



California Alliance  
OF CHILD AND FAMILY SERVICES

## Winter 2012 Executive's Conference

February 15 - 17, 2012

The Stanford Court Renaissance Hotel

905 California Street – Nob Hill

San Francisco, CA

(415) 989-3500

**Wednesday, February 15, 2012**

### CONFERENCE BEGINS

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<b>8:00 a.m. – 8:45 a.m.</b>	<b>Registration and Continental Breakfast</b>	<b>Stanford Foyer</b>
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<b>8:45 a.m. – 9:00 a.m.</b>	<b>Welcome &amp; Conference Overview</b>	<b>Stanford Ballroom</b>
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Jim Roberts

President, California Alliance of Child And Family Services

Carroll Schroeder

Executive Director, California Alliance of Child And Family Services

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<b>9:00 a.m. – 10:00 a.m.</b>	<b>Change is Inevitable, Except from the Vending Machine</b>	<b>Stanford Ballroom</b>
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**Policy**

Carroll Schroeder

Executive Director, California Alliance of Child and Family Services

The world is changing rapidly, and in response the Alliance is changing to better support its members as they adapt. Implementation of the Affordable Care Act and the advent of federal and state parity legislation will alter who receives mental health services, how are delivered to children, who pays for them and how. Realignment will further devolve onto counties responsibility for funding, administering, providing and contracting for publically funded child welfare and children's mental health services, foster care, and adoptions. With adoption of AB 114, responsibility and funding for educationally-related mental health services has moved from county mental health departments to SELPAs and local education agencies. Schools want new and different services, old services in new configurations. And it's all happening very quickly.

These changes have far reaching implications for Alliance members as they strive to improve the lives of vulnerable children and families. Mr. Schroeder will discuss the changes, prognosticate on how the changes may impact Alliance members, and discuss what the Alliance is doing to help member agencies adapt to this rapidly changing world.

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**10:00 a.m. – 11:00 a.m.**

**The Importance of Permanency: A Foster Youth Alumni Perspective**

**Practice**

Nicole Dobbins  
Executive Director, Voice for Adoption



**Stanford Ballroom**

*Sponsored by Lilliput Children's Services*

This session will provide the audience with a former foster youth perspective about the importance of permanency. The presenter will share personal experience with exiting foster care without stable and permanent connections to adult figures. The presenter will explore options for ensuring more youth exit foster care to permanency. Participants will learn about the importance of establishing adult connections for youth in foster care and the presenter will provide tips and advice for talking to teens about building permanent relationships. Participants will also learn about national adoption advocacy efforts and federal policies and initiatives that exist around child welfare.

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**11:00 a.m. – 11:30 a.m.**

**Break**

**Stanford Foyer**

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**11:30 a.m. – 12:30 p.m.**

**Aahhh, The Fog May Be Lifting**

**Stanford Ballroom**

**Policy**

Will Lightbourne  
Director, California Department of Social Services

The 2011-12 California state budget realigned from the state to the counties the full cost of providing child welfare and foster care services, along with a funding source to pay for the services. In April 2011, Governor Jerry Brown appointed Will Lightbourne to head the California Department of Social Services. Formerly the director of three county social services agencies – Santa Clara, San Francisco, and Santa Cruz – Mr. Lightbourne is uniquely qualified to steer the state department and the counties that administer the social services system through this transition.

Mr. Lightbourne will discuss the next steps in the realignment process, including prospects for protections for child welfare and foster care funding, how increasing costs due to litigation and federal mandates will be handled, and how the state plans to exercise its policy making authority in a fully realigned system. He will also address the department's plans for congregate care reform with particular emphasis on the RBS Reform project, and the progress of discussions on reform of the ITFC rate system.

