



INNOVATION AND CHANGE IS PART OF AN INTEGRATED TRAINING SYSTEM

It takes an integrated system to build a skilled workforce and trainers are a vital part of that system. Like a puzzle, this integrated system can only be put together when we are able to see and understand how the individual parts fit together.

Key people and organizations share responsibility for this integrated system – workers and supervisors, ODJFS, county agencies, trainers, RTCs, PCSAO, the legislature, and, of course, the Ohio Child Welfare Training Program.

- County child welfare agencies need to establish hiring practices to ensure the right person is hired for the right job and enact policies that facilitate the practice of new skills.
- ODJFS needs to ensure the integration of policy and rules training.
- OCWTP and RTCs need to design and offer learning opportunities that promote the planned, sequential acquisition of knowledge and skills and help prepare trainers to facilitate skill-building interventions.
- Supervisors and managers need training and support to coach best-practice skills on the job.
- PCSAO needs to continue its work with the legislature to ensure adequate funding and with PCSAs to establish statewide standards.
- Caseworkers, supervisors, and managers need to take responsibility for transfer-of-learning (TOL) activities in the workplace.

As trainers, you have a unique and vital role in this integrated system. You design and facilitate learning opportunities in a manner that promotes learning and retention in every learning environment you facilitate. You also help inform the child welfare system of new and promising practices.

The OCWTP is prepared to help you in this collaborative effort. The *Training of Trainers* series has been expanded to include workshops on the effective use of PowerPoint; how to integrate the Classroom Performance System (CPS) into training sessions; and a *Skill Building and Transfer of Learning Lab for Trainers* which provides trainers an opportunity to refine and enhance their own training designs. OCWTP also recently piloted *It's Not Just for Sports Anymore – Coaching in Child Welfare*, a two-day training for managers, supervisors, lead caseworkers, and training consultants responsible for coaching core skills on the job.

For more information contact Lois Tyler at the Institute for Human Services (614)251-6000 or lt Tyler@ihs-trainet.com.



2005
Dan Schneider Award
Goes to: Nan G. Beeler



Nan Beeler with her husband Tim and daughter Carolyn

Dan Schneider spent a lifetime advocating for children and families in Ohio as an agency caseworker, Director and Executive Director of PCSAO. His vision of excellence in the training of child welfare professionals shaped the Ohio Child Welfare Training Program, significantly impacting the quality of services provided by Ohio's Public Children Services Agencies.

This award is given annually to an individual who reflects Dan's vision and contributions to the field of child welfare, and demonstrates Dan's commitment toward best practice ideals. Nan reaches this vision working with single-minded purpose and dedication to training and trainer development; strategic planning with PCSAs and the Ohio Child Welfare Training Program; and serving children and families in private practice.

Nan received her masters degree in social work from The Ohio State University in 1978, and directed a multidisciplinary day treatment center for emotionally and behaviorally disturbed pre-school children; provided casework to unruly youth and their families at a county child welfare agency; counseled residents at a nursing home, and provides individual and group therapy to children and families in a private psychology practice.

Nan has been involved in the Ohio Child Welfare Training Program since the program's inception in 1985. Originally a Core trainer, she joined IHS in 1987 where she works today as a training manager. With her knowledge and expertise, she develops training curricula and other resources; provides technical assistance to Regional Training Centers; interviews, certifies, and develops trainers; oversees developmental projects; and provides technical assistance to staff.

Nan provides training and consultation to state and provincial child welfare organizations in implementing comprehensive competency-based in-service training (CCBIT) systems, and mentors trainers teaching Core workshops. She facilitates strategic planning for CCBIT systems, public child welfare agencies, and departments of human services; she also conducts assessments of public children services programs. She is a consultant to the Center for Child Welfare Policy on issues related to child protective services, and also serves as a clinical consultant to the Family Trust Clinic in cases involving child protective services, adolescents, and children with developmental delays.

