

*Wisconsin Child Welfare
Professional Development System*



**CY2018 ANNUAL REPORT
EXECUTIVE SUMMARY**

MISSION

The Wisconsin Child Welfare Professional Development System promotes best child-welfare practice through education, skill development, strategic partnerships, and effective advocacy.



Wisconsin Child Welfare Professional Development System
University of Wisconsin-Madison School of Social Work

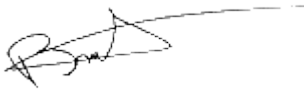
From the Director

Dear Colleagues:

We are now nearly three years in to what we feel is a “new and improved” WCWPDS – 3 years in to our reorganized structure. In looking back, I am reminded of both the collaborative spirit and the numbers of people that made this reorganization seamless and a success -- executed with nary a hitch. Each of our partners and friends within the Wisconsin County Human Services Association, County Child Welfare Agencies, Tribal Child Welfare Agencies, Milwaukee’s Helen Bader School of Social Work, UW-Madison’s School of Social Work, and of course the Department of Children and Families had a hand in making that possible. And I am both thankful and grateful for those contributions. Although there have been challenges, we have mostly enjoyed countless successes. This report is a thorough review of both.

For even more information about the Wisconsin Child Welfare Professional Development System, I invite you to visit our website at: wcwpds.wisc.edu.

Respectfully,



Brent Nelson, Director
Wisconsin Child Welfare Professional Development System

Meet Brent Nelson. Brent serves as the Director of the Wisconsin Child Welfare Professional Development System. He joined WCWPDS in 2013 after serving UW-Madison’s School of Medicine and Public Health in a number of different leadership capacities. Prior to that, he served as Executive Director of the state’s largest distance education collaborative within Wisconsin’s Technical Colleges.

Brent brings over 25 years of experience in the development, delivery, and support of both traditional and non-traditional educational programs as well as considerable leadership experience in strategic alignment and organizational development and a significant record of accomplishment leading complex, collaborative projects in higher education. Brent holds a BA in Journalism and an MS in Education, both from the University of Wisconsin-Madison.

*Better outcomes for
children and families
through an
exemplary child
welfare workforce.*

<https://wcwpds.wisc.edu/>



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The Wisconsin Child Welfare Professional Development System aims to achieve safety, permanence, and well-being for all Wisconsin children through a well prepared and exceptional child-welfare workforce.

Meet Kristen Shook Slack, ASM, Ph.D. Kristen serves as the Principle Investigator for the Wisconsin Child Welfare Professional Development System and is chair of the doctoral program within the University of Wisconsin-Madison's School of Social Work. Her research focuses on understanding the role of poverty and economic hardship in the etiology of child maltreatment, with a particular emphasis on child neglect. She is also interested in the caseload dynamics of child welfare systems in relation to other public benefit systems and in community-based programs designed to prevent child maltreatment. Her work advances approaches to better coordinating services and benefits to effectively address the economic needs of families at risk for child maltreatment and improved assessment strategies for identifying risks and protective factors related to child neglect. Her current research is supported by the Centers for Disease Control and Prevention and the Wisconsin Child Abuse and Neglect Prevention Board.



Project Overview & Focus

With a vision of improving child welfare outcomes through an exceptional child welfare workforce, the Wisconsin Child Welfare Professional Development System (WCWPDS) annually provides job-specific professional development opportunities for over 4130 state, county, tribal, and private agency child welfare workers and nearly 8,000 foster parents throughout the state of Wisconsin. The project is jointly funded by the Wisconsin Department of Children and Families (DCF), county child welfare agencies, and tribal child welfare agencies. The University of Wisconsin-Madison partners with the University of Wisconsin-Milwaukee to develop, deliver, and support all required foundational and special topics training for child welfare workers, supervisors, and foster parents as well as technical assistance to county and tribal child welfare agencies. The University of Wisconsin-Madison School of Social Work is the lead entity under contract with DCF. Program outcomes are established annually by DCF in consultation with county and tribal child welfare administrators through the WCWPDS steering committee.

Meet Gwat-Yong Lie, Ph.D. Gwat serves as Principle Investigator for the Milwaukee Child Welfare Training Partnership. She joined the UW-Milwaukee faculty in the fall of 1996 after 11 years at Arizona State University. Dr. Lie teaches courses in direct practice.

