	8/3/2010 To: 8/3/2010	0.50	40	3.00	120
Grievance Hearings and the Gomez vs Saenz Settlement -	Rehberg, Maryanne	8/3/2010 To: 8/3/2010	0.50	24	3.00	72
Getting In the Groove (of Successful Facilitation)	Garrison, Mary	8/9/2010 To: 8/9/2010	1.00	17	6.00	102
Enhancing Courteous Communications in the Workplace:Change-Focused Conversations - AM	Hall, Alli	8/10/2010 To: 8/11/2010	0.50	20	3.25	65
Enhancing Courteous Communications in the Workplace:Change-Focused Conversations - PM	Hall, Alli	8/10/2010 To: 8/10/2010	0.50	26	3.25	84.5
Getting In the Groove (of Successful Facilitation)	Garrison, Mary	8/10/2010 To: 8/10/2010	1.00	25	6.00	150



Enhancing Courteous Communications in the Workplace:Change-Focused Conversations - AM	Hall, Alli	8/11/2010 To: 8/11/2010	0.50	6	3.25	19.5
Enhancing Courteous Communications in the Workplace:Change-Focused Conversations - PM	Hall, Alli	8/11/2010 To: 8/11/2010	0.50	12	3.25	39
Taking a Look Inside Your New Toolbox: An SDM Orientation for County Implementation Teams	Graff, Marty	8/17/2010 To: 8/17/2010	0.50	18	3.00	54
Foundation of Fatherhood	Cassel, Christopher	8/18/2010 To: 8/18/2010	0.50	43	2.00	86
Mental Health Issues in Child Welfare: Understanding Psychological Evaluations	Tippett, Traci	8/18/2010 To: 8/18/2010	1.00	10	6.00	60
Mental Health Issues in Child Welfare: Understanding Psychological Evaluations	Tippett, Traci	8/19/2010 To: 8/19/2010	1.00	20	6.00	120
Engaging Fathers: Foundation of Fatherhood- AM	Conner, Michael	9/13/2010 To: 9/13/2010	0.50	7	3.50	24.5
Engaging Fathers: Foundation of Fatherhood- PM	Conner, Michael	9/13/2010 To: 9/13/2010	0.50	19	3.50	66.5
Breaking the Cycle of Historical Oppressions	Mock, Matthew	9/15/2010 To: 9/15/2010	1.00	29	6.00	174
Expert Testimony: The Art of Testifying in the Courtroom	Meyers, David	9/15/2010 To: 9/16/2010	2.00	49	12.00	588
Engaging Fathers: Foundation of Fatherhood- AM	Conner, Michael	9/16/2010 To: 9/16/2010	0.50	47	3.50	164.5



Engaging Fathers: Foundation of Fatherhood- PM		Conner, Michael	9/16/2010 To: 9/16/2010	0.50	46	3.50	161
Engaging Fathers: Foundation of Fatherhood- AM		Conner, Michael	9/24/2010 To: 9/24/2010	0.50	51	3.50	178.5
Engaging Fathers: Foundation of Fatherhood- PM		Conner, Michael	9/24/2010 To: 9/24/2010	0.50	53	3.50	185.5
Engaging Fathers: Foundation of Fatherhood- AM		Conner, Michael	9/27/2010 To: 9/27/2010	0.50	44	3.50	154
Engaging Fathers: Foundation of Fatherhood- PM		Conner, Michael	9/27/2010 To: 9/27/2010	0.50	63	3.50	220.5
Grievance Hearings and the Gomez vs Saenz Settlement -		Rehberg, Maryanne	9/29/2010 To: 9/29/2010	0.50	23	3.00	69
Grievance Hearings and the Gomez vs Saenz Settlement -		Rehberg, Maryanne	9/29/2010 To: 9/29/2010	0.50	26	3.00	78
Advanced SDM: Interviewing for Safety Assessment - AM	ADV SDM	Albers, Margie	10/7/2010 To: 10/7/2010	0.50	10	3.00	30
Advanced SDM: Safety Planning	ADV SDM	Albers, Margie	10/7/2010 To: 10/7/2010	0.50	6	3.00	18
Moving Forward; How Effectives Teams Support Change		Garrison, Mary	10/12/2010 To: 10/12/2010	1.00	6	5.00	30
Sonoma County's Annual All Staff Day.The Process of Engagement; Making it Work		Albers, Margie	10/20/2010 To: 10/20/2010	1.00	96	8.00	768
Advanced SDM:Hotline Assessment - AM		Rehberg, Maryanne	10/21/2010 To: 10/21/2010	0.50	10	3.00	30
Getting The Picture: Advanced Assessment Skills-AM		Rehberg, Maryanne	10/28/2010 To: 10/28/2010	0.50	12	3.50	42



Getting The Picture: Advanced Assessment Skills-PM	Rehberg, Maryanne	10/28/2010 To: 10/28/2010	0.50	5	3.50	17.5
Non Offending Mothers- The Key to Victim Well Being & Recovery	Delson, Niki	10/28/2010 To: 10/28/2010	1.00	45	6.00	270
Achieving Permanency: Overcoming Barriers, Utilizing Resources	Garrison, Mary	11/3/2010 To: 11/3/2010	1.00	10	6.00	60
Grief and Loss in Child Welfare	Tippett, Traci	11/3/2010 To: 11/3/2010	1.00	10	6.00	60
Grievance Hearings and the Gomez vs Saenz Settlement -	Rehberg, Maryanne	11/3/2010 To: 11/3/2010	0.50	21	3.00	63
Grievance Hearings and the Gomez vs Saenz Settlement -	Rehberg, Maryanne	11/3/2010 To: 11/3/2010	0.50	13	3.00	39
Mental Health Issues in Child Welfare: Understanding Psychological Evaluations	Tippett, Traci	11/4/2010 To: 11/4/2010	1.00	25	6.00	150
Advanced SDM for Supervisors - Module 1 - am	Albers, Margie	11/9/2010 To: 11/9/2010	0.50	10	3.00	30
Advanced SDM Interviewing for the Family Strengths and Needs Assessment	Rehberg, Maryanne	11/9/2010 To: 11/9/2010	0.50	13	3.00	39
Advanced SDM: Interviewing for Safety Assessment	Rehberg, Maryanne	11/9/2010 To: 11/9/2010	0.50	12	3.00	36
Supporting and Understanding the Mentally Ill Parent	Cremer, Jocelyn	11/10/2010 To: 11/10/2010	1.00	26	6.00	156



