 

**WCWPDS Steering Committee Meeting Notes**

Tuesday, October 5th, 2021, from 1:00pm-4:30pm

**Discussion/Decision Items**

1. **Welcome & Introductions**

**Meeting Attendees**: Mika Makarovich (DMCPS), Fred Naatz (Grant County), Vicki Tylka (Marathon County), Mandy Stanley (Marquette County), Diane Cable (Eau Claire County), Stacy Ledvina (Manitowoc County), Lisa Roberts (Waukesha County), Jeff Jazgar (Menominee Tribe), John Elliott (DCF), Becky Yang (DCF), Raj Kamal (DCF), Emily Erickson (DCF), Michelle Rawlings (DCF), Darin Smith (WCWPDS-Madison), Stephanie Reilly (WCWPDS-Madison), Heather Halonie (WCWPDS-Madison), Julie Brown (WCWPDS-Milwaukee), and Ellen Smith (UW-Madison).

**Overview of Agenda**

**Staff Updates**: Position open for Instructional design at WCWPDS as we are no longer able to obtain services from DoIT. The position will close Thursday, October 7 at 11:55 pm.

1. **New Worker Training Update**

Stephanie and Julie provided an overview of what WCWPDS has been working on regarding the NWTP. Stephanie shared the NWTP Elements and Sequencing document which overviewed the nine topics that will be part of the program. WCWPDS took these elements and reviewed existing curriculum and identified what information is relevant to all access, IA and ongoing CPS workers in the first 6 months of their job. The document shows the sequence that topics will be offered. Case Process was broken into two parts as part 1 sets up Engaging Families. The idea is to move from the most general information and then move into more specific operations. Case Practice w/American Indian Tribes day 1 will then follow as it pulls together the information from Culturally responsibility, Trauma, Case Process, and Engaging.

Case Process part 2 starts to look at Safety—how it is defined, generally what present and impending danger means, etc. Critical thinking starts to look at how to look at information gathered and begin to make decisions. Present Danger will then give specific information around making safety decisions. There is a notes section in the shared document that gives more rationale for how the content was chosen and sequenced and any questions can be referred to Stephanie and Julie.

John thanked the team from WCWPDS and DCF that is working on this project. The program will look very different from current Foundation as we are looking outside the box to think about how best to prepare staff to serve children and families. The hope is that it will help with staff retention and preparing a confident workforce.

Becky’s team is looking at mapping content with specific elements and supporting activities. The next step is to look at modalities with instructional design to understand how to best deliver the content.

1. **Training Technology Sample: Theravue**

Due to COVID requiring the training system to move to virtual training, and with the NWTP WCWPDS has begun to explore different technologies to deliver training. Theravue is a practice tool where the worker watches a video of a client, they view a rubric on the page and record their response to the client. This response can then be reviewed by someone else (supervisor, trainer) for possible feedback. WCWPDS has been working with Theravue to develop child welfare scenarios as current scenarios were mainly developed for therapists. Ellen Smith demonstrated the tool for the committee. It is a web-based tool where they hire actors which makes it extremely flexible as they can develop any type of scenario necessary. The tool was praised as a way for workers to practice skills in a non-threatening way and still receive valuable feedback. It also allows the workers to evaluate their own skills before it’s viewed by anyone else.

Darin discussed the idea of developing a child welfare library with a variety of topics/skills for workers to practice and wondered whether counties would access that outside of WCWPDS. The counties thought this would be a way to help develop staff as it is often difficult to go out into the field with them. There is also a possibility to use them to help staff review skills in a unit meeting.

1. **Foundation Training Additions**

DCF 43 states that we can require up to 15 days of Foundation training, but does not name the topics. We work with the Steering Committee and DCF to determine which trainings are required and which ones are optional or menu items. As part of the PIP WCWPDS has been examining compliance with the training rule and having discussions with the counties about what Foundation contains and what may be missing.

In discussion with Milwaukee they requested adding the Information Collection training to the Foundation menu as they have found the training very valuable for staff. There was a similar request for Basic Intake as most workers are required to take it anyway and this way they can get Foundation credit for taking it.

Counties felt that allowing this for Basic Intake would be beneficial—especially in rural counties where it can be difficult to cover when staff are out at training. Darin shared that 67% of the workers required to take the 15 days of Foundation also are required to take the Basic Intake training.

**Question: What would be opposition to adding these trainings to the menu?** Workers may not end up attending the job specific Foundations if they can get their 15 days in by taking required courses and Basic Intake. However, Basic Intake is a training they need to take quickly to do their job functions and this would allow more time for the agency to get their workers through necessary trainings.

Overall, the committee agreed with adding these trainings to the Foundation menu. However, we have to think about how this will interfere with the NWTP. We will have further discussions around what Foundation looks like in January of 2023 since NWTP will have to be completed within the first six months of employment. The decision was made to add both trainings to the Foundation menu options.

1. **County Specific Training Proposal**

Prior to the reorganization of WCWPDS in 2016 we had regional training systems where counties could request training from their regional training partnership. WCWPDS currently gets requests like this approximately two times per year. Darin discussed the idea of having a grant program to assist counties and tribal agencies to provide in-house professional development opportunities.