Dr. Lie has done research and published in the areas of homelessness, child welfare, multicultural competence, and women's issues - particularly Asian-American women. Her clinical experience includes group work with adult survivors of incest and rape counseling and advocacy.

Education

Transfer of learning

Technical assistance

Coaching

Project management

*Organizational
development*

*Research and
evaluation*

Research to practice

Classroom training

Web-based training

Blended learning

Conferences



Leadership: Steering Committee

Department of Children and Families

- John Elliott, Deputy Administrator, Division of Safety and Permanence, Department of Children and Families (tri-chair)
- Tania Cornelius, Tribal and Legislative Affairs Specialist, Division of Safety and Permanence, Department of Children and Families
- Michelle Rawlings, Bureau Director, Safety and Well-Being, Department of Children and Families
- Wendy Henderson, Director, Office of Youth Services, Division of Safety and Permanence, Department of Children & Families

Intertribal Child Welfare

- Carol Corn, Director of Social Services, The Menominee Indian Tribe of Wisconsin (tri-chair)
- Kristin Allen, Family Services Manager, Lac du Flambeau Tribe

WCHSA / Counties

- Katie Harem, Executive Director, Wisconsin County Human Services Association
- Vicki Tylka, Director of Social Services, Marathon County
- Teresa Kovach, Child Welfare Supervisor, Portage County Health and Human Services
- Erik Pritzl, Executive Director of Human Services, Brown County

The Wisconsin Child Welfare Professional Development System Steering Committee includes representatives from the Department of Children and Families, county child welfare agencies, tribal child welfare agencies, and the UW-System.

- Carlyn Clark, Child Welfare Supervisor, Calumet County
- Fred Naatz, Director of Social Services, Grant County
- Nancy Ortegon-Johnson, Staff Development Manager, Children, Youth, and Families, Dane County Department of Human Services
- Brent Ruehlow, Family Resources Division Manager, Jefferson County (tri-chair)
- Lisa Roberts, Child and Family Services Division Manager, Waukesha County
- Diane Cable, Director, Department of Human Services, Eau Claire County
- Kris Korpela, Director, Department of Human Services, Dunn County

Ex-Officio Members

- Kristi Shook Slack, Principle Investigator, Wisconsin Child Welfare Professional Development System, School of Social Work, University of Wisconsin-Madison
- Gwat-Yong Lie, Principle Investigator, Milwaukee Child Welfare Partnership, Helen Bader School of Social Welfare, University of Wisconsin-Milwaukee
- Brent Nelson, Director, Wisconsin Child Welfare Professional Development System, School of Social Work, University of Wisconsin-Madison

Meet Julie Brown. Julie became the Director of MCWP in 2005. She holds Bachelor and Master of Arts degrees in Communication and has completed PhD coursework in Communication. Julie has over 25 years' experience in adult instruction, curriculum design, organizational development and management in academic, private industry, and social service settings. She has designed, delivered and administered instructional programs covering a wide range of academic, skill-based and technical content using a variety of instructional modalities. Prior to assuming her current position, Julie held two director-level positions at Lutheran Social Services of WI and Upper MI, created a private consulting business specializing in organizational leadership development in private industry and taught courses in Communication at Hope College, the University of California-Davis; Sacramento State University, the University of Utah and the University of California-Santa Barbara.

Dedicated to bringing a passion for learning to professionals, partners, and parents through a collaborative, comprehensive, research-based system of professional development focused on the well-being of children.



