Notes from the Workforce Development Group Web Conference
May 4, 2012, 1-2pm PST

Participants:
Janet Walker, Organizer
Colleen Meyer
Janet McIntyre
Manuel Lua
Rosalyn Bertram
Connie Conklin (???)
Laura Burger Lucas
???

Summary:
Next call scheduled June 1 at 1 Pacific/4 Eastern
Keep updated on the NWI website:

Action Items:
• Everyone, please send a brief blurb about yourself to Nancy (nancyf@pdx.edu) by way of introduction to the group.
• Janet will work on reformatting the discussion page on the NWI website to make it more useful. We will abandon the Google site. Janet will also post the documents to date plus new documents.
• Rosalyn will post a summary of her students’ comments regarding the theory of change
• Rosalyn and Colleen offered to share some documents: Rosalyn on data-driven supervision/coaching, Colleen on certification in NJ. Anyone else, feel free to send docs to post.
• Everyone, please focus on theory of change descriptions this month – post comments and/or share during the next call.

Notes from the Discussion: (Thanks to Laura for recording!)

Discussed whether Google Sites was the best tool to facilitate this group discussion. Group members seemed to prefer the NWI website so it was agreed that would be the plan moving forward.

Janet: Provided information about the history of the workgroup, what’s been done so far, etc.

1. Group worked on printed resources including an Implementation Guide. Copies are available from the NWI website.
   a. Janet said there is a need for more collaborative work in this area, and proposes that this be the first task this workgroup.
3. Some preliminary work on clarifying what facilitators need to know at different phases of their careers as facilitators: pre-hire, initial training, mature training, expert level. Also some work was done on how to supervise wraparound staff and ensure appropriate professional development.
4. Notes related to the workgroup’s most recent call were emailed to members.

Colleen (in response to a question about what the group should focus on): Everything, particularly “non-negotiables”.

Rosalyn: While there is a need for consensus it will be important to test things out before we consider them “non-negotiables”.

Manuel: Agreed with Rosalyn about “non-negotiables”. Added that the group needs to focus on supervisors. He’s been asked to train multiple counties more than once.
M: Attention must be paid to supervisors or practice falls apart. Ideally, supervisors would be experienced practitioners.

Laura: Agreed that practice experience is useful for supervisors. Noted that not all facilitators have management experience or well developed management skills.

Manuel: Leadership training is essential for both facilitators and supervisors.

Janet: The theory of change is very useful to serve as a foundation for training.

Manuel: Has been approached to discuss aftercare following disenrollment from wraparound. Questions why that’s needed if we “do good wrap”. If principles are followed sustainability will be achieved.

Colleen: Really liked the theory of change article (2011). Thought “you nailed it”.

Rosalyn: Teaches a graduate course on collaborative strengths based practice. Her students felt the first theory of change article (2008) was superior to the 2011 version, felt the most recent version “oversimplified” the subject.

Janet: Asked how culture should be incorporated into the theory of change? “To what extent is it important for the facilitator to understand the family’s culture?”

Laura: New (to me) statement in the 2011 version speaks to the importance of needs statements reflecting the specific function of the behavior. This speaks to family culture - no two people act the same way for the same reason.
Colleen: Sees it more simply: if you “nail” the 10 principles isn’t that enough to bring change about?

Manuel: Facilitators bring their own cultural influences and theories of change to the table. They sometimes neglect the interventions families are using to survive and address their own needs.

Janet: Suggested that the group critique the two theory of change articles. How might the documents be improved? What should be added, clarified? Proposed that the group’s suggested edits be forwarded to the larger core group for review.

J: Discussed how the NWI website will be used to facilitate discussion amongst group members. Agreed to post relevant documents and encouraged members to post their comments on the group site.

Rosalyn: Will be publishing an article. She was encouraged to post it on the group discussion page.

Janet: Explained how the workgroup site functions and reviewed the changes she will make to the forum.

Colleen: Has some updated information on NJ’s certification process. Is happy to share.

Janet: Encouraged Colleen, others with relevant materials to share what they have. Also, if anyone has access to any other theories of change, please send them so they can be posted.

J: Requested that work group members submit a short bio (“a couple of sentences”) and submit it to Nancy Ferber (nancyf@pdx.edu).

J: Encouraged group members who are attending the Institutes to contact her if they want to get together there.

Next teleconference scheduled for June 1, 2012 at 1pm PST.

Submitted by:
Laura Burger Lucas
May 4, 2012