

**Idaho Child Welfare Partnership
Practice Development Board Meeting
July 17 – July 18, 2008
Casey Family Programs, Boise, ID**

Practice Development Board Attendance: Frances Lunney, Virgie Arambarri, Mike Starnes, Ken Perry, Steve Sparks, Rosio Gonzalez, Kim Fordham, Susan Dwello, Jim Gentry, Megan Anthoney, Julie Stevens

Guests: Robert Hernandez

Topic	Who	Discussion/Action
<p>JULY 17, 2008 - THURSDAY 1:00 – 1:15 ❖ Welcome/Introductions ❖ Review agenda for additions/clarifications ❖ Ground Rules</p>	<p>Megan/Julie</p>	
<p>1:15 – 2:00 Communication Work Group</p>	<p>Robert</p>	<p>Robert presented the work plan of the Communications Work Group. In summary, he explained that the external goal of their work is to address that lack of knowledge on the Partnership (“I didn’t know that”) and that the internal goal is to increase awareness (“I know who they are”).</p>

<p>2:00 – 3:00</p> <ul style="list-style-type: none"> ❖ Updates (to include reports about agency activity as it relates to goals of ICWP) ❖ Alumni Engagement Report ❖ Administrative Board ❖ Operations Committee ❖ Articles ❖ Report out on assignments 	<p>Megan/Julie</p>	<p>Board accomplishments:</p> <ul style="list-style-type: none"> • Alumni engagement efforts. FCAA strategic planning meeting on 8/9/08. Alumni Engagement report written by Angie Cross shared from 6/08. This report includes a culmination of celebrations across the state and the strategic planning session that was held on 5/10/08 and sponsored by the Partnership. The plan is to finalize the FCAA Chapter application at the meeting on 8/9/08. Virgie, Julie, Megan will attend the strategic planning meeting 8/9/08. • Julie will forward FCAA announcements to the Board. • Casey will have 2 Youth Advocates hired by 8/1/08. Del Morgan will be working to support the development of the Idaho Chapter of FCAA. Jade Wallace will be supporting the work of FYI. • A focus group of youth was held at CFP on 7/10/08. These youth are informing the development of a Strategic Sharing curriculum designed specifically for youth which will be piloted with DHW and CFP youth at the end of the year in Boise. • Foster Club will be presenting at the Foster Parent Conference in May 2009 where there will be a youth track. • It would be helpful to have a national convening that would explore what is being done all over the country in terms of youth and alumni engagement. • Discussion related to the Child Welfare Conference. There is a plan to explore recognition of staff and groups. There was agreement to acknowledge the child welfare workforce collectively (e.g. how many have been a part of changing practice through PRIDE; number of reunifications; stand up if you have been a part of X; who has been involved in promoting family centered practice principles such as FGC; who has been a part of a life alternating relationship). • Accomplishments include numerous sideways results – PIP development – indirect consequences, workforce solutions in Region V (MSW program with applicants, scholar recipients, PRIDE participants can get credit); child welfare conference as a result of Practice Enhancement team who promoted the value of convening; TAP workers were first on the learning circles – a method being adopted in FCP training for supervisors across the state.
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Challenges include:

- Completing assignments via conference calls has been difficult to date; the scope of our work is very broad - wide net; we have not been able to create tangible outcomes between meetings.
- We would be able to advance our work better with administrative support for implementing strategies - clarify our role and define scope of authority, develop strategies to package recommendations, identification about where to go with recommendations/strategies; Role sanction - Is it to make recommendations or develop strategies for implementation? Need for direction on how to narrow scope of work (e.g. specific practice areas that need to be addressed); PIP will be more about community development as plans will be regionally driven.
- We had a lengthy discussion about CMH issues that need to be advanced. Mardell prepared a separate summation of our discussion. Mardell will take CMH challenges to the Administrative Board that were discussed today.
- Discussion about the gap in services between Children's Mental Health and Adult Mental Health. Community resources are increasingly providing services to our youth and families (e.g. Warm Springs Counseling Center). We need clinical services for families on the Child Welfare side. It is happening in pockets, but the development of clinical skills of child welfare staff would benefit children, youth and families and promote staff retention. ***This Board could create a work group to articulate what is it about our practice that is clinical so that when we go to the licensing board, we can demonstrate that much of the business in child welfare would qualify for clinical status – when we did the treatment in CP, outcomes were better.***
- We had a lengthy discussion about how HR practices and structure and licensing processes affect recruitment and retention (e.g. ISU bus won't stop on Shoshone-Bannock reservation; some graduates aren't passing the licensing exams; problems getting on the hiring list).

