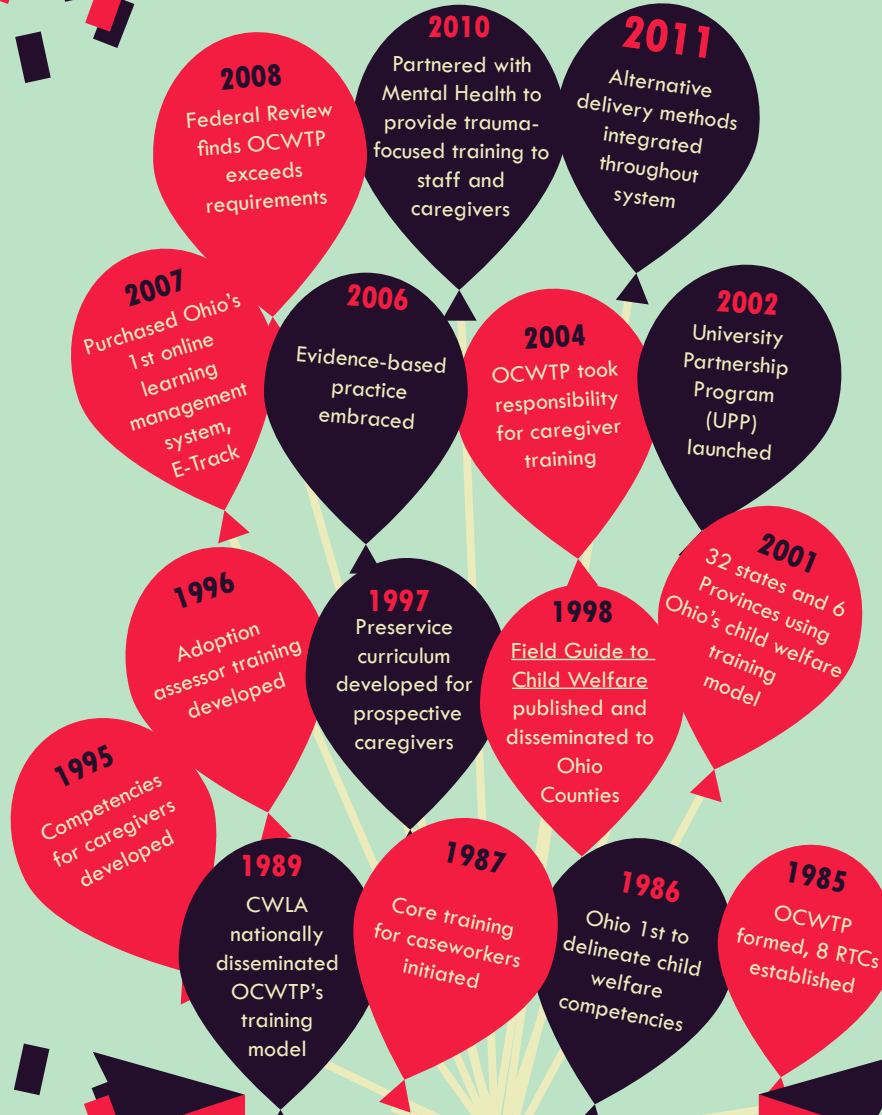


*The Ohio Child Welfare  
Training Program*

# *Celebrating 25 Years*



The Ohio Child Welfare Training Program (OCWTP) partners have worked hand-in-hand for more than twenty-five years to forge a training program that has been replicated nationally and internationally. The OCWTP is guided by its central steering committee, a leadership and decision-making team.

# *Working Together*



## **Eight Regional Training Centers**

Identifies and addresses the training needs of staff in their catchment areas and assists in developing, piloting, and evaluating training.

## **The Public Childrens Services Association of Ohio**

Advocates for safe children, stable families, supportive communities, and for the needs of county child welfare agencies and their staff.

## **Ohio Department of Job and Family Services**

Manages and monitors contracts and funding for the OCWTP.

## **Two Foster Parents**

Adds caregiver's perspective to discussions and decisions regarding statewide training efforts.

## **Five Private Child Placing Agencies**

Collaborates with the regional training centers to train adoption staff and adoptive families in public and private agencies.

## **The Institute for Human Services**

Facilitates and coordinates all program activities, develops training curricula and other resources, and provides fiscal administration for the OCWTP.

