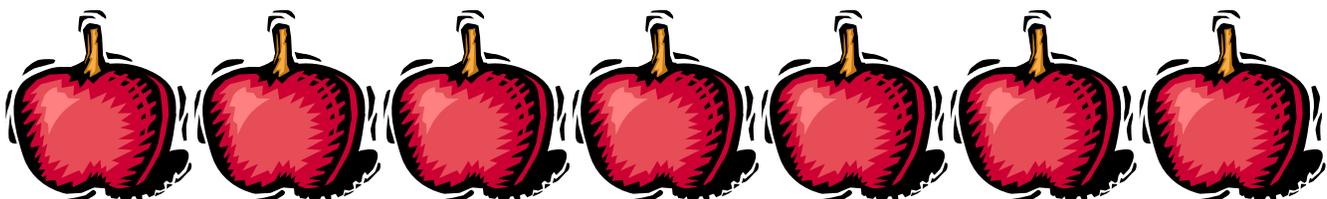


**Section B:
APSR Report for FY 2006**

**(7) Training, Technical Assistance,
Research & Evaluation,
Management Information Systems, and
Quality Assurance Systems**

**Children's Administration
Department of Social and Health Services**



**Annual Progress and Services Report FY 2006
Training, Technical Assistance, Research & Evaluation,
Management Information System**

Children's Administration Training FY 2006

The Office of Training and Development (OTD) continued to provide the Academy, Post-Academy workshops, statewide conferences, and Supervisor Training during FY 2006.

Child Welfare Training and Advancement Program (CWTAP) continued in partnerships with the University of Washington and Eastern Washington University.

Newly offered this year was the Social Worker Supervisor Academy.

- **The Social Worker Supervisor Academy** was developed in order to meet the training needs of social worker supervisors. Elements from a variety of training programs (including Basics of Supervision and Supervising for Excellence) were combined, and the creative ideas and input of many current social work staff were also utilized. This new training program is a three-week competency-based program, offered four times a year. It is designed to give new social worker supervisors the foundation for essential knowledge and skill training needed to be a successful supervisor and is taught in a small group atmosphere (maximum participants per session is 25).

- **Condensed Academy** – The model for the Condensed CPS/CWS Academy is for Region 4 social workers. Due to extenuating circumstances of Region 4, it was developed to meet their training needs. Since Condensed Academy is a shorter version of the six-week CPS/CWS Academy, it received the Secretary's approval before its implementation. The model for this training is as follows:
 - Two-weeks of classroom training
 - Two-weeks of Field Activity, with supervisors and senior workers acting as mentors
 - Nine additional modules social workers are required to take within 6-months are:
 - Intro to Laws and Policies
 - Ethics and Professional Conduct
 - MEPA/IEP
 - Supporting Families
 - Shared Decision Making
 - Engaging Adults
 - Mental Health
 - Placement Decisions
 - Service Planning

- **Permanency Planning From Day One** - in fiscal year 2005 and 2006, OTD in collaboration with University of Washington offered this training on four occasions in two regions. Region 3 and Region 5 completed training on 82 CA employees. The curriculum focused on permanence as well as safety as a matter of urgency for every child involved with the child welfare system. Diligent permanency planning from day one insures that children will not age out of foster care without a permanent family and/or family connections. This training builds on the principles of the concurrent planning model to include specific actions that can be taken throughout the life of a case to assure the permanent placement of children in out of home care. Data related to permanency outcomes is reviewed. Case studies illustrate how permanency outcomes are

achieved. Specific skills for early identification of children most at risk of becoming permanent planning "casualties", in strengths-based engagement, kinship assessment and behaviorally specific case planning are taught.

