**School Social Workers Association of Idaho**

**General Membership Meeting Agenda**

**Boise High School Room B3**

**1010 Washington St., Boise, ID**

**October 7, 2016**

**8am-12pm**

**I. Ethics - The Big Picture: NASW, NASW-ID and School Social Workers, with additional discussion regarding Evaluations, Measuring Student Achievement and the Career Ladder.** Facilitated byRobin Allen, PhD

1. **Reviewed changes to NASW organization.**
   1. NASW has eliminated the Delegate Assembly and members no longer have voting power. Decisions and power resides with about 15 people in the organization.
   2. Reviewed website “Concerned NASW Members” and the powerpoint from their August Town Hall Meeting.
   3. The “Modernization” plan has been in the works since 2001, and in 2011 Chapter Executive Directors voted to dismantle the Delegate Assembly.
   4. There is a petition on Move.org for NASW members only to sign.
2. **How this impacts SSWAI**
   1. Reviewed the understanding we had when we voted to join with NASW Idaho. Members agree that the reasons we joined with NASW (increase membership, provide organizational structure and leadership, assist with promoting the organization and profession) never came to fruition.
   2. Reviewed the letter that was sent to NASW Idaho Chapter Executive Director, Delmar Stone, as well as NASW President and Regional Director.
   3. Reviewed meeting with Delmar and SSWAI Leadership that was held in December 2015.
   4. Information coming from NASW Idaho has been very limited and often contradictory and inaccurate.
   5. New School Social Work Network on NASW Idaho webpage list two new co-chairs, Chris Ahlman and Janelle Stauffer. Both of these positions were appointed despite the fact that we had a leadership team already in place.
   6. Discussed status of legal case. Delmar has not responded to any correspondence from SSWAI. Members were supportive of continuing with legal case to recoup funds from NASW Idaho/NASW.
3. **Ethics**
   1. Reviewed Code of Ethics and identified the Ethics that were violated by Delmar.
      1. Value: Importance of Human Relationships
      2. Value: Integrity
      3. 1.03 Informed Consent
      4. 1.06 Conflicts of Interest (b)
      5. 2.01 Respect (a) (c )
      6. 2.11 Unethical Conduct of Colleagues (c ) (d)
      7. 4.04 Dishonesty, Fraud and Deception
      8. 4.06 Misrepresentation
   2. Reviewed IBOL “Code of Professional Conduct” and identified violations of conduct.
      1. Professional Conduct Code 400 as it relates to NASW Code of Ethics.
4. **Where do we go from here?**
   1. Members discussed whether we have an ethical obligation to notify Delmar of the pending legal proceedings and ethics complaint. Members questioned whether Delmar received any of our correspondence since we did not get any form of confirmation. Discussed drafting another letter with letter from attorney and sending it certified mail.
   2. Members discussed asking for a meeting with Delmar to resolve differences and have money returned to us. If this occurred, members discussed whether or not we would still pursue an Ethics complaint. It would be our ethical obligation to file complaint based on NASW Code of Ethics 2.11 (d).
   3. Sherry Tipping will follow up with lawyer and provide an update, including that our membership agrees to proceed with legal action and formal ethical complaints against Delmar.
   4. Members agreed to 40% of recouped funds would be paid to lawyer.
   5. Sherry will ask lawyer about drafting another letter to Delmar and sending certified mail or courier service to ensure he receives it.
   6. SSWAI will file formal complaint with NASW and IBOL at this time.
5. **Career Ladder**
   1. Sherry Tipping reviewed powerpoint and clarified that some information is statewide and other details are specific to what the Boise School District is doing.
   2. Pupil Personnel will be rolled into Career Ladder in 2016.
   3. Each school district can choose to take funds and incorporate into their salary schedule or have them “flow through” to employees.
   4. Discussed how social workers can measure student growth/achievement and reviewed list that was compiled by Boise School District.
   5. Boise School District social workers will be meeting as a group in November to continue to draft measurement tools.
   6. Blaine County and Nampa School District social workers must write SMART goals before data collection.
   7. Professional Learning Plan (PLP) must be done every year and you must be on the professional rung, show student growth and complete a portfolio in order to qualify for the additional money ($4000).
   8. Robin Allen suggested having a professional development workshop on the Career Ladder for all social workers to share information, measurement tools and how/what to compile in a portfolio.

