



**Contra  
Costa  
County**

To: Board of Supervisors  
From: Kathy Gallagher, Employment & Human Services Director  
Date: June 5, 2018

Subject: Contract with Trudi Frazel for Development and Implementation of a Supervisory Framework and Practice Coach Services

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**RECOMMENDATION(S):**

APPROVE and AUTHORIZE the Employment and Human Services Director, or designee, to execute a contract with Trudi Frazel, independent contractor, in an amount not to exceed \$110,000, to develop and implement Supervisory Framework, Coaching and Training services to Children and Family Services Bureau supervisors, staff, and interns during the period July 1, 2018 through June 30, 2019.

**FISCAL IMPACT:**

This contract will increase department expenditures by \$110,000 to be funded with 17% County, 45% State, and 38% Federal revenues.

**BACKGROUND:**

To improve Child Welfare Outcomes, Children and Family Services (CFS) implemented a comprehensive Supervisory Framework within the operational divisions of CFS. The intent is to have a clear and consistent approach to supervisor training and support for all units within CFS inclusive of current policies and practices, child welfare initiatives, and practice behaviors that are effective and efficient. This framework is a three level training approach for supervisors. This includes general training, child welfare core concepts and child welfare

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **06/05/2018** ☐ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

Contact: Gina  
Chenoweth, 925-608-4961

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: June 5, 2018

David Twa, County Administrator and Clerk of the Board  
of Supervisors

By: , Deputy

cc:

program specific topics. Some of the concepts included within this framework are Safety Organized Practice (SOP), Structured Decision Making (SDM), Continuum of Care Reform (CCR), and Commercially Sexually Exploited Children (CSEC).

#### BACKGROUND: (CONT'D)

This contractor was selected through the competitive bid process; Request For Interest (RFI) 621 awarded May 23, 2017. Under this contract, the contractor will serve as the primary trainer and practice coach for new and existing Child Welfare supervisors and staff.

Additional services will include developing and implementing a CFS Intern Program and serving as the supervisor and field instructor for the intern cohort.

#### CONSEQUENCE OF NEGATIVE ACTION:

Valuable training and information will not be provided to CFS Supervisors, staff and interns that impact staff abilities to properly assess and provide services to County youth and families.

#### CHILDREN'S IMPACT STATEMENT:

This contract supports three of the community outcomes established in the Children's Report Card: 1) "Children and Youth Healthy and Preparing for Productive Adulthood"; 2) "Families that are Safe, Stable and Nurturing"; and 3) "Communities that are Safe and Provide a High Quality of Life for Children and Families" by providing child welfare staff with the tools needed to achieve.

#### CLERK'S ADDENDUM

***RELISTED to a future date uncertain.***