- **Strong Critical Tools Lead to Effective Home Study training** - in April 2006, OTD was proud to present Denise Goodman Ph.D. to Washington State for a statewide training on Strong Critical Tools Lead to Effective Home Studies. The training curriculum focused on Conducting Effective Family Assessments, Critical Assessment Issues, Information Gathering, Approving and Denying Home Studies.
- **Engagement** - Tools to empower families to engage in changing behavior, strategies to effectively handle conflict and resistance, principles of motivational interviewing and solution-focused therapy.
- **Improving Teaming between Foster Parents & Social Workers** - Identify the challenges and discuss the benefits of collaboration and teaming. Talk about how to improve teaming and collaboration and learn about successful examples of collaboration currently in use. Explore a specific model of teaming that can help us in our work for children and families. Discover which of our individual skills and resources can support teaming efforts
- **The Annual Caregivers Conference** - was coordinated by CA and held in September 2005 at Ocean Shores, WA. The Annual Foster Parent and Caregiver Conference was held at Ocean Shores. The conference provided 286 Caregiver scholarships, which included 70 relative caregivers. This was the first year that relative caregivers were invited to attend. There was a total registration of 476 participants. The conference provided 3 keynote speakers, 53 workshops from which foster parents were able to get their yearly training credits. Contributors to the conference budget included Mental Health Division, Medical Assistance Administration, Aging and Disability Services Administration, Economic Services Administration, Division of Alcohol and Substance Abuse, Families for Kids, Washington Association of Family-Based Treatment Services, Foster Parent Association of Washington, Annie E. Casey Foundation, National Foster Parent Association, and Casey Family Programs
- **The Annual Diversity Conference** - was coordinated by CA and held in November 2005 at SeaTac, WA. The Annual Diversity Conference theme was "Building Inclusion through Collaboration". The conference planning committee included members from private agencies and several DSHS staff as well as all of the regional Diversity Coordinators. Funding for the conference was generously provided by: Casey Family Programs, DSHS Diversity Affairs Office, Medical Assistance Administration, Division of Alcohol and Substance Abuse, Economic Services Administration, Juvenile Rehabilitation Administration and Children's Administration. Approximately 200 participants attended from private agencies, DSHS contributing agencies and Children's Administration. The conference provided 3 keynote speakers, 16 workshops.
- **The Indian Child Welfare Summit** - was coordinated by CA and held in May 2006 at Quinault Beach Resorts, Ocean Shores, WA. The Theme for the ICW Summit was "Protecting Our Children, Retaining Our Culture". The Summit Planning committee included 20 members from Children's Administration and local tribes. Funding for the conference was provided by Program and Practice Improvement Division and from the Regions to help cover lodging costs for staff. There were a total a 263 registrants with 43 participants not attending. The Summit provided 4 Keynote speakers and 3 breakout sessions with 6 choices for each session.

Regional Training Contacts - in each region continued to coordinate and facilitate a variety of activities including mandatory training, special topic training, advanced training and symposia. They maintained tracking systems for staff completion of training requirements as well as for other staff development activities through the Aspen tracking system. They are responsible for conducting region- specific new employee training.

Regions conducted special topic training - which focused on the 10 major areas of reform identified in our Program Improvement Plan and Braam lawsuit settlement: Safety; Permanency; Engaging Families; Well Being; Adolescents; Kinship Care; Resource Families; Consultation and Collaboration; Service Array; Quality Assurance. Specific topics of recurring regional training which relate to our Program Improvement Plan and Braam lawsuit settlement areas included; Accreditation, Adoption Support, Ansell-Case Life Skills, Best Practice, Case Review, Children Missing from Care, Contracts, CPT, Critical Thinking, Decisions to Place, Dependency Court, Drug Endangered Children, Educational Advocacy, Evidence-Based Practice, Family to Family, Fatherhood Forum, Independent Living Skills, ISSP, Meth, Peer Case Review, Reasonable Efforts, Safety Training, and Violence in the Workplace training. A number of these trainings represent additional effort and initiative on the part of the regions to provide training to staff based on need and interest.

Children's Administration Training FY 2007

The Office of Training and Development (OTD) – Future OTD training includes the following:

- **Social Worker Mandatory Training Plan/Policy** was recently approved and provides OTD with a blue print for competency-based training to be conducted in FY 2007. The plan outlines requirements for social workers to attain a specific level of competence and to maintain that competence through a specified level of ongoing training within the first two-years of hire.
- **Two Academy Options** will continue to provide training to CA staff: social worker supervisors through the Social Worker Supervisor Academy and case-carrying social workers through CPS/CWS Academy.
- **Conference Planning Services** will conduct a number of professional development conferences for social workers, supervisors, managers, support staff, foster parents and our community partners.
- **The Child Welfare Training and Advancement Program (CWTAP)** - in partnership with the University of Washington and Eastern Washington University will continue with combined student enrollment climbing to approximately 250 statewide.
- **CPS/CWS Redesign** - Training on the CPS/CWS redesign will include a 2-hour basic introduction of the redesign model to be delivered regionally by the end of June 2006. The redesign tools will be tested in six (6) offices during the months of July, August and September. The complete redesign (tools and introduction) will be officially rolled out to the regions in October, November and December.
- **Comprehensive Substance Abuse Training** - Children's Administration in partnership with DASA, is redesigning its mandatory substance abuse training, writing new 'contextual' curriculum which will be offered over 3 ½ days, replacing the current Basics and Advanced training. It is anticipated to roll out statewide in January 2007. The new training will consist of introductory material on alcohol and other drugs, screening, referral, assessment, and treatment. The revised curriculum also introduces the new screening tool (GAIN-SS), a urinalysis policy, and the addition of Chemical Dependency Professionals placed in local offices.
- **Neglect** - Statewide training on legislative changes regarding chronic neglect; provisions of the bill to be fully implemented effective January, 2007. Curriculum will be developed in July/August; training will commence in October. Training will be conducted in conjunction with the Northwest Institute for Children and Families and CA headquarters. The curriculum will be incorporated into the CA Academy curriculum.