Enhancing Courteous Communications in the Workplace: Change-Focused Conversations - PM	Hall, Alli	11/17/2010 To: 11/17/2010	0.50	16	3.00	48
The Cost of Caring: Secondary Traumatic Stress	Conrad, David	11/30/2010 To: 11/30/2010	1.00	23	6.00	138
An Introduction to Eating Disorders: A Foster Youth Perspective	Paulson, Tony	12/2/2010 To: 12/2/2010	0.50	14	3.00	42
The Cost of Caring: Secondary Traumatic Stress	Conrad, David	12/3/2010 To: 12/3/2010	1.00	13	6.00	78
What Works In Child Welfare: Social Worker Contact – The Heart Of The Job	Albers, Margie	12/10/2010 To: 12/10/2010	1.00	16	6.00	96
Advanced SDM for Supervisors - Module 2 - am	Albers, Margie	12/14/2010 To: 12/14/2010	0.50	10	3.00	30
Taking a Look Inside Your New Toolbox: An SDM Orientation for County Implementation Teams	Graff, Marty	12/16/2010 To: 12/16/2010	0.50	6	3.00	18
Advanced SDM for Supervisors - Module 3 - am	Albers, Margie	1/11/2011 To: 1/11/2011	0.50	6	3.00	18
An Overview of Planned, Purposeful and Progressive Visits For Managers & Supervisors	Wentz, Rose	1/11/2011 To: 1/11/2011	0.50	73	3.00	219
Engagement From The Youth's Perspective	Woods, Reina	1/12/2011 To: 1/12/2011	1.00	10	6.00	60

Event Name	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:
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Introduction to Planned, Purposeful & Progressive Visit (at Visit Center)- AM		Wentz, Rose	1/12/2011 To: 1/12/2011	0.50	31	3.00	93
Introduction to Planned, Purposeful & Progressive Visit (at Visit Center)- PM		Wentz, Rose	1/12/2011 To: 1/12/2011	0.50	33	3.00	99
Case Application and Skill Development Using Planned, Purposeful & Progressive Visits (At Visit Center)		Wentz, Rose	1/13/2011 To: 1/13/2011	1.00	22	6.00	132
Finding Our Common Ground: A Collaboration with BHRS & Child Welfare		Garrison, Mary	1/13/2011 To: 1/13/2011	0.50	48	3.00	144
E-Learning Training For Trainers	Regional	Wentz, Rose	1/14/2011 To: 1/14/2011	1.00	25	6.00	150
Engaging Fathers: Foundation of Fatherhood		Conner, Michael	1/20/2011 To: 1/20/2011	1.00	20	6.00	120
Legal and Ethical Issues for Licensed Child Welfare Workers		Gibson, Paul	2/8/2011 To: 2/8/2011	1.00	18	6.00	108
Finding Common Goals: Off-site Manager's Day		Jackson, Sandra	2/10/2011 To: 2/10/2011	1.00	10	6.00	60
Understanding Self As Trainer	Teaching Outside the Box: Trainings for Trainers	Garrison, Mary	2/11/2011 To: 2/11/2011	1.00	19	6.50	123.5
Grief and Loss		Tippett, Traci	2/17/2011 To: 2/17/2011	0.50	19	3.50	66.5
When It Rains it Pours: Trauma and Loss on the Job		Tippett, Traci	2/17/2011 To: 2/17/2011	0.50	17	3.50	59.5

Event Name	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:
An Overview of Structured Decision Making For Juvenile Court Professionals		Graff, Marty	3/1/2011 To: 3/1/2011		0.50	19	2.50 47.5
Three Trainers Train The Trainers	Teaching Outside the Box: Trainings for Trainers	Albers, Margie	3/2/2011 To: 3/2/2011		1.00	28	6.00 168
Advanced SDM Safety Assessment	Adv. SDM	Albers, Margie	3/8/2011 To: 3/8/2011		0.50	16	3.00 48
Advanced SDM: Interviewing for Safety Assessment	SDM	Albers, Margie	3/8/2011 To: 3/8/2011		0.50	13	3.00 39
Our Power As Witness in Engaging Youth in the Process of Healing: Living Lifebooks- AM		Woods, Reina	3/10/2011 To: 3/10/2011		0.50	15	3.00 45
Our Power As Witness in Engaging Youth in the Process of Healing: Living Lifebooks- PM		Woods, Reina	3/10/2011 To: 3/10/2011		0.50	10	3.00 30
Visitation: Making the Hellos & Goodbyes Easier- AM		Albers, Margie	3/11/2011 To: 3/11/2011		0.50	15	3.00 45
Visitation: Making the Hellos & Goodbyes Easier- PM		Albers, Margie	3/11/2011 To: 3/11/2011		0.50	10	3.00 30
Concurrent Planning: Finding & Supporting an Early Stable Home Forever- AM		Hanna, Betty	3/12/2011 To: 3/12/2011		0.50	15	3.00 45
Concurrent Planning: Finding & Supporting an Early Stable Home Forever- PM		Hanna, Betty	3/12/2011 To: 3/12/2011		0.50	10	3.00 30
A to Z of Project Management	Project Management Series	Garrison, Mary	3/15/2011 To: 3/15/2011		0.50	7	3.00 21



