

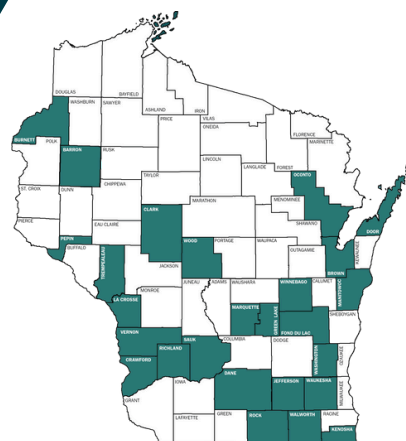
## ALC Executive Summary - 2024

### Overview

The Applied Learning Communities (ALCs), launched in 2019, facilitate dialogue and resource sharing among Child Protective Services (CPS) professionals across the state. In recent years, a transfer of learning approach has invited supervisors and lead workers to examine a specific area of policy, consider supplementary skills CPS professionals might need to support the practice, develop learning materials, and use those materials in their agencies to train and skill-build with staff. Recommendations for improvements at the local and state level in policy, training, and eWisACWIS are then made to the Wisconsin Department of Children and Families.

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

Parent Partners from the Parents Supporting Parents Program were part of the facilitation team and provided insights on engaging families in safety planning.



**26 local child welfare agencies**  
**100 supervisors and designees**  
represented at the ALCs

### Six Modules

**Module 1: Start With Self**

**Module 2: Exploring Perspective**

**Module 3: Discovering Other Perspectives**

**Module 4: Integrate Learning and  
Unlearning Into Our Perspective**

**Module 5: Engaging In In-Home Safety  
Planning With Families**

**Module 6: Building Habits  
for Teams**

### Learning Objectives

- Explore influences on thinking using AWAKEN: A Practice for Conscious Decision-Making.
- Mindfully organize as teams to strengthen collaboration and decision-making skills.
- Consider how moral injury and risk tolerance impacts professionals and decision-making.
- Strengthen knowledge base regarding safety planning.
- Practice skills using a real-life example provided by a lived expert.
- Engage in collaborative discussions with peers across the state to learn from each other.
  - Engage in teams to strategize how to improve practice.

# Transfer of Learning Resources

This year, the Applied Learning Communities again provided a Transfer of Learning (TOL) experience. The TOL aimed to enhance the sharing of information and tools within the teams at each agency.

The six asynchronous learning modules were utilized to create 41 short, subject-specific [learning aids](#) with discussion questions available on the Wisconsin Child Welfare Professional Development System website. Supervisors and lead workers shared tools they used to promote in-home safety planning. Those resources, learning aids, and a handbook can be found on the [2024 Applied Learning Communities](#) page. The Mindful Organizing tools, as applied to in-home safety planning, can be found at the [Wisconsin Well](#).

These resources can be accessed by anyone for unit meetings, individual learning sessions, or as a reference tool for the agency's staff.

## Top Recommendations

The top recommendations are listed below. A more detailed description can be found in the ALC Full Report.

### Local

- 1. Encourage team-based decision-making at key decision points.**
- 2. Make safety planning more inclusive and family-centered.**
- 3. Expand the child welfare workforce through greater involvement of supported lived expert peer roles.**

### State

- 1. Use accessible, strength-based language across all materials.**
- 2. Align and combine the In-Home and Out-of-Home practice expectations and guidance within the CPS Ongoing Service Standards.**
- 3. Improve clarity and consistency in the documentation related to the Safety Assessment and Planning process.**