FINAL REPORT ON OHIO'S EFFORTS TO PROTECT CHILDREN

In response to a CFSR finding that Ohio was not consistent "in its efforts to protect children from abuse or neglect..." and lacked a "clear and consistent statewide criteria" for initial child abuse screening decision, ODJFS commissioned Howard Davidson, Director of the American Bar Association Center on Children and the Law, to assess Ohio's screening policies and practices, and the definitions and categories used for classifying reports of abuse, neglect, and/or dependency (A/N/D). In turn, the results of that study, prompted the Supreme Court of Ohio Advisory Committee on Children, Families, and the Courts to establish a subcommittee to:

- Determine if Ohio's statutory guidelines for the investigation and prosecution of child abuse and neglect properly serve children and families in need of government intervention;
- Make statutory and administrative recommendations to improve Ohio's system for accepting and investigating reports of child abuse and neglect;
- Make recommendations to standardize and make uniform Ohio's statutes regarding abuse, neglect and dependency cases.

The report can be downloaded from www.law.capital.edu/adoption/subcomreport.htm

OCWTP trainers are encouraged to review the recommendations and can provide feedback to the following committee members:

Helen Jones-Kelley at

hkelley@montcsb.org

Bob Kubiak at kubiar@odjfs.state.oh.us

Rhonda Reagh at reaghr@odjfs.state.oh.us

Kent Marcus at adoption@law.capital.edu

DATES TO SAVE

Presentation Skills TOT:

November 30-December 2, 2005:
Cleveland; Denise Goodman.
February 14-16, 2006: FCCS; Renee Resnik
February 21-23, 2006: NEORTC; Denise
Goodman
Call Jodie Hembree (330) 379-1867 or e-
mail her at jhembree@summitkids.org

Curriculum Development TOT:

December 19-20, 2005: FCCS; Nan Beeler
March 14-15, 2006: NCORTC;
Nan Beeler

Culture and Diversity TOT:

October 17-18, 2005: Cancelled

November 29-30, 2005: NEORTC; Norma
Ginther, Dan Houston
Call Jodie Hembree (330) 379-1867 or e-
mail at jhembree@summitkids.org

December 8-9, 2005: NEORTC; Norma
Ginther, Dan Houston
Call Jodie Hembree (330) 379-1867 or e-
mail at jhembree@summitkids.org

February 6-7, 2006: FCCS; Norma Ginther
and Dan Houston

February 27-28, 2006: FCCS; Norma
Ginther and Dan Houston

Transfer of Learning TOT:

October 11, 2005: FCCS; Renee Resnik
December 6, 2005: FCCS; Renee Resnik
February 21, 2006: FCCS; Renee Resnik
April 25, 2006: FCCS; Renee Resnik

Pre-TOT:

November 26, 2005: IHS; Renee Resnik
February 8, 2006: FCCS; Renee Resnik

Skill Building TOT:

December 1, 2005: IHS; Denise Goodman

Powerpoint TOT:

November 18, 2005: FCCS; Jayne Schooler
February 3, 2006: FCCS; Jayne Schooler
April 6, 2006: FCCS; Jayne Schooler

MANDATORY MEETING

IF YOU TRAIN

STANDARDIZED CURRICULA

PLEASE MARK YOUR CALEN-

DARS FOR THE 2005

DECEMBER 5, 2005,

10:00 AM - 3:00 PM

CENTRAL OHIO

REGIONAL TRAINING CENTER

COLUMBUS

Supervisor/Manager and Caseworker Core Trainers:

The OCWTP is currently in the process of embedding Classroom Performance System (CPS) technology into Core workshops. Now is the time to sign up for a one-day CPS TOT to learn how to set up and use this exciting new technology. Contact Debra Sparrow at IHS (dsparrow@ihs-trainet.com or 614/251-6000) to register for one of the following TOTs:

December 2, 2005, 10-2; Columbus
March 17, 2006, 10-2; Columbus
June 9, 2006, 10-2; Columbus

Check the "For Trainers" link on the OCWTP website (www.ocwtp.com) for newly added CPS TOT dates and links to download CPS software to your home computer free of charge. If you are unable to attend any of the scheduled dates and plan to be in the Columbus area, contact Christina Carter at IHS (ccarter@ihs-trainet.com or 614/251-6000) to schedule an individual TOT.