		Mardell reported on the changes in leadership at the Administrative Board level.
3:00 – 3:15 Break		
3:15 – 4:30 Strategy Plan ❖ 5 Areas of the PIP (align current strategies and challenges) ❖ Constituency engagement/development ❖ Practice (TAP, Kinship, FCP, Permanency for Older Youth) ❖ Disproportionality/Disparate Outcomes (models of others states, TA, BSC, training, facilitation/convenings, data collection) (e.g. racial data for foster parents – Susan Dwello and the Resource Family Board – combine demographic information with practice survey given to foster parents) ❖ FCP, Strength Based, Disproportionality, Permanency, Cross Cultural/Cross Racial competence	Megan/Julie	Engaging Families is first area of PIP Actions: Planting seeds and making recommendations. We continue to have extensive discussion on system issues even though we're the Practice Board – but systems issues significantly address practice.
4:30 Adjourn		

<p>JULY 18, 2008 - FRIDAY 8:30 – 8:45 Review agenda</p>	<p>Megan/Julie</p>	
<p>8:45 – 10:00 Disproportionality/Institutional Racism</p>	<p>Megan/Julie/Ken</p>	<p>After discussion on articles pertaining to racism and disproportionality, Ken facilitated an exercise utilizing the Continuum for Becoming a Multicultural, Antiracist Organization/Coalition/Community.</p> <p>Collaboration at the state level – not as visible at the local level. Wide array of services for a rural state but the services are not culturally relevant.</p> <p>Process mapping group that Kathy James, Frances Lunney and others are involved in – they can do they process mapping in a culturally competent way rather than color blind with our input. Focus is permanency.</p>
<p>10:00 – 10:15 Break</p>		
<p>10:15 – 11:30 Strategy Plan Continued ❖ Disproportionality Work Group (Utilizing existing disproportionality plan written by Mike Scholl) ❖ Constituency Engagement Work Group ❖ Practice Work Group ❖ Others</p>	<p>Megan/Julie</p>	<p>John and Sara will facilitate a year of planning that will engage managers and use a focus group of supervisors to work a year in discussion about what are the supports, direction and training that they need to fully implement FCP. Start in October, another convening in December then every couple of months. Forum for supervisor summits.</p> <p>A decision was made to focus on two specific areas: Disproportionality and Constituency Engagement</p> <p>Disproportionality Plan Work Group: Ken, Mardell, Rosio, Kim, Julie, Frances – fundamental axiom is that we are not in a place to meet the needs of our cuts – plan can be a roadmap</p> <p>Constituency Engagement – Megan, Mardell, Ken, Virgie, Julie, Mike, Susan Dwello – (Megan)</p> <p>Name it and claim it - deliverables</p>

		Alternate care plan, process mapping, Mardell and Ken LCSW project
11:30 – 12:00 ❖ Action Planning - subcommittees ❖ Agenda for next meeting ❖ Calendar of Future meetings/conference calls ❖ Meeting evaluation	Julie/All	Follow up on Practice Enhancement outcomes: <ul style="list-style-type: none"> • spending, practice • what is the feedback loop and reevaluation group • Mardell will put Practice Enhancement on the Program Committee agenda • Julie will send email to Mardell and Frances that includes original Practice Enhancement Proposal for the PE Team • System barriers in utilizing the funds • Ken Perry – involve stakeholders- supervisors and direct services staff – in developing solutions • Accountability both ways – to us and for deliverables Jim working from article 10/23 and 10/24 next Board meeting 2:00 8/28 Disproportionality 2:00 8/15 Constituency Engagement
12:00 Adjourn		