Advanced SDM: Interviewing for Safety Planning - AM	Adv. SDM	Albers, Margie	3/15/2011 To: 3/15/2011	0.50	14	3.00	42
CCC All Staff Event- AM		Burns, Christine	3/15/2011 To: 3/15/2011	0.50	64	3.00	192
CCC All Staff Event- PM		Burns, Christine	3/15/2011 To: 3/15/2011	0.50	36	3.00	108
Finding & Engaging Families For Permanency		Louisell, Mardi	3/15/2011 To: 3/15/2011	1.00	18	6.00	108
Grievance Hearings and the Gomez vs Saenz Settlement		Rehberg, Maryanne	3/15/2011 To: 3/15/2011	0.50	17	0.50	8.5
CCC All Staff Event- AM		Burns, Christine	3/16/2011 To: 3/16/2011	0.50	43	3.00	129
CCC All Staff Event- PM		Burns, Christine	3/16/2011 To: 3/16/2011	0.50	39	3.00	117
Grievance Hearings and the Gomez vs Saenz Settlement		Rehberg, Maryanne	3/16/2011 To: 3/16/2011	0.50	19	3.00	57
Successful Case Planning: Engaging Families in Developing Plans that Work - AM		Albers, Margie	3/16/2011 To: 3/16/2011	0.50	6	3.50	21
Successful Case Planning: Engaging Families in Developing Plans that Work - PM		Albers, Margie	3/16/2011 To: 3/16/2011	0.50	3	3.50	10.5
Effective Visit Supervision		Albers, Margie	3/17/2011 To: 3/17/2011	1.00	13	6.00	78
Lifebooks as a Process: Supporting Older Youth in Working Through Their Life Stories - AM		Woods, Reina	3/17/2011 To: 3/17/2011	0.50	8	3.00	24
Utilizing Case Consultation: The Art of the Work		Modrcin, Matt	3/18/2011 To: 3/18/2011	1.00	9	6.00	54

Event Name	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:
Bay Area Academy Fourth Quarter Report FY10-11							
Legal and Ethical Issues for Licensed Child Welfare Workers		Gibson, Paul	3/23/2011 To: 3/23/2011		1.00	27	6.00 162
Lifebooks as a Process: Supporting Older Youth in Working Through Their Life Stories - AM		Woods, Reina	3/23/2011 To: 3/23/2011		0.50	5	3.00 15
Lifebooks as a Process: Supporting Older Youth in Working Through Their Life Stories – PM		Woods, Reina	3/23/2011 To: 3/23/2011		0.50	10	3.00 30
SDM Review: Let's Take Another Look		Albers, Margie	4/5/2011 To: 4/5/2011		1.00	7	6.00 42
A to Z of Project Management-Session 2	Project Management Series	Garrison, Mary	4/6/2011 To: 4/6/2011		0.50	9	3.00 27
The National Child Traumatic Stress Network Core Curriculum for Childhood Trauma: What are the Practice Implications for Child Welfare?		Ghosh Ippen, Chandra	4/12/2011 To: 4/12/2011		0.50	21	3.50 73.5
Parenting Time Alameda County Style Visitation, the Family Center and How It All Works		Albers, Margie	4/13/2011 To: 4/13/2011		1.00	25	6.00 150
Promoting Father Involvement for the Well Being of Children in the Child Welfare System		Kebebew, Deutron	4/13/2011 To: 4/13/2011		1.00	16	6.00 96
The National Child Traumatic Stress Network Core Curriculum for Childhood Trauma: What are the Practice Implications for Child Welfare?		Ghosh Ippen, Chandra	4/15/2011 To: 4/15/2011		1.00	21	3.50 73.5

Event Name	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:
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Change Management		Jackson, Sandra	4/20/2011 To: 4/20/2011	1.00	11	6.00	66
Supervisors as Case Consultants		Modrcin, Matt	4/20/2011 To: 4/20/2011	1.00	21	6.00	126
Partner Collaboration and Dealing with Difficult Communication		Jackson, Sandra	4/21/2011 To: 4/21/2011	1.00	3	1.00	3
Utilizing Case Consultation: The Art of the Work		Modrcin, Matt	4/21/2011 To: 4/21/2011	1.00	6	6.00	36
Utilizing Case Consultation: The Art of the Work		Modrcin, Matt	4/22/2011 To: 4/22/2011	1.00	10	6.00	60
Advanced SDM for Supervisors - Module 4 - pm		Albers, Margie	4/28/2011 To: 4/28/2011	0.50	5	3.00	15
Multiple Pathways to Permanency- Day One		Albers, Margie	5/5/2011 To: 5/5/2011	1.00	11	6.00	66
The National Child Traumatic Stress Network Core Curriculum for Childhood Trauma: What are the Practice Implications for Child Welfare?		Ghosh ippen, Chandra	5/6/2011 To: 5/6/2011	1.00	56	7.00	392
A to Z of Project Management- Session 3	Project Management Series	Garrison, Mary	5/10/2011 To: 5/10/2011	0.50	9	3.00	27
Mental Health Issues For Children in Foster Care		Tippett, Traci	5/11/2011 To: 5/11/2011	1.00	25	6.00	150
The National Child Traumatic Stress Network Core Curriculum for Childhood Trauma: What are the Practice Implications for Child Welfare?		Ghosh ippen, Chandra	5/11/2011 To: 5/11/2011	1.00	66	7.00	462

Event Name	Bay Area Academy Fourth Quarter Report FY10-11	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:
And How are the Children? Improving Outcomes for the Children of Incarcerated Parents			Ortega, Bridgette	5/12/2011 To: 5/12/2011	1.00	26	6.00	156
The National Child Traumatic Stress Network Core Curriculum for Childhood Trauma: What are the Practice Implications for Child Welfare?			Ghosh ippetten, Chandra	5/13/2011 To: 5/13/2011	1.00	48	7.00	336
The National Child Traumatic Stress Network Core Curriculum for Childhood Trauma: What are the Practice Implications for Child Welfare?			Ghosh ippetten, Chandra	5/16/2011 To: 5/16/2011	1.00	60	7.00	420
The National Child Traumatic Stress Network Core Curriculum for Childhood Trauma: What are the Practice Implications for Child Welfare?			Ghosh ippetten, Chandra	5/17/2011 To: 5/17/2011	1.00	84	7.00	588
Safe Measures for Line Staff			Hanna, Betty	5/23/2011 To: 5/23/2011	0.50	5	3.00	15
Safe Measures for Supervisors			Hanna, Betty	5/23/2011 To: 5/25/2011	0.50	6	3.00	18
Making Ethical Decisions in Child Welfare			Gibson, Paul	5/24/2011 To: 5/24/2011	1.00	27	6.00	162
Making Ethical Decisions in Child Welfare			Gibson, Paul	5/25/2011 To: 5/25/2011	1.00	32	6.00	192
The Art of Curriculum Writing and Development			Rodgers, Amy	6/3/2011 To: 6/3/2011	0.50	8	4.00	32
Legal and Ethical Issues for Licensed Child Welfare Workers			Gibson, Paul	6/7/2011 To: 6/7/2011	1.00	24	6.00	144

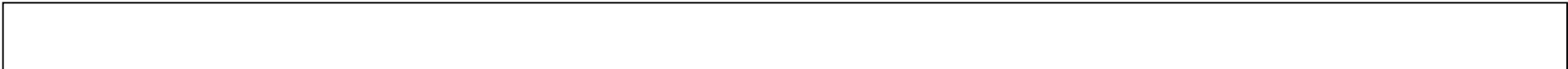
Event Name	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:
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Promoting Father Involvement for the Well Being of Children in the Child Welfare System		Kebebew, Deutron	6/8/2011 To: 6/8/2011	1.00	8	6.00	48
Promoting Father Involvement for the Well Being of Children in the Child Welfare System		Kebebew, Deutron	6/9/2011 To: 6/9/2011	1.00	15	6.00	90
Reflecting on Developing a Trauma Informed Child Welfare System - AM		Ghosh ippen, Chandra	6/14/2011 To: 6/14/2011	1.00	11	3.00	33
Reflecting on Developing a Trauma Informed Child Welfare System - PM		Ghosh ippen, Chandra	6/14/2011 To: 6/14/2011	0.50	11	3.00	33
Marin All Staff		Burns, Chrisine	6/15/2011 To: 6/15/2011	0.50	46	3.00	138
Promoting Father Involvement for the Well Being of Children in the Child Welfare System		Kebebew, Deutron	6/15/2011 To: 6/15/2011	1.00	24	6.00	144
Reflecting on Developing a Trauma Informed Child Welfare System - AM		Ghosh ippen, Chandra	6/15/2011 To: 6/15/2011	1.00	14	3.00	42
Reflecting on Developing a Trauma Informed Child Welfare System - PM		Ghosh ippen, Chandra	6/15/2011 To: 6/15/2011	0.50	12	3.00	36
The Art of Curriculum Writing and Development		Rodgers, Amy	6/17/2011 To: 6/17/2011	0.50	5	4.00	20
And How are the Children? Improving Outcomes for the Children of Incarcerated Parents		Ortega, Bridgette	6/22/2011 To: 6/22/2011	1.00	20	6.00	120

Actual: Regional Advanced Bay Area Academy
 Event Name: Fourth Quarter Report FY10-11

Dates: Series Name Trainer

Days: Trainees: Hours: Trainees: Hours: 94 2,870 563.5 1,560.5

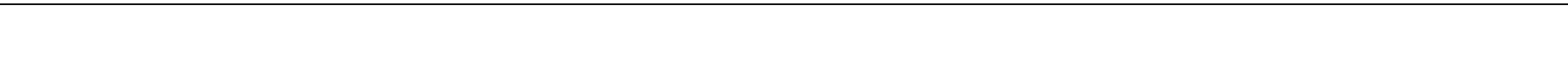
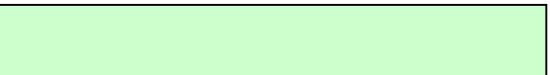
Dates: Days: Trainees: Hours: Hours:



Promoting Father Involvement for the Well Being of Children in the Child Welfare System	Kebebew, Deutron	6/22/2011 To: 6/22/2011	1.00	15	6.00	90
Multiple Pathways to Permanency- Day Two	Albers, Margie	6/29/2011 To: 6/29/2011	1.00	19*	6.00	114



* Total projected based on registration



The Top Facilitation Methods Training	Roach, Marti	7/1/2010 To: 7/1/2010	0.50	7	3.00	21
The Top Facilitation Methods Training	Roach, Marti	7/6/2010 To: 7/6/2010	0.50	9	3.00	27
The Top Facilitation Methods Training	Roach, Marti	7/8/2010 To: 7/8/2010	1.00	17	8.00	136
Bridges Out of Poverty	Estes, Kathy	9/8/2010 To: 9/8/2010	1.00	17	7.00	119
Top Facilitation: Application Lab	Roach, Marti	9/9/2010 To: 9/9/2010	1.00	16	5.00	80
Staff Development Off-Site	Kebebew, Deutron	9/23/2010 To: 9/24/2010	1.50	28	9.00	252
Looking Beyond What You See: Engaging the Challenging Client	Manning, Gregory	12/14/2010 To: 12/14/2010	1.00	19	6.00	114

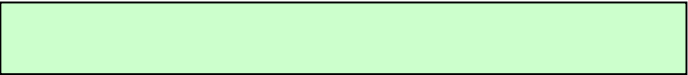
Event Name	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:
Bay Area Academy Fourth Quarter Report FY10-11							
Foundations For Managers in Child Welfare	Manager CORE	Miller, Mark	1/13/2011 To: 1/13/2011	1.00	7	6.00	42
Through The Looking Glass: Adapting Child Welfare Practices to Meet the Needs of Parents with Disabilities & Their Families		Through the looking glass, Trainer	1/24/2011 To: 1/24/2011	1.00	25	6.00	150
1st Bay Area Manager's Convening		Garrison, Mary	2/4/2011 To: 2/4/2011	0.50	17	4.00	68
Effective Relationships as a Manager	Manager CORE	Garrison, Mary	2/10/2011 To: 2/10/2011	1.00	15	6.00	90
Medical Assessment of Pediatric Injuries & Sexual Trauma: Differentiating Accidental from Non-Accidental Trauma		Coulter, Kevin	2/15/2011 To: 2/15/2011	1.00	108	6.00	648
Signs of Safety (SOS)		Brooks, Susan	2/24/2011 To: 2/24/2011	0.50	25	3.00	75
Strategies for Effective Organizational Communication	Manager CORE	Garrison, Mary	3/8/2011 To: 3/8/2011	1.00	12	6.00	72
Court Officer Day		Lucero, Katherine	3/10/2011 To: 3/10/2011	1.00	17	5.00	85
Engagment From The Youth's Perspective		Woods, Reina	3/21/2011 To: 3/21/2011	1.00	10	6.00	60
Disproportionality: Beyond the Numbers	Undoing Racism	Rollins, Tanya	3/24/2011 To: 3/24/2011	1.00	35	5.00	175
Child Welfare Director's Permanency Summit		Louisell, Mardi	3/25/2011 To: 3/25/2011	1.00	39	6.00	234
Growing & Sustaining Effective External & Internal Teams	Manager CORE	Jackson, Sandra	4/5/2011 To: 4/5/2011	1.00	7	6.00	42

