



**COUNTY OF SAN DIEGO**  
**BOARD OF SUPERVISORS**

1600 PACIFIC HIGHWAY, ROOM 335, SAN DIEGO, CA 92101-2470

COUNTY OF SAN DIEGO  
2019 JUL -1 PM 2:14  
CLERK OF THE BOARD  
OF SUPERVISORS

**AGENDA ITEM**

**13**

**DATE:** July 9, 2019

**TO:** Board of Supervisors

**SUBJECT**

**IMPROVING OUTCOMES FOR CHILDREN AND FAMILIES THROUGH  
ENHANCED TRAINING OPPORTUNITIES (DISTRICTS: ALL)**

**OVERVIEW**

As the Board of Supervisors' representatives and co-chairs of the Child and Family Strengthening Advisory Board it is our pleasure to bring forward this board action in response to the Child Welfare Services Review Working Group's recommendations to enhance training and continuing education for new and current social workers.

Classroom and field trainings are critical to promote effective practice, increase worker confidence and achieve optimal outcomes for youth and families. By increasing the amount and types of trainings for social workers when onboarded, and as they advance through their career, we will be able to maintain it ensures a skilled and resilient workforce. This added support may also lead to reducing turnover and improve job satisfaction.

This action is timely as our Board recently approved 125 new full-time social workers to Child Welfare Services' workforce in the Fiscal Years 2019-21 Operational Plan.

Since 1996, the San Diego State University Research Foundation (SDSURF) has delivered a series of core, advanced, and specialized training courses to Child Welfare Services (CWS). The SDSURF also provides ongoing development opportunities, which are advanced trainings for all CWS staff, including supervisors and managers. Ongoing development opportunities include coaching, advanced training, and simulations, which enhance safety and risk assessment application during investigations and open cases with an opportunity for coaching and feedback.

We encourage CWS to engage with the Children and Family Strengthening Advisory Board to obtain input on additional trainings that will help improve social worker skills.

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Today's item requests approval to amend CWS's current contract (number 553340) with the SDSURF allowing the contract to exceed one million dollars annually. This will give CWS the flexibility to increase staff trainings as needed to ensure CWS staff are properly trained in accordance with best practices, the latest legislation and in alignment with the recommendations of the Child Welfare Services Review Working Group.

This action supports the County's *Live Well San Diego* vision by furthering efforts to protect vulnerable children from neglect and abuse by supporting a well-trained and prepared workforce that is culturally sensitive to the needs of the community to ensure youth and families are living healthy, safe and thriving.

**RECOMMENDATION(S)**

**VICE-CHAIRMAN GREG COX AND SUPERVISOR NATHAN FLETCHER**

- 1.) In accordance with the Board Policy A-87, Competitive Procurement and Administrative Code Section 401, direct the Chief Administrative Officer to enter into negotiations with San Diego State University Research Foundation and upon a determination of a fair and reasonable price, amend contract number 553340 to include additional trainings and increase the annual contract amount in excess of one million dollars per contract year, subject to the availability of funds; and to amend the contract as required to reflect changes to services, funding allocations, and input from the Child and Family Strengthening Advisory Board.
- 2.) If additional training components become necessary, direct the Chief Administrative Officer to authorize additional training components to be added and amended; the annual contract amount shall not exceed \$1,650,000.

**FISCAL IMPACT**

Funds for this request are included in the Fiscal Year 2019-20 Approved Operational Plan. If approved, this request will result in costs and revenue of approximately \$1,650,000 in Fiscal Year 2019-20. The funding sources are Social Services Administrative Revenues and Realignment. There will be no change in net General Fund cost and no additional staff years.

**BUSINESS IMPACT STATEMENT**

N/A

**ADVISORY BOARD STATEMENT**

On January 15, 2019, the Child Abuse Prevention Coordinating Council (CAPCC) reviewed this item as an informational item.

**BACKGROUND**

As the Board of Supervisors' representatives and co-chairs of the Child and Family Strengthening Advisory Board it is our pleasure to bring forward this Board action in response to the Child Welfare Services Review Working Group's recommendations to enhance training and continuing education for new and current social workers. CWS currently contracts with the San Diego State

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University Research Foundation (SDSURF) for the training needs of its workforce. We propose expanding this contract in accordance with recommendations from the Working Group.

