

☐ **PROJECT INITIATION CHARTER**

☒ **COMMITTEE INITIATION CHARTER**

PREPARED BY: Members of Leadership Academy Workgroup

DATE INITIATED: 08 / 13 / 2013

DATE UPDATED: 04 / 11 / 2023

PROJECT TITLE: Leