

JANUARY—August 2015



Biannual Report



Submitted to:
The State of Alaska
Office of Children's Services
Biannual Report
January – August 2015





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Biannual Report
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ABOUT US

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MISSION STATEMENT

The Child Welfare Academy trains and develops professional workers who work with Alaska children and families to assure children are safe and families are strong.

To accomplish our mission, we:

- Provide state of the art training guided by the OCS Practice Model
- Develop and evaluate curriculum
- Work in collaboration with related disciplines and community partners
- Support positive outcomes for children and families

CHILD WELFARE ACADEMY STAFF:

Tammy Sandoval, MSW, *Director*

Tom McRoberts, MSW, *Trainer*

Cory Bryant, MSW, *Trainer*

Amanda Metivier, MSW, *Youth Education Coordinator*

Marianne Mahon, *Fiscal and Operations Manager*

Lisa Tanga, *Training Coordinator*

Christine Mojica, *Grant Coordinator*





Training Summary

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In summary, during January-August 2015, the Child Welfare Academy offered the following:

Workers in Attendance	316
OCS Workers	274
Tribal Partners	13
Other Community Partners	29
Completed Training Days	93
OCS Contact Hours	6049





Highlights

*This report is from January 2015 – August 2015, rather than January – June as usual, at the request of OCS so that the evaluation results for CSBP could be included.

The biggest accomplishment of this period has been the development of the **Coaching Supervisors to Best Practice Program (CSBP)** within the Office of Children's Services (OCS). The plan is to have two cohorts a year; one for the newly hired supervisors after they have attended their core training and one with experienced supervisors who volunteer to be a part of the program. The CSBP is focused on building competency and confidence in supervising front line workers in best practice with families to improve federal outcomes. CSBP uses development methods such as; classroom training, readings, assignments, webinars, and weekly coaching. Each supervisor is assigned a personal coach who provides one hour of coaching to the supervisor each week focused on the assigned practice model topic. CSBP is a 22-week program and emphasizes transfer of learning with their staff. The first cohort finished in August by demonstrating mastery through a case presentation to a panel of supervisors from their cohort and the coaches.

The graph below shows the supervisor's responses to their knowledge of different aspects of the practice model before and after the CSBP program. Attachment A is the qualitative evaluation report.



The Child Welfare Academy (CWA) continues to expand our ongoing work on **Strengthening Families Alaska**. The CWA supports Alaska's role in Strengthening Families, a growing national movement that uses the framework of the five Protective Factors Framework to develop innovative programs across the country. These programs help parents develop five Protective Factors; Parental Resilience, Concrete Supports in Times of Need, Social Connections, Knowledge of Parenting and Child Development and Social and Emotional Competence of Children. Research shows that when parents develop protective factors the risk of child maltreatment is greatly reduced, child development is improved and families are stronger.





Highlights

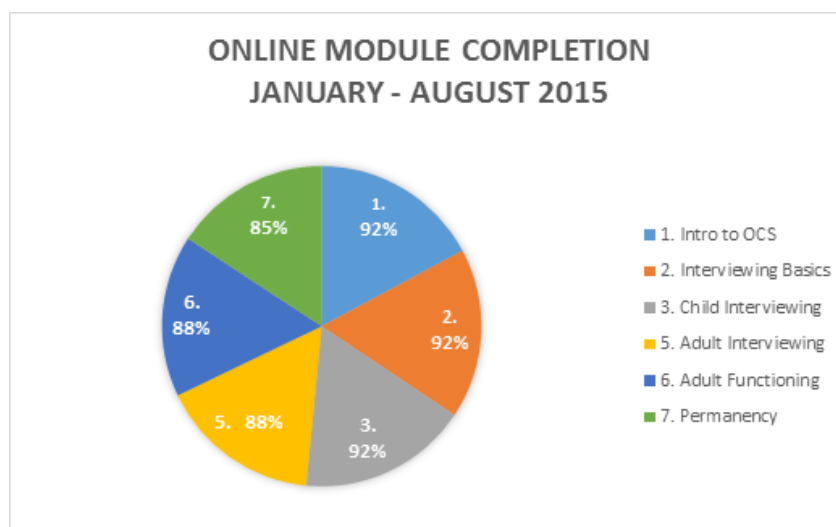
The Child Welfare Academy provided a two-day Strengthening Families training this past February in Nome. Community partners from Nome and the villages of Brevig Mission, Golovin, Elim, Noorvik and Shungnak participated. These partners went on to apply for mini-grants to embed the Protective Factors into programs in their communities. As a result, the team leaders in all locations held numerous family events aimed at improving protective factors in all families. Follow-up visits in each of the locations provide technical assistance and help with their implementation. Additionally, CWA provided a five part video series training on the protective factors to sites in Anchorage, Fairbanks, Dillingham, Kotzebue and Nome and delivered a two day training to various providers in Anchorage.

CWA continued to work with the CACs and MDTs across the state to provide training and technical assistance enhancing the ongoing quality services that the CACs provide. CWA, in collaboration with other agency partners (OCS, law enforcement, legal advocacy and CAC) provided MDT training to several communities including Nome and Barrow; with other sites still pending. This is exciting work that we at the Academy feel very honored and committed to providing.

The CWA collaborated with tribal agencies to develop trainings to enhance tribal partnerships and involvement with the OCS practice model. Trainings also supported tribal efforts to enhance professional development of ICWA workers in village communities. The CWA provided several trainings to Tribal agencies as well as presented at the Statewide Tribal IV-E summit.

The **Blended Learning Community (BLC)** rolled out for the new SKILS cohorts. The BLC uses a combination of both online and classroom training to prepare new workers for SKILS, connect workers to the CWA and each other, and support a worker's professional development when they return to the field. This online learning platform will give the CWA a way to support the professional development of new workers, not just during SKILS but throughout their careers at the Office of Children's Services (OCS).

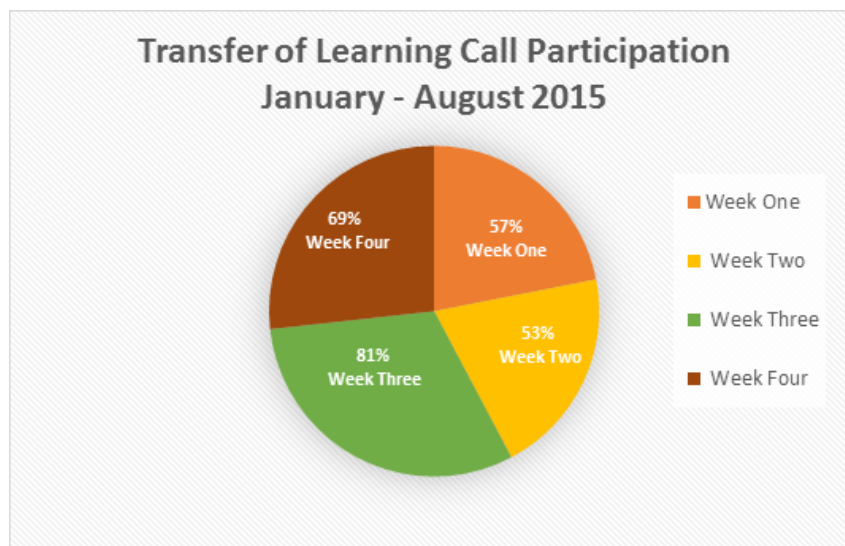
As a part of the BLC/Staff Development Plan, seven online modules are required. The chart below shows the percentage of new workers who have completed their online modules before attending SKILS.



