



Annual Report 2024



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.



PROGRAMMATIC AREAS

For each programmatic area we 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.



17
total cohorts

12 Balance of the State
5 Milwaukee

242
total participants

170 Balance of the State
72 Milwaukee

28
public adoption staff

enrolled and supported through newly implemented program expansion

KEY EVENTS

Orientation: Balance of the State (BOS)
Provided orientation sessions for each new cohort's members and their supervisors and/or coaches.

Facilitator Development: Expanded facilitator knowledge and skills across Foundational Elements through observation and cross-training.

Feedback Collection: Sought feedback from agencies about their experiences with WiLearn, soliciting input via BRO meetings and focus groups.

Auto-Enrollment: Began auto-enrolling WiLearners into *Case Practice with American Indian Tribes: Understanding WICWA* and *Safety in Child Protective Services - Impending Danger* foundation courses to support timely completion.

Trainings Offered

In addition to the WiLearn offerings in 2024, the WCWPDS continued to offer its cadre of the previous out of home care, foundation, fundamentals, ongoing and youth justice trainings.

1,032

face to face professional development opportunities delivered

558 designated for for cw professionals

474 designated for out of home care workers

18,048

total attendees

11,330 cw professionals

6,718 out of home care workers

19

total web based curriculum packages offered

1879

total attendees

32

total individual web based modules offered

2736

total attendees

* FUNDAMENTALS TRAINING

Curriculum Revisions: Completed Initial Assessment-related revisions to curriculum due to changes in eWiSACWIS and the Access & Initial Assessment Standards. Developed new resources for CPS professionals and supervisors for agency implementation.

Resource Development: Developed a Child Welfare Professional Guidance resource to help agencies create personalized plans that meet the needs of individual child welfare professionals.

Training Updates: Due to WiLearn absorbing much of the content, four Foundation trainings were sunset by mid-year in 2024. Those trainings were: *Engaging to Build Trusting Relationships*, *Supporting Change Through Engagement*, *2-day Case Practice with American Indian Tribes*, and *2-day Trauma Informed Practice*.

Expansion: Focused on expanding PDS capacity via cross-training of trainers.

* ONGOING TRAINING

Training Collaboration: In collaboration with DSP, via an RFP with Sowers Education, we offered two sessions of *Ending the Game Supporter Training*, which provides best practices to support sex trafficking victims and strategies to foster coercion resiliency.

Ethics and Boundaries: Completed the RFP process for the next round of Ethics and Boundaries training. Aspire will develop and train *Ethics and Boundaries 2025-2027* sessions for Child Welfare Professionals and Leadership.

Legal Trainings: Began contracting with CCIP (Children's Court Improvement Program) to develop and train legal topics. Offered two in-person and two face-to-face versions of the following trainings:

- *Court Procedures in CHIPS and Guardianship Cases*
- *Understanding Termination of Parental Rights in Child Welfare*

Continued Offerings: Continued recommended and required Child Protective Services, Foster Care Coordination, and Youth Justice Trainings, tailored to agency roles.

* SUPERVISING SAFETY

Module Delivery: Provided both Safety modules in the second half of the year with **14 participants** in *Module 1: Present Danger and Protective Planning* and **4 participants** in *Module 2: Assessing Impending Danger*.

Content Revisions: Made slight modifications to content following revisions to Safety Intervention Standards.

* PROFESSIONAL DEVELOPMENT NETWORK

Previously known as “Home Visiting”

Enrollment: Served approximately **1200 enrollees** from areas including home visitors, family support, and early childhood professionals.

Online Training Modules: Completed four online training modules for Prenatal Care Coordinators (PNCC) sponsored by DHS. This success led to a contract for additional modules in 2025.

Conference: Sponsored the Fulfilling the Promise conference to over 300 attendees (in person and virtual).

New Offerings: Successfully launched new offerings including Recipe for Success (an evidence-based program that teaches cooking and nutrition while focusing on parent/child interaction) and Crucial Conversations (a model for promoting dialogue and conflict resolution around emotionally-laden subjects).

Continued Offerings: Continued providing training and technical assistance for national home visiting models, Healthy Families America and Parent as Teachers, and continued to offer training sponsored by the Child Abuse and Neglect Prevention Board (PNCC).

* TRIBAL TRAINING



Facilitation: Facilitated *Case Practice with American Indian Tribes* element in WiLearn, and facilitated *Case Practice with American Indian Tribes: Understanding WICWA training*.

Expert Witness Preparation: Held a session of *Qualified Expert Witness: Courtroom Preparation for the Tribal Child Welfare Professional* through the National Indian Child Welfare Association.

Session Attempts: Held sessions of *Implicit Bias for Tribal Child Welfare Professionals* and *Wisconsin Forensic Interview Guidelines for the Tribal Multidisciplinary Team*, but both were cancelled due to low enrollment.

Module Development: Assisted in developing the *Supporting American Indian Children* module for the new foster parent foundation training.

■ YOUTH JUSTICE

Curriculum Kickoff: Kicked off the revised Basic Intake Worker Training curriculum.

Onboarding: Onboarded an additional lead Basic Intake Worker Trainer.

New Curriculum Development: Developed *Youth Justice Philosophy and Case Process Training* (YJPCP) curriculum, completing final edits in December 2024.

Continued Offerings: Trained the 3rd cohort of YASI Coaches.

Certification: Certified the 3rd YASI Wi Master Trainer.

Conference: Two trainers attended the OJJDP National Conference.

* OUT OF HOME CARE

Enrollment: Served approximately **5400 enrollees** in foster/adoptive and youth care training sessions, including training offered in Spanish for foster and adoptive parents.

Training Revisions: Planned significant revision to *Think Trauma*, a training for youth care professionals and supervisors.

Emotional Development Training: Offered *Leaning into Teens Emotional Development*, requested by DMCPs and counties.

New Training Development: Accelerated planning and development of *Nurturing Connections*, the new foundation-level training for foster and adoptive families.

- Developed two additional modules: *Legal Issues* and *Supporting Indian Children*.
- Created a roll-out plan, including extensive communication with DCF and county personnel.
- Created a curriculum (training package) on PDSonline to allow for streamlined registration.
- Planned website changes.
- Prepared contract trainers on new material.

* EWISACWIS

In response to eWiSACWIS update releases, updated the following modules:

- eWiSACWIS Youth Justice Module 1: *Referral and Case Information*
- eWiSACWIS Youth Justice Module 2: *Restorative Justice*
- eWiSACWIS Youth Justice Module 3: *Detention*
- Core: *Out of Home Placement*

Created two new modules touching on the addition of SYNC to eWiSACWIS:

- eWiSACWIS Core: *Out-of-Home Care Placement Referral and SYNC*
- eWiSACWIS Core: *SYNC Application*

* INSTRUCTIONAL DESIGN



Team Readiness: Ensured the team was prepared to maintain and update WiLearn materials in-house by having two team members complete Adobe Premier Pro and After Effects training.

Child Welfare Leadership Forum Support: Provided marketing, tech support, and post-webinar video editing for the Child Welfare Leadership Forum.

Curriculum Development: Revised and created new content for the new foster parent foundation curriculum, called Nurturing Connections, set to roll out in August 2025.



TOL Activities: Supported the coordination and creation of several Transfer of Learning (TOL) activities for WiLearn.

Maintenance: Conducted the annual update of the Civil Rights for Child Professionals web-based training.

Project and Training Support: Supported the design and development of 2024 training priorities, including ALCs, PDSAs, Spaced Ed, and *Data Informed Supervision* training. Maintained existing web-based modules and curriculums to align with policy changes.

Instructional Design: Supported instructional design for the new *YJ Philosophy and Case Practice* course and the *Initial Assessment* change project. Assisted in transitioning the *Family Teaming in Child Welfare* training from in-person to hybrid.

* FINANCIAL / ADMINISTRATIVE

Data Infrastructure: Enhanced our data infrastructure and integrity, including the numbers within this report.

Resource Centralization: Created “PDS 101”, an easy-to-use Canvas site that centralizes agency and professional development resources for staff.

Invoicing and Reporting: Converted processes over to Stata for improved accuracy and efficiency.

Contract Management: Oversaw procurement, expenditures, allocation, and reporting of the \$7.5 million child welfare contract.

* APPLIED LEARNING COMMUNITIES

2024 Topic: The 2024 topic was *Strengthening Families: A Transformative Team Approach to In-Home Safety Planning Through Conscious Decision-Making*.

Standards Analysis: The 2024 ALC analyzed the Access & Initial Assessment, Safety, and Ongoing Standards regarding in-home safety planning.

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

Materials Offered: The learning materials addressed conscious decision-making, mindful organizing, and the steps to assess, plan, implement, and review a protective or safety plan. These materials are available on the PDS website.

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

17 participating agencies
16 county agencies • 1 tribal agency

Participants: teams were comprised of professionals and supervisors from multiple program areas to work on system improvements aimed at achieving the 2024 PDSA mission.

Mission: The 2024 PDSA Collaborative mission was to improve professional collaboration and communication between child welfare and human services/behavioral health partners when they are jointly supporting families.

Improvements made by PDSA teams:

Program Guide: Created a short, descriptive guide listing each agency program's eligible population, requirements, referral process, timelines, and contact information for use with staff and families.

Supervisor Training: Trained supervisors and managers on all human/social service program areas so they can better model program area coordination and support professionals in supervision.

Process Enhancement: Developed a process to identify if a family is enrolled in multiple agency program areas.

Flowcharts: Created flowcharts of intake, referral, and service processes for various program areas/services for internal staff training.

Information Sharing: Clarified information sharing parameters between partners considering confidentiality and legal requirements.

Relationship Building: Created venues for building relationships with professionals from other program areas.

Educational Sessions: Held brief internal educational presentations and Q&A sessions hosted by each program area for other program areas to attend.

Referral Guide: Trained and provided a referral guide to front desk/intake staff so they can achieve a 'no wrong door' policy when individuals contact them for referrals to any agency services.

Understanding and Collaboration: Developed memorandums of understanding and/or policies for collaboration and communication when families are supported by more than one program area.

Coordination Process: Created an internal collaborative meeting process with all providers before enrolling a family in services, where providers share information and coordinate schedules, roles, and responsibilities.

Addressing Complex Needs: Designed an internal staffing process for families with complex needs, allowing professionals and supervisors from multiple program areas to brainstorm potential supports and next steps.

CONFERENCES

WCWPDS supported three conferences in 2024, sponsored by the Department of Children and Families (DCF).

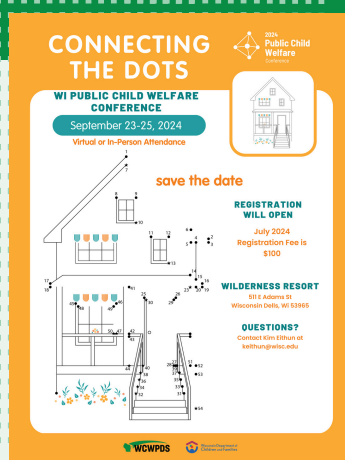
YOUTH SERVICES CONFERENCE

Growing Together by Building Personal Connections

377 attendees

The 2024 conference emphasized connecting youth and families with resources and supporting the workforce.

The conference highlighted innovative youth services practices from around the state and country.



PUBLIC CHILD WELFARE CONFERENCE

Connecting the Dots

444 attendees

The 2024 Conference highlighted the innovations in child welfare practice implemented through the Wisconsin Child Welfare Transformation efforts as well as promising practices from around the country.

ADOPTION PROFESSIONALS CONFERENCE

310 attendees

The Adoption Professionals Conference works to provide the adoption and post-permanency workforce resources to improve their skills in supporting the adoption triad: adoptees, adoptive families, and birth families. In 2024, the conference focused on addressing ambiguous loss in children and families, supporting children in their identity development, and avoiding burnout in the workforce.





Providing innovative, research-based, learner centered,
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