Academy	Total Days: 540*		Total estimated cost: \$1,089,938.00				
Title	Syllabus	Venue	Length (days)	Duration	Provider	Audience	Location
Basic Academy	CA structure, mission and values; special topics commonly needed by social workers to provide competent social work practice, e.g. cultural responsiveness, mental health, ICW, chemical dependency, etc. Applicable for non CPS/CWS social workers.	Agency - Academy	10	Short/full	Agency	CA Staff	Statewide
CPS/CWS Academy	Six week training course social workers must complete prior to carrying a CPS/CWS case; includes a two week field experience. The initial 2 weeks essentially mirrors Basic Academy. The two week field experience is a monitored 'hands on' practice as well as observation of field activities. Weeks 5 and 6 focus on using safety and assessment tools, relationship building with families, children and caregivers, as well as an introduction to legal processes.	Agency - Academy / Field	30	Short/full	Agency	CA Staff	Statewide
ESA/CA - CPS/CWS Academy	Six week training course social workers must complete prior to carrying a CPS/CWS case; this training is a combination of modules from CPS/CWS Academy and additional modules for ESA workers. ESA staff only attend the initial 2 weeks. Includes a two week field experience that applies to CA staff only. The initial 2 weeks essentially mirrors Basic Academy. The two week field experience is a monitored 'hands on' practice as well as observation of field activities. Weeks 5 and 6 focus on using safety and assessment tools, relationship building with families, children and caregivers, as well as an introduction to legal processes.	Agency - Academy / Field	30	Short/full	Agency	CA Staff	Region 1

Academy Cont'd.							
Title	Syllabus	Venue	Length (days)	Duration	Provider	Audience	Location
Condensed CPS/CWS Academy	<p>The model for Condensed CPS/CWS Academy is unique and was only implemented for Region 4 workers.</p> <ol style="list-style-type: none"> 1. Two weeks of training courses. 2. Two weeks of Field Activity, with supervisors and senior workers acting as mentors. 3. Nine additional modules social workers are required to take within six months. <ul style="list-style-type: none"> • Intro to Laws & Policies • Ethics & Prof Conduct • MEPA/IEP • Supporting Families • Shared Decision Making • Engaging Adults • Mental Health • Placement Decisions • Service Planning 	Agency – Academy / Field	10	Short/full	Agency	CA Staff	Region 4
Specialized Academy Tracks	Prepares staff hired to specialty units i.e. CPS/CWS Intake, DLR/CPS investigations, Family Reconciliation Services (FRS), Adoptions or DLR Licensing, plus new tracks for Social Work Supervisors, and In-home Services. Focus for Social Work Supervisors is on providing social workers with specialized information needed to provide these unique services. In-home Services is a new specialty created by legislative mandate.	Agency – Academy	5	Short/full	Agency	CA Staff	Statewide

* Basic may be offered quarterly, depending upon need. CPS/CWS may be offered 11 times/yr, each session running six weeks. Each specialized track is offered annually.

New Employee Training Total Days: 216*			Total estimated cost: \$32,625**				
Title	Syllabus	Venue	Length (days)	Duration	Provider	Audience	Location
New Employee Training / Orientation	Overview of regional structure, policy and procedures for new social workers including HIPPA, HIV/AIDS, BBP, MEPA, Violence in the Workplace, Sexual Harassment, LEP, Deaf, Deaf-Blind and Hard of Hearing.	Agency	1	Short/full	Agency	CA Staff	Regions

* Total days were derived by an average of 3 days of new employee training occurring monthly multiplied times six regions. Generally, class size is not a factor in deciding whether to hold a class, although the amount of training days can vary depending on the number of new employees hired.

**Total cost is estimated on the basis of \$75 per new hire. During FY '06 (7/1/05 - 6/30/06), there were a total of 435 new hires.

Post Academy Total Days: 225*			Total estimated cost: \$349,289**				
Title	Syllabus	Venue	Length (days)	Duration	Provider	Audience	Location
Social Worker Training Forums	Professional development topics for social workers to include; critical thinking, evidence-based practice and best practice models.	University -based	1	Short/full	Contractor	CA Staff	Statewide (2-forums offered twice)
Basics of Substance Abuse	Mandatory training for new agency social workers covering signs and symptoms of drug abuse and dependency, the progressive nature of addiction and compulsion, the laws related to addiction, information on resources and referrals, collaborating with community partners and working with families.	Agency	1	Short/full	Contractor	CA Staff	Statewide
Advanced Substance Abuse	The physiological and psychological impact of alcohol and other drugs on the brain; impact of drug/alcohol addiction on parenting skills; strengths based strategies to work with clients using drugs/alcohol.	University -based	1	Short/full	Contractor	CA Staff	Statewide

