

the year in numbers
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Ohio Child Welfare Training Program Annual Report



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Quantifying and measuring things is how we communicate, in snapshot language, who we are and what we do. It is important for the Ohio Child Welfare Training Program (OCWTP) to collect, analyze, and share this type of information to provide our constituents and the general public with the information they need to understand us, to evaluate us, and hopefully to appreciate us. But there are many things that happen and are done within the OCWTP that do not lend themselves easily to quantification. Some of these things are as essential to our vitality and success as any of the numbers you see in this year's Annual Report.

For example, how do we measure the commitment of regional training center staff, many of whom have been involved in our program for over a decade, making sure that the needs and issues of their constituent counties are brought to bear on our system development and training products? How do we put a number on the quality of relationships they have developed with their counties ... relationships that are essential to assess and address staff training needs and county administrator issues?

How do we measure the creativity of IHS staff in their day-to-day efforts to improve our training products and technologies to come up with better and more efficient ways of delivering training? I am awed and proud of them, but how do I put a number to that?

How can we express the quality of leadership from the Ohio Department of Job and Family Services and the Public Children Services Association of Ohio? I want to communicate that these are knowledgeable, supportive, and highly valued colleagues, but I just can't do it with numbers.

And how can we use numbers to explain and lament the wisdom, experience, and friendship we are losing, and all the potentials possible only through those that we are losing, with the retirement and passing of some of our most venerable colleagues, as is inevitable in a mature program such as the OCWTP? I can't.

So, I hope the numbers we have provided in this year's Annual Report are as enlightening for you as they are for us. But let's not forget or diminish all the other essential parts of successful programs like the OCWTP that are difficult to measure, but essential to its success.

Ronald C Hughes

Director, Institute for Human Services
State Coordinator, Ohio Child Welfare Training Program

Program

For over twenty years, the Ohio Child Welfare Training Program (OCWTP) has:

Set the standard for training programs used by state and provincial public child welfare organizations throughout North America, as well as in several other countries worldwide

Used training as a catalyst to promote large-scale change to achieve best practice throughout the child welfare system

Helped define best practice and provide the work force with the knowledge and skills to achieve it

Balanced the standardization of training to ensure common values, standards of practice, and methods throughout the work force, developing the capacity to respond to unique individual, local, and regional training needs

To read more about the OCWTP and its initiatives and programs go to: www.ocwtp.net

Mission Objectives

To promote the delivery of high quality, culturally responsive, family-centered services to children who have experienced or are at risk of abuse, neglect, or dependency, and their families

To provide competency-based training primarily to the public agency professionals, caregivers, and adoptive parents who serve maltreated children and their families

To collaborate with other service providers to promote the delivery of competency-based training

To advocate for public policy and standards that reflect best child welfare practice

Collaborative Partners



The OCWTP is guided by its central steering committee (CSC), a leadership and decision-making team whose members represent state and local, public and private, rural and urban, management, direct service, and foster caregiver perspectives. The CSC's diverse membership, collaborative interdependence, and commitment to negotiation and consensus-building, together promote solutions that best address the diverse needs and perspectives of OCWTP constituents. The OCWTP's partners include the following:



The Ohio Department of Job and Family Services (ODJFS) co-chairs the OCWTP Steering Committee and manages and monitors the contracts and funding for the program. www.jfs.ohio.gov



The Public Children Services Association of Ohio (PCSAO) co-chairs the OCWTP Steering Committee and advocates for safe children, stable families, and supportive communities, and for the needs of county child welfare agencies and their staff. www.pcsao.org



Eight regional training centers (RTCs), operated by county public children services agencies, identify and address the training needs of staff in their catchment areas and assist in developing, piloting, and evaluating training activities. www.ocwtp.com



The Institute for Human Services (IHS), the state training coordinator, facilitates and coordinates all program activities, develops training curricula and other resources, and provides fiscal administration for the program. www.ihs-trainet.com



Five private child placing agencies collaborate with the regional training centers to provide training to adoption staff and adoptive families in public and private agencies.



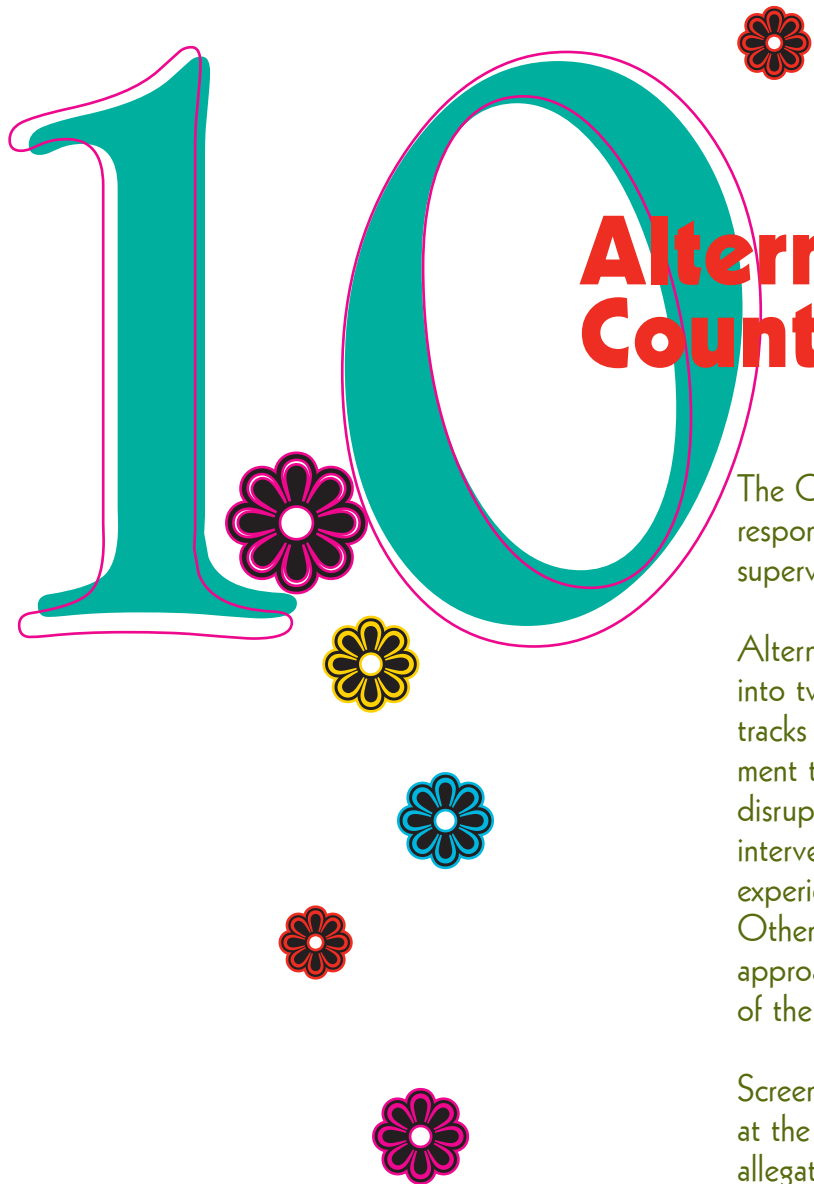
Regional Training Centers

Regional training centers (RTCs) are the heart of the OCWTP. RTCs maintain close partnerships with each of their counties to help identify and respond to the unique training needs of staff and caregivers in their catchment areas. Together, OCWTP's regional training centers served **5,092** child welfare caseworkers, supervisors and administrators and **10,158** foster and adoptive parents in 2008.

County partnerships are maintained through site visits, quarterly meetings with staff, and information and resources posted on the RTC web pages. Each web page includes quarterly training calendars that post workshops ranging in topics from poverty to parent's rights, and from family-centered neighborhood-based practice to domestic violence.

RTCs also identify trainers who have relevant content expertise and work with them to design workshops or coaching opportunities to respond to county-specific needs. In 2008, new training topics included family meetings and team decision-making, children with special needs, motivational interviewing, Trauma Focused Cognitive Behavior Therapy, use of Ohio's family safety and risk assessment model, and supervising youth with histories of abusive behaviors. Although most workshops are held regionally in the RTCs, 2008 saw an increase in workshops being offered locally in county agencies.

For information on each RTC go to: www.ocwtp.net/RTCs.htm



Alternative Response Counties Supported

The Ohio Child Welfare Training Program supported Ohio's ten alternative response pilot counties by offering specialized training to caseworkers and supervisors participating in the pilots.

Alternative response separates child welfare responses at the time of intake into two categories and uses different tracks for handling them. In Ohio, these tracks are identified as the traditional (investigation) track and the assessment track. Because investigations of child maltreatment can be intrusive and disruptive, the traditional track is reserved for cases most likely to need court intervention to protect the child. This track best serves children who have experienced serious maltreatment or are at high risk of imminent serious harm. Other cases are directed to an alternative assessment track - a less intrusive approach that does not typically require a formal investigation or involvement of the juvenile court.