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**12:30 p.m. – 1:45 p.m.**

**California Alliance Membership Business Meeting, Accreditation Recognition and Luncheon**

**Stanford Ballroom**

Jim Roberts  
President, California Alliance

Karen Alvord  
Vice President/President Elect, California Alliance

Mary Kaye Gerski  
Secretary and Chairperson, Membership Committee, California Alliance

The President will welcome new member agencies and executives, and report on the Alliance budget for 2012. Member agencies that have completed the accreditation process will be honored with presentation of their Accreditation Certificates.

**2:00 p.m. – 3:30 p.m.**

**Concurrent Workshops (Two Workshops begin at 2:00 p.m.)**

**Workshop 1A**

**Getting Solid: Helping Youth Create Lifelong Links to Supportive Adults**

**Stanford Ballroom**

**Practice**

Nicole Dobbins  
Executive Director, Voice for Adoption  
Andy Wagner  
FosterClub All-Star intern



***Sponsored by Lilliput Children's Services***

This workshop explores youth perspectives about permanence: why they want it, why they fear it, and why it's so important that they are involved in making it happen. Participants will be introduced to FosterClub's Permanency Pact, a tool that can be used to help facilitate a lifelong kin-like relationship between a young person and a supportive adult. Particularly for youth who may be resistant or apprehensive about legal or parental forms of permanence, the Permanency Pact can serve as a stepping stone toward permanence. The workshop includes first-hand youth perspectives on permanence and ideas for initiating conversations on the subject.

**Workshop 1B**

**Working with SELPAs and Districts In A New Era**

**Nob Hill Room**

**Practice**

Emi Johnson  
Former SELPA Director, El Dorado County Office of Education  
Scott Mastroianni  
Director of Education, Casa Pacifica  
Lihi Rosenthal  
Director of Education, Seneca Center

The transition of responsibility for the provision of mental health services from County Mental Health departments to Education has triggered a reform in the way that services are delivered to students. This work shop will provide pertinent information related to the transition, important information related to navigating the world of education, and samples of partnerships that have been successfully negotiated.

**Workshop 1C**

**Federal and State Labor and Employment Laws: New Developments and Old Issues Affecting Nonprofit Agencies Serving At-Risk Children and Families**

**California Ballroom**

**Management**

Brian Dixon  
Shareholder  
Littler, Employment & Labor Law Solutions Worldwide

There are a wide variety of federal and state laws and regulations governing wages and hours, and other employment issues. Mr. Dixon will discuss recent changes and federal and state requirements, including new developments in case law. Mr. Dixon will also discuss perennial employment issues affecting foster care providers [e.g. overtime in residential care and exempt status employees].

**3:30 p.m. – 4:00 p.m.**

**Break**

**Stanford Foyer**

**4:00 p.m. – 5:30 p.m. Concurrent Workshops (Two Workshops begin at 4:00 p.m.)**

**Workshop 2A** ***Katie A. Settlement – Just another ‘Program’ or will it be ‘System Change:’ Implementing the Katie A. Settlement on Behalf of Children, Youth and Families*** **Stanford Ballroom**

**Policy/Practice**

Rick Saletta  
Federal Special Master, Unites States District Court, Central District Court of California, Los Angeles

Debbie Manners  
Senior Executive Vice President, Hathaway-Sycamores Child and Family Services

Provide an overview of the Katie A. Settlement Process, including a brief history of the Court Case and of the ‘Interest Based Decision Making Framework’ used by the Katie A. Workgroup to reach the Court Approved Settlement. Identify the key elements of the Settlement Agreement and expected timeframes for implementation.

Provide an update on the Negotiation Workgroup’s progress on finalizing an Implementation Plan.

Identify opportunities and challenges ahead with some thoughts on, ‘Do the Stakeholders potentially effected by Katie A. want ‘Just a Program’ or ‘System Change?’ and just what that might mean for the Alliance and other key stakeholders.

