



**Scholars Board**  
1/6/08

**Goal:** The Scholars Program through social work education recruits and retains a highly diverse, child welfare staff to serve youth and families within the State of Idaho.

Agenda Items	Action Takers	Barriers/Notes	Decision
<b>Introductions &amp; Brief Announcements</b>		<p>Present: Ken Perry, Kathy Tidwell, Marian Woods, Raymond Mullenax, Robert Hernandez, Patty Gregory, Roxanne Printz, Steve Sparks, Mary Jo Murdie, Mark Schultz and Christelle Edmo</p> <p>Absent: Jeremy Player, Eleanor Downey, Christina Warfield, Randy Rodriquez, Bri Watkins, Casey Programs</p>	
<b>Minutes Approval and Review Agenda</b>		<ul style="list-style-type: none"> <li>• Reviewed and approved Logic Model</li> </ul>	

<p><b><u>Partnership Area of Focus #1: Improve Retention of Work Force and Resource Families</u></b></p> <p><b>Activities:</b></p> <p><b>1. LCSW Post Grad Supervision</b></p>	<p>Kathy/Ken</p>	<ul style="list-style-type: none"> <li>• This group is working on a standardized definition for post grad supervision with MSW students. They will consider what information comes from the supervisors group with John and Sarah. The group will create a list of child welfare case management. Kathy recommended reviewing the new Journal of Public Child Welfare, which has an article on this level of supervision with child welfare workers. Kathy has requested a copy of the article. Group will need to stay away from language that involves clinical or treatment type language for purposes related to IV-E funding. Many group members agree that child welfare is very specialized</li> </ul>	

<p><b>2. Program Manager visit: Steve Sparks</b></p>	<p>Steve</p>	<p>and requires an advanced set of skills and competencies to do the work effectively.</p> <ul style="list-style-type: none"><li>• Steve Sparks discussed his involvement with the Scholars Program and his interest in supporting his staff to obtain advanced degrees. The stipend gives his employees an opportunity to pursue advanced degrees. He raised the question: what does the future of child welfare look like and how do we prepare our current staff? Also, what is it that adult learners need? What are the competencies needed from a child welfare perspective? How do we strengthen seminar? Are topics future driven?</li><li>• Educating the current work force is an opportunity to push theory through supervisors to the ground levels of practice and align with the PIP.</li><li>• How do we emphasize the need for clinical type work in child welfare social workers?</li></ul>	
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<p><b>3. Telling the Scholars Story and Budget Concerns</b></p> <p><b>4. Engaging Admin Board and University Department Chairs</b></p>	<p>All</p>	<ul style="list-style-type: none"> <li>• See Comments below under Student Institute/budget updates.</li> </ul>	
<p><u>Partnership Area of Focus #2: Improve Recruitment of Work Force and Resource Families</u></p> <p><b>Activities:</b></p> <p><b>1. Student Institute /budget update</b></p>	<p>Ray</p> <p>Ray/All</p>	<ul style="list-style-type: none"> <li>• Marian is checking to see if Student Institute is still a go. Concerns regarding the budget holdbacks. Marian is also inquiring into the number of stipends for next year. Currently no word back on either budget concern.</li> <li>• Discussed briefly how much money</li> </ul>	

	Ray	<p>State general fund contributes to the overall Scholars Program. Information is inconsistent. DHW reports some percentage is used, although very small. A separate report done by Don Schmidt, IV-E expert and consultant to Idaho indicates the Scholars program is cost neutral to the State as Federal Funds and University Match offset any general funds used. Kathy and Roxanne will have Larry and Sandy work with Steve Seales so that this information is reported accurately. This information would be beneficial to share with Program Managers and others in leadership positions as to avoid any more confusion about the cost of the program.</p> <ul style="list-style-type: none"><li>• In an attempt to accurately represent the Scholars Program, Butch met with Michelle to talk about the upcoming legislative session and to see what information she will need to talk about the program. Butch shared the bullet points that were put together by this Board and others in an attempt to show the outcomes of the program.</li></ul>	
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<p style="text-align: center;"><b>2. Focus Groups</b></p> <p><u>Partnership Area of Focus #3: Mitigate Disparate Outcomes for Children/Youth of Color</u></p> <p><b>Activities:</b> 1. FFI's Diversity Plan</p>		<p>This will be revised and resubmitted to Michelle. Patty also sent email to Social Work directors soliciting input and an interest in helping to promote the program. Eleanor Downey has some legislative contacts and will consult with her legislators.</p> <ul style="list-style-type: none"> <li>• Patty is assembling Focus Group data from last year's Student Institute into categories to see how it can inform the next round of focus groups and to inform Scholars Policy.</li> <li>• Christelle offered several suggestions regarding working with Native Tribes and how to further strengthen diversity plans: <ol style="list-style-type: none"> <li>1. Each tribe is a separate Government with their own unique programs.</li> </ol> </li> </ul>	
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		<ol style="list-style-type: none"> <li>2. Instead of language work with "Tribe" be more specific</li> <li>3. Universities most likely will work with several different Tribes.</li> <li>4. Go into Tribal communities to do the work.</li> <li>5. Include alumni students of color as mentors and role models.</li> <li>6. Collaboration to include Department of Education, DHW and Tribes (Mary Jane Oatman-Wacwac oversees the Department of Education)</li> <li>7. Include Bureau of Indian Affairs who offers Scholarships to students.</li> <li>8. Work with recruiters at University</li> </ol> <ul style="list-style-type: none"> <li>• Additional Note: Shoshone-Bannock Tribe is considering IV-E contract; and, Nez Perce tribe is meeting to discuss IV-E contracting.</li> <li>• Scholars Board appreciates the diversity plans and the effort by field coordinators.</li> </ul>	
<p><b><u>New Ideas/Work</u></b></p>	<p>Ray</p>	<ul style="list-style-type: none"> <li>• Ken, Ray, Kathy, Roxanne, Eleanor and possibly Mark will begin work to</li> </ul>	

<p><b>*Staff Student/FOCUS background check</b></p>		<p>address policy issue around background checks and FOCUS checks. Ray will send email to group to find times to discuss issue. Admin Board meets on the 20<sup>th</sup> of November and if this work can be done by then, Mardell will request it be put on their agenda. (This work has not been started due to other work efforts taking priority).</p>	
<p><b>*HR: Volunteer Application</b></p>	<p>Bri/Ray</p>	<ul style="list-style-type: none"> <li>• Will address at next meeting.</li> </ul>	
<p><b>*Central Database for Scholars Program</b></p>		<ul style="list-style-type: none"> <li>• Group formed to address this issue: Robert Hernandez, Roxanne Printz, Ray, Brian Baldwin, Larry Bierle and Sandy Cobb. EWU has student intern programmer who will help with this project. Next meeting needs to be arranged by whom?</li> </ul>	
<p><b>*Staff Region 6 ISU Student and situation</b></p>		<ul style="list-style-type: none"> <li>• Staffed student from ISU: Scholars Program will continue to support her</li> </ul>	

<p>regarding counting family tech hours toward work obligation</p> <p><b>*Employment Register Changes: LCSC student</b></p> <p><b>*Next Face to Face Meeting and location</b></p>		<p>with licensing, but will not count family tech employment as fulfilling work obligation. Also, may need some clarification on work obligation and whether this has to be in social work position or not. In past the State has adhered to the policy that work obligation needs to be in social work capacity, which is consistent with Federal Guidelines. However, is there room to be flexible around this?</p> <ul style="list-style-type: none"> <li>• Employment registers changed and so students will need to get on the Child Welfare 1, 2 or 3 registers--Depending upon their education and experience. Staffed LCSC student who was on the social work register at the time this change occurred and Board agreed she should not be collected upon as she had followed the requirements of her contract at the time.</li> <li>• Face to face meetings will not occur until further notice based upon budget holdbacks.</li> </ul>	
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<u><i>Next meeting &amp; Agenda</i></u>		<ul style="list-style-type: none"><li>* Start Date/Time: Feb 19 2009 10:00 AM MST, Thu</li><li>* End Date/Time: Feb 19 2009 12:00 PM MST, Thu</li><li>* Duration: 2 hr 00 mins</li><li>* Total Ports: 13</li></ul> <p>AUDIO CONFERENCE ACCESS INFORMATION:</p> <p>-----</p> <ul style="list-style-type: none"><li>* USA Caller Paid/International Toll : (954)797-1657</li><li>* PARTICIPANT CODE: 438899</li></ul>	