

EXECUTIVE SUMMARY

The Child Welfare Training Academy (CWTA) Training Plan is intended to be a catalyst for CFSA's workforce development and workforce training efforts by providing common direction, strategic areas of emphasis, and priorities for making decisions on the use of limited federal, state, and local resources. Providing child welfare services in any capacity requires certain knowledge, skills, personal qualities, and respect for the values of others. To be recognized as competent, agency administrators, supervisors, and social workers must demonstrate professional behaviors that achieve the overall purposes of child welfare. Specific competencies are sets of knowledge and behaviors required of child welfare practitioners that enable staff to effectively perform the tasks associated with each stage of the child welfare behavioral-based process.

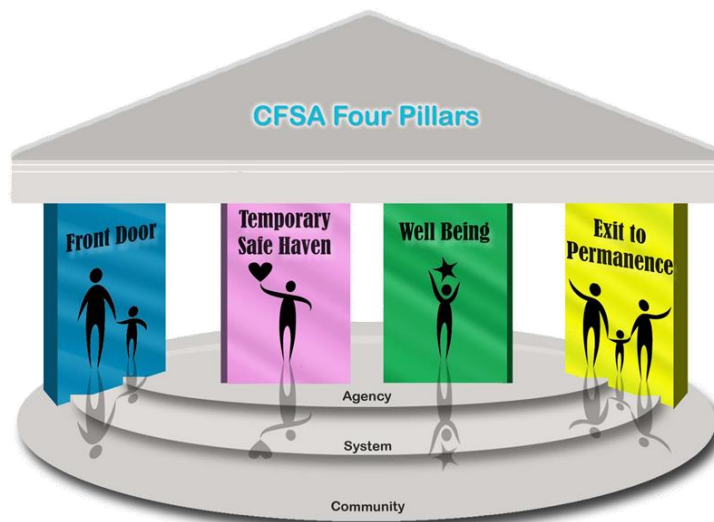
This plan is the architectural backbone to direct the activities of CWTA, who delivers training and development.

ABOUT CHILD WELFARE TRAINING ACADEMY

The Child Welfare Training Academy (CWTA) at the Child and Family Services Agency (CFSA) has a vision to provide the District of Columbia's social workers, resource parents and community partners with the knowledge, skills, support, and coaching that effectively promote the safety, permanence, and well-being of children and families in the District of Columbia.

The key objective of CWTA is to actualize the Agency's Practice Model into all training and employee development activities. Accordingly, every element of the CWTA curriculum supports the Practice Model's commitment to comprehensive case planning strategies that emphasize a social worker's teaming relationship with families, various administrations, caretakers, school staff, mentors, therapists, other District and contract agency social workers, and an array of community service providers.

The CFSA 4 Pillars and Practice Model provides the framework for all CFSA and contracted social workers, supervisors/managers, as well as non-case carrying personnel to carry out the agency's mission of safety, permanence, and well-being for children and families.



TRAINING OVERVIEW

CWTA TRAINING PHILOSOPHY

It is the belief of CWTA that learning is maximized when supervisors, employees, and resource parents take responsibility for development, form powerful partnerships, and are held accountable for performance.

CWTA TRAINING GOALS

CWTA EMPHASIZES A STRONG COMMITMENT TO DEVELOPMENT.

At CWTA, minimum training and development guidelines have been established and measured since 2011. CWTA trainers show their commitment to development through teaching numerous courses: direct service staff pre-service, social work and resource parent cross training in-service and function/job-specific topics. CWTA commitment also extends to coaching newly hired staff with the goals of enhancing knowledge transfer and developing the child welfare professionals of tomorrow.

DEVELOPMENT IS TAILORED TO MEET THE AGENCY STRATEGIC PLAN

Development opportunities are created in response to agency demands. These opportunities are created as a result of collaboration between CWTA and the agency's various administrative areas, as well as with leading universities. The focus of these tailored development initiatives is to build competencies to ensure that critical skills gaps are closed and to increase the intellectual capital of our agency. To ensure the development options offered at CFSA are evidenced-based, best practices in parenting and child welfare are researched and incorporated into programs and courses. Feedback is consistently obtained from learners with the goal of continuing to refine and enhance the learning opportunities offered.

DEVELOPMENT IS TAILORED TO MEET THE LEARNING NEEDS OF RESOURCE PARENTS

When resource parents create their development plans, careful attention should be paid to pursuing a variety of development options. The value of day-to-day experiences cannot be underestimated, and these are supplemented through CWTA courses, CWTA approved external courses, professional associations, action teams, conferences and, in some instances, co-facilitation.

CWTA TRAINING SCOPE & PRACTICE MODEL IMPLEMENTATION

Integration of the Agency's Practice Model tenets and the implementation of the Practice Protocol into the CWTA curriculum cannot be understated. As the fundamental vehicle for shaping the Agency's practice culture, these tenets govern all current CWTA coursework for the benefit of CFSA and contract agency resource parents, social workers, support workers, and supervisors. They articulate the Agency's overarching values, and present practice standards for achieving timely, positive outcomes for children, youth, and families.