Screened-in cases of suspected maltreatment are assigned to a response track at the completion of the screening process, based on the seriousness of the allegation and the supporting data gathered at the time of screening.

[Click here for more information on Alternative Response](#)



Collaborative Efforts

In 2008, the state training coordinator (IHS) and regional training center staff collaborated with numerous other national, state and regional service providers to enhance child welfare training and practices. Although varied in scope and focus, all of these initiatives sought a similar outcome – the safety and well-being of Ohio’s children and their families. Here is a sample of these efforts:

OCWTP staff facilitated a task force convened by the Public Children Services Association of Ohio to develop comprehensive screening standards for Ohio. The task force also developed a list of screening questions for each type of child maltreatment.

OCWTP staff facilitated statewide dialogue between Court Appointed Special Advocate/Guardian Ad Litem (CASA/GAL) programs and public children service agencies to help build working protocols that would improve coordination of services to children and their families.

OCWTP worked with state and county staff to provide federal CFRS reviewers with information regarding Ohio’s training program. Ohio was found to be in substantial conformity with requirements to make sure child welfare professionals in Ohio received training in the knowledge and skills needed to effectively perform their jobs.

[Click here to read more about OCWTP’s 2008 collaborative efforts.](#)

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New & Revised Training Curricula and Resources

The OCWTP provides training using a broad array of standardized training curricula. During 2008, OCWTP developed and updated many of its curricula, including the following:

Revisions were finalized for all eight Caseworker Core modules. Core modules provide training in the fundamental and essential knowledge and skills necessary for child welfare casework practice. New modules include pre-training readiness exercises and several skill-building learning labs.

Updates of two guidance papers were published, entitled “Misconceptions and Facts Regarding CAPTA and Parents’ Rights” and “Protecting Parents’ Constitutional Rights During Child Abuse and Neglect Investigations and Assessments.” These papers helped dispel misconceptions and clarify practice questions regarding parents’ rights as they apply to child protective services. Guidance papers can be found at:

[Click here for information about Misconceptions and Facts](#)

[Click here for information about Protecting Parents Rights](#)

Two new Fundamentals of Fostering curricula were completed - “Parenting a Child Who Has Been Sexually Abused,” and “Development of Infants and Toddlers and the Effects of Abuse and Neglect.” The Fundamentals of Fostering curricula are designed to follow pre-service training to provide more in-depth knowledge and to promote the development and application of skills.

A learning lab entitled “Discipline in Foster Care: Managing Our Behaviors to Manage Theirs” was developed for foster and adoptive parents. This learning lab provides additional opportunity for foster caregivers to apply and practice knowledge and skills learned in the corresponding Fundamentals course on discipline.

Pilots of revisions to our Tier II Adoption Assessor workshop, “Openness in Adoption,” were completed in three regions. The revision incorporates information from longitudinal studies on openness in adoption, and expands information on practice strategies in assessing, planning, and supporting openness in adoption.





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**Counties
Accredited
By COA**

Ohio has one of the highest rates of accreditation for locally administered public child welfare agencies in the nation. In 2008, OCWTP staff at the regional training centers provided training, information, and consultative support to counties applying for or renewing their accreditation.

For information on COA go to:
www.pcsao.org/coa.htm

65



7 SCHOOLS OF SOCIAL WORK

University of Akron
University of Cincinnati
Cleveland State University
Ohio State University
Ohio University
University of Toledo
Wright State University

50 CWUPP students graduated with social work degrees

28 CWUPP graduates were hired to fill casework positions - others are still interviewing for positions.

Students Enrolled In the Child Welfare University Partnership Program

The Child Welfare University Partnership Program (CWUPP) is a collaboration between the Ohio Department of Job and Family Services, the Public Children Services Association of Ohio (PCSAO), the Ohio Child Welfare Training Program, and seven schools of social work.

CWUPP provides Ohio's public children service agencies with professional casework staff specially trained for careers in child protective services. During 2008, groundwork was laid to add Youngstown State University to the program. They join a strong consortium of dedicated professionals committed to providing a comprehensive, practice-based education for the next generation of child protective service caseworkers in Ohio.

To read more about the CWUPP go to: www.ocwtp.net/UPP.html



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Trainers Developed and Maintained

The OCWTP maintains an active pool of 246 highly skilled trainers. OCWTP trainers have expert content knowledge, well-developed training skills, and practice experience in the competency areas they teach. Prospective trainers are rigorously screened, evaluated, and fully trained before being approved. Continuous monitoring and technical assistance ensure that trainers consistently maintain high standards.