Actual: Regional Best Practices

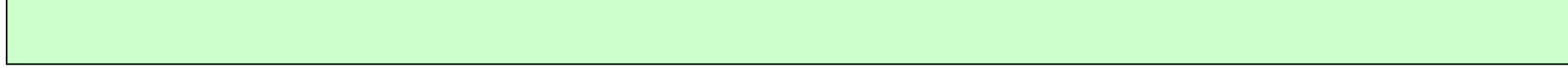
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Event Name: Bay Area Academy **Series Name** **Trainer** **Dates:** **Days:** **Trainees:** **Hours:** **Hours:** **Trainee** 32

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Medical Assessment of Pediatric Injuries & Sexual Trauma: Differentiating Accidental from Non-Accidental Trauma		Coulter, Kevin	4/14/2011 To: 4/14/2011	1.00	58	6.00	348
Medical Assessment of Pediatric Injuries & Sexual Trauma: Differentiating Accidental from Non-Accidental Trauma		Coulter, Kevin	4/21/2011 To: 4/21/2011	1.00	37	6.00	222
Coming To See Privilege Systems: Implications for Child Welfare		Mcintosh, Peggy	5/3/2011 To: 5/3/2011	1.00	21	5.00	105
Essentials For Resource Management	Manager CORE	Pease, Andrew	5/5/2011 To: 5/5/2011	1.00	5	6.00	30
Introducing Signs of Safety & Intergrating it with Your Practice	Signs of Safety	Martin, Karen	5/23/2011 To: 5/23/2011	1.00	20	5.50	110
Working Effectively with LGBTQ Youth: Strategies and Legal Requirements for Working with LGBTQ Youth		Rehberg, Maryanne	6/2/2011 To: 6/2/2011	1.00	12	5.00	60
Strategic Thinking & Planning Tools for the Manager	Manager CORE	Miller, Mark	6/7/2011 To: 6/7/2011	1.00	24	6.00	144
Making Visits Count: Creative Visitation		Albers, Margie	6/14/2011 To: 6/14/2011	0.50	27	4.50	121.5
And How are the Children? Improving Outcomes for the Children of Incarcerated Parents		Ortega, Bridgette	6/21/2011 To: 6/21/2011	1.00	15	6.00	90



Event Name	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:

Critical Thinking in Child Welfare: Safety, Risk & Protective	CORE E5	Albers, Margie	7/1/2010 To: 7/1/2010	1.00	8	6.00	48
Child Maltreatment Identification, Part 1: Neglect, Physical & Emotional Abuse	CORE E5	Wolf, Miriam	7/8/2010 To: 7/9/2010	1.50	9	6.00	54
Family Engagement in Case Planning and Case Management	CORE E5	Rehberg, Maryanne	7/13/2010 To: 7/14/2010	2.00	8	12.00	96
Placement and Permanency	CORE E5	Albers, Margie	7/15/2010 To: 7/16/2010	2.00	13	12.00	156
Structured Decision Making: Supervisors		Albers, Margie	8/31/2010 To: 9/1/2010	2.00	14	12.00	168
Framework for Child Welfare Practice in California	CORE F2	Rehberg, Maryanne	9/14/2010 To: 9/14/2010	1.00	9	6.00	54
Structured Decision Making: Workers		Albers, Margie	9/21/2010 To: 9/22/2010	2.00	31	12.00	372
Child & Youth Development in a Child Welfare Context	CORE F1	Cordero, Peggy	9/28/2010 To: 9/29/2010	2.00	23	12.00	276
Structured Decision Making: Workers		Albers, Margie	9/28/2010 To: 9/29/2010	2.00	27	12.00	324
Mental Health & Mental	CORE F1	Cremer, Jocelyn	10/5/2010 To: 10/5/2010	1.00	23	6.00	138
Court Procedures	CORE F1	Robinson Fahmi, Carol	10/8/2010 To: 10/8/2010	1.00	21	6.00	126
Child & Youth Development in a Child Welfare Context	CORE F2	Hanna, Betty	10/12/2010 To: 10/13/2010	2.00	10	12.00	120
Basic Interviewing	CORE F1	Rehberg, Maryanne	10/13/2010 To: 10/13/2010	1.00	21	6.00	126



Caregiver Substance Abuse & Child Welfare Practice	CORE F1	Tice, Jan	10/15/2010 To: 10/15/2010	1.00	23	6.00	138
Indian Child Welfare Act	CORE F1	Williams, Christine	10/18/2010 To: 10/18/2010	0.50	24	3.00	72
Multi-Ethnic Placement Act	CORE F1	Smith, Jeri	10/18/2010 To: 10/18/2010	0.50	24	3.00	72
Child Maltreatment Identification, Part 1: Neglect, Physical & Emotional Abuse	CORE F1	Oneal, Carolyn	10/20/2010 To: 10/21/2010	1.50	21	9.00	189
Domestic Violence	CORE F1	Oneal, Carolyn	10/22/2010 To: 10/22/2010	1.00	19	6.00	114
CWS Documentation for Use in the Legal System	CORE F1	Hubbs, Jennifer	10/25/2010 To: 10/25/2010	1.00	22	6.00	132
Family Engagement in Case Planning and Case Management	CORE F1	Cordero, Peggy	10/27/2010 To: 10/28/2010	2.00	23	12.00	276
Supporting Educational Rights & Achievement	CORE F2	Gibson, Paul	11/3/2010 To: 11/3/2010	0.50	17	3.00	51
Worker Safety in Child Welfare Practice	CORE F2	Gibson, Paul	11/3/2010 To: 11/3/2010	0.50	20	3.00	60
Placement and Permanency	CORE F1	Albers, Margie	11/4/2010 To: 11/5/2010	2.00	21	12.00	252
Child Maltreatment Identification, Part 2: Sexual Abuse	CORE F1	Wolf, Miriam	11/8/2010 To: 11/9/2010	1.50	26	9.00	234
Critical Thinking in Child Welfare: Safety, Risk & Protective	CORE F2	Albers, Margie	11/12/2010 To: 11/12/2010	1.00	26	6.00	156
Creating a Case Plan	CORE F1	Albers, Margie	11/16/2010 To: 11/16/2010	1.00	18	6.00	108
Family Engagement in Case Planning and Case Management	CORE F2	Rehberg, Maryanne	11/17/2010 To: 11/18/2010	2.00	18	12.00	216