By the Numbers

22,050

Total trainees

1,110

Total professional development opportunities provided

498

Case-worker professional-development opportunities provided

10,955

Case-worker trainees

612

Foster-parent professional-development opportunities provided

11,095

Foster-parent trainees

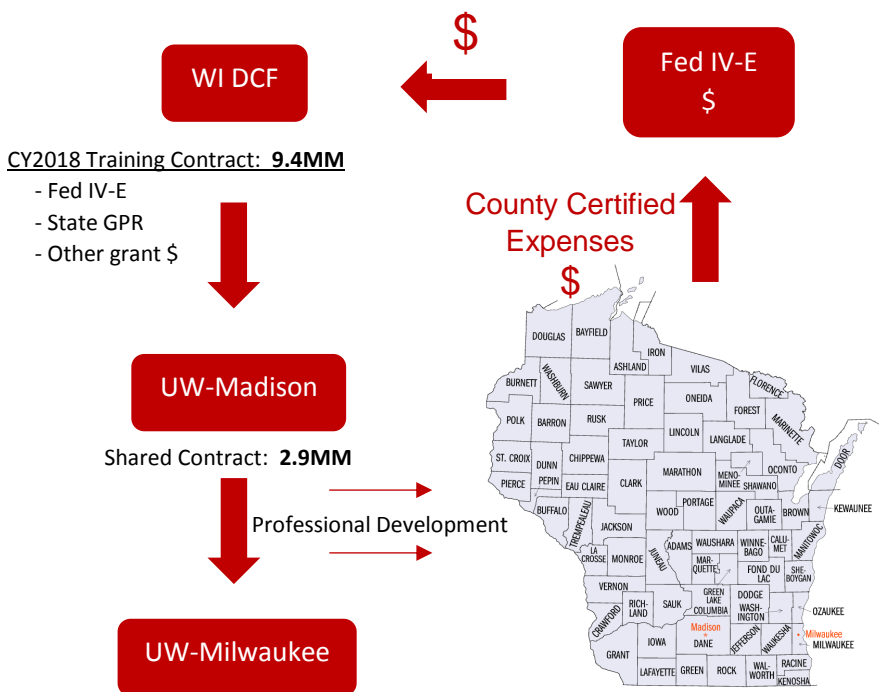
WCWPDS fills over 22,000 seats through over 1,100 professional development opportunities annually, touching all corners of our state.

Meet Heather Halonie. Heather serves as both Associate Director and Intertribal Child Welfare Specialist. She began working with the training system as the Training Manager for the Intertribal Child Welfare (ICW) Training Partnership in 2005. Her primary focus is on development and coordination of training for tribal child welfare workers. Prior to working for the ICW Training Partnership, Heather worked in child protection in both the county and tribal systems. Heather obtained her B.S. from the University of Wisconsin—Eau Claire, and was a recipient of a Bush Leadership Fellowship in 2007 which allowed her to go on and receive her MSW from the University of Minnesota—Duluth.



Budget / Finance

State oversight. County administration.



WCWPDS is jointly funded by the Wisconsin Department of Children and Families, county child welfare agencies, and tribal child welfare agencies.

Meet Christie Pomerening. Christy Pomerening serves as the Business Manager for the WCWPDS. She is responsible for and can respond to questions on financial, procurement and other business-related activities of the organization. Prior to joining the UW Madison and WCWPDS in 2010, she served as a financial manager for a county agency and has served within both State Departments of Health and Children and Families.



Training Rules

Administrative Rule DCF 43: CPS Caseworkers and Supervisors

Wisconsin Administrative Rule, Ch. DCF43 – Training for Child Protective Services Caseworkers and Supervisors– defines the pre-service, foundation and ongoing training requirements for all new or re-assigned child protective services employees. All new caseworkers and supervisors hired after 2/1/2008 with the primary job functions of access, investigation/initial assessment, and ongoing child protective services are required to complete pre-service, foundation, and special skills and topics/ongoing training. Requirements, unless exempted with county approval, include 15 days (90 hours) of caseworker foundation training within the initial two years of employment. Subsequently, caseworkers must complete 30 hours of in-service (special skills and topics/ongoing) training related to their professional responsibilities during each two-year state licensing period.

CY2018 Caseworker Foundation Training:

Training title / Total participants/ Average Eval score (1-5)

Engaging to Build Trusting Relationships	317	4.62
Supporting Change through Engagement	202	4.44
Case Practice with American Indian Tribes	317	4.39
Placement	233	4.75
Safety in Child Protective Services - Present Danger	490	4.60
Safety in Child Protective Services – Impending Danger	346	4.65
Trauma Informed Practice	179	4..61
Access	208	4.76
Initial Assessment	165	4.62
Ongoing Case Planning	138	4.43
In the Best Interest of the Child: Making the Most of Family Interaction	124	4.59

Administrative Rule DCF43 provides guidance for caseworker and supervisor training while DCF56 outlines training requirements for foster parents. DCF51 overviews training requirements for public adoptions.

*CY2018 Caseworker On-Going Training:**Training title / Total participants/ Average Eval score (1-5)*

Supporting the Education Needs of Children and Youth	119	4.72
Structured Analysis Family Evaluation (SAFE) Training	131	4.72
Family Find and Engagement Sessions 1-5	736	4.50
Ethics and Boundaries: Bullying in the Workplace	1100	4.59
DCF 56: New Licensors	105	*
DCF 58: Kinship Care Coordinators	82	4.65
AR/PS/IHSS Series: Take it to the Table!	1052	*
Basic Intake Worker Training	335	4.52

Supervisor/Leadership Training

In CY2018, WCWPDS completed and rolled out the entirety of a whole new Supervisor/Leadership curriculum. The courses were both well attended and exceptionally well received, as the numbers below indicate.

*CY2018 Supervisor/Leadership Training:**Training title / Total participants/ Average Eval score (1-5)*

Stepping Up to Supervision: Orientation for New Supervisors	87	4.77
Supervisor Foundation Training: Supervisor as Manager	39	4.62
Supervisor Foundation Training: Supervisor as Critical Thinker	38	4.78
Supervisor Foundation Training: Supervisor as Coach	35	4.92
Supervisor Foundation Training: Supervisor as Team Leader	44	4.75
Supervising Safety Modules 1-2	146	*

Meet Stephanie Reilly. Stephanie is the Associate Director of the Wisconsin Child Welfare Professional Development System. She is responsible for overseeing the statewide planning and delivery of caseworker and supervisor foundation and special skills and topics training. Stephanie began working in the training system in Wisconsin with the NEW Partnership for Children and Families at UW-Green Bay in 2001; she served as its director from 2004-2016. Before joining the NEW Partnership, she worked in and supervised child welfare practice in several county agencies in the northern and northeastern regions of the state. Stephanie received her BSW from the University of Wisconsin-Eau Claire and her MSW from the George Warren Brown School of Social Work at Washington University in St. Louis.

“Our trainer was phenomenal and this is easily the best training I have been to in years. It should be mandatory.”

County Social Worker



Administrative Rules DCF51 and DCF56: Public Adoption and Foster Parents

Administrative Rule DCF51 outlines responsibilities for public adoptions while DCF56 requires all licensed foster families to complete training commensurate with their Level of Care certification (LOC). Training for foster parents is provided in three components:

- Pre-Placement: prior to the placement of a child into the home, except in the case of a child-specific license when the family has up to six months to complete the training.
- Initial Licensing: completed within the first licensing period. A licensing period can be up to two years.
- Ongoing: each 12-month period of licensure subsequent to the initial licensing period.

“The trainers were extremely knowledgeable and knew their stuff. They were competent and engaging. I learned so much!”

County Social Worker

CY2018 Foster Parent Training:

Training title / Total participants/ Average Eval score (1-4)

Foster Parent Pre-Placement Modules 1-2	427	3.76
Foster Parent Preplacement Module 3: Caring for Children in Foster Care	423	3.70
Foster Parent Pre-Placement Module 4: Developing and Maintaining Family Connections	408	3.70
Foster Parent Foundation Module 1: Partners in Permanency	695	3.64
Foster Parent Foundation Module 2: Cultural Dynamics in Placement	701	3.69
Foster Parent Foundation Module 3: Maintaining Family Connectedness	760	3.55
Foster Parent Foundation Module 4a: Dynamics of Abuse and Neglect Part 1	759	3.64
Foster Parent Foundation Module 4b: Dynamics of Abuse and Neglect Part 2	777	3.69
Foster Parent Foundation Module 5: Impact of Maltreatment on Child Development	742	3.55
Foster Parent Foundation Module 6: Attachment	735	3.74
Foster Parent Foundation Module 7: Separation and Placement	690	3.57
Foster Parent Foundation Module 8: Guidance and Positive Discipline	844	3.63
Foster Parent Foundation Module 9: Effects of Fostering on the Family	861	3.74
Overview of the Children’s Court System for Foster Parents	180	3.57

WCWPDS Team

MADISON

Leadership and Worker Development

Stephanie Reilly, Associate Director

Tammy Snortum, Leadership Team Manager
 Kelly Bowe, Worker Special Skills and Topics Training Manager
 Jennifer Heil, Worker Foundation Training Manager
 Megan Baltz, Out-of-Home Care Training Manager
 Colin Holden, Curriculum Manager
 Beth Smetana, Supervisor Foundation Trainer and Dev. Manager
 Becki Hietpas, Worker Foundation Trainer
 Connie Koebke, Worker Foundation Trainer/Dev. Manager
 Richelle Zimmerman, Worker Foundation Trainer
 Micaela Broetzmann, Worker Foundation Trainer
 Vicki Heling, Worker Foundation Trainer
 Blaine Wolfe, Student PA

Safety Development

Amy Smith, Safety Curriculum Manager

Serena Breining, Applied Professional Development Coordinator
 Andrea Cleland, Safety Trainer
 Erin Nasgovitz, Outreach/Safety Coaching

Intertribal Child Welfare

Heather Halonie, Associate Director

Special Initiatives, Logistics, Technology, Evaluation

Darin Smith, Associate Director

Kim Eithun, Special Initiatives Coordinator
 Jennifer Gundry, Systems Support Specialist
 Deb Turnell, Curriculum Specialist/Child Welfare Trainer
 Kim Kelly, Organizational Effectiveness Facilitator/Trainer
 Kelly Smithback, CQI Research Analyst and Facilitator
 Jennifer Fahy, CQI/Organizational Effectiveness Consultant
 Nichole Laudolff, Youth Justice Curriculum Coordinator

Event Coordination, Logistics, and Support

Mateja Schuck, Training Support Coordinator
 Rebekah Lamouria, Office Manager/Project Assistant
 Julie Cherney, Office Assistant
 Sarah Birholz, Office Assistant

Fiscal Office

Christy Pomerening, Business Manager

Elizabeth Diez, Business Services
 Roger Hayes, Financial Specialist

WCWPDS Leadership Team

Brent Nelson, Director

Julie Brown

Heather Halonie

Christie Pomerening

Stephanie Reilly

Amy Smith

Darin Smith

MILWAUKEE

Julie Brown, Director**Child Welfare Staff Training****Mike Kluesner, Child Welfare Training Manager**

Johanna Barkei, Curriculum and Instruction Manager

Patricia Parker, Curriculum and Instruction Manager

Dion Racks, Curriculum and Instruction Manager

Amy Weber, Curriculum and Instruction Manager

Foster/Adoptive Parent Training**Patty Baker, Foster/Adoptive/Relative Caregiver Training Manager**

Jade Johnson, Foster/Adoptive/Relative Caregiver Trainer

Erica Copeland-Malone, Communication and Instruction Spec

Kristy Pahl, Foster/Adoptive/Relative Caregiver Trainer

Quinn Wilder, Foster/Adoptive/Relative Caregiver Trainer

Home Visiting Training**Staci Sontoski, Home Visiting Professional Development Manager**

Cindy Muhar, Professional Development Specialist

Bonnie Phernetton, Home Visiting National Model Coordinator (HFA)

Wendy Schwalbe, Home Visiting National Model Coordinator (PAT)

Instructional Design**Marta Magnuson, Ph.D., Instructional Designer and Technology Mgr****Finance****Lea Alexander, Finance Manager**

Gloria Rathkamp, Senior Financial Specialist

Karen Schultz, Financial Specialist

Administrative Operations**Jillian Marx-Wenig, Administrative Operations Manager**

Joseph Franklin, Customer Service Coordinator

Tyler Horton, Office Operations Associate

Lynn Matzke, Registration and Curriculum Coordinator

Susie Wirka, Training Coordinator

Meet Amy Smith. Amy serves as the manager of the safety unit at WCWPDS. She is responsible for staff and supervisory training and learning supports related to child safety decision-making. Amy has worked in the field of child welfare for over 25 years. Prior to joining UW Madison in January 2010, she worked for 11 years as a CPS Policy and Consultation Specialist with DCF and 7 years prior to that providing direct service to children and families in Grant County. Amy received her BSW from UW-Eau Claire.

“This training was amazing and practical, providing useful knowledge that I can use every day at work. It’s really important for social work supervisors. “

County Supervisor



CY2018 Highlights

- ✚ Numbers:** Served over 22,000 trainees, a five-year high.
- ✚ Delivery/Calendar Proposal:** The WCWPDS leadership team developed and submitted a delivery/calendar proposal that – with county buy in – could reduce waiting lists and improve proximity of professional development opportunities while significantly reducing time to completion, improving compliance, and potentially increasing federal match.
- ✚ Supervisor/Leadership Training:** CY2018 marked the first year of a complete supervisor training series, which has been well received in our counties. The average evaluation-score for our Supervisor Foundation Series was 4.77/5.00, extremely high marks regardless of this being a brand new curriculum.
- ✚ Trainer Development:** Continued to invest in staff development, including a “Trainer Academy” series that has resulted in higher evaluations across the board of our foundation offerings. Other professional development opportunities included mandatory “Cultural Humility” training for all WCWPDS staff both in Madison and in Milwaukee.
- ✚ ICWA:** Revised and substantially improved our “Case Practice with American Indian Tribes” foundation offering.
- ✚ Applied Learning Communities (ALC):** Staffed and began planning for roll-out of ALC, workforce support wrapped around regional round-tables.

In CY2018, the WCWPDS reached a five-year high in the number of both foster parents and case-workers served through various professional development opportunities.

- ✚ **Youth Justice:** Completely revised Basic Intake Training, making substantial improvements to the long-standing version of this training.
- ✚ **Staffing:** Added staff in our Organizational Development/CQI and Training Units. With these additions, we have achieved our staffing plan and are fully staffed for the first-time since our reorganization in 2016.
- ✚ **Flexible Learning Alternatives:** Expanded the number of web-based and blended learning opportunities.
- ✚ **Budget:** Developed and submitted a CY2019 budget achieving over 1MM in mandated reductions with few disruptions in core services.
- ✚ **Public Adoption:** Launched new Public Adoption training, a program that includes a 3-day course ("Building Forever Families") for families who are not converting from fostering and a 1-day course ("Fostering to Forever") for families that are.
- ✚ **Group Homes:** Launched the first phase of training for group-home staff. The initial phase focused on delivering the NCTSN curriculum "Think Trauma" to group-home supervisors and staff throughout Wisconsin. Facilitators were trained in the curriculum by Northwestern University staff, who received a grant to train and support trainers
- ✚ **On-line Foster Parent Training:** Designed/updated on-line offerings for foster parents, including offerings on "Independent Living" and "Anti-Human Trafficking."
- ✚ **Spanish Translation:** Provided Spanish translations of foster parent pre-placement (online) and continued to offer foster parent Foundation in Spanish. This work included translations of all registration information and material (including confirmation emails).

Committed to serving Wisconsin's child welfare workforce through exceptional professional development opportunities that are available, accessible, and of high quality at reasonable costs.

Contact Us

Madison Training Center

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Madison, WI 53717
E-mail: office@wcwpds.wisc.edu
Phone: (608) 890-3965
Fax: (608) 890-1594

Appleton Training Center

2323 E Capitol Drive, Suite 121
Appleton, WI 54911

Milwaukee Child Welfare Partnership

4425 N. Port Washington Road
East Lake Towers, Suite 400
Glendale, WI 53212
Appleton, WI 54911
Email: mcwp@uwm.edu
Phone: (414) 964-7400

Meet Darin Smith. Darin Smith is the Associate Director of the Wisconsin Child Welfare Professional Development System. He is responsible for the areas of Youth Justice, Organizational Development, Training Support and Logistics, PDS Online and System Evaluation. Darin began working with the training system in Wisconsin in December of 2011. Prior to joining the training system, he was employed as the director of a county social services agency. Darin received his BS degree in Psychology from the University of Wisconsin Stevens Point and his MPA from the University of Wisconsin Oshkosh.

The WCWPDS provides professional development opportunities in all corners of our state and has training offices in Madison, Appleton, and Milwaukee.





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