In 2008, OCWTP trainers partnered with RTCs and IHS in a quality improvement initiative to help ensure that trainers remain current in the field, and that training content reflects best available research evidence. All OCWTP trainers maintain current resumes and vitae and submit training outlines that include the best-available research on the topic.

The OCWTP communicates with trainers concerning policies, new initiatives, training opportunities, and new resources in several ways: through the OCWTP Trainer Listserv, through a tri-annual newsletter, and during the annual trainer conference. In addition, OCWTP facilitates quarterly online meetings to enhance trainers' skills and to provide technical assistance. In 2008, online sessions were held on Alternative Response, training cohort groups, and facilitating workshops with challenging participants.

[Click here to read more about OCWTP Trainer Development](#)

[Click here to see copies of CommonGround, the trainer newsletter](#)

328

Professionals Completed OCWTP Online Courses

Over 300 child welfare caseworkers, supervisors, foster caregivers and adoptive parents received valuable and timely training through online courses offered by the Ohio Child Welfare Training Program. These easily accessed courses provide professionals with critical information when they most need it. Caseworkers and supervisors confronted with an out-of-home placement of a child with Indian heritage have access to a three-hour, web-based training on the Indian Child Welfare Act (ICWA) of 1978. This training, developed by the National Indian Child Welfare Association (NICWA), presents key provisions of ICWA in comprehensive, non-legal language. Foster caregivers and adoptive parents can also access just-in-time training through Foster Parent College, a web-based training resource that addresses a range of topics. The most frequently accessed courses in 2008 addressed topics of attention deficit/hyperactivity disorder, house safety, strengthening relationships, childhood anxiety disorders, and positive parenting.

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Attended Specialized Conferences



In 2008, the OCWTP brought 14 specialized conferences and symposia to professionals in several disciplines, including child welfare caseworkers, supervisors, administrators, foster caregivers, adoptive parents, prosecutors, juvenile court personnel, mental health professionals, and other community partners. These conferences brought professionals together either regionally or statewide to hear local and national content experts speak on topics ranging from forensic interviewing of preschool children to behavior modification and de-escalation skills.






[Click here for a list of conferences.](#)

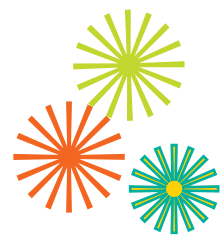


78,166

Attendees Received Training in **5,190**
Workshops



In 2008, OCWTP had a total of 78,166 participants in over 5,000 workshops. The Ohio Child Welfare Training Program trained an additional 8,112 child welfare attendees compared to 2007. These workshops were held in regional training centers and local agencies, and along with in-the-field coaching by OCWTP trainers, provide Ohio's child welfare professionals with the knowledge and skills necessary for effective practice.



