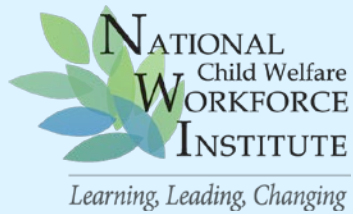


Resources for Supervisory Training: Leadership Academy for Supervisors

NRCOI Webinar
October 25, 2011

National Child Welfare Workforce Institute: Free Online Training for Experienced Child Welfare Supervisors

Freda Bernotavicz
LAS Team Leader
University of Southern Maine



National Child Welfare Workforce Institute (NCWWI):

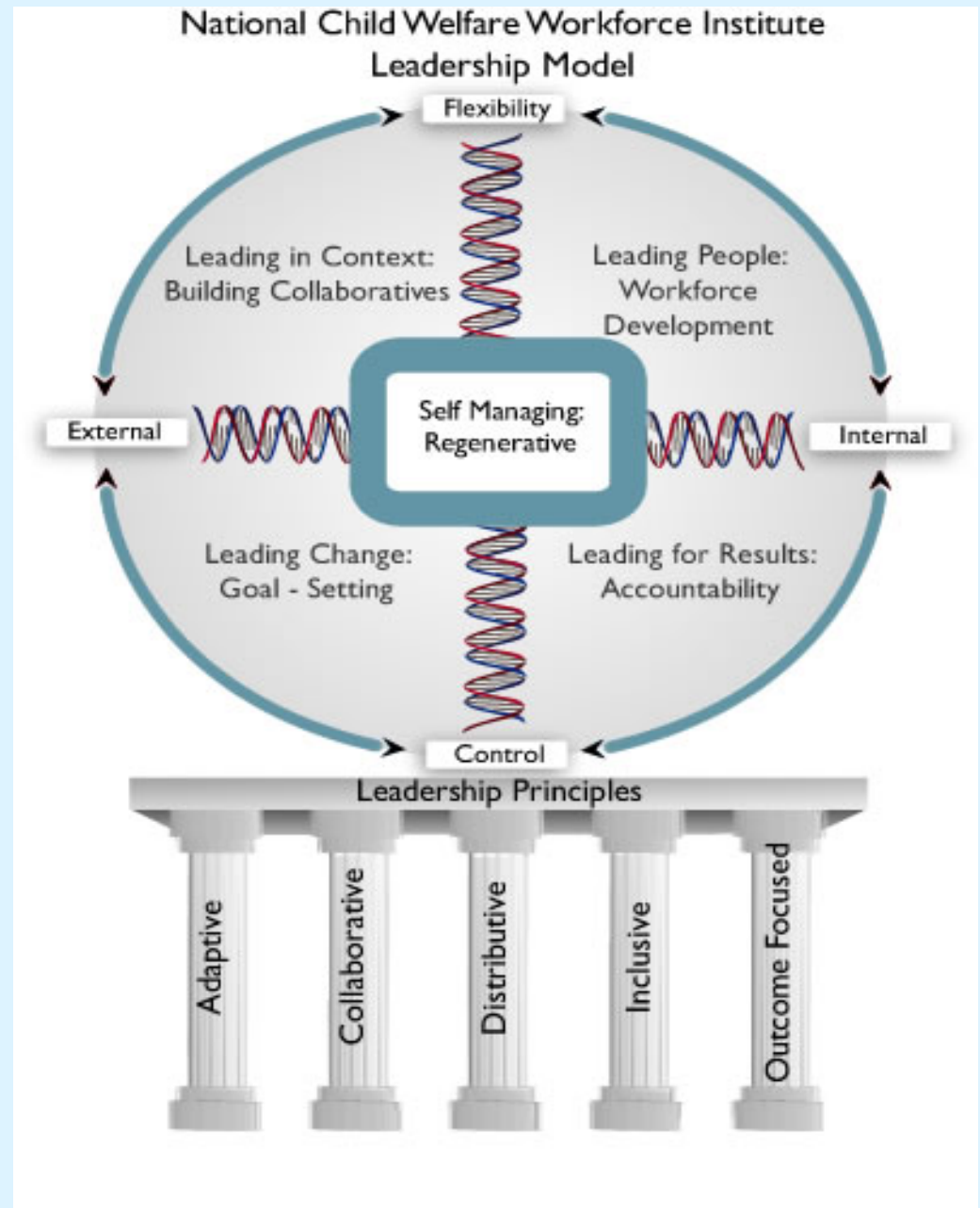
Cooperative agreement funded by the U.S. Children's Bureau

Purpose: Improve outcomes for children, youth and families through the development of skilled child welfare leaders

NCWWI National Partners

- University at Albany
- University of Maryland
- Michigan State University
- University of Iowa
- Portland State University
- University of Michigan
- University of Southern Maine
- Fordham University
- University of Denver
- National Indian Child Welfare Association
- Children's Bureau DHHS

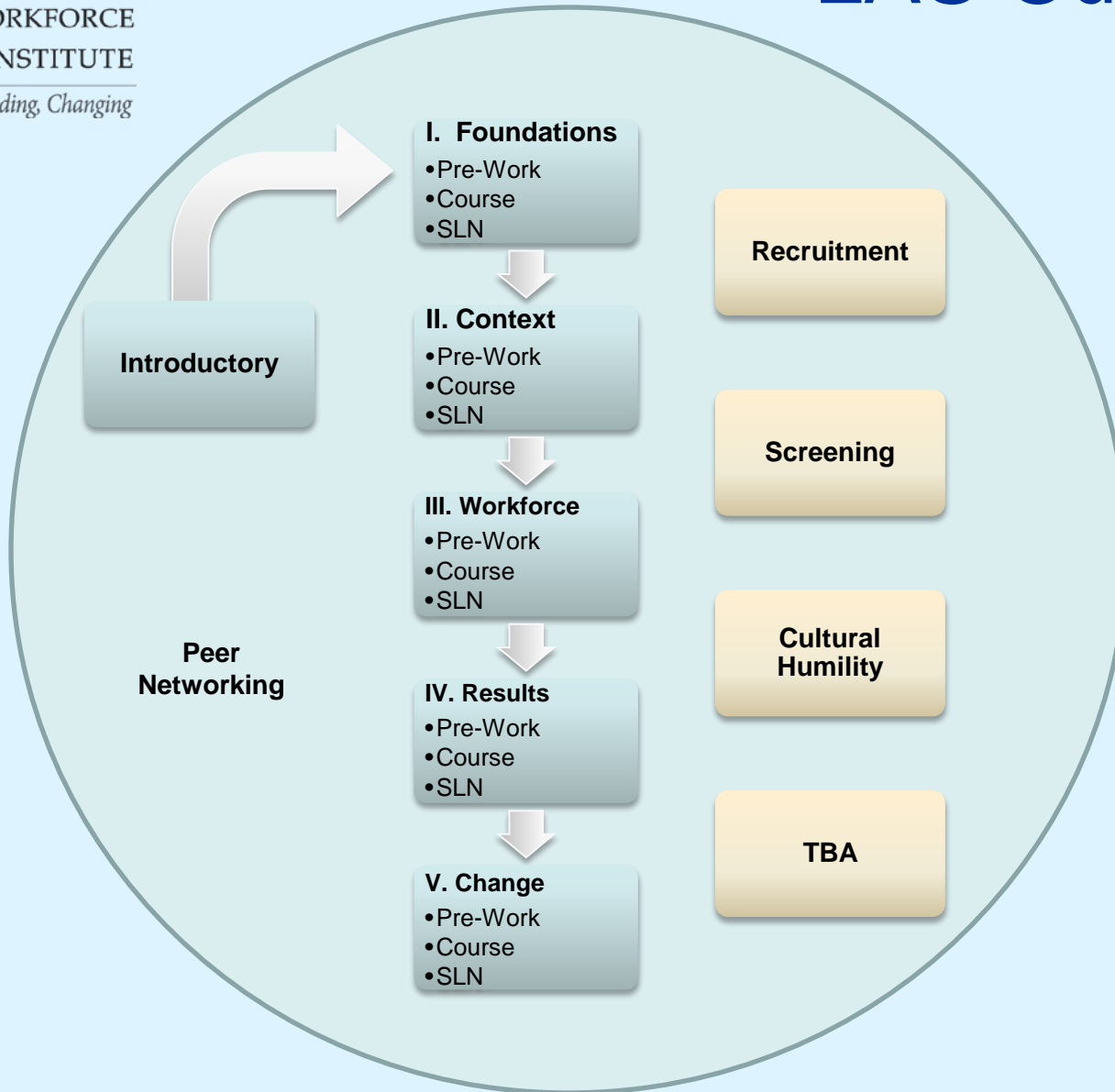
NCWWI Leadership Model



Leadership Academy for Supervisors (LAS)

Coordinated by USM

- Core curriculum of 30 contact hours
 - Web-based, interactive learning with real examples
 - Six asynchronous modules each followed by an instructor-led synchronous webinar.
- Supplementary skill-building modules:
 - Take the Lead series



LAS Asynchronous Design Elements

- Multi-media interactivity
- “Layered” Instructional Content
- Learning Self-Assessment
- Case Study Approach
- Reflection

Examples of Design Elements

Multi-Media Interactivity

Introductory Module:

[Use of Avatar](#)

[Sample video clip](#)

Leading People:

[Alternative methods for presenting instruction](#)

Examples of Design Elements

Layered Content

Leading in Context Module:

[Glossary & References](#)

[Graphic Pop-outs](#)

[Click for More Information](#)

Examples of Design Elements

Learning Self-Assessments

- To reinforce key points
- To allow learner to assess their progress

