

CALIFORNIA SDM CORE TEAM QUARTER 2 WEBINAR
December 12, 2018 Notes

I. Welcome and introductions; review of/additions to today's agenda

II. Updates and announcements

- Hotline Tool Revisions: CRC is holding off on starting consistency testing until final revisions are fine-tuned – in discussions with CDSS. Will be in contact with next steps for counties who have volunteered to participate in testing will complete revised hotline tools on some mini vignettes when revisions are solidified.
- Working to coordinate conversation with CDSS partners to align SDM system with CANS assessment – hoping to have updates soon with regards to alignment of CANS with additional assessments.
- Upcoming on-site activities for training and trainer activities for Spring 2019:
 - o California Training Academy April 9 – 11, 2019 in Fresno – will be hosting NCCD and about 30 participants for a 3 day to teach *brand new trainers* of SDM - how to teach the SDM assessment system, including components of Common Core. If attempting to bring new SDM trainers on board – this is an opportunity to support that.
 - o For others wanting more advanced integration
 - May 22 @ CDSS, 9 – 4pm in person,
 - In Person Instructor Forum, June 11, 2019 – location TBD.

III. Review of quarterly Core Team webinar goals and format, including educational topics for future webinars

- Discussed future topics and elicited feedback regarding upcoming webinars. Participant requests include:
 - o SDM Integration with Core Practice Model
 - o SDM decision support for in case promotion decisions (x3)
 - Specifically, discussion around what interventions are most appropriate for unfounded or inconclusive referrals

- Explore what conversations with county-counsel around this look like
- CQI or Quality Assurance around tool assessment
 - Timely completion of risk reassessment
 - Accurate completion
 - Supervision including use of tool.
- SDM as a part of practice:
 - how to ensure workers are completing Safety Assessment at time of investigation vs. paperwork done at closure.
 - What are the ways that infrastructure for casework practices embed those expectations as part of the routine interaction
 - How can supervisors support this?
 - Policy?
 - Building practice skills with workers

IV. Open forum: Recent successes, challenges, and questions around SDM® implementation efforts

Sacramento County - continuing targeted efforts to improve Safety Assessment Quality.

- For example, when to close out a safety threat. Attending mini-workshops with workers and supervisors, when you mark a threat, and threat has been resolved, what are next steps? Resulted in discussion about other areas of safety planning/assessments that were challenges for staff.
- Initiated these efforts in response to ACL that discussed the importance of closing accurate safety assessment. Process started with management team discussing ACL letter and how it applied to casework. Included SOP coach from UC Davis. Second Phase was to go to each bureau and meet with each supervisor to review vignettes and build consistency across tools. Then moved to workers, holding mini-workshops discussing with workers (10-12 at a time) challenges with safety assessment. Encouraged sups to come so they became familiar with challenges and dilemmas described by workers. Format was 90-minute workshop – presentation, small group discussion, and targeted application (vignette or personal example from the group)

Other Counties discussed shared challenges in how to support accurate completion of Safety Assessments, consistency on what constitutes a safety threat, Safety Planning. Discussed Safety assessment and Planning as a PROCESS, versus a recording.

V. Educational topic: Aligning local policy to support a high-fidelity SDM implementation

- Group Discussion: Why is local policy alignment critical for a high-fidelity SDM implementation?

Throughout the history of SDM Implementation, many different cohorts and counties working to implement SDM. Often prioritize training, and hopeful that practice takes hold, without focusing on additional infrastructure that supports implementation (Policy, CQI/Supervision, Micro-learnings). Training alone does not change behavior – important to recognize the importance of policy alignment and integration of critical pieces of practices.

Local policy provides the structure for consistency and uniformity in how we intend to do practice as child welfare.

Participant Discussion: Building clear policies that outline what happens when local protocols or policy is in conflict with SDM Policy? How staff should handle conflicting guidance (ex: Positive-tox baby always requiring Immediate Response, regardless of evidence of impact on child (THC))

- Reviewed Resource 1: Proposed Policy and Procedures and Policy Guide Format
- Discussion Question: When thinking of your agency policies, where do you feel your agency is in relation to these general goals? What specifically accounts for that? How might your agency take steps to move toward your goals?
- Resource 2: Evidence of Integrated SDM Policy

VI. Application/Peer Learning: Challenges, dilemmas, and innovative approaches to SDM policy integration

Participant Discussion:

- Building clear policies that outline what happens when local protocols or policy is in conflict with SDM Policy? how staff should handle conflicting guidance (ex: Positive-tox baby always requiring Immediate Response, regardless of evidence of impact on child (THC))
- Rigorous Safety Planning in response to identified Safety Threats

VII. Closing and feedback:

Next Steps/Feedback for future webinars

- Appreciate hearing other county examples
- Webinar format can make the discussion difficult – would be helpful to have prompts ahead of time for group discussion.
- Possibility for a blog, or chat room, for TA support throughout year – platform to ask questions of other counties, share resources.