Post Academy Cont'd.							
Title	Syllabus	Venue	Length (days)	Duration	Provider	Audience	Location
Comprehensive Substance Abuse Training	CA in partnership with DASA is redesigning its mandatory substance abuse training, writing new 'contextual' curriculum, which will be offered over 3 ½ days, replacing the current Basics and Advanced training. It is anticipated to roll out statewide in January 2007. The new training will consist of introductory material on alcohol and other drugs, screening, referral, assessment, and treatment. It will focus on parental substance abuse in the context of child welfare practice, giving concrete guidance to social workers that encounter a significant number of families exhibiting the problems associated with substance abuse. The revised curriculum also introduces the new screening tool (GAIN-SS), a urinalysis policy, and the addition of Chemical Dependency Professionals placed in local offices.	University-based	4	Short/full	Contractor	CA Staff	Statewide
Chronic Neglect	Workshop to be delivered to CA neglect specialists to include presentations on; co-occurring substance abuse and mental health disorders, interpersonal violence, infant mental health and early brain development, child development, family group conferencing and collaborative models for intervening with neglect families.	University-based	5	Short/full	Contractor	CA Staff	Offered once at the UW Campus
Improving Interventions in Chronic Neglect	To examine chronic neglect in depth, with the goal of improving child welfare interventions with these hard to help families. The relationship between and among long-term severe poverty, substance abuse, mental health problems and histories of victimization. The importance of pattern recognition, comprehensive family assessment, community collaboration and a child development focus in creating more effective child welfare interventions. The training will provide an operationally useful typology of chronic neglecting parents.	University-based	1	Short/full	Contractor	CA Staff	Each of the 45 field offices across the state

Post Academy Cont'd.							
Title	Syllabus	Venue	Length (days)	Duration	Provider	Audience	Location
Neglect Legislation Implementation Training	Statewide training on legislative changes regarding chronic neglect; provisions of the bill to be fully implemented effective January, 2007. Curriculum will be developed in July/August; training will commence in October. Training will be conducted in conjunction with the Northwest Institute for Children and Families and CA headquarters. The curriculum will be incorporated into the CA Academy curriculum.	Agency	3	Short/full	CA	CA Staff	Statewide
Permanency Planning from Day One	Workshop where participants have an opportunity to consider their region's permanency outcomes, explore challenges to permanency planning that they encounter in day-to-day practice, and discuss impact that impermanence has on child development. Concrete strategies and skills for achieving early permanence will be taught.	University-based	1	Short/full	Contractor	CA Staff	Statewide
ICW Manual Training	Required training for all social workers within first year of hire on the ICW Act, Washington State Tribal Agreement, and the Adoption Safe Families Act; also including an introduction to effective cross-cultural services and partnerships.	Agency	2	Short/full	Contractor	CA Staff & Tribal Members	Statewide
ICW Cross-Cultural Training	Required training for all social workers within the first two years of hire on engaging, interviewing and assessing Indian families, Measures to make services culturally sensitive are also covered.	Agency	2	Short/full	Contractor	CA Staff & Tribal Members	Statewide
ICW On-Line Training	Provisions of the ICW Act presented in the order in which a child welfare worker might encounter them in an ICWA case. Legal explanation provided in non-legal language. Recommended performance steps associated with effective social work practice. Information provided both to support practice and to ensure appropriate case records.	CBT	1	Short/full	Contractor	CA Staff & Tribal Members	Internet

Post Academy Cont'd.							
Title	Syllabus	Venue	Length (days)	Duration	Provider	Audience	Location
CPS Investigative Training	The training curriculum focused on Steps of an Investigation, Assessing vs. Investigating, Critical Thinking, Interviewing Offenders, Collaterals and Witnesses, Use of Case History in Investigative Practice, Lessons Learned from Child Deaths in Washington, Collaboration with Law Enforcement, Conflicting Medical Opinions, Working with Clients with Diagnosis.	Agency	4	Short/full	CA Staff / Contractor	CA Staff	Statewide
Child Abuse Investigation & Interviewing	4-day training for first year DCFS/DLR CPS workers on principles and application of research-based child interviewing, interviewing skills, cultural considerations, effective testimony. Address the special challenges of working with vague allegations, resistant children and adolescents, non-offending parents and alleged offenders. The 4 th day of training will be incorporated into the first 3 days this year. The 4 th day will enhance child interview skills. Participants will participate in intensive interview skill building exercises and learn how to with complex situations, audiotaping interviews and working with children who are reluctant to talk or have special needs. Specialized techniques to help workers address these situations will be covered during the training.	Agency	4	Short/full	Contractor	CA Staff	Statewide
Strong Critical Tools Lead to Effective Home Study training	The training curriculum focused on Conducting Effective Family Assessments, Critical Assessment Issues, Information Gathering, Approving and Denying Home Studies.	Agency	1	Short/full	Contractor	CA Staff	Statewide training site will be in Tacoma
Adolescent Training on Permanency	Present why it is important to find permanency for our adolescents.	Agency	2	Short/full	Contractor & CA Employee	CA Staff	Statewide 1 on each side state

