

**Idaho Child Welfare Partnership
Practice Development Board Meeting
November 15, 2007
BSU Child Welfare Center, Boise, ID**

Practice Development Board Attendance: Mardell Nelson, Mike Starnes, Megan Anthony Jim Gentry, Ken Perry, Kim Fordham, Steve Sparks, Virgie Arambarri, Brad Forth, Mechelle Wilson, Julie Stevens

Absent: Rosio Gonzalez, Frances Lunney

Guests:

Topic	Who	Discussion/Action
9:00 - 9:15 Welcome/Introductions Review agenda for additions/clarifications Ground Rules	Julie/All	
9:15 – 10:00 Debrief of Partnership Meeting Updates (to include reports about agency activity as it relates to goals of ICWP) Articles	Julie/All	<p>We would support acknowledgement of staff at all meetings – Direct Services Convening in 9/08 would be an appropriate venue.</p> <p>Discussion occurred about how we might focus our efforts related to mitigating disparate outcomes for youth of color:</p> <ul style="list-style-type: none"> • Can disproportionality data be broken down regionally? What are we going to do in the short run? • Reviewed disproportionality data for Idaho.

- Administrative Board met on 11/13. Undoing Racism workshop will be held for the Administrative Board. Julie will advocate for the Practice Development Board members to attend.
- What kind of targeted recommendations do we have that would ride the momentum of the PIP?
- DHW could possibly fund UR workshop – link it to our goals and objectives. IVE fundable – approach HR.
- Breakthrough Series Collaborative (BSC) and (KWYA) are tools that could potentially be useful to DHW and our partnership. There was significant interest in discussion of these at the Annual ICWP meeting.
- KWYA – should it be a prerequisite for Academy? Frank Sesek suggested at the ICWP Annual meeting that supervisors be trained initially.
- Exit interviews for staff (retention of staff of color), resource parents, and youth and families
- Need to develop specific action steps so we can see some quick accomplishments
- Debbie Brown asked for agenda items at Program Committee meeting – this topic could be included
- 24 new hires –what are the issues we want to address
- Focus group of current staff of color (include new recruits)? – Ken agreed to do in each regions – TA around questions – talk to IVE coordinators and deans about current student populations (targeting juniors and seniors)
- Could students do targeted recruitment – Wendy’s model – tap work study money
- Could students be placed in Navigator unit? Intervention/prevention

		<ul style="list-style-type: none"> • Service learning programs at the colleges? Outward Bound program? (Pete Petra would be a good contact) • Recruitment and retention good topic for supervisors meeting related to students • Do supervisors understand their role related to staff development? • Staff of color mentoring staff of color • Mardell and Steve – present at program committee on as 12/2 and 12/3 and make proposal for targeted recruitment of 24 positions – staff of color • Focus group – Ken, Megan, Julie, Steve – of staff of color in Region IV • Utilize anti-racist organization continuum – (Terry Cross) - every board could review and comment
10:00 – 11:00 Report out on assignments	Julie/Al	<p>Mardell presented to the Administrative Board regarding her assignment related to PRIDE training. They are meeting again on 2/1/08 and they indicated they would entertain a proposal.</p> <p>Jim talked to the dean of students – on the verge of getting MSW program so he will postpone his efforts until this takes place.</p>
11:00 – 12:00 Logic Model Discussion	Julie/All	<p>See updated Board Activity Plan</p>

<p>12:00 – 1:00 Lunch</p>		
<p>1:00 – 2:00 Logic Model Discussion cont.</p>	<p>Julie /All</p>	<p>See updated Board Activity Plan</p>
<p>2:00 – 2:45 Action Planning Sub-Committee Formation</p>	<p>Julie /All</p>	<p>We divided ourselves into work groups in order to address the completion of the Board Activity Plan. These work groups and their membership and respective meeting times via conference call follows:</p> <p>Improve Retention: Mike, Julie, Mardell, Kim (particular assignment of working on the proposal) 12/10/07 12:00 – 1:30</p> <p>Improve Recruitment: Virgie, Jim, Mechelle, Julie 12/18/07 3:00 – 4:30</p> <p>Disparate Outcomes: Megan, Ken, Brad, Steve, Julie 12/14/07 10:00 – 11:30</p> <p>Julie will follow up with Rosio and Frances to see what work groups they would be interested in joining.</p>
<p>2:45 – 3:00 Meeting Evaluation Calendar of future meetings/conference calls</p>	<p>Julie/All</p>	<p>Program Managers meeting: 12/2/07 - 12/3/07 Administrative Board meeting: 2/1/08 Chief's meeting: 1/23/08 - 1/24-08</p> <p>Practice Development Board will meet on 1/18/08 from 9:30 – 4:00 at Casey Family Programs</p> <p>Evaluation of meeting:</p> <p>Agendas need to be out earlier We need to be disciplined about following agendas Good link to other meetings Helpful to have Navigation represented Helpful to have Steve here</p>