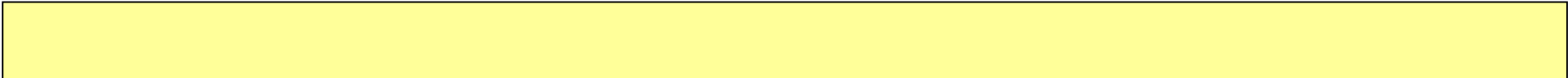
Event Name	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:
Child Maltreatment Identification, Part 1: Neglect, Physical & Emotional Abuse	CORE F2	Oneal, Carolyn	11/30/2010 To: 12/1/2010	1.50	11	9.00	99
Responding To Family Violence in a Child Welfare Setting		Cordero, Peggy	12/9/2010 To: 12/9/2010	1.00	14	6.00	84
Placement and Permanency	CORE F2	Albers, Margie	12/15/2010 To: 12/16/2010	2.00	16	6.00	96
Court Procedures	CORE F2	Coffman, Roger	1/11/2011 To: 1/11/2011	1.00	17	6.00	102
Structured Decision Making	CORE	Albers, Margie	1/12/2011 To: 1/13/2011	2.00	14	12.00	168
CWS Documentation for Use in the Legal System	CORE F2	Graff, Marty	1/27/2011 To: 1/27/2011	1.00	21	6.00	126
Child Maltreatment Identification, Part 2: Sexual Abuse	Core F2	Wolf, Miriam	2/9/2011 To: 2/10/2011	1.50	16	9.00	144
Caregiver Substance Abuse & Child Welfare Practice	CORE F2	Tice, Jan	2/24/2011 To: 2/24/2011	1.00	13	6.00	78
Indian Child Welfare Act	CORE F2	Williams, Christine	3/8/2011 To: 3/8/2011	0.50	14	3.00	42
Multi-Ethnic Placement Act	CORE F2	Smith, Jeri	3/8/2011 To: 3/8/2011	0.50	14	3.00	42
Advanced SDM: Interviewing for Safety Planning - PM	SDM	Albers, Margie	3/15/2011 To: 3/15/2011	0.50	11	3.00	33
Framework for Child Welfare Practice in California	CORE F3	Williamson, Marcy	3/17/2011 To: 3/17/2011	1.00	7	6.00	42
Domestic Violence	CORE F2	Cordero, Peggy	3/22/2011 To: 3/22/2011	1.00	13	6.00	78
Framework for Child Welfare Practice in California	CORE F3	Rehberg, Maryanne	3/23/2011 To: 3/23/2011	1.00	7	6.00	42
Child & Youth Development in a Child Welfare Context	CORE F4	Cordero, Peggy	3/30/2011 To: 3/31/2011	2.00	10	12.00	120

Event Name	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:
Caregiver Substance Abuse & Child Welfare Practice	CORE F4	Tice, Jan	4/5/2011 To: 4/5/2011		1.00	22	6.00 132
Mental Health & Mental	CORE F2	Cremer, Jocelyn	4/5/2011 To: 4/5/2011		1.00	17	6.00 102
Basic Interviewing	CORE F4	Adams, Kathleen	4/7/2011 To: 4/7/2011		1.00	21	6.00 126
Advanced SDM Interviewing for the Family Strengths and Needs Assessment	Adv. SDM	Albers, Margie	4/12/2011 To: 4/12/2011		0.50	10	3.00 30
Advanced SDM: Hotline Assessment	SDM	Albers, Margie	4/12/2011 To: 4/12/2011		0.50	10	3.00 30
Child & Youth Development in a Child Welfare Context	CORE F3	Hanna, Betty	4/19/2011 To: 4/20/2011		2.00	11	12.00 132
Child Maltreatment Identification, Part 1: Neglect, Physical & Emotional Abuse	Core F4	Oneal, Carolyn	4/20/2011 To: 4/21/2011		1.50	19	9.00 171
Child Welfare Practice in a Multi-Cultural Environment	CORE F2	Piper jefferson, Veronica	4/21/2011 To: 4/21/2011		0.50	13	3.00 39
Values & Ethics	CORE F2	Piper jefferson, Veronica	4/21/2011 To: 4/21/2011		0.50	13	3.00 39
Mental Health & Mental	Core F4	Adams, Kathleen	4/22/2011 To: 4/22/2011		1.00	14	6.00 84
Court Procedures	Core F4	Coffman, Roger	4/26/2011 To: 4/26/2011		1.00	18	6.00 108
CWS Documentation for Use in the Legal System	Core F4	Graff, Marty	4/28/2011 To: 4/28/2011		1.00	15	6.00 90
Child Maltreatment Identification, Part 2: Sexual Abuse	Core F4	Wolf, Miriam	5/4/2011 To: 5/5/2011		1.50	22	9.00 198
Basic Interviewing	CORE F3	Adams, Kathleen	5/5/2011 To: 5/5/2011		1.00	10	6.00 60