68

Distance Learning

78

Learning Labs

18

GAP Sessions

Guided Application and Practice sessions provide child welfare professionals an opportunity to participate in guided discussion on a selected topic or skill.

# of Participants

17 Blended

2512 Self-Directed

87 Instructor-led

Included:

Engagement Skills

Caseworker Supervision

Interviewing Skills for Assessment

Interviewing Skills for Investigations

Skill-Building & Transfer-of-Learning

Discipline in Caregiver Families

Included:

Case Planning Issues

Best Practice in Screening

Coaching for Supervisors

Assessing Child Vulnerabilities

Assessing Protective Capacities

Innovative Delivery Methods

OCWTP Promoted new ways of delivering training in 2011 because:

- ★ People learn in different ways
- ★ Caseworkers and caregivers sometimes need training immediately
- ★ Sharing and problem solving with colleagues can provide resourceful solutions

# University Partnership Program

UPP State Coordination:  
\$62,450

UPP's 8 Universities:  
\$1,017,000.00

**71** New Students Admitted



**8** Participating Universities

Ohio State University

University of Akron

Ohio University

University of Cincinnati

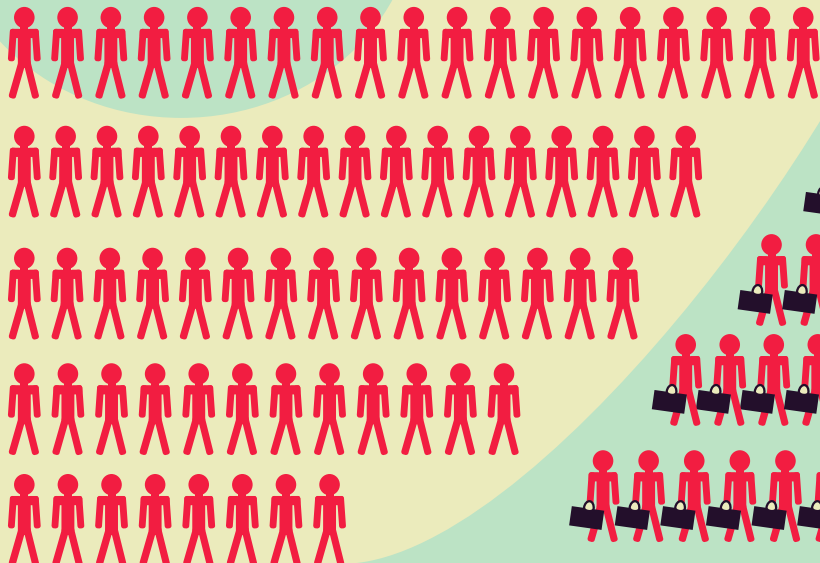
University of Toledo

Wright State University

Youngstown University

Cleveland State University

**54** Graduated with Social Work Degrees



**33** Recent Grads Hired by PCSAs

# 2011 E-Track Roll-out

## By the Numbers



**E-Track** is OCWTP's First Online Learning Management System!

With E-Track, users can...

**SEARCH**  
and register for regional and statewide training

**ACCESS**  
individual training records

**VIEW**  
individual development plans

**1,273** New courses added

**10,770** Historical sessions entered

**360** Contract trainers provided access

**16,242** Individual training records were created for Ohio's child welfare staff and public caregivers

**88** RTC staff members provided access

&

**5** Subcontract agency staff provided access



# Quality Trainers

# Quality Training

**1,200**  
Training Outlines & Resources Approved & Reviewed

**102**  
Attendees for 2011 conference  
*Recommitting to Excellence*

**12**  
Training Sessions for Trainers

**355**  
Active Trainers Maintained

**120**  
Trainers Attended

**62**  
New Trainers & Coaches

**65,823**  
Total People Trained

**22,793**  
Total Training Hours

Sample of trainings offered and # of sessions held:

**23,652**  
Staff Trained

**42,171**  
Caregivers Trained

**10,557**  
Caregiver Training Hours

**12,236**  
Staff Training Hours

**1,502**  
Pre-Service for Caregivers

**312**  
Core Curriculum

**190**  
Adoption Assessor

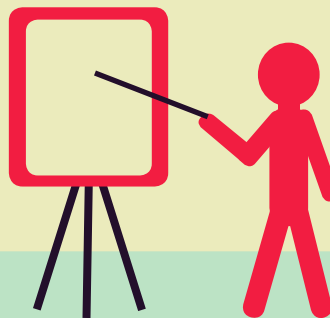
**168**  
Assessing Safety

**122**  
Fundamentals of Fostering

**59**  
Permanency

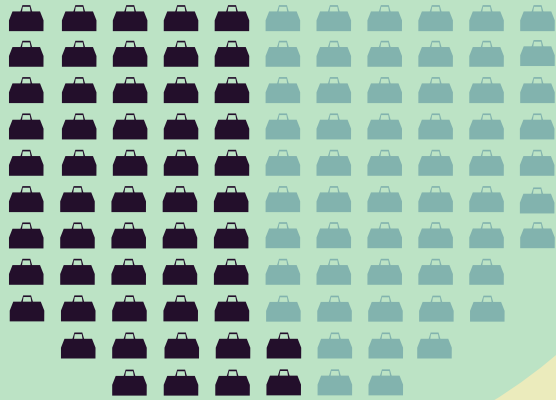
**57**  
Case Planning

**49**  
Sexual Abuse



For over **25** years,  
**OCWTP** has set the standard for child welfare training -  
nationally and internationally.

Staff (54)



(57) Caregivers

111  
Trauma Toolkit  
Sessions

# Expanded Training on Trauma-Informed Practice

395  
Participants

OCWTP expanded efforts to provide Ohio child welfare staff and caregivers training on trauma-informed practice. As part of an early childhood trauma demonstration grant, OCWTP partnered with the Ohio Department of Mental Health and developed and implemented trauma-related training on the impact of trauma on child development, and the use of an early child survey that assesses protective factors and behavioral concerns.

33  
Trainers

providing best-practice  
training on trauma to  
caseworkers and caregivers

221  
Trauma  
Trainings



Staff (88)

(133) Caregivers

# 107

CAPMIS trainings held across the state

# 7

CAPMIS trainers/coaches trained and supported

## CAPMIS ToolKit

# Launched Online

# 11

modules used as classroom trainings, self-directed courses or coaching tools

# 10

links to CAPMIS Assessment Tools, Resources, References

# 16

CAPMIS articles on safety and family assessments

# 3

options to help child welfare professionals do better assessments:

1. Read about key assessment concepts and guiding principles
2. Build skills by taking a learning module
3. Access tools supervisors or coaches can use to teach critical knowledge and skills to assess risk to a child's safety throughout the life of a case

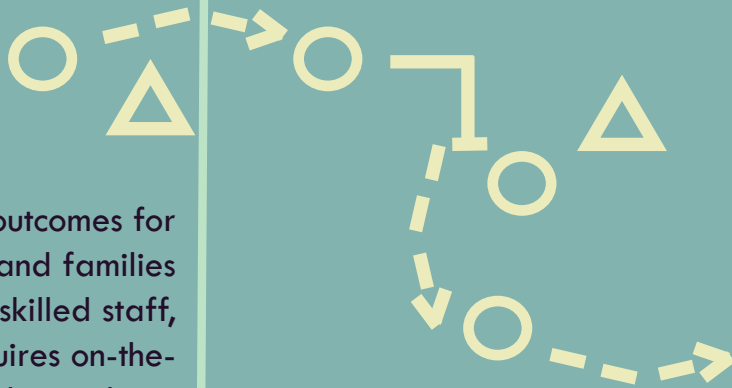
CAPMIS is Ohio's Comprehensive Assessment and Planning Model Interim Solution



# Coaching

*The Keystone for Building Skill*

Research is clear - Coaching helps staff transfer skills learned in training to actual practice in the field.



Good outcomes for children and families require skilled staff, which requires on-the-job coaching.

Coaches are selected when their expertise matches a specific coaching need identified by a PCSA. Since the first Training for Coaches in 2010, OCWTP has prepared:

**5** Executive Coaches



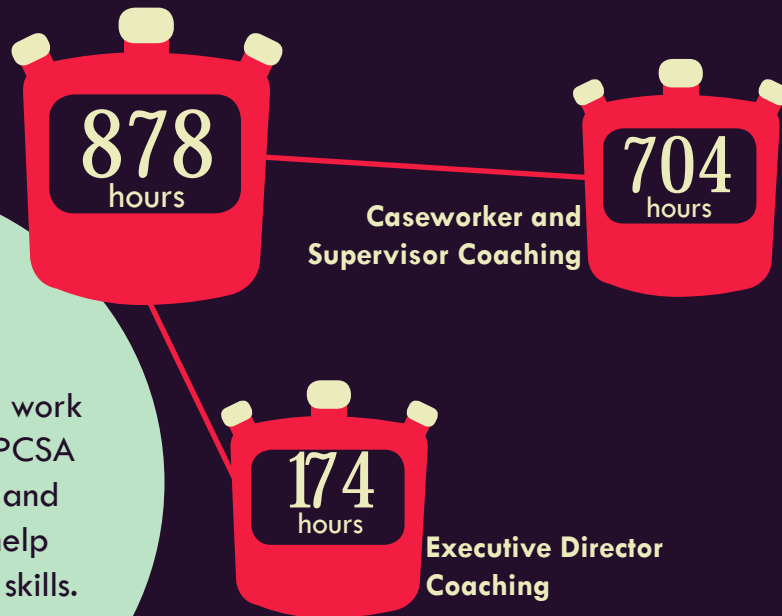
**49**

Staff and Caregiver Coaches

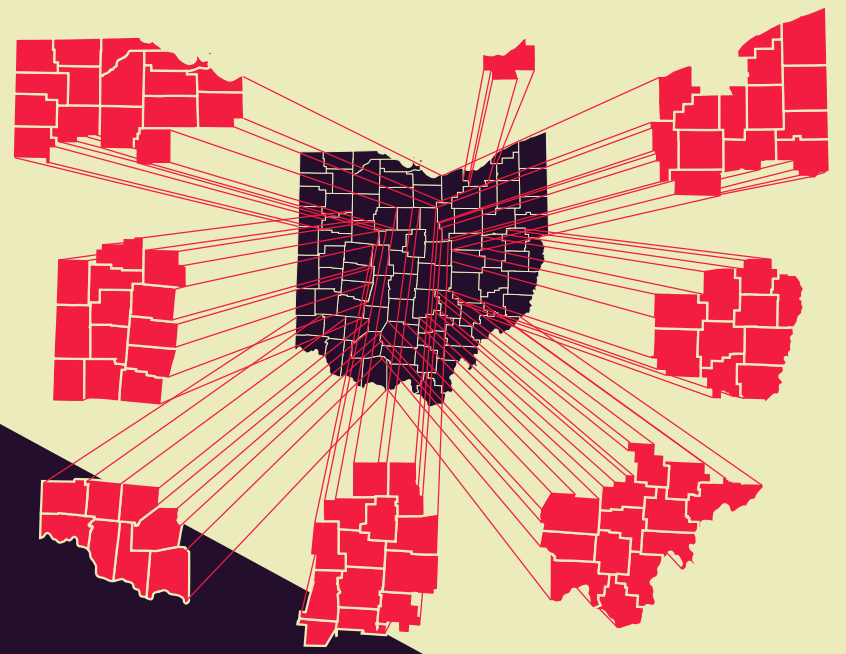


## 2011 Coaching Hours

OCWTP coaches work in the field with PCSA directors, staff, and caregivers to help develop priority skills.



# Regional Training Centers



## Partner with Counties

RTC's maintain close partnerships with counties & respond to unique needs of staff & caregivers in their regions.

### Highlights of 2011 Training

- Engaging teens during case review
- Overview of LGBTQ culture
- Cyber ethics
- Innovative casework practice w/ fathers
- Abusive head trauma
- Emotional resiliency & independent living
- Maintaining ethical boundaries
- Concurrent case planning
- Child welfare through the eyes of a child

## Sponsor Conferences

Regional conferences maximize resources and provide an opportunity for staff & caregivers to interact with peers and to hear from experienced trainers.

### 2 Supervisory Conferences

14 Workshops

255 Participants

### 5 Foster and Adoptive Caregiver Conferences

82 Workshops

1193 Participants

### Permanency Solutions: Court, Agency, and Family Stakeholder Conferences

7 Workshops

232 Participants


## Support Ohio Initiatives

RTC's support and provide training for Ohio statewide initiatives.

### RTC staff:


- Participate on committees & task forces
- Organize special training events
- Sponsor state and regional meetings
- Assist in marketing training on specialized topics

# Regional Training Centers




	Staff	Caregivers
Census	457	579
Training Hrs	1080	1158
Attendees	2032	6142
Fiscal	\$253,192	\$165,168

Northwest (NWORTC)




	Staff	Caregivers
Census	768	1250
Training Hrs	1877	1422
Attendees	2414	5226
Fiscal	\$288,042	\$242,121

North Central (NCORTC)




	Staff	Caregivers
Census	1017	1806
Training Hrs	2216	1989
Attendees	5307	8139
Fiscal	\$358,229	\$274,555

Northeast (NEORTC)




	Staff	Caregivers
Census	576	972
Training Hrs	1394	976
Attendees	2656	2901
Fiscal	\$345,657	\$69,378

Western (WORTC)




	Staff	Caregivers
Census	205	769
Training Hrs	1028	957
Attendees	1316	3241
Fiscal	\$196,836	\$104,845

East Central (ECORTC)




	Staff	Caregivers
Census	664	1145
Training Hrs	1696	1516
Attendees	3865	6965
Fiscal	\$262,931	\$157,097

Southwest (SWORTC)



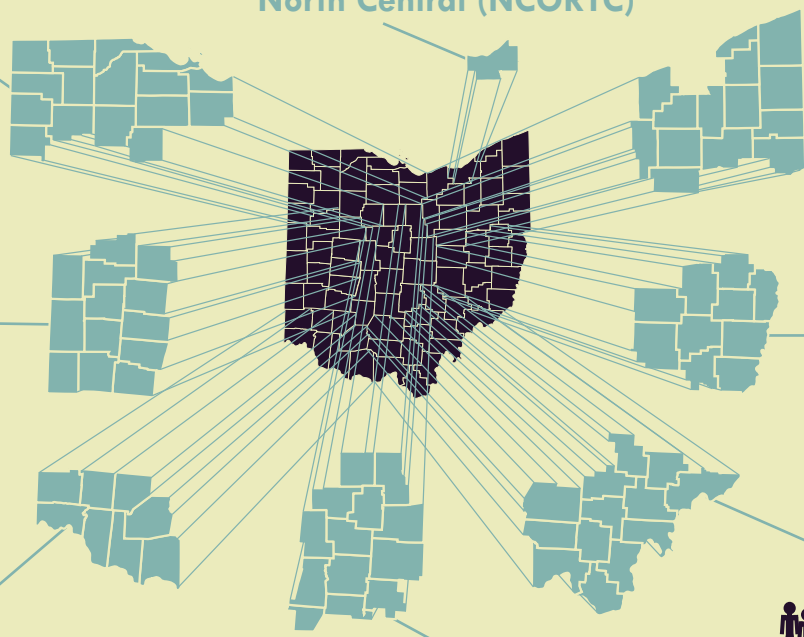
	Staff	Caregivers
Census	708	1198
Training Hrs	1953	1888
Attendees	4597	7144
Fiscal	\$244,444	\$312,077

Central (CORTC)



	Staff	Caregivers
Census	208.5	655
Training Hrs	748	652
Attendees	1257	2413
Fiscal	\$174,527	\$74,686

Southeast (SEORTC)



# 2011 Fiscal Highlights

**Regional Coordination**

**\$3,612,715**

**UPP Coordination**  
**\$62,450**

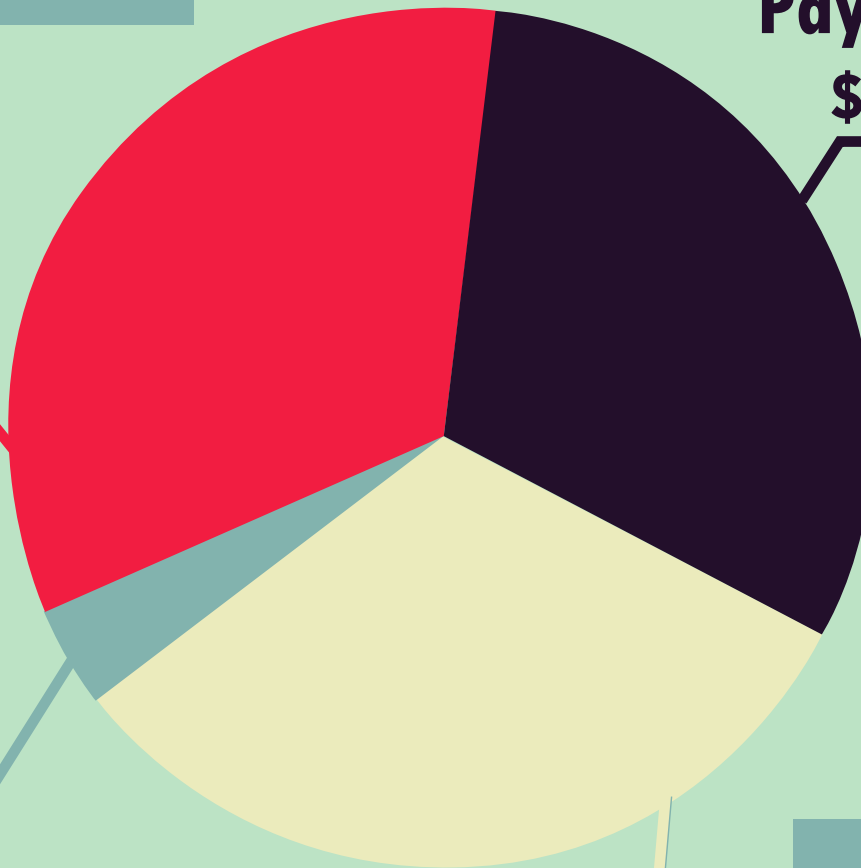
**State Coordination**  
**\$3,207,633**