Post Academy Cont'd.							
Title	Syllabus	Venue	Length (days)	Duration	Provider	Audience	Location
Disclosure Training for CA Staff	State and federal laws for staff providing clients with their confidential records, responds to discovery requests, or releases documents in response to public disclosure requests.	Agency	1	Short/full	Agency	CA staff	Regions & HQs
Engagement	Tools to empower families to engage in changing behavior, strategies to effectively handle conflict and resistance, principles of motivational interviewing and solution-focused therapy.	University-based	1	Short/full	Contractor	CA staff	Statewide
Improving Teaming between Foster Parents & Social Workers	Training on: <ul style="list-style-type: none"> Identify the challenges and discuss the benefits of collaboration and teaming Talk about how to improve teaming and collaboration and learn about successful examples of collaboration currently in use Explore a specific model of teaming that can help us in our work for children and families Discover which of our individual skills and resources can support teaming efforts. 	Agency	1	Short/full	Agency	CA staff	Statewide
CPS/CWS Redesign	Training on the CPS/CWS redesign will include a 2-hour basic introduction of the redesign model to be delivered regionally by the end of June 2006. The redesign tools will be tested in six (6) offices during the months of July, August and September. The complete redesign (tools and introduction) will be officially rolled out to the regions in October, November and December	University-based	TBD	Short/full	TBD	CA staff	Statewide

* Post-Academy classes are generally offered once per year in each region, though may be offered twice per year in each region.

**Cost was based on contract amount.

Conferences	Total Days: 10		Total estimated cost: \$150,000*				
Title	Syllabus	Venue	Length (days)	Duration	Provider	Audience	Location
CA Conferences	Workshops to promote best practice in child, youth, and family services, and to guide agency administrators, program managers and field staff as they build and strengthen services to children, youth and families. Topics for 2006 - 2007 include: <ul style="list-style-type: none"> • Diversity Conference 2006 • Foster Parent & Caregiver Conference 2006 • Two Supervisor Conferences 2006 and 2007 • ICW Summit 2007 	Agency / Conference	2 each	Short/full	Agency	CA Staff, Foster Parents, Tribal Members	Statewide

- Conference costs are estimated to be \$30,000 for a 2-day event.

Regional Special Topics* Total Days: 600**			Total estimated cost: \$450,000***				
Title	Syllabus	Venue	Length (days)	Duration	Provider	Audience	Location
Best Practice Training	Kids Come First agenda	Agency	1	Short/full	CA & Contractor	CA Staff	Regions
Reasonable Efforts	Presentation, discussion, breakout groups to discuss regional issues and create action plans.	Agency	1	Short/full	CA	CA Staff	Regions
Education Advocacy	Educating CA staff, school personnel and community members on educational advocacy and the importance of educational stability.	Agency		Short/full	CA & Contractor	CA Staff	Regions
Family-to-Family	Family-to-Family model.	Agency	1	Short/full	CA & Contractor	CA Staff & Community Members	Regions
Independent Living Skills Assessment	Ansell-Casey Life Skills training, to assist staff with assessment and work with ILS clients.	Agency	4	Short/full	CA	CA Staff	Regions
Critical Thinking	Undoing bias in risk assessment.	Agency	2	Short/full	Contractor	CA Staff	Regions
Independent Living Skills	Provide individual or small group training to SW's and Supervisors on how to access and use the ACLSA assessment and IL soft ware program.	Agency	1	Short/full	CA	CA Staff	Regions
Lessons Learned	Lessons Learned from Case Review and Fatality Reviews	Agency	1	Short/full	CA	CA Staff	Regions
Peer Review	This training provides information to supervisors and managers on "Peer Review" tools, criteria, procedures etc. It is also intended for volunteer staff identified to conduct reviews.	Agency	1	Short/full	CA	CA Staff	Regions
Risk Assessment	Training on assessing risk.	Agency	1	Short/full	CA	CA Staff	Regions

* A representative sample of recurring training provided by each region, planned for 2006 – 2007.

**Regions are unique in the variety and frequency of training they conduct – a comprehensive list was too extensive to include here.

***Estimates are based on trainer, facility, travel/per diem and the number of events per region, and averaged \$75,000 per region.

**Annual Progress and Services Report FY 2006
Training, Technical Assistance, Research & Evaluation,
Management Information System**

IV-E Tribal Agreement Partners Training Plans (as required) are included below for the four tribes: the Lummi Indian Nation, the Quinault Indian Nation, the Port Gamble S'Klallam Tribe, and the Makah Indian Nation.

Lummi Indian Nation:

Topic presented in FFY 06	06 plan	07-09 plan	Syllabus	Venue	Length	Duration	Provider	Audience	Estimated Cost
Lummi Nation	X	X	Fiscal planning, Grant Management, Budgeting	Lummi	1 day	Short	Lummi	Social Workers	0
ICW	X	X	Placement issues	Agency	2 days	Short	NICWA	Social Workers	150
ASSAM Training (D/A)	X	X	CA	Agency	1 day	Short	DCFS	Social Workers	0
Family Therapy	X	X	Council Lodge Institute	Tribal	3 days	Short	CLI	Social Workers	150
FPS Services	X	X	Family unification training	Agency	2 days	Short	Tribes	Social Workers	0
Parenting Education	X	X	NICWA Indian Parenting	NICWA	2 days	Short	NICWA	Tribal Members	150

Quinault Indian Nation:

Topic presented in FFY 04	06 plan	06-09 plan	Syllabus	Venue	Length	Duration	Provider	Audience	Estimated Cost
WA State Caseworker Academy	X	X	DCFS Caseworker Academy inc. ICW, Case Planning, Adoption planning	Agency	20	Short	WA State CA	Social Workers	7699 per year
Indian Child Welfare Act	X	X	Indian Child Welfare Act	Agency	2	Short	NICWA	Social Workers	257
Customary Adoption	X	X	Culturally Relevant Adoption Models	Agency	2	Short	NICWA	Social Workers	701
Case Management Data Base System	X		Case Documentation and File system	Agency	3	Short	Eagle Sun/Seabert and Associates	All Family Service Staff	3000
WA State Academy	X		Supervisor's Academy	Agency	20	Short	WA State CA	Case Work Supervisor	1500
Case Planning	X	X	Culturally appropriate Individual Service Plan Development	Agency	3	Short	NICWA	Social Workers	3000

Port Gamble S’Klallam Tribe:

Topic	Syllabus	Venue	Length	Duration	Provider	Audience	Estimated Cost
Child Risk Assessment	Assessing risk in children and families	Agency	2	Short	WA State CA	Social Workers, Licenser	\$100.00
Developing family safety plans	Culturally Appropriate ISP Development	Agency	3	Medium	NICWA	Social Workers	\$200.00
Providing Care for Challenging Children	managing high risk behaviors	Agency	2	Short	WA State CA	Social Workers	\$100.00
Annual NICWA Conference	current Indian child welfare topics and techniques	Agency	4	Medium	NICWA	Social Workers, Licenser	\$2,000.00
Annual Juvenile Justice Conference		Agency	2	Short	Wa State CA	Social Workers	\$300.00
Child Abuse Investigation and Interviewing	child interviewing skills and effective testimony	Agency	3	Medium	WA State CA	Social workers, Licenser	\$100.00
ICW Manual Training	ICW Act, WA State tribal agreement, AFSFA	Agency	2	Short	WA State CA and NICWA	Social Workers	\$200.00
Tribal Child Welfare Certification	culturally competent social work certification program	Agency	2	Short	NICWA	Social Workers	\$1,000.00
Foster Parent and Caregiver Conference	workshops for foster parents, caregivers	Agency	3	Medium	WA State CA	Licenser	\$500.00
ICW Summit	State and Tribal ICW meeting	Agency	3	Medium	WA State, Tribes	All social service staff	\$800.00

Makah Indian Nation:

No reported changes in their training plan this year.

Topic presented in FFY 04	05 plan	06-09 plan	Syllabus	Venue	Length	Duration	Provider	Audience	Estimated Cost
WA State Caseworker Academy	X	X	DCFS Caseworker Academy Inc., ICW, Case Planning, Adoption Planning	Agency	20	Short	WA State CA	Social Workers	7600 Per year
ICW	X	X	Indian Child Welfare Act	Agency	2	Short	NICWA	Social Workers	257 Per year
Customary Adoption	X	X	Culturally Relevant Adoption Models	Agency	2	Short	NICWA	Social Workers	701 Per year
WA State Academy	X	X	Supervisor's Academy	Agency	20	Short	WA State CA	Caseworker Supervisor	1500/Year
Case Planning	X	X	Culturally Appropriate Individual Service Plan Development	Agency	3	Short	WA State CA	Social Workers	3000
Case Management Database System	X		Case Documentation and File System	Agency	3	Short	WA State CA	Social Workers	2000

The Resource Family Training Institute FY 2006

The Resource Family Training Institute (RFTI) has 14 Statewide Trainers providing training to perspective foster parents, current foster parents and relative care providers.

A high value is placed on the expertise of seasoned foster parents. RFTI contracts with qualified foster parents to train with the RFTI trainers.

The Institute offers curriculum that has been tailored to the needs of the training participants. The trainings include:

- "PRIDE Pre-service", a 27-hour introduction to foster parenting partnered with a 3 hour CA specific orientation.
- "Working With Physically Assaultive and Sexually Aggressive Children in Care" provides specific information on this topic. This is required training for foster parents serving children with these behaviors.
- Teaming between foster parents and staff is designed to promote teambuilding between foster parents and CA social workers.
- Engaging Families for Change is designed to teach foster parent the importance and skills of engaging biological families while their children are in their care.
- Brighter Futures in Practice: Mental Health was a training provided by RFTI and the Department of Health. Bright Futures contains information and resources to help foster parents and providers to navigate and understand their foster child's behavior and development.
- First Aid, CPR, Blood borne Pathogens Training is mandatory for all licensed foster parents and highly recommended for all caregivers. This training was contracted to a Statewide Provider beginning January 2006 to assure statewide consistency and access to all providers at no cost to the participant.
- Special topic instruction is provided by a contracted subject matter expert and is offered statewide. Workshops are available on a variety of subjects effecting diverse populations. Classes include such topics as behavior management, working with gay and lesbian youth, suicide prevention, and attachment issues. Pierce College was contracted to provide additional special topic training this year statewide.

CA sponsored the annual Foster Parent and Caregiver Conference with about 500 attendees this year. Workshops covered all aspects of caring for foster children, including behavior management, anger control, Fetal Alcohol Syndrome, Attention Deficit Disorder, and working with Individual Educational Plans within schools.