Actual: Regional CORE
 Bay Area Academy
 Fourth Quarter Report FY10-11

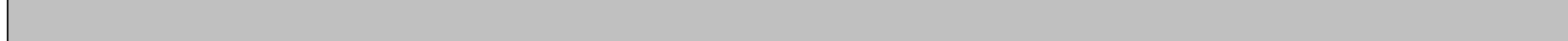
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Advanced SDM Family Reunification Assessment	Adv. SDM	Albers, Margie	5/10/2011 To: 5/10/2011	0.50	13	3.00	39
Advanced SDM Interviewing for the Family Strengths and Needs Assessment	Adv. SDM	Albers, Margie	5/10/2011 To: 5/11/2011	0.50	19	3.00	57
Indian Child Welfare Act	Core F4	Williams, Christine	5/11/2011 To: 5/11/2011	0.50	14	3.00	42
Multi-Ethnic Placement Act	Core F4	Smith, Jeri	5/11/2011 To: 5/11/2011	0.50	14	3.00	42
Stress Management in Child Welfare Practice	CORE F2	Williamson, Marcy	5/11/2011 To: 5/11/2011	0.50	12	3.00	36
Time Management in Child Welfare Practice	CORE F2	Williamson, Marcy	5/11/2011 To: 5/11/2011	0.50	12	3.00	36
Family Engagement in Case Planning and Case Management	Core F4	Albers, Margie	5/12/2011 To: 5/13/2011	2.00	10	12.00	120
Placement and Permanency	Core F4	Albers, Margie	5/16/2011 To: 5/17/2011	2.00	16	12.00	192
Domestic Violence	Core F4	Cordero, Peggy	5/18/2011 To: 5/18/2011	1.00	17	6.00	102
A Day in the Life: Putting Your CORE Skills to Work	CORE F4	Albers, Margie	5/19/2011 To: 5/19/2011	1.00	13	6.00	78
Health Care Needs of Children and Youth in the Child Welfare System	CORE F2	Desurpa, Kim	5/24/2011 To: 5/24/2011	0.50	10	3.00	30
Structured Decision Making	CORE F3	Albers, Margie	5/24/2011 To: 5/25/2011	2.00	6	12.00	72
Structured Decision Making	Core F3	Rehberg, Maryanne	5/25/2011 To: 5/26/2011	2.00	7	12.00	84
Placement and Permanency	Core F3	Albers, Margie	6/1/2011 To: 6/2/2011	2.00	7	12.00	84
Child Maltreatment Identification, Part 1: Neglect, Physical & Emotional Abuse	Core F3	Oneal, Carolyn	6/21/2011 To: 6/22/2011	1.50	14	9.00	126



Trainer	Dates:	Days:	Trainees:	Hours:	Trainer Hours:
Bay Area Academy					
Fourth Quarter Report FY10-11					
Actual: Regional Supervision			11	153	65
Total Days Proposed: 236			Days:	Trainees:	Hours:
Grand Totals:			216	4,788	1,291.5
Trainees: 1,041					
Trainees Hours: 26,331.5					

Foundations of Supervision Transfer of Learning Day	Foundations of Supervision 8-A	Garrison, Mary	9/14/2010 To: 9/14/2010	1.00	9	5.00	45
Understanding Self as a Supervisor	Foundations of Supervision:Cycle	Garrison, Mary	10/5/2010 To: 10/5/2010	1.00	15	6.00	90
Foundations of Effective Supervision	Foundations of Supervision:Cycle	Garrison, Mary	10/6/2010 To: 10/6/2010	1.00	13	6.00	78
Getting Great Performance	Foundations of Supervision:Cycle	Garrison, Mary	11/2/2010 To: 11/2/2010	1.00	12	6.00	72
Data & Fiscal Tools & Resources to Increase Organizational Success	Foundations of Supervision:Cycle	Garrison, Mary	11/3/2010 To: 11/3/2010	1.00	15	6.00	90
Team Development	Foundations of Supervision:Cycle	Garrison, Mary	12/7/2010 To: 12/7/2010	1.00	15	6.00	90
Strategies in Sharing the	Foundations of Supervision:Cycle	Jackson, Sandra	12/8/2010 To: 12/8/2010	1.00	17	6.00	102
Case Consultation	Foundations of Supervision:Cycle	Garrison, Mary	1/11/2011 To: 1/12/2011	2.00	22	12.00	264
Worker Well-Being	Foundations of Supervision:Cycle	Garrison, Mary	2/8/2011 To: 2/8/2011	1.00	20	6.00	120
Putting it All Together	Foundations of Supervision:Cycle	Garrison, Mary	2/9/2011 To: 2/9/2011	1.00	15	6.00	90



Event Name	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:
Well Child Care- CHPD and Contacts		Dekker, Gerrie	10/14/2010 To: 10/14/2010		1.00	19	95
CWS/CMS Code Drop (Adoptions)	CWS/CMS Code Drop	Dekker, Gerrie	10/21/2010 To: 10/21/2010		1.00	3	4.5
CWS/CMS Code Drop (FR/COURT/ILP)	CWS/CMS Code Drop	Dekker, Gerrie	10/21/2010 To: 10/21/2010		1.00	6	9
CWS/CMS Code Drop (Hotline/ER)- Session 1-2pm	CWS/CMS Code Drop	Dekker, Gerrie	10/21/2010 To: 10/21/2010		1.00	10	15
CWS/CMS Code Drop (Hotline/ER)- Session 2:45-4:30pm	CWS/CMS Code Drop	Dekker, Gerrie	10/21/2010 To: 10/21/2010		1.00	4	6
CWS/CMS Code Drop (FR/FRP/Court)		Dekker, Gerrie	10/22/2010 To: 10/22/2010		0.25	2	3
CWS/CMS Code Drop (Hotline/ER)	CWS/CMS Code Drop	Dekker, Gerrie	10/22/2010 To: 10/22/2010		0.25	3	4.5
CWS/CMS Code Drop (Placement/Foster Care/Health Care)	CWS/CMS Code Drop	Dekker, Gerrie	10/22/2010 To: 10/22/2010		0.25	2	3
CWS/CMS Code Drop (PP/ILP)	CWS/CMS Code Drop	Dekker, Gerrie	10/22/2010 To: 10/22/2010		0.25	6	9
Module 1: Intro to Client CWS/CMS Client Services	CWS/CMS	Smith, Jeri	11/19/2010 To: 11/19/2010		1.00	4	24
Module 2: Intake and Referral	CWS/CMS	Smith, Jeri	11/22/2010 To: 11/22/2010		0.50	2	6
Creating a Case Plan	CWS/CMS	Smith, Jeri	11/29/2010 To: 11/29/2010		0.50	4	12

Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:				
Bay Area Academy Fourth Quarter Report FY10-11									
Placement and Health and Education Passport	CWS/CMS	Smith, Jeri		12/2/2010 To: 12/2/2010	0.50	2	3.00	6	
Court	CWS/CMS	Smith, Jeri		12/3/2010 To: 12/3/2010	1.00	2	6.00	12	
ICWA	CWS/CMS	Smith, Jeri		12/10/2010 To: 12/10/2010	0.50	2	3.00	6	
Intake and Referral	CWS/CMS	Smith, Jeri		1/18/2011 To: 1/18/2011	0.50	2	3.00	6	
Business Objects Webi	CWS/CMS	Lum, Benjamin		1/19/2011 To: 1/20/2010	2.00	6	12.00	72	
Intro to CWS/CMS and Client Services	CWS/CMS	Smith, Jeri		1/25/2011 To: 1/25/2011	1.00	7	6.00	42	
Contacts and TILP	CWS/CMS	Smith, Jeri		2/1/2011 To: 2/1/2011	0.50	8	3.00	24	
Intake and Referral	CWS/CMS	Smith, Jeri		2/1/2011 To: 2/1/2011	0.50	12	3.00	36	
Case Planning and Case Plan Update	CWS/CMS	Smith, Jeri		2/2/2011 To: 2/2/2011	0.50	9	3.00	27	
Business Objects Deski	CWS/CMS	Dizon, Daniel		2/8/2011 To: 2/10/2011	3.00	2	18.00	36	
Court	CWS/CMS	Smith, Jeri		2/15/2011 To: 2/15/2011	0.50	5	3.00	15	
ICWA	CWS/CMS	Smith, Jeri		2/15/2011 To: 2/15/2011	0.50	6	3.00	18	
Business Objects Webi	CWS/CMS	Lum, Benjamin		2/23/2011 To: 2/24/2011	2.00	5	12.00	60	
Placement	CWS/CMS	Smith, Jeri		3/1/2011 To: 3/1/2011	0.50	4	3.00	12	
Business Objects Webi	CWS/CMS	Lum, Benjamin		3/16/2011 To: 3/17/2011	2.00	3	12.00	36	
Intake and Referral		Smith, Jeri		3/22/2011 To: 3/22/2011	0.50	3	3.00	9	
Overview and Intro Client Services		Smith, Jeri		3/22/2011 To: 3/22/2011	0.50	3	3.00	9	
Business Objects Webi	CWS/CMS	Lum, Benjamin		3/23/2011 To: 3/24/2011	2.00	5	12.00	60	
Court	CWS/CMS	Smith, Jeri		3/29/2011 To: 3/29/2011	0.50	3	3.00	9	

Event Name:	Series Name	Trainer	Dates:	Days:	Trainees:	Hours:	Trainee Hours:	
Bay Area Academy Fourth Quarter Report FY10-11	ICWA	CWS/CMS	Smith, Jeri	3/29/2011 To: 3/29/2011	0.50	3	3.00	9
	Placement	CWS/CMS	Smith, Jeri	4/5/2011 To: 4/5/2011	1.00	1	6.00	6
	Assessment and Case Planning	CWS/CMS	Smith, Jeri	4/6/2011 To: 4/6/2011	0.50	1	0.50	0.5
	Assessment and Case Planning/HEP	CWS/CMS	Smith, Jeri	4/6/2011 To: 4/6/2011	0.50	1	3.00	3
	Business Objects Deski	CWS/CMS	Dizon, Daniel	4/19/2011 To: 4/20/2011	3.00	1	18.00	18
	CWS/CMS Hearing Notice	CWS/CMS	Smith, Jeri	4/19/2011 To: 4/19/2011	0.50	2	3.00	6
	CWS/CMS Intro and Overview	CWS/CMS	Smith, Jeri	4/26/2011 To: 4/26/2011	1.00	6	1.00	6
	CWS/CMS Intro and Overview	CWS/CMS	Smith, Jeri	5/4/2011 To: 5/4/2011	0.50	6	3.00	18
	Intro to CWS/CMS and Client Services	CWS/CMS	Smith, Jeri	5/4/2011 To: 5/4/2011	0.50	6	3.00	18
	Court	CWS/CMS	Smith, Jeri	5/5/2011 To: 5/5/2011	0.50	6	3.00	18
	Intake and Referral	CWS/CMS	Smith, Jeri	5/5/2011 To: 5/5/2011	0.50	6	3.00	18
	CWS/CMS for Supervisors & Managers	CWS/CMS	Hanna, Betty	5/12/2011 To: 5/12/2011	1.00	12	6.00	72
	CWS/CMS Court	CWS/CMS	Smith, Jeri	5/17/2011 To: 5/17/2011	0.50	10	3.00	30
	Business Objects Webi	CWS/CMS New Users	Lum, Benjamin	5/18/2011 To: 5/19/2011	2.00	2	12.00	24
	Assessment and Case Plan	CWS/CMS	Smith, Jeri	5/19/2011 To: 5/19/2011	0.50	8	3.00	24
	ICWA	CWS/CMS	Smith, Jeri	5/26/2011 To: 5/26/2011	0.50	4	3.00	12
	CWS/CMS Intake and Referral for New Users		Smith, Jeri	6/8/2011 To: 6/8/2011	0.50	0**	3.00	0
	CWS/CMS Assessment and Case Planning	CWS/CMS	Hanna, Betty	6/15/2011 To: 6/15/2011	0.50	6	3.00	18

Actual: Regional CWS/CMS
Fourth Quarter Report FY10-11

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Placement	CWS/CMS	Hanna, Betty	6/15/2011 To: 6/15/2011	0.50	6	3.00	18
CWS CMS for Supervisors	CWS/CMS	Lenhardt, Julie	6/21/2011 To: 6/21/2011	0.50	0**	5.00	0
CWS CMS for Supervisors	CWS/CMS	Lenhardt, Julie	6/21/2011 To: 6/21/2011	0.50	0**	3.00	0