Foundations Module:

Knowledge Checks – Drag/Drop

Knowledge Checks with immediate feedback

Examples of Design Elements

Case Study Approach

For application and feedback –

Leading in Context:

[Text Case Study with problem solving and feedback](#)

Leading People:

[Video Case Study with questions and feedback](#)

Examples of Design Elements

Reflection

Learning Portfolios

1. Change Initiative
2. Individual Learning and Action Plan



Additional Opportunities for reflection



Foundations Module: [Change Initiative](#)

Leading in Context: [Reflection Questions](#)

A new look: Take the Lead Series

- Quick, ‘skill building’ modules (est. 45 minutes)
- Less theoretical; focused on tools for practice
- ‘Lighter’ look, less academic



Participation to Date

- Over 1,300 participants nationally
- State-specific Models in:
Indiana, Colorado, Tennessee, South Carolina
- Planning in:
New Jersey, Louisiana, Vermont, Illinois

Experience of LAS in two states: Indiana and Colorado

Free Online Training for Child Welfare Supervisors

Imagine the Possibilities

M.B. Lippold, M.A., M.B.A.
Indiana Department of Child Services
10/18/11

Indiana's Commitment

- Leadership training already identified as a priority; working with Judy and John McKenzie from Michigan State University
- Contacted the Institute and asked about participating in the training, but as a State entity
- Very cooperative and accommodating; “Let’s Try It!!”