The mandatory training requirement went into effect for licensed caregivers to complete 36 hours of training during each 3-year licensing period. The mandatory training hours must be completed before re-licensing. This training can be earned from in-class training, community classes, and online training.

The Resource Family Training Institute Website at www1.dshs.wa.gov/ca/fosterparents provides video workshop training as well as interactive on line training. Additionally, we are linked to the University of North Carolina's "Practice Notes" professional child welfare digest. Caregivers can fill out an evaluation tool that queries their understanding of the workshop material. A certificate will be issued to them upon completion. This year, 1,647 foster parents and caregivers have used this system for continuing education.

The website and video approach removes barriers to training for those in rural areas and for those who experience difficulty with child care arrangements for high needs children. They are able to get training

on their own personal timetable. Approximately 10% of our web customers are licensed in states other than Washington.

Eight new video workshops have been added during this fiscal year and plan an additional eight videos in the next fiscal year. New subjects this year have been "Fire Safety", "Success Stories of Youth in Care", "I'm Not That Different, GBLTQ Issues", and a number of workshops on behavioral and mental health issues.

The Resource Family Training Institute FY 2007

The Resource Family Training Institute plans for the next year include:

- Expanding opportunities & training to unlicensed caregivers.
- Review of our Sexually Aggressive and Physically Assaultive Behaviors curriculum. This review includes collaboration with the State of Maine on their curriculum for Sexually Aggressive and Physically Assaultive Behaviors.
- Continue to provide the Teaming curriculum and Engagement curriculum to reflect the new emphasis on social workers and resource families working together, and the need of resource families to engage with biological families.

The Resource Family Training Institute will continue development of the following:

- Positive working relationships with local TV stations for broadcasting training videos;
- Expansion of the website at <http://www1.dshs.wa.gov/ca/fosterparents/> to assist with public educational efforts and recruitment of resource families;
- Additional video workshops to meet the needs of foster parents. Eight video workshops were added this year and we plan an additional eight videos in the next fiscal year.
- Greater use of technological innovations in the form of "Blackboard" software for staff and resource family training in partnership with Pierce College.
- CA anticipates continued sponsorship of an annual Foster Parent and Caregiver's conference.

Training Cost Allocations

Children's Administration (CA) primarily conducts training through two avenues: the Office of Training and Development (OTD) within the Division of Program and Practice Improvement, and regional training through the Division of Field Operations.

The Cost Allocation Plan outlines the cost allocation methodology for training, as approved by the Division of Cost Allocation (DCA) within the Department of Health and Human Services.

The Office of Training and Development (OTD) provides training for all levels of CA staff. All new CA social workers, licensors and investigators are required to attend Academy. Administrative costs associated with staff development and training are allocated through Staff Training (Base 608), which uses Children's Random Moment Time Sample for staff needed to train social workers.

Higher Education Program/Title IV-E Training supports the education of the current and potential child welfare workforce. Administrative costs associated with the higher education program are allocated as follows: direct charged to the Foster Care Grant (Title IVE) (CFDA 93.658) and for the stipend program, allocation is calculated at the point of payment and the resulting allowable amount is direct charged to Title IV-E training.

Foster Parent Training and activities associated with the training (including trainer travel expense) of current providers of foster care and potential providers of foster care (pre-service training) are allocated through Foster Parent Training (Base 595), which uses Participant Days.

Technical Assistance FY 2006

The following CFSP national organizations were used for technical resources during FY2005:

- The National Resource Center for Child Maltreatment, and
- The National Resource Center for Organizational Development.

Technical Assistance FY 2007

While dates are not yet known, OTD plans to utilize the maximum number of days of technical assistance from the following CFSP national organizations:

- The Center for Organizational Development, and
- The Center for Child Protective Services.

Research and Evaluation

Due to budget constraints, this department was officially eliminated as of September 1, 2005. It has yet to be determined if their research function will be continued in any form within another department. CA does contract for specialized research and evaluation services, as needed.

Management Information System FY 2006

CA's data collection is centered in our Statewide Automated Child Welfare Information System (SACWIS), the Case and Management Information System (CAMIS). Staff are equipped with computers at each work station so case specific information can be entered into this database. Refining the programs within CAMIS as well as the creation of new programs as the need occurs is the responsibility of the Children's Administration Technology Services (CATS).

Key accomplishments in FY 2006 are summarized below:

- Completed the final phase of requirements definition for the release of an RFP for the SACWIS Replacement.
- Released an RFP for Quality Assurance for the SACWIS Replacement Project.
- Received initial funding for the SACWIS Replacement Project from the state legislature.
- Participated in transition activities in support of the new Department of Early Learning.
- Much of the CAMIS Development work has been in support of the Braam settlement, the Governor's mandates for 24 hour response to emergent referrals, 72-hour responses to non-emergent referrals, and 30-day health and safety visits with children in care.

