

14th National Conference on Child Abuse and Neglect
St. Louis, Missouri

**An Approach to Linking Research and Skills-Based Training for Child Welfare
Supervisors and Managers**

April 2, 2003

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Presentation Agenda

Project Overview
Results of Phone Surveys
Walkthrough of the Curriculum Framework
Kentucky's Experience
Questions and Answers
Next Steps --Train the Trainer Workshop

ASFA Project Workplan

Objectives		
<p>Year One: Work collaboratively with the Kentucky child welfare agency and a national multi-disciplinary project advisory council to:</p> <ul style="list-style-type: none"> • survey child welfare agencies and develop an ASFA implementation 'promising practices' analysis • create ASFA implementation competencies and • design a core curriculum to train child welfare managers and supervisors in data use and ASFA implementation skills. 	<p>Year Two: Field test, evaluate, revise and publish the core curriculum in collaboration with:</p> <ul style="list-style-type: none"> • the Commonwealth of Kentucky Department of Community Based Services • the Department of Children, Youth and Families, New Mexico • the Cuyahoga County Children and Family Services, Cleveland, Ohio and • the Division of Children and Family Services and the Training Partnerships, Wisconsin 	<p>Year Three: Implement a national dissemination plan that:</p> <ul style="list-style-type: none"> • provides intensive training of trainers on the core curriculum to additional child welfare agencies • briefs regional office staff • develops a peer to peer consultation capacity and • customizes the core curriculum to promote utilization by institutions of higher education with social work and public policy programs.

ASFA Implementation Phone Survey Findings
Institute for Child and Family Policy
Edmund S. Muskie School of Public Service
(Conducted in 2001, updated in 2002)

Findings

- Agencies view the Adoption and Safe Families Act (ASFA) from a ‘good case practice’ perspective and are striving to implement this approach throughout the agency and the child welfare network
- ASFA related training continues with a focus on permanency, timeframes, reunification and concurrent planning
- Agencies are beginning to note the impact of the Child and Family Services Reviews (CFSR)
- The managerial and supervisory skills needed to implement ASFA are changing (see chart below)
- Coordination between the agency and the courts continues to increase but needs continued attention
- The barriers to supporting staff as they implement ASFA (staff turnover, lack of resources and heavy workload) reflect the economic difficulties agencies are facing, and
- Agency administrative and data systems continue to evolve.

Skills Needed by Managers to Implement ASFA

Skills	2001 Ranking	2002 Ranking
Case work	1	5
Collaboration	2	4
Understanding the requirements of ASFA	3	1
Understanding how to implement ASFA requirements	4	3
Using data effectively	5	2

Skills Needed by Supervisors to Implement ASFA

Skills	2001 Ranking	2002 Ranking
Case work	1	4
Communication	2	1
Collaboration	3-4	2-3
Understanding how to implement ASFA	3-4	2-3
Using data effectively	5	5

Bringing Together the Child Welfare Team Curriculum

Assumptions

- ASFA must offer a broader view of ASFA than simply a new set of statutory mandates and regulations. Indeed, the curriculum must convey to administrators managers and supervisors the significance of ASFA as a supervisory and management tool, as an impetus for system reform, as a way to improve case practice and as a pathway to achieving positive outcomes for children, youth and families
- senior child welfare administrators would benefit from a separate training/briefing on the ASFA topics presented in this curriculum to increase their understanding of the content and shape the curriculum for program managers and field supervisors
- this training will build on previous ASFA related training and will be just one component of an agency wide, comprehensive ASFA implementation and training strategy
- each child welfare agency has unique training needs, approaches, requirements and resources and thus will adapt/customize this curriculum accordingly.

Themes

- increasing reliance on data and reports to inform decision making
- assuring that agency systems support effective child welfare practice
- supporting practice that strengthens families, assures child and youth safety, permanency and well being, matches individualized needs with services and promotes self-sufficiency
- communicating the importance of child welfare outcomes to staff, courts, tribes and community partners and
- collaborating with key internal and external stakeholders to ensure a focus on the goals of achieving safety, permanency and well being for children, youth and families.

Bringing Together the Child Welfare Team Curriculum

Curriculum Outline

Section One, 'Senior Managers, Administrators and Policy Makers: Setting the Tone'

- Elicits input into the training for program managers and field supervisors
- Allows content review/refresher

Section Two, 'The Role of Program Managers and Field Supervisors'

- Module 1: Welcome and Introductions
- Module 2: Understanding the Impact of ASFA on the Child Welfare Agency
- Module 3: Identifying, Assessing and Enhancing Skills Needed to Implement ASFA
- Module 4: Connecting the Pieces Through Collaboration
- Module 5: Tips for Using Data to Measure Success
- Module 6: Wrap-up and Evaluation

Section Three: Lessons Learned

Feedback from Participants at the Pilot Site Trainings

The training increased their ability to:

- Ensure that employees focus their work on best practice
- Understand ASFA from a variety of perspectives
- Use data and reports in day to day decision making
- Collaborate with internal and external partners to achieve positive outcomes for children, youth and families

What's Next?

Train the Trainer Workshop

KENTUCKY'S EXPERIENCE

Background on Kentucky's Structure:

- Our training system
- Collaboration with Universities
- How Curriculum is delivered

How we have utilized the curriculum:

- To familiarized employees with the CFSR
- To understand how data management reports can help achieve ASFA's outcomes for your team
- To help make the ASFA outcomes individual outcomes for each team and worker
- To develop personalized strategic plans for individual teams

Flexibility of Curriculum:

- The curriculum has been used in Supervisory Training for Supervisors and their Teams
History of development of supervisory training with University of Louisville (Anita Barbee)

Credit for Learning for this curriculum with Parts of the ASFA curriculum for Day 2

Waiting list for the curriculum at present

- Public Child Welfare Certification Program

Background of PCWCP

Utilization of a shortened version of the ASFA curriculum for these students prior to graduation and employment

- Stand alone Curriculum

Curriculum has also been used in some regions for a stand- alone training at request of regions

- Components of this curriculum have also been moved into our Academy style training for new workers

Outline of ASFA Curriculum utilized in Supervisory training:

ASFA/CFSR outcomes (overview)
Review all outcomes (Safety Outcomes 1,2&3)
Permanency Outcomes (1,2)
Well-being Outcomes (1,2,3)
Systemic Factors

4 things teams currently do to reach an outcome
4 things you would like to do better to reach outcomes
Data Management Reports (M&M exercise)

Each team develops strategic plan

Outline of ASFA Curriculum utilized in the PCWCP

Overview of ASFA
What Tools can help us Achieve ASFA Outcomes (i.e. community resources, courts, shelters, etc.)
Review the broad goals of ASFA
Why are outcomes useful in Child Welfare
Review Aggravated circumstances
Review Kentucky's permanency goals
Introduce CFSR and review briefly
Process out Systemic Factors
Use Case Scenario and process out (Jan's Story)

Outline of Stand Alone Curriculum

Review Outcomes
Systemic Factors
Have each group assigned an outcome and relate to current
Management report which can help them achieve that outcome
CFSR overview
Data and management reports
Strategic plans developed

Informal Feedback of Curriculum

- Very useful in helping to understand management reports
- Help each front line worker understand the impact they have on ASFA outcomes
- Helps to think of innovative ways to implement ASFA and reach the outcomes