

# Child Welfare Training Academy

*Supporting You to Support Others*

## **Training Philosophy**

The Child Welfare Training Academy (CWTA) uses the Practice Model as basis for your development at CFSA. Our curricula and courses have been developed and structured to support the CFSA Practice Model.

The Practice Model approach requires all of us to ensure and enhance the District's existing capacity for building strong families and supportive communities where children are safe.

We achieve this in our daily work in the following ways:

- A. We have an understanding of **effective child welfare practice** and we apply a **child-centered** perspective to address issues of child safety and risk. This is reflected in every intervention, every plan, and every contact.
- B. We work collaboratively with families and other professionals using a **strengths-based and solution-focused** in a way that is **family-focused and community-connected** to support child safety, permanence, and wellbeing.
- C. We practice **cultural competence** to see the strengths and uniqueness of the individual child & family. We work to create supportive environments that positively aid child development through appropriate placement within their families or within resource family alternatives.
- D. We understand how the **continuous quality improvement** of services promotes a child's physical, intellectual, social and emotional development.

Our training approach is built on a sequential, tier-based model of adult learning. The knowledge and skills developed within each training tier build upon experience gained in previous tiers.

## **Pre-Service Training - Tier I & Tier II**

All case-carrying social workers from CFSA and private agency partners must complete 80 hours of training before they can work with CFSA children and families. These hours incorporate both classroom training and Applied Professional Training (*see below*). Every new staff member must complete pre-service unless they have done so within the last 12 months (at another agency). **All courses offer CEUs.**

## **Applied Professional Training (APT) Days**

APT days build on the previous 'on-the-job' format and enhance the learning gained in the classroom. They allow you to put theory into practice in a timely fashion through simulated practice experiences and exercises. All staff members enroll for APT days through FACES.net.

## **FOR CURRENT AGENCY EMPLOYEES, PRIVATE AGENCY EMPLOYEES & FOSTER PARENTS**

### **In-Service Training - Tier III & Tier IV**

The **Tier 3** in-service training reinforces the principles of the Practice Model and enables staff to remain compliant with their annual 30-hour relicensing requirement. (Relicensing anniversary dates are based on the social worker's graduation from the common core "Tier 1" level of the pre-service program.) **All courses offer CEUs.** For supervisors, Tier 3 will fulfill their requisite 24 hours of in-service training.

Specialized **Tier 4** intensive supervisory training is mandatory for all new supervisors of case-carrying social workers. Supervisors must enroll in the curriculum and complete the 60-hour course "***Mastering the Art of Child Welfare Supervision***", made up of five concentrated Modules: Leadership Effectiveness, Individual Social Worker and Unit Management, Educational Supervision, Case Consultation & Supervision, and Supportive Supervision.