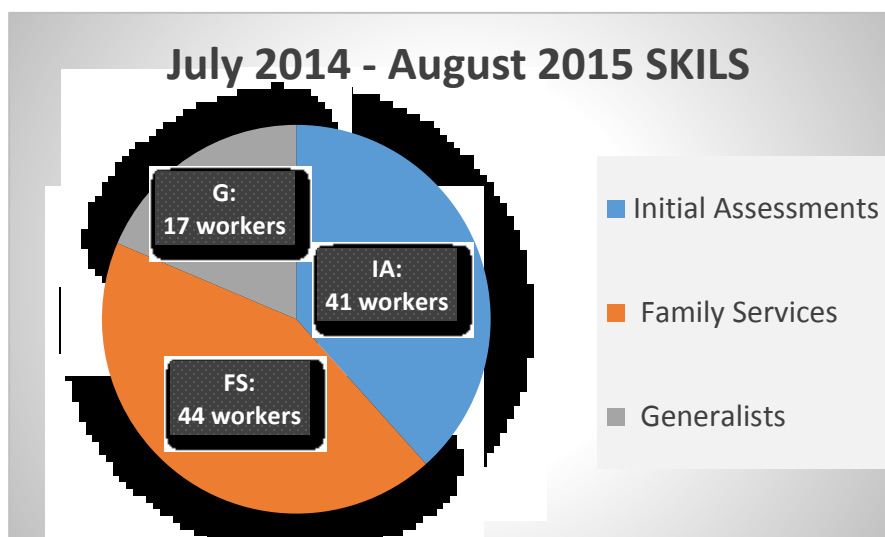


Highlights

Additionally, workers are required to attend transfer of learning (TOL) calls with the trainers the month after they have attended SKILS. The chart below shows the percentage of workers who participated in the TOL calls.



In looking at the data for the last year on types of workers attending SKILS, of the 102 new workers attending SKILS, the highest percentage was Family Services at 43%, Initial Assessment at 40% and Generalists 17%





Highlights

We continued to provide **Webinars** and **Call-Ins** with interesting topics such as: Courtroom Essentials, Engaging Resistant, Reluctant and Compliant Parents, Infant Safe Sleep Training, Maltreatment Findings Training, Worker Safety, and the MAP, just to name a few. An example of an upcoming webinar will include Policy for MDTs and CACs.

In April 2015, our offices moved from 4500 Diplomacy to 1901 Bragaw. It was a long and hard transition, but we have settled in and are operating at full strength. We have a few less individual staff offices, but we have more training/meeting rooms. The additional meeting rooms have allowed CWA to offer space to other child welfare professionals, making us more visible within the community. The other benefit to the new location is that we now have four designated rooms that are wired for audio and video in which to record interview activities within SKILS.

After 14 years of training for the CWA, Stephanie Vaughn has semi-retired. Stephanie left CWA at the end of June. She continues to work at UAA as an Adjunct Professor for the School of Social Work.



TRAINING CALENDAR

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TRAININGS Event / Date / Location
JANUARY 2015
285 CPI training: January 21 / ANC 287 Environmental Awareness: January 22 / ANC 235 Knowing Who You Are: January 22-23 / ANC 229 ICWA: January 26-27 / ANC 229 ICWA: January 28-29 / ANC
FEBRUARY 2015
140 SSA Training: February 2-4 / ANC 285 CPI training: February 5 / ANC 287 Environmental Awareness: February 6 / ANC 555 Supervisory Training: February 10-12 / ANC 585 Critical Thinking Seminars Part 2: Feb 13 / ANC
MARCH 2015
131 SKILS: IA: March 9 – 20 / ANC 132 SKILS: FS: March 16 – 27 / ANC 285 CPI training: March 18 / ANC 287 Environmental Awareness: March 19 / ANC
APRIL 2015
235 KWYA: April 13-14 / BET

TRAININGS Event / Date / Location
MAY 2015
131 SKILS: IA: May 4 – 15 / ANC 132 SKILS: FS: May 11 - 22 / ANC 285 CPI training: May 13 / ANC 287 Environmental Awareness: May 14 / ANC 235 Knowing Who You Are: May 14-15 / ANC
JUNE 2015
JULY 2015
131 SKILS: IA: July 6-15 / ANC 132 SKILS: FS: July 13-24 / ANC 285 CPI training: July 15 / ANC 287 Environmental Awareness: July 16 / ANC 235 Knowing Who You Are: July 7-8 / FAI
AUGUST 2015
235 Knowing Who You Are: August 11-12 / JNU

Webinars / Call-Ins
Courtroom Essential: Part 3 / February 9 Field Guide to Child Functioning / February 11 Maltreatment Findings Training / February 12 Engaging Resistant, Reluctant and Compliant Parents / March 18 MAP / April 9 Infant Safe Sleep Training / May 7 Field Guide to Child Functioning / June 3 Worker Safety / June 10 Partnering with Tribes: Requests for Placements Parts 1 & 2 / June 29 & 30





CONTACT US



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