



Annual Report 2023



Wisconsin Child Welfare Professional Development System

The Wisconsin Child Welfare Professional Development System (WCWPDS) provides innovative, research-based, learner centered, and culturally responsible learning opportunities to child welfare professionals and caregivers. We strive to support professionals in being the best they can be through education, skill development, strategic partnerships, and effective advocacy.





Rolled out: **January 1, 2023**
Initial cohort: **February 13, 2023**

15

total cohorts

11 balance of the state
4 Milwaukee

209

**total
participants**

100%

compliance

of those maintaining employment in CPS
Access Initial Assessment & Ongoing



2023 was a very eventful year for the Wisconsin Child Welfare Professional Development System (WCWPDS). Our new, intensive initial in-service training model, WiLearn, rolled out on January 1, 2023. The switch from a fully synchronous delivery model to a completely virtual, hybrid delivery model was the largest enhancement to the training system in several years. Evaluation results were gathered, and enhancements and modifications are being decided for upcoming years.

KEY EVENTS

Training: Provided 2 days of on-boarding and skills training on the WiLearn Foundational Elements and Community Huddle facilitation.

Stakeholder Engagement: Met with various groups to inform, promote, and prepare agencies for the WiLearn program in advance of the roll out.

Program Launch: Implemented WiLearn, launched the Foundational Elements with Cohort #1 on February 14, 2023.

Feedback: Responsive to agency feedback by adding a WiLearn Orientation session for learners and their supervisors that precedes the first WiLearn Element.

Presentations: Showcased WiLearn at conferences including WCHSA, Child Welfare Virtual Expo, National Child Welfare Training Directors and National Staff Development and Training Association.

CONTINUED OFFERINGS

In addition to the new foundational training offerings in 2023, the WCWPDS continued to offer its cadre of the previous out of home care, foundation, ongoing and youth justice trainings.

1,036

professional development opportunities delivered

618 designated for caseworkers

418 designated for out of home care workers

20,366

total attendees

13,729 case workers

6,637 out of home care workers

PROGRAMMATIC AREAS

For each programmatic area we responsibility for the following sections will highlight a few of the most significant accomplishment of the past year. If you are interested in further information or detail in any of the areas, we would truly welcome you to reach out to anyone within the WCWPDS for further information.

* OUT OF HOME CARE

Online Training Modules: Launched first complete suite for congregate care staff.

National Training and Development Curriculum: Began planning for foster and adoptive parents.

Leaning into Teens Emotional Development: Launched ongoing offering for MKE and statewide caregivers.

* HOME VISITING

Training and Development Sessions: Conducted "Healthy Families America" and "Parents as Teachers".

New Contract with DHS: Planned contract to create training modules for Prenatal Care Coordinators.

Online Modules: Created for the Child Abuse and Neglect Prevention Board.

Conference: Sponsored "Fulfilling the Promise" (approximately 300 attendees).

* PLAN-DO-STUDY-ACT COLLABORATIVES (PDSA)

3
cohorts

14
participating
agencies

Cohorts: offered 3 cohorts involving 14 child welfare agencies transforming agency culture and practice regarding non-custodial parent practices.

PDSA Toolkit Sharing: Improvements made and lessons learned were shared on the WCWPDS website and with the CQI Advisory Committee.

Future Goals: Consulted with CQI Advisory Committee to develop the 2024-2025 PDSA collaborative's mission and goals aimed at improving professional collaboration between child welfare and behavioral health/human services partners when jointly supporting families.

* FUNDAMENTALS TRAINING

Training and Development Sessions: Conducted "Healthy Families America" and "Parents as Teachers".

New Contract with DHS: Planned contract to create training modules for Prenatal Care Coordinators.

Online Modules: Created for the Child Abuse and Neglect Prevention Board.

Conference: Sponsored "Fulfilling the Promise" (approximately 300 attendees).

* ONGOING TRAINING

Online Training Modules: Launched first complete suite for congregate care staff.

National Training and Development Curriculum: Began planning for foster and adoptive parents.

Leaning into Teens Emotional Development: Launched ongoing offering for MKE and statewide caregivers.

* FINANCIAL / ADMINISTRATIVE



Learning Assignment Tool: Assigned and sequenced WiLearn elements to cohorts and learners into cohort groups.



WiLearn Process Handbook: Documented and implemented timelines and procedures for enrollment, maintenance, closure, surveys, and reporting.

Cost Reporting: Implemented new methodology allowing us to consistently and comprehensively quantify specific task costs which roll up to contractually approved programs.

Billing Integration: Streamlined billing and accounts receivable processes by integrating into the UW Central A/R.

* EWISACWIS

Module Updates: Revised Tour and Core modules to reflect eWiSACWIS updates.

New Core Module: Developed Out of Home Placement.

New eWiSACWIS Unit: Created 3 Youth Justice modules: Referral and Case Information, Restorative Justice, and Detention



WiLearn: Identified selected Tour and Core module requirements.

* YOUTH JUSTICE

Training Capacity: Increased PDS YJ capacity through the shifting of job responsibilities and hiring an additional trainer by 1.75 FTE's.

YASI Rollout: Became self-sufficient in training all things YASI after the conclusion of the state-wide rollout in 2022.

YASI Coaches: Fully certified the 2nd cohort.

Curriculum Improvement: improved Basic Intake Training curriculum for 2024.

* TRIBAL TRAINING



Case Practice with American Indian Tribes:

Rolled out element and implemented the 1-day Case Practice with American Indian Tribes: Understanding WICWA in WiLearn.

Implicit Bias Session: Held for tribal child welfare professionals.

Webinar: Developed for the Coalition for Children, Youth & Families focusing on foster and kinship care providers.

* INSTRUCTIONAL DESIGN



Material Development: Developed options to maintain and update the WiLearn materials in house by creating and verifying scripts, creating a library of development files, and identifying in house skills to draw on and develop.

New Modules: Designed Youth Care Professional Introduction and Medication Management as part of the Youth Care Professional Training.

Support Design and Development: Supported 2023 training priorities including ALCs, PDSAs, Spaced Ed, and Civil Rights.

Maintenance: Maintained existing web-based modules and curriculums to align with policy changes.

Look Book: Created to showcase development of instructional design ideas to inspire discussion with our internal clients.

* APPLIED LEARNING COMMUNITIES

Initial Contact: Designed material to address how to prepare for the initial contact, engage and collaborate with families, and debrief visits.

Access & Initial Assessment, Safety, and Ongoing Standards Analysis: Analyzed standards regarding initial contacts in both Initial Assessment and Ongoing Services.

Transfer of Learning: Developed approach and materials with supervisors and lead workers to be used at the local level.

CONFERENCES



CHILD WELFARE & COURTS CONFERENCE:

Stronger Together, Uniting for Children

729
attendees

Focused on collaboration and sustainable solutions for the DCF strategic initiatives and highlighted innovative child welfare practices from around the state and country.

ADOPTION PROFESSIONALS CONFERENCE:

130
attendees

Focused on supporting resiliency and addressing grief.





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