



Core Training – A Progress Report

In October 2002 we announced the completion of an ambitious statewide training needs assessment to determine the updated training needs of county staff. (Common Ground, Issue #22.) As a result of the information gathered from Ohio child welfare professionals and extensive literature reviews, new Core, for both supervisors/managers and caseworkers, now reflects:

National research and best practice standards - For example, Caseworker Core now includes essential information about CAPTA, and 4th and 14th Amendment language and issues; new research on children and attachment and on the impact of trauma on children. Supervisor/Manager Core now includes CFSR and PIP outcomes, and information on how to use data to inform practice and help staff achieve goals for children and families.

Current issues - Caseworker Core also includes more content related to domestic violence, substance abuse, and mental health issues for children and adults. Supervisor/Manager Core curricula contains updated content on diversity in the work force, developing strength-based learning environments, and supervising casework practice.

Shorter workshops - Responding to statewide feedback, Core curricula have been revised to eliminate four- and five-day workshops. All Core modules are designed as one-, two-, and three-day modules. Caseworker Core has eight modules; Supervisor/Manager Core has four modules for all PCSA supervisors/managers, and an additional Casework Supervision module just for caseworker supervisors.

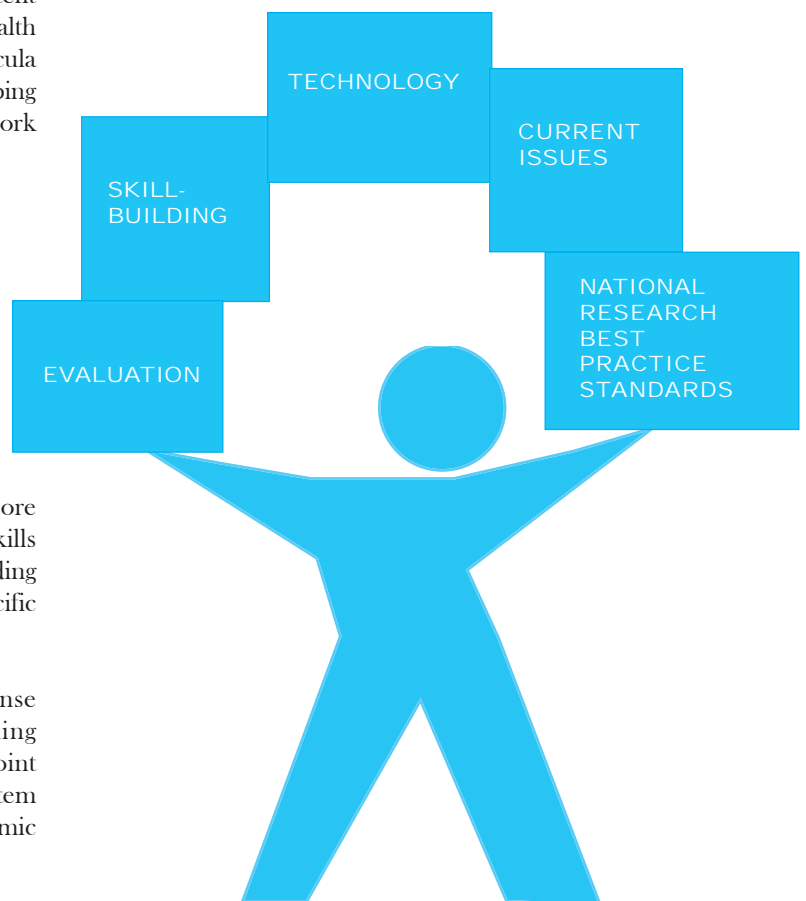
Skill-building activities -Core curricula now include pre- and post-training opportunities to prepare participants for Core Modules and to help them apply and practice newly learned skills when in the field. These opportunities include pre-training reading assignments, post-training worksheets, and learning labs for specific skill practice.

Increased use of current training technologies - In response to OCWTP's commitment to enhance the use of training technologies, Core curricula contain standardized PowerPoint presentations and make use of the Classroom Performance System (CPS). CPS technology makes training an interactive and dynamic

process for all learners while providing trainers immediate feedback to meet learning needs.

Evaluation - Pre- and post-test questions are used periodically during Core modules to measure learning. The next step in the evaluation process is to develop performance indicators for each Core Module. Performance indicators will be used to measure the application of Core knowledge and skills in the workplace.

These changes are being piloted and revisions will continuously be made to improve and refine each module. The OCWTP wants to thank all Core trainers who have been involved in training these workshops. Their willingness to train the new modules requires an extraordinary commitment to the OCWTP.