In August 2018, a time-limited Working Group was established to complete an assessment and report on the state of our child welfare system. The Working Group identified and addressed their recommendations in a report provided to the Board of Supervisors on December 11, 2018 (12). The Working Group highlighted the need to improve CWS's workforce development efforts and made specific recommendations in several areas including training.

Additional trainings aligned with the recommendations and specific to SDSURF can be added to the curriculum and include:

- created advance simulations on child safety and quality visits;
- increased deliverables of quality supervision simulations; and
- enhanced manager level coaching on secondary traumatic stress and stress management.

Since 1996, the SDSURF has provided training and development to CWS staff. The SDSURF is familiar with CWS initiatives, requirements, policies and practices. The SDSURF provides training services that focus on safety, permanency, and the well-being of families in the child welfare system.

The SDSURF is contracted with the California Department of Social Services (CDSS) to provide the required Common Core initial training for new CWS social workers. Core classes are standardized training classes for child welfare workers throughout the State of California. The curriculum is created by the CDSS through the California Social Work Education Center housed at the University of California, Berkeley and is required for all new social workers throughout the state.

In addition to initial training for new social workers, the SDSURF also provides ongoing development opportunities, which are advanced trainings for all CWS staff, including supervisors and managers. Ongoing development opportunities include coaching, advanced training, and simulations, which enhance safety and risk assessment application during investigations and open cases with an opportunity for coaching and feedback. Specialized training courses include a Cultural Responsiveness Academy, a series in which CWS staff actively participates in creating solutions to reduce disproportionality of certain ethnic groups in the child welfare system.

The San Diego County Probation Department's (Probation Department) juvenile institutions and field officers will also have the opportunity to benefit from this expanded contract with SDSUR. These training experts will establish enhanced trainings that are aligned with the Probation Department's Youth in Custody Practice Model offered through Georgetown University. With the recent implementation of new priorities, such as collaboration and continued cross-training, there is recognition of the interconnectedness of CWS and the Probation Department which both aim to serve youth and families.

As approved in the Fiscal Years 2019-2021 Operational Plan, the Child Welfare Services workforce will increase by 125 new social workers. As such, it is an opportune time to retool and expand the current training curriculum. By further investing in our team of social workers it

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represents our commitment to positive outcomes for children and families. These actions align with the Child Welfare Services Review Working Group recommendations. We encourage CWS to continue to gather input from the Child and Family Strengthening Advisory Board on CWS workforce development needs.

Today's requested action is to amend contract number 553340 to exceed one million dollars annually beginning Fiscal Year 2019-20 to support ongoing training which includes simulations, core curriculum, and advanced trainings. The annual contract amount shall not exceed \$1,650,000.

We urge your support in improving outcomes for children and families through enhanced training opportunities for our workforce.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

This action supports the Building Better Health and Living Safely initiatives in the County of San Diego's 2019-24 Strategic Plan, as well as *Live Well San Diego* by ensuring that Child Welfare Services strengthens families and that these children and families are healthy, safe, and thriving.

Respectfully submitted,



GREG COX  
Vice-Chairman, First District



NATHAN FLETCHER  
Supervisor, Fourth District

**ATTACHMENT(S)**

N/A

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**AGENDA ITEM INFORMATION SHEET**

**REQUIRES FOUR VOTES:**          Yes        No

**WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED**

   Yes        No

**PREVIOUS RELEVANT BOARD ACTIONS:**

December 11, 2018 (12), the Board reviewed the Child Welfare Services Review Working Group report and recommendations; May 14, 2002 (7), the Board approved a sole source contract with the San Diego State Research Foundation

**BOARD POLICIES APPLICABLE:**

A-87 Competitive Procurement

**BOARD POLICY STATEMENTS:**

Pursuant to A-87, Procedure section 2.B. (categorical exemptions for educational services), this is a procurement for educational services with San Diego State Research Foundation, a not-for-profit organization.

San Diego State Research Foundation is the single source of educational services contracted with the California Department of Social Services to provide Common Core training for Child Welfare Services social workers in the Southern California region.

**MANDATORY COMPLIANCE:**

N/A

**ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):**

Contract Number 553340

**ORIGINATING DEPARTMENT:** First and Fourth Districts

**OTHER CONCURRENCE(S):**    N/A

**CONTACT PERSON(S):**

Khea Pollard

Name

(619) 531-5511

Phone

Khea.Pollard@sdcounty.ca.gov

E-mail

Stephanie Gioia-Beckman

Name

(619) 531-5544

Phone

Stephanie.Gioia@sdcounty.ca.gov

E-mail