**Question: Would counties/tribes be able to receive CEH’s for these trainings?** Yes, as WCWPDS is able to grant credit hours for trainings contained within PDS Online by DSPS.

Feedback given by the committee is that they felt that many counties would take advantage of this program. We would need to set up criteria for how we choose to grant requests as there would be a limited number available.

1. **2022 Priority Discussion**

A document was sent out with the 2022 course offerings –questions can be directed to Darin, Stephanie or Julie.

Stephanie reviewed the 2021 priorities that will carry over to 2022. A document with the list of these priorities was shared. These include:

* Continued development of NWTP
* eWiSACWIS web-based training modules
* PIP priorities
* Implementation of Family First legislation
* DCF special projects already underway
* Continued enhancement of virtual training
* Update the Subsidized Guardianship module
* OE
* Addressing and Understanding Cultural Competence and Implicit Bias in Child Welfare

See WCWPDS 2021 Priorities for Caseworkers Supervisors that will Continue into 2022\_9-28-2021 for more detail.

Darin shared that they are starting to look at how to use OE in a different way. OE has been utilized less since counties have had less time to engage in a long OE process since the beginning of the pandemic. No decisions have been made but this committee will be kept up-to-date.

Darin shared the County Priority Feedback 2022 document that compiled the information from the survey provided to the county/tribal representatives to gather priority information around the state. Top priorities were Safety, Mental Health, STS, eWiSACWIS and Courtroom Preparation. Additional notes included:

* In-person vs. virtual
* Other topic ideas
* Families First

John Tuohy has a training request for Civil Rights Training for CW and YJ Staff as counties are required to provide this training for staff. He thought that we could use existing materials to develop an online training for counties to utilize to train their staff.

John asked for feedback from the county/tribal representatives about priorities for 2022 given all the documents/information shared. There was support for the civil rights training and representatives felt it would be a great opportunity to take this required information and make it relevant to caseworkers. John had a question about how staff that are not in PDS Online could take the training. Darin said that we could put it in PDS Online but also on WCWPDS website which could end up with lack of documentation of the training for some participants. We could also require everyone to take it to create a PDS Online account.

Vicki found it interesting that there is interest in STS since there was a decline in participation in this training prior to the pandemic and it speaks to the effect that the pandemic has been having on the mental health of staff. It is worth conversations to discuss what people want with this training request and whether the training we have will meet the current needs. We can use it as an opportunity to invest in staff to reduce burn-out and increase retention.

Discussion around safety—what do we already have developed that can help support Family First and keeping children in the home or what do we need to develop to support this? The safety revisions workgroup needs to take stock of what we have and what the bigger arc is looking forward to what may be more necessary structural changes. There needs to be a focus on in-home safety and this will be a need for all staff—both experienced and new staff. We can possibly look at utilizing ALC’s and the TSSF’s to assist staff without having to change current curriculum as WCWPDS safety unit is currently working on NWTP to roll out in 2023. There’s concern that the TSSF’s might not reach enough people so there may need to be thought around who is invited to participate.

Acknowledging that we will not be able to attend all the priorities we could look at the proposed grant program and prioritize grants to the counties proposing trainings that meet some of the top priorities gathered from the regional surveys.

Timeline – priorities to be locked down by the end of November and then work on the contract begins. Negotiations begin at that point based on the resources available within WCWPDS. There was a question about how the information about the final priorities are communicated to the counties. John said that this information could be shared at the December PAC meeting and at the January Steering Committee meeting.

OE – discussion around what we should do with this program. Darin shared that participation had started to decline prior to the pandemic and they were already thinking through how to use the program differently. Feedback was that with everything happening with Family First that counties may not have time to commit to an OE project. However, it may be necessary with the major system changes that will be coming to help counties in re-creating their systems. There was discussion around shifting OE to assist counties in specific topics/interventions or in development of a toolkit for counties to access independently. If the model shifts away from the APHSA process, we may have to look at calling it something different to clarify.

1. **Supervisor Training Follow-up & Learner Support Unit Proposal**

Stephanie shared the document Supervisor Foundation Training – Summary Current Development Work and Recommendations. The first two pages of the document gave further information based on questions raised at our last meeting regarding attendance at the Supervisor Foundation courses and projects currently being developed for supervisors.

Julie presented the recommendation of a Learning Support Strategies unit at WCWPDS to focus on coaching and other post-training practices that promote continual learning and professional development. See the Supervisor Foundation Training – Summary Current Development Work and Recommendations document for more information. Feedback from the committee was positive. The idea of regional coaches could assist in building positive relationships between tribes and counties.

1. **Next Steps**

**Key Messages from the 10/5/2021 Steering Committee Meeting**:

1. We feel like we are having success in following our OE process to get priorities prior to the budget process beginning
2. Updates on NWTP
3. Demo’s innovative new training techniques and how they may be utilized within the training system.
4. Additional Foundation menu offerings