SISTER MADELEINE RYBICKI RECEIVES LIFETIME ACHIEVEMENT AWARD



Sister Madeleine Rybicki recently received the National Staff Development and Training Association Lifetime Achievement Award. She was recognized for exemplifying the highest standards in human services training and development for over 30 years. The quality of her workshops and the professionalism that she routinely demonstrates set standards which many trainers strive to achieve. Over the course of 30 years, thousands of workers were inspired by her training sessions.

Sister Madeleine has presented at numerous state, national, and international human services conferences and is a widely recognized trainer and inspirational speaker. She is a past recipient of the Northeast Ohio Regional Training Center Trainer of the Year Award and the 2003 Ohio Child Welfare Training Program Lifetime Achievement Award.



The Ohio Child Welfare Training Program celebrated its 20th anniversary January 2006. Pictured above is the State Steering Committee getting ready to eat cake!

PCSAO AWARDS JUDITH RYCUS AND RONALD HUGHES CERTIFICATE OF APPRECIATION

On December 9th, PCSAO presented IHS, under the leadership of Judy Rycus and Ronald Hughes, a Certificate of Appreciation for its 20 years of dedicated leadership that has enabled the OCWTP to deliver high quality, culturally responsive, family-centered services to Ohio's abused, neglected and dependent children and families.

PCSAO's Max Bucey noted that the Ohio training model has been duplicated in a majority of the states since and is held in high regard everywhere. Congratulations Judy and Ron for your vision and leadership!

ODJFS Annual Trainers Meeting

IHS worked collaboratively with ODJFS program staff to structure this year's meeting and the change in format was well received. ODJFS staff offered short, 15 -20 minute presentations in the morning followed by two question and answer sessions in the afternoon. Trainers chose between the following five topics:

MEPA

Vanessa Tower, Program Administrator in the Adoption Section at ODJFS, gave a presentation on MEPA and how it affects the work of caseworkers/supervisors.

Kinship Care

Yvonne Gray, a developer in the Placement Services Section of the Family Services Bureau, provided information on the Kinship Permanency Incentive (KPI) program.

Foster Care Licensing

Terry Freeman and Dave Beck, Developers for the Foster Care Licensing program, presented on Foster Care Licensing and FRED.

CAPMIS

David Thomas and Julie Wert of the ODJFS Protective Services Unit presented an update of the Comprehensive Assessment Planning Model (CAPMIS). David and Julie talked about changes CAPMIS will make and compared CAPMIS to the Family Decision Making Model. David compared the Family Risk Assessment Matrix (FRAM) to the CAPMIS Family Assessment. Julie discussed tools that will be automated in SACWIS when it is rolled out statewide.

CAPTA

Yvonne Billingsley presented information on CAPTA (Child Abuse Prevention and Treatment Act). Although CAPTA has been on the books since 1974 to address child abuse and neglect, it was amended through the Children and Safe Families Act in 2003. Yvonne stressed that a key point in CAPTA is that agency representatives must notify a person, at initial contact, of allegations against the person, although the reporter's name cannot be disclosed.

For more information contact Lois Tyler at lt Tyler@ihs-trainet.com

IHS ANNOUNCES NEW EMPLOYEES

Sandy Parker is from Logan County (Bellefontaine), and worked for Logan County Children's Services for 19 years. Sandy has over 30 of years child welfare experience and, in addition to Ohio, she has also worked in California, Texas, and Arkansas. Sandy will be working on the Supervisory Core and Readiness Curriculums, and the Strategic Communication initiative.

Nancy Martin joined IHS in December. Nancy worked with the local Soil and Water Conservation District as an Information-Education Specialist for 8 years. Nancy will be working on IHS' administrative support staff to assist with curriculum development projects.

Charlotte Osterman, ACSW, LISW joined the IHS staff in December, having completed 25 years of service as an adoption clinician at Lutheran Social Services of Central Ohio. During her tenure at LSS, she facilitated the adoptive placements of over 500 children. Prior to that, she worked for almost five years as an on-going caseworker at Franklin County Children Services. Charlotte has trained the Adoption Assessor curricula statewide for the OCWTP since 1996 and received the Rising Star Award in 2002. She is also an adjunct staff at the Ohio State University.

Beth Ann Rodriguez came to IHS In October. Beth Ann has over 20 years of experience in the field of child welfare and has expertise in the field of cultural competence. Beth Ann will be working with the IHS Trainer Development unit as well as other IHS projects.

IHS staff member, **Kelley Gruber** and her husband Shane, announced the birth of their daughters Josephine, "Josie" Mae, and Jane, "Janie" Elizabeth. The twins were born on October 14. Congratulations and best wishes!

REGIONAL NEWS

ECORTC

ECORTC just completed the first full year of trainer observations utilizing a contractor, Trudie Haren, to perform the duties. ECORTC hopes that they've been helpful in making training better by concentrating on the fundamentals and logistical areas. ECORTC Staff would like to thank all trainers for accepting the observation as a tool to create better training, and they hope the interventions increase learning and comfort levels of child welfare staff.

In other news, ECORTC Staff would like to encourage and challenge trainers to utilize the new Classroom Performance System in any and all workshops that they have developed. They're sure you can do it! Just contact ECORTC for details and they can direct you to the right training or assist you in getting started.

Did you know ECORTC has a wireless network? Many RTC's now have wireless networks available to trainers. It is hoped that trainers utilize this technology to enhance their training. It allows for access to helpful websites and online resources. If you have your own website with online resources for trainees, make sure you use the Internet to show the trainees resources. Remember, you can project the webpages using ECORTC's projection system.

CORTC

The Professional Department of CORTC is glad to have the assistance of Joyce Kincaid while looking for a replacement for the position formerly held by Kathy Rayburn. Joyce, who retired from Franklin County Children's Services is providing temporary clerical support for the foster care training support team.

NCORTC

3rd Annual Riverside Symposium

The Cuyahoga County Department of Children and Family Services and the North Central Regional Training Center announce the "Call for Papers" for the third annual Riverside Symposium Friday, August 18, 2006, in Cleveland, Ohio. This year's theme is "**Nurturing Children, Empowering Families.**"

A dynamic series of informative and interesting workshop sessions are planned. To learn more about the "Call for Papers" and/or to submit your proposal online, go to www.ocwtp.com/ncortc.htm or contact Bill Hamilton at 216-881-4394 for more information. **Proposal Deadline is 4:00 p.m., Friday, March 3, 2006.**

Fatherhood Initiative

The Including Father's Committee of the Cuyahoga County DCFS has been addressing how their agency can better serve fathers, families, and children. The goal is to encourage fathers to actively participate in their children's lives by promoting healthy father-child relationships and providing the resources they need to be good parents.

With the cooperation of the Cuyahoga County Fatherhood Initiative, services are being developed to focus specifically on the unique needs of fathers. In the coming months, Cuyahoga will sponsor a community event designed to educate and inform fathers about the agencies and services available to them. New worker training on the needs of fathers is in development as the department makes the agency father-friendly.

what's in
YOUR
toolbox?



Upcoming Training for Trainers

... Presentation Skills

June 7-9, 2006

November 28-30, 2006

... Curriculum Development

March 14-15, 2006

May 3-4, 2006

... Culture and Diversity

May 22-23, 2006 and

June 5-6, 2006

... Transfer of Learning

February 21, 2006

April 25, 2006

... Skill-Building Learning Lab

June 8, 2006

... PowerPoint

April 3, 2006

June 13, 2006

... Classroom Performance System

March 17, 2006

June 9, 2006

TRAINER EVENT-

March 13, 2006

Worldwide, the training field is changing fast. We all must adapt or be left behind. This year's trainer event will show you how technology can engage your audiences and create memorable interactive learning experiences. You won't want to miss this year's event at the Fawcett Center, so sign up now by contacting Kathy Kelley at KKelley@ihs-trainet.com. Hope to see you there!

**WHAT'S IN YOUR
TOOLBOX?**

COMMON GROUND is designed to inform trainers in the Ohio Child Welfare Training Program about issues, events, and trade secrets that will enhance the work of trainers in the program. You are encouraged to speak out. The editorial staff invites guest columnists, suggestions about materials or useful techniques, and topics for discussion in future issues.

The Editorial Staff reserves the right to condense and edit all materials submitted for publication.

COMMON GROUND is published three times a year. Send your material for future issues to:
Susan Yingling
IHS
1706 E. Broad St.
Columbus, OH 43203

FAX 614/251-6005;
EMAIL: syingling@ihs-trainet.com

EDITORIAL STAFF:

Sandra Aska
Christina Carter
Sally Fitch
Susan Yingling

WWW.OCWTP.COM

Institute for Human Services

State Coordinator
Ohio Child Welfare Training Program
1706 E. Broad St.
Columbus OH 43203

WWW.OCWTP.COM

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