



Ad Hoc Committee on Pre-Service, Foundation, On-Going and Supervisory Staff Development



Welcome!

- **Introductions**
- **Reminder about the parameters of our task**
- **Recording of Other Feedback**
 - **Identify any that needs decisions made by group and make those decisions**
- **Updating and finalizing checklists**

- **Review plans for next steps including when this group should meet again**



Introductions

Please introduce yourself including:

- **Name**
- **Title**
- **Agency/Organization**



CFSR Report

The final report of the federal Child and Family Service Review, January, 2004, states the following:

Wisconsin is not in substantial conformity with the systemic factor of Training. Information obtained during the CFSR indicates that the collaborative approach to training between the State, counties, training partnerships, tribes and universities does not ensure that newly hired caseworkers in all county child welfare offices receive the initial training necessary to provide services that support the goals and objectives of the child and Family Services Plan (CFSP). In addition, the CFSR found that many newly hired caseworkers are assigned caseloads before completion of a core or foundation training program, and that DCFS does not have statewide requirements for staff to participate in ongoing training. (Executive Summary, CFSR Report, p. 9, January, 2004)



Item 32

Federal Requirement: The State is operating a staff development and training program that supports the goals and objectives in the CFSP, addresses services provided under titles IV-B and IV-E, and provides initial training for all staff who deliver these services.

- **Finding**

“A key concern is that many newly hired caseworkers are assigned caseloads before completion of any training program” (CFSR, p. 70).



PEP: Improvement of Systemic Factors

Staff and Provider Training: For staff training, PEP Action Step R addresses CFSR Items 32 and 33 relating to initial and ongoing training. A statewide pre-service training program will be developed to ensure staff receive basic training prior to taking child welfare cases. Statewide requirements will be established for caseworker training, including foundation training for core practice skills, ongoing advanced skills training for caseworkers, and foundation and skills training for supervisors. Staff training will be provided through the existing University of Wisconsin Training Partnerships, but the capacity of the Wisconsin child welfare training system will be expanded to provide additional training and take advantage of technology and other training resources to deliver training in the most effective and cost-efficient manner.



Charge to AdHoc Committee

- ***The major responsibility of the AdHoc Committee on Initial & Ongoing Staff Training is to create a report for the Wisconsin Child Welfare Training Council on what should constitute pre-service, foundation, ongoing and supervisor training for child welfare workers in Wisconsin. The Training Council will then make a recommendation to the Division of Children and Family Services who have the final responsibility for creating the administrative rule and for satisfying the requirements of the Wisconsin Program Improvement Plan regarding minimum training requirements for child welfare workers.***



Reminders

- **Content covered in pre-service is essentially enough to get the worker to CORE. It is not as complete nor as “deep” as CORE. There are content areas listed that could be covered, literally, in 5 minutes via a web-based unit, for example.**
- **This isn’t about sitting at a computer for 4 days and doing pre-service. Learning happens best when people can actually see what is being talked about in pre-service by combining learning with observing and doing.**
- **Pre-service will be designed to begin with what workers need first so that they can quickly do basic casework tasks with close supervision.**
- **Workers may not be able to officially carry a caseload until they complete pre-service, but they can certainly do work with children and families**
- **Exemptions will be worked out (BSW, MSW, experience)**



Good Practice

- **Respectful, encouraging and helpful**
- **Accurate and objective**
- **Sufficient to assure safety of children**
- **Family-centered, child focused**
- **Ethical**
- **With minimal risk for agency**
- **Culturally competent**
- **Legal**
- **Evidence and outcome based**

Updating Lists

- **Does anyone have more feedback to add to the issue of what to remove and what to add to the list? If so, go ahead and mark lists using your county initial as “check mark.”**

Feedback

- **Read page entitled “Feedback.”**
- **Do you have any additional feedback that should be added to what we already have?**
- **Is there anything you want to talk about from this feedback before we work through the checklists? We have good expertise in the room to deal with issues.**



Finalizing Checklists



Process for each checklist will be similar to the way we did it last time only we will do the work as a whole group. We will go through each list.

- **Items with no marks or 1 mark will be left on**
- **Items with 2 marks will be left on unless someone convinces us to remove them.**
- **Items with 3 or 4 marks will be removed unless we are convinced by someone to keep them on the list.**
- **Items with 5 or more marks will be removed.**



Finalize Checklist

- **Looking at feedback, do we need to add any items to the lists?**

Next Steps

- ***Read AdHoc Committee Plan for Process***
- ***Do you have any questions or concerns about the plan?***



Next Steps

- Read *Pre-Service Work Plan: Basic Steps*
- Do you have any questions or concerns?
- Agreement on when this committee reconvenes.
 - Agree at what point in the work being done does the Committee want to reconvene
 - When and where