**Workshop 2B** **Children and Family Services: Performance Excellence in the 21st Century** **Nob Hill Room**

**Management/Practice**

William P. Martone, MS  
President/CEO, Hathaway-Sycamores Child and Family Services

Jana Schrock, PsyD  
Assistance Vice-President/ Hathaway-Sycamores Child and Family Services

Khush Cooper, PhD  
Co-Founder, Holarchy Consulting Services, LLC

Rachel White, MBA  
Co-Founder, Holarchy Consulting Services, LLC

Today, foster care and related mental health providers find themselves in the midst of tectonic and chaotic socio-economic shifts impacting the increasing demand, decreasing funding, and the nature of how care is to be contracted and administrated. To quote Yogi Berra, “The future ain’t what it used to be.” For organizations facing these circumstances, this creates the need for a different leadership style and an organizational nimbleness not often seen in social services - leadership with a heightened service and business acumen that responds strategically and tactically to ensure the Vision, Mission, and Values of the organization are met.

This presentation and panel discussion will overview the approach taken by Hathaway-Sycamores to integrate the salient features from Joint Commission, service innovation, and the Malcolm Baldrige National Quality Award into a leadership and organizational framework in response to the events of the recent and foreseeable future.

**5:30 p.m. – 7:00 p.m. Exhibitor Reception** **Fournous Oven’s**

## Thursday, February 16, 2012

### CONFERENCE: 8:30 A.M. – NOON

**7:30 a.m. – 8:45 a.m. Registration and Continental Breakfast Stanford Foyer**

**8:45 a.m. – 10:00 a.m. Implementation of the Affordable Care Act: Opportunities for Collaboration and Partnership Stanford Ballroom**

**Policy/Practice**

Herb K. Schultz

Region IX Director, U.S. Department of Health and Human Services

On March 23, 2010, President Barack Obama signed into law the Patient Protection and Affordable Care Act (ACA), a historic law that provides the biggest reforms of our era. This presentation will provide a look at the major pieces of the law, including its consumer protections to prevent insurance industry abuses, affordability and security provisions for those with coverage, new options for those without coverage, and new programs to improve care quality and encourage prevention and wellness. It will also examine the current status of the ACA's implementation, and highlight the impact it will have on child and family care.

**10:00 a.m. – 10:30 a.m. Break Stanford Foyer**

**10:30 a.m. – Noon Concurrent Workshops (Three Workshops begin at 10:30 a.m.)**

**Workshop 3A**

**Strengthening Supervision and Consultation: An Overview of the Managing and Adapting Practices (MAP) Supervision/Consultation Program**

**Stanford Ballroom**

**Practice**

Bruce F. Chorpita, PhD.  
PracticeWise, LLC

This 90 minute workshop will provide an overview of principles and strategies for supervisors seeking to implement or sustain the use of evidence based approaches to clinical care. Specific components of the Managing and Adapting Practice (MAP) supervision model will be outlined, including a review of 14 “common elements” of supervision practice. The workshop will focus on strategies for developing the competence of supervisees in the delivery of evidence-based care on overarching ideas and processes that are important implicit aspects of managing an evidence-based system.

This workshop assumes no prior technical competence in the MAP system but rather is designed to give an overview and illustration that can generalize to a variety of clinical contexts.

**Workshop 3B**

**Foster Family Agencies, Negligence, and Liability**

**Nob Hill Room**

**Management**

Ellen Aldridge, J.D.

Labor & Employment Risk Manager, Nonprofits Insurance Alliance of California (NIAC)

Katharine Spaniac, J.D.

Partner, Cihigoyenette, Grossberg & Clouse

This workshop will explore the decision of the California Court of Appeals in Garcia v. W & W Community Development (2010) which held that the foster family agency had no vicarious liability for the negligent acts of the foster parents related to the death of a foster child because the foster agency was not negligent in the selection or training of the foster parents and they were properly classified as independent contractors. Kathy Spaniac, the chief trial counsel for W & W

Community Development, will discuss the facts of the case which supported that the placement decision was not negligently made and the factors that were essential to establishing the foster parents as independent contractors.