Indiana's Initial Plan

- Identified 3 Supervisors in each of Indiana's 18 Regions; primarily experienced, well thought of supervisors, but not all
- Sent information about registration; completed all modules
- Completed Learning Networks (LASLN's) following each module
- Excellent participation



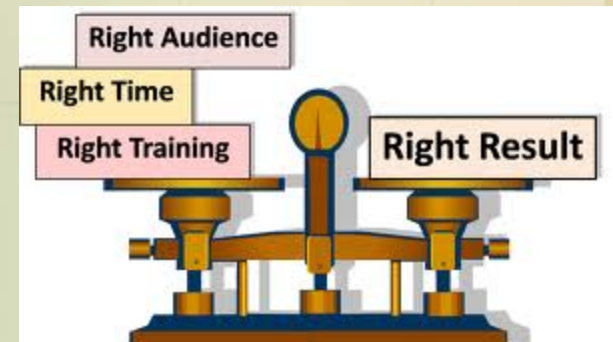
Lessons Learned

- Supervisors want to learn and network
- On-line training beneficial in terms of time since no travel required
 - Segments need to be short and clear
 - Expectations set forth clearly
- LASLN's productive when participants actively involved, completing activities during session worthwhile



Required Activities For Statewide Approach

- Frequent communication regarding expectations
- Timely follow-up critical
- Dedicated staff time to coordinate, answer questions, have additional consultations, Send reminders
- “Pay-Off” clearly identified
 - How is this going to benefit me?



Plan for 2011-2012 Academy

- Application Process Developed Tied To Promotional Opportunities
- 51 Applications Received For 30 Slots
- 3 Change Initiatives Identified
 - Engaging Fathers
 - Permanency Roundtables
 - Intensive Family Preservation (Homebuilder's)



How Best to Network

Webinars



Face to Face



Videoconference



Advantages to each!

How Best to Network

- Introductory Session – Webinars Facilitated By Two Experienced Staff
- 1st Leadership Module, Face to Face Meeting Centrally Located
- Will Ask Preference For Next Module



Expectations Regarding Initiatives

- Worksheets Will Be Reviewed
 - Subset chosen; reviewers include the Directors and Staff From IU School of Social Work
 - Criteria developed to evaluate work; opportunities for coaching/mentoring
 - Expectations must be met for successful completion



Initiatives Support Agency Goal

- Safely Home, Families First
 - Permanency Roundtables
 - Father Engagement
 - Intensive Family Preservation (Homebuilders)
- Needs Identified in QSR Process
 - Permanency for older youth
 - Voice of Fathers
 - Children safely remaining at home

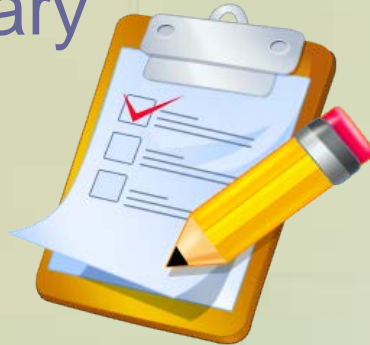
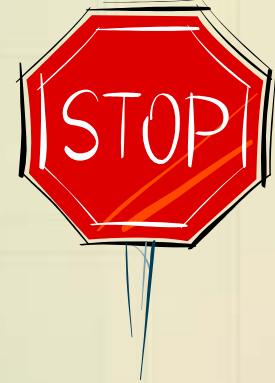


A Family Re-united!!



Next Steps

- Stop reading brochures!! (MB's Staff's Request)
- Complete Process, Evaluate and Modify as Necessary





Implementing LAS in Colorado

Art Atwell, Director

Family and Children Training

**Colorado Department of Human
Services**



Structure of Colorado

Structure of Training Division

Change Initiatives

Supervisor Training Needs and Requirements



Working with NCWWI

Curriculum Modification/Restructuring LASLN

Training Delivery, Coordinating LAS & LASLN

Lessons Learned



Next Steps

Commitment From Management

Change Initiative Selection

Marketing, Scheduling and Timing

Summary: Getting the most out of the LAS training resource

- Review website information on LAS www.ncwwi.org
- Contact LAS team: LAS@usm.maine.edu
- Request copy of Implementation Resource Package
- Preview on-line curriculum
- Sign Memorandum of Agreement to implement
- Work collaboratively with LAS team to implement