**ANNUAL
TRAINER
EVENT:
MONDAY,
MARCH 13, 2006**

News from Iraq by . . . Patrick Kelly, OCWTP Trainer

(A True Story)

I participated in the Culture and Diversity course with Norma Ginther and Dan Houston last year, and the Curriculum Development course with Nan Beeler. I went to Iraq as part of the United States Department of Justice, Civilian Police Assistance Training Team. Our mission in Iraq was to introduce and implement new procedures and technologies to Iraq Police Departments. When I arrived, I was given the assignment of developing the first two phases of a three-year police college. My staff of eleven developed over 700 hours of instruction on over 240 topics. One area of instruction was human rights and cultural diversity.

We were searching for a model human rights program, so I contacted Lois Tyler at IHS and Lois provided me with a culture and diversity outline developed by the Institute for Human Services in collaboration with the Ohio Child Welfare Training Program. That human rights model is now part of the adopted curriculum of the newly created Baghdad Police College. The College opened August 15, 2005, and all police officers throughout Iraq will have the opportunity to attend. I would like to extend a heartfelt thank you to OCWTP, IHS, Norma, Dan, and Nan, for preparing me for what was to be one of the most rewarding experiences of my lifetime.

REGIONAL NEWS

WORTC HAS FIRST TRAINING ROOM

This August, the Western Ohio Regional Training Center (WORTC) moved from Greene County Children Services in Xenia to their new location in Beavercreek, Ohio. Most significant in this move is gaining the very first training room WORTC can call "their own." WORTC will continue to offer training at remote locations. WORTC is now located at 1312 Research Park Drive, Beavercreek 45432. Their phone number is (937) 427-4540 and their fax number is (937) 427-4543.

LINDA ELDRED REMEMBERED

NWORTC and those in the system who knew her, are saddened by the death of Linda Eldred Klimczak. Linda served as a secretary at Lucas County Children Services, and provided secretarial services to the Training and Development Department January of 1984 to June of 1998. OCWTP trainers and trainees will remember Linda's attentiveness and care. Memorial contributions can be made to Hospice of NW Ohio or the American Cancer Society in Linda's memory.

KATHY RAYBURN MOVES ON

Kathy Rayburn, who has worked diligently and effectively as CORTCs foster care training program clerical support, has accepted a promotion and will be returning to the Fiscal Department at FCCS. We will miss her and wish her much continued success in her new endeavors.

Kelley Gruber and Pam Quigley, Join IHS

Kelley Gruber is the new foster care, adoption, and kinship care training coordinator at IHS. She will provide technical assistance and ongoing support to NCORTC, NEORTC, NWORTC, and SWORTC in training; assist in the recruitment, development, and ongoing support of trainers; serve as the liaison between the RTCs and trainers to ensure the integrity of the OCWTP; and assist in strategic planning related to the continued development of the foster care training program.

Kelley was previously an adoption liaison with the OCWTP, working with the CORTC and the SEORTC. She has 11 years of experience in child welfare in the areas of adoption and foster care training, and individual and family therapy. Kelley lives with her husband, Shane, in Delaware, Ohio, and they are expecting twin girls in November.

Pam Quigley is the new Assistant Evaluation Project Manager at IHS. She is a graduate of The Ohio State University with a bachelor's degree in Criminology.

Pam's activities include gathering and analyzing data for a statewide developmental assessment, and conducting evaluations of training programs. She is an expert using the Classroom Performance System as a mechanism to collect and report data.

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:
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