Ellen Aldridge will also provide a brief overview of the legal requirements for appropriately establishing independent contractor relationships, focusing on the tests established by the IRS and various employment laws, and the penalties for misclassification. A sample independent contractor agreement will be reviewed and provided to program participants.

### **Workshop 3C**

#### **Practice**

### **Lesson Learned So Far: An Interim Report on the Residentially Based Services Reform Project**

John Franz M.S., J.D.  
Consultant, Paper Boat Consulting

**California Ballroom**

In the RBS Reform Project public-private partnerships from four counties (San Bernardino, Los Angeles, Sacramento and San Francisco) were chosen to develop and implement innovative programs that integrated residential and community based services for children who would otherwise likely have remained in residential care for many years. After more than a year of operation, interviews with the participants have identified 5 key lessons learned about what it takes to develop and operate non-traditional service options.

This workshop will provide a quick overview of the RBS models that were developed, review the lessons learned so far and discuss how they might be applied to future program development projects.

## **CONFERENCE ADJOURNS – NOON**

**Friday, February 17, 2012**

**GHA CEU/EXECUTIVE MANAGEMENT TRAINING SERIES: 8:30 A.M. - 2:00 P.M.**

**GROUP HOME ADMINISTRATOR CEU/EXECUTIVE MANAGEMENT TRAINING SERIES:  
8:30 AM -2:00 PM**

***NON-MEMBERS – ADDITIONAL CHARGE OF \$150 TO ATTEND SESSIONS***

**8:30 a.m. – 1:00 p.m. Group Home Administrator CEU/ Executive Management Training Series**

**8:30 a.m. – 9:30 a.m. Emerging Cyber Liability and Privacy Issues Stanford W Ballroom**  
**Management/Practice** Debbie Elliott  
Assistant Vice President - Underwriting  
Philadelphia Insurance Companies

In today's economy, businesses of every size, shape and type store, transmit or process information. Most organizations employ information technology and the Internet to efficiently conduct business and serve their customers. While providing tremendous advantages, this integration of business, technology and data reliance also raises novel and complex legal issues.

This presentation will highlight the risks associated with collecting and storing personally identifiable information and protected health information. We will discuss briefly the changes in the legal and regulatory environment on privacy liability issues and discuss risk management and risk transfer solutions available for mitigating this exposure.

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**9:45 a.m. – 11:45 a.m.**      **New Models for New Era: Developing Innovative Group Care Business Models that Integrate Permanency, Safety, and Well-Being in California’s Rapidly Changing Human Services Environment**      **Stanford W Ballroom**

**Management/Practice**      John Franz M.S., J.D.  
Consultant, Paper Boat Consulting

A variety of forces are pushing private providers in California to develop new, more effective and more efficient service models. The Katie A. settlement, Realignment, the end of AB 3632 as a way of obtaining and delivering mental health services, the group care redesign effort by CDSS, and the decimation of county agency staff through multiple waves of budget cuts will create new challenges but also new opportunities for innovators.

This workshop will introduce a framework that group home administrators can use to guide the program innovation process in their agencies, with a focus on developing value added strategies for helping county agencies help the children and families they serve achieve permanency, safety and well-being more quickly and reliably.

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**12:00 a.m. – 2:00 p.m.**      **Maximizing the Assets of Your Board of Directors**      **Stanford W Ballroom**

**Management**      Richard Callahan  
Associate Professor, University of San Francisco, School of Management, Public and Nonprofit Administration

An effective board of directors is essential to sustaining a non-profit organization. This workshop will provide a review of the elements most correlated with effective boards. This begins with recruitment and includes role clarification for board members, agency leadership expectations, and establishing a values-driven working relationship between the board and the staff. Dr. Callahan will provide examples of highly effective board members as well as strategies to make the most of board members’ time and skills.

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**ADJOURN GHA CEU/EXECUTIVE MANAGEMENT TRAINING SERIES – 2:00 PM**

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