4273 TRAINING DAYS

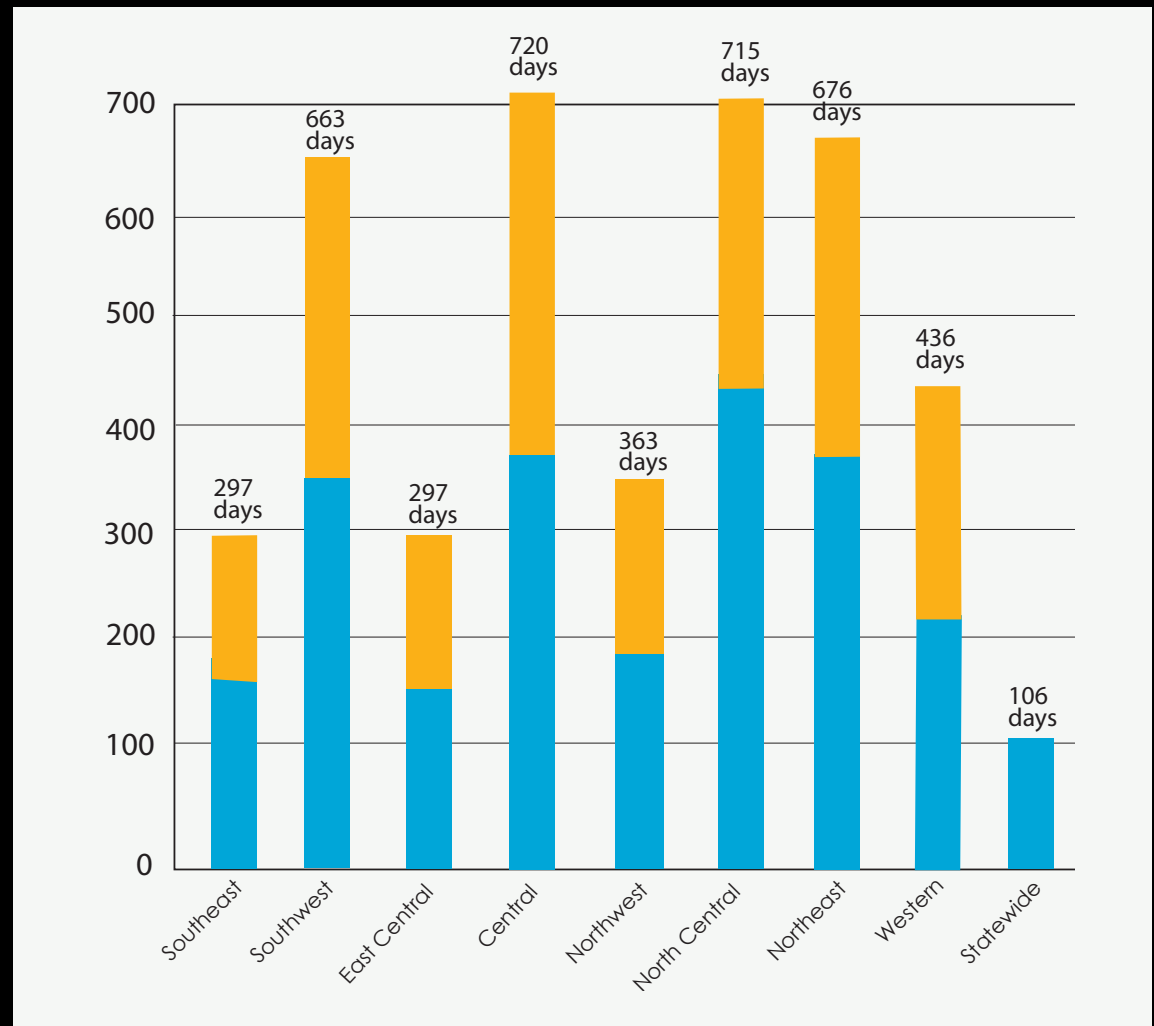
5190 TOTAL WORKSHOPS PRESENTED

1987 Agency Staff Workshops

3203 Foster Care Workshops

5
4
7
9
3
6
9
6
5
4
3
4

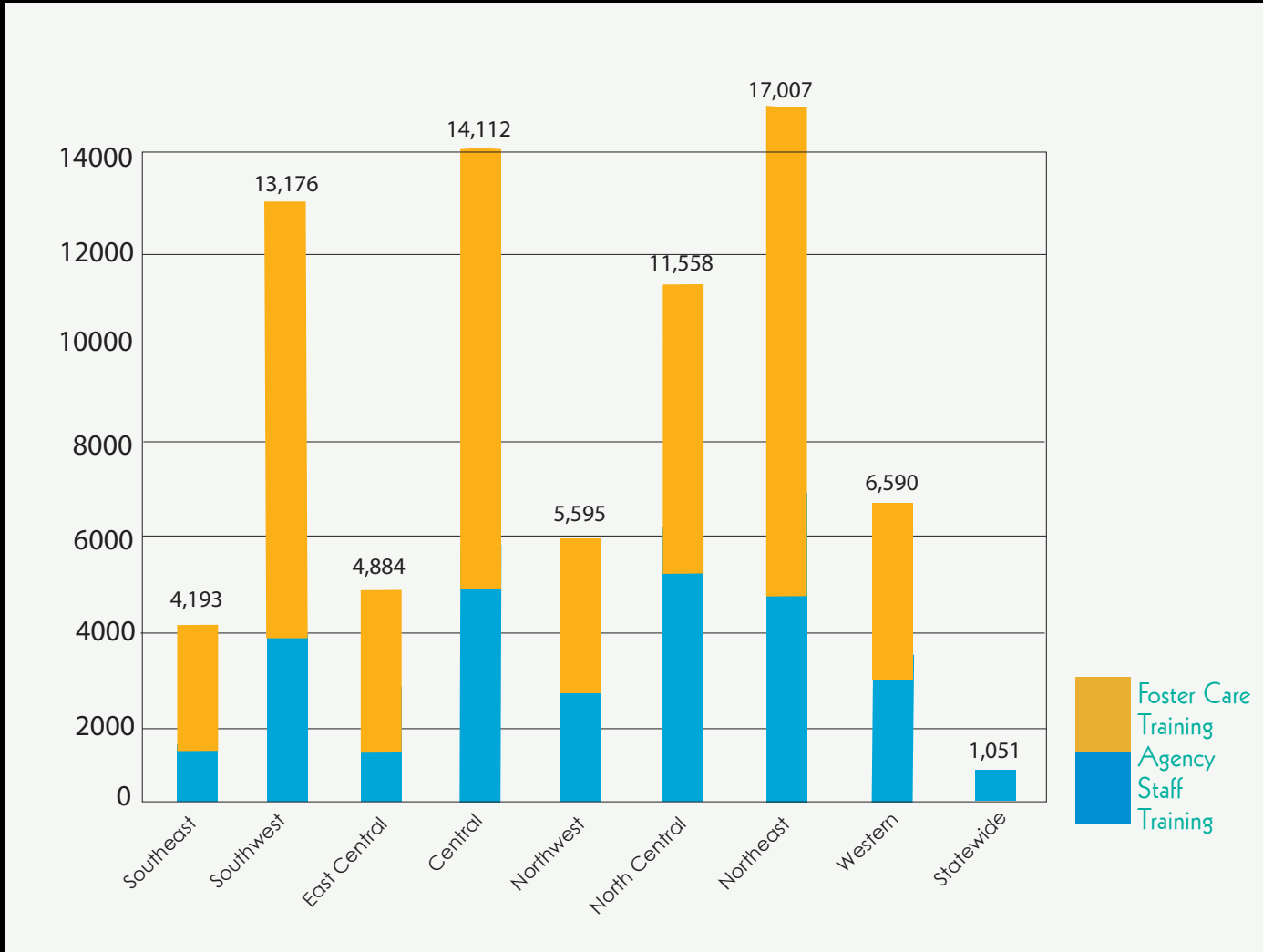
Foster Care Training
 Agency Staff Training



78,166 TOTAL ATTENDEES

7
5
4
3
2
1

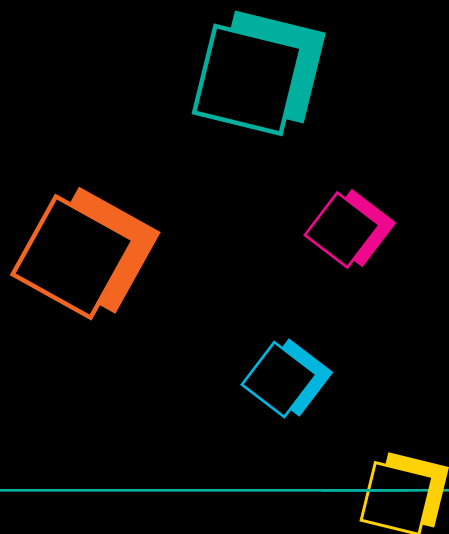
4.71
Average
training
evaluation
score on
a 5- point
scale





FINANCIAL SUMMARY

4,273 Training Days
5190 Workshops Presented
78,166 Attendees



TRAINER PAYMENTS: \$2,449,555

Training for Agency Staff	\$1,153,749
Training for Adoption Assessors	\$ 311,270
Training for Foster Caregivers	\$ 984,536

STATE COORDINATION OF THE UNIVERSITY PARTNERSHIP PROGRAM: \$62,450

(In addition, UPP's seven universities received \$893,750 for tuition, mandatory fees, coordination activities, and administrative costs.)

STATE COORDINATION OF OCWTP: \$2,800,327

80% Development of Trainers, Curricula, Programs, and other Training Resources
20% Administration and Overhead

REGIONAL COORDINATION: \$4,260,740

RTC	TOTAL	Staff Training	Foster Care Training
Southeast	\$ 315,977	\$ 228,385	\$ 87,592
North Central	\$ 686,386	\$ 425,249	\$ 261,137
Central	\$ 819,675	\$ 402,976	\$ 416,699
Western	\$ 482,397	\$ 364,662	\$ 117,735
East Central	\$ 307,273	\$ 214,884	\$ 92,389
Southwest	\$ 521,032	\$ 307,327	\$ 213,705
Northwest	\$ 387,143	\$ 215,911	\$ 171,232
Northeast	\$ 740,857	\$ 398,897	\$ 341,959

ANNUAL COST: \$9,573,072

Contacts



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