**II. ByLaws**

1. **Membership**
   1. Membership dues increased to $60 due to the loss of our funds to NASW Idaho.
   2. Four classes of membership now. Moved retired members to Associate membership which increased the dues.
   3. Proposed changes to membership were voted on and approved by members unanimously.
2. **Leadership roles/titles**
   1. Eliminated President Elect and separated secretary/treasurer position.
   2. Executive Board consists of President, Vice President, Secretary, and Treasure.
   3. Terms are 3 years with no term limits.
   4. Members agreed to remove Past President from Executive Board. Proposed changes were voted on and approved by members unanimously.
3. **Duties of Officers**
   1. Eliminated “newsletters” and added website management under Secretary position.
   2. MOU’s with other agencies/organizations must be signed by President.
   3. President will also manage email and other SSWAI correspondence.
   4. Treasurer will manage membership lists and funds.
   5. Vice President continues to Chair the Conference Planning Committee.
4. **Article 5**
   1. Members voted and agreed unanimously to donate any funds left in the SSWAI account to the Idaho Education Association Children’s Fund if the organization dissolves.
   2. This will remain unless an amendment is proposed at a later date.

**III Elections**

1. **President and Secretary**
   1. Sherry Tipping accepted position of President (term October 2016 - October 2019)
   2. Jennifer Young accepted position of Secretary (term October 2016 - October 2019)

**IV. Conference Feedback/Requests/Book Study**

1. **Conference Feedback**
   1. One hour lunch is problematic for getting back to conference on time. Discussed having food trucks nearby next year to give more options for lunch.
   2. Parking was a concern for many people. We now know that Zone 2 parking is available on non-school days. We can also provide a window sign to participants and notify the City of Boise Parking when we have events.
   3. Jon Munn shared the reasons behind a speaker change - largely due to our loss of funds and also different goals for the size and purpose of the conference with our original speaker.
2. **Future workshop/conference requests**
   1. Robin Allen suggested having a workshop for SSWAI on Career Ladder.
   2. Discussed having a Mental Health First Aid workshop for SSWAI. (Becky Tinsley and Carlos Meza are trainers)
   3. BEA has shared that they are interested in having a 2 day conference next year on Trauma Informed Classrooms. First day would be about trauma, ACES, etc. Second day would be hands-on tools on how to create a trauma informed classroom. Conference would have to be 2 full days and an assignment to get BSU PD credit.
   4. Robin Allen will look at reserving large ballrooms at BSU for next year.
   5. Jon Munn suggested looking at Ron Hurtell (Washington) for a speaker.
   6. There is also a speaker out of Harvard that might be a good fit ([Traumasensitiveschools.org](http://traumasensitiveschools.org))
   7. Discussed cost of BSU (food is expensive and also parking fee)
   8. Conference Planning committee will also look at partnering with Optum if it is beneficial to do so.
   9. Conference Planning committee consists of Executive Board, Courtney, Diane, Mindy and Valerie.

1. **2016 State InService Days**
   1. Boise School District had 1 paid and 1 non-paid day.
   2. Blaine County was in school.
   3. Nampa School District had 2 paid professional development days.
   4. Twin Falls School District has 2 days off.
   5. Filer School District was in school.
2. **Book Study/ Professional Development Credit**
   1. The BSU Professional Development Credit is available to SSWAI members that attended all day Thursday and the half day Friday membership meeting. Sherry will sending out the link to register for the credit.
   2. SSWAI is offering a book study this year to it’s members. Those interested will be provided discussion questions. The book is Rachel and Her Children. An email with more information will be coming out soon.

**V.** **New Business**

1. **Pupil Personnel Endorsements**
   1. School Social Workers are now endorsed to work K-12, rather than K-8.
2. **Membership**
   1. Discussed how to obtain a list of social workers that have a current Pupil Personnel Endorsement as a way to do membership outreach.
   2. Robin Allen will look at getting a list. We may have to do a formal public records request.
3. **Treasurer Report**
   1. Current account balance is approximately $400.
4. **Incorporation/Taxes**
   1. SSWAI received notice that we have to file taxes from 2008 and forward. The IRS in Boise was not able to help us with questions.
   2. Plan is to re-apply for a new EIN with the accurate information.
   3. Teri McKenna shared that she believes we had a 501c3 status when we originally started.
5. **CEU approvals**
   1. In the future, CEU’s can be approved through Robin Allen at BSU.
   2. SSWAI will look into becoming an agency to approve CEU’s.