The work included:

- ⇒ Adding SAY/PAY indicator and description to Person records.
- ⇒ Case management and task management for Health and Safety Monitoring Visits
- ⇒ Created operational reports as a part of KCFII Action Item 1.1.4.
- ⇒ Enhancing Supervisory Review functionality in CAMIS GUI
- ⇒ Enhancements to the Title IV-E eligibility module in CAMIS GUI
- ⇒ Increased the frequency of the AFCARS report to implement new data measures showing Adoptions, Foster care re-entries and Stability of foster care placement in order to fulfill KCFII action items.

Additional CAMIS development work included:

- ⇒ Re-establishing an Expungement process for unfounded referrals

- ⇒ Enhancing the Legal module to include 3rd Party Custody for Permanent Plan Outcomes.
- ⇒ Creating a new interface to the King County Department of Health Immunization Data system to accept data from their newly replaced information system.
- ⇒ Making modifications in CAMIS to reflect changes to the Medicaid Personal Care (MPC) program.
- ⇒ IRS mandated project to keep DSHS' Third Party Payor status.
- ⇒ Working on Interfaces to the Department of Child Care and Early Learning (DCCEL) to support the Financial Services Interface for Support Invoice Renewals, the Background Check Unit and work to support the transition of DCCEL to the Department of Early Learning.

Management Information System FY 2007

For FY 2007, the immediate priorities of the Children's Administration Technology Services (CATS) team are as follows:

- Procure and negotiate a contract for Quality Assurance for the CAMIS system replacement in third quarter 2006.
- Release the request for proposal (RFP) for the CAMIS system replacement;
- Begin the system replacement project in the first quarter of 2007;
- Complete the changes that can be made in CAMIS in support of the results from the federal Child and Family Services Review Program Improvement Plan and the Braam class action lawsuit settlement;
- Begin a data integrity and data clean-up effort in CAMIS in preparation for the data conversion for the CAMIS replacement system.

Quality Assurance Systems

CA strives for continuous quality improvement in outcomes for children and families and makes use of input from a variety of sources such as the following:

Accreditation Process: The national Council on Accreditation (COA) is still in the process of making site visits to all the forty-four field offices and state headquarters to assess management and services based on a set of standards for child welfare practice. So far, 20 field offices and the state headquarters office have met the highest COA standards for child welfare practice, 8 have had their site visits and are waiting for the report, and 15 are scheduled for site visits through June 2007.

Child Fatality Reviews have resulted in numerous action steps to provide staff training to Social Workers and Supervisors, restructure job roles and division reporting relationships to improve accountability, and to develop new policies and tracking procedures.

The Children Youth and Family Services Advisory Committee, from August 2005 through January 2006, collaborated with CA in defining a meaningful list of organizational values with ideas on how we will operationalize them. Structured discussions were held also to solicit input, and members of the CA leadership team took the insight gained from these discussions and refined the list of values and the foundational priorities. Several meetings were led by a group of professional change managers, the Lean Team, employed by the Boeing Company whose time and resources are donated.

The Boeing Lean Team, in February 2006, facilitated a legislative work session with the House Children and Family Services Committee to solicit policy guidance around the foundational priority, creating a new practice model, and the child protective services and child welfare services redesign. House members discussed the need to integrate policy with a clinical aspect of practice that empowers social workers and generates culture change. They agreed there is a need for change in the staff skill set, the organizational framework, and the services offered to children and families.

The Braam Oversight Panel released the Braam Implementation Plan in February 2006 defining the specific and enforceable performances required by the Settlement Agreement.

The Implementation Plan contains in excess of 50 benchmarks and 100 action steps. Initial compliance monitoring on the vast majority of these benchmarks will take place before the end of 2007. Compliance with the Implementation Plan's timelines will be very difficult.

The Implementation Plan requires DSHS to collect and report regional and statewide data performance on applicable benchmarks and action steps. The magnitude of performance reporting required by the Implementation Plan may necessitate the deployment of a separate Braam monitoring function to conduct case reviews, surveys, and present specific training.

Replacing the antiquated and cumbersome case management information system currently used by the Children's Administration is particularly important. Without a new state-of-the-art system, it will be extremely difficult, if not impossible, to measure results and show the panel our efforts to comply with its Implementation Plan.

Child and Family Services Reviews (CFSR) are conducted by the Department of Health and Human Services Administration for Children and Families and for monitoring implementation of Program Improvement Plans. The purpose of the CFSR is to improve the outcomes for children and families receiving child welfare services. States are reviewed against federal performance measures and standards. States who are not meeting these measures are required to develop and implement an agreed-upon two year Program Improvement Plan (PIP). The Washington State CFSR report was completed in February 2004 and a Program Improvement Plan was implemented in October 2004. The PIP includes 23 federal performance targets and a large number of action steps designed to help meet these targets. Meeting these performance measures and completing the various action steps is a major challenge for CA. It requires sustained effort, changes in policy and practice, and allocating resources to complete the PIP.

Technical Assistance to Support Improvement: Washington State Strategy Agreement with Casey Family Programs provides CA with technical assistance to support many of the improvements outlined in the federal program improvement plan and the foster care lawsuit settlement agreement. Assistance is provided by Casey staff and by experts from other states.