**Trainer Payments**

**\$2,640,235**

Agency Staff Training	\$1,174,250
Adoption Assessor Training	\$365,985
Foster Caregiver Training	\$1,100,000

**Total Annual Cost**  
**\$9,523,033**



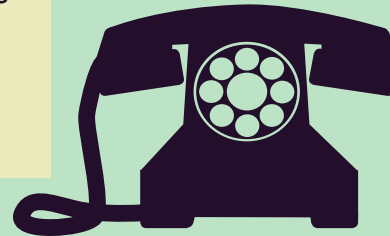
## Ohio Department of Job & Family Services

**Michael B. Colbert** - Director, Ohio Department of Job and Family Services

**Jennifer Justice** - Deputy Director, Office of Families and Children, [jennifer.justice@jfs.ohio.gov](mailto:jennifer.justice@jfs.ohio.gov)

**Lisa Wiltshire** - Bureau Chief, Child and Adult Protective Services, [lisa.wiltshire@jfs.ohio.gov](mailto:lisa.wiltshire@jfs.ohio.gov)

**LeRoy Crozier** - Human Services Developer, Child and Adult Protective Services; [leroy.crozier@jfs.ohio.gov](mailto:leroy.crozier@jfs.ohio.gov)



# Contacts



## Public Children Services Association of Ohio

**Scott Britton** - Assistant Director; (614) 224-5802  
[scott@pcsaohio.org](mailto:scott@pcsaohio.org)

## State Coordinator

**Institute for Human Services**

**Ronald C. Hughes** - Director

**Judith S. Rycus** - Program Director

Columbus (614) 251-6000

[IHS@ihs-trainet.com](mailto:IHS@ihs-trainet.com)

### Central Ohio RTC, Franklin County Children Services Board

**Juliana Harrison** - Director

Columbus (614) 278-5909; [jmharris@fccs.co.franklin.oh.us](mailto:jmharris@fccs.co.franklin.oh.us)

### East Central Ohio RTC, Guernsey County CSB

**Brian Wear** - Director

Cambridge (740) 432-2355; [wearb01@odjfs.state.oh.us](mailto:wearb01@odjfs.state.oh.us)

### North Central Ohio RTC, Cuyahoga County DCFS

**Mark McMillian** - Director

Cleveland (216) 432-3357; [MCMILM02@odjfs.state.oh.us](mailto:MCMILM02@odjfs.state.oh.us)

### Northeast Ohio RTC, Summit County Children Services

**Jeanne Bennett** - Manager

Akron (330) 379-2003; [jbennett@summitkids.org](mailto:jbennett@summitkids.org)

### Northwest Ohio RTC, Lucas County Childrens Services

**Tom Swindel** - Coordinator

Toledo (419) 213-3506; [tswindel@co.lucas.oh.us](mailto:tswindel@co.lucas.oh.us)

### Southeast Ohio RTC, Athens County Children Services

**Paula Marx** - Director

Athens (740) 592-9082; [marxp@odjfs.state.oh.us](mailto:marxp@odjfs.state.oh.us)

### Southwest Ohio RTC, Bulter County Children Services

**Darren Varnado** - Director

Hamilton (513) 248-1936; [varnad01@odjfs.state.oh.us](mailto:varnad01@odjfs.state.oh.us)

### Western Ohio RTC, Greene County CSB

**Dale Hotaling** - Director

Beavercreek (937) 427-4540; [hotald@odjfs.state.oh.us](mailto:hotald@odjfs.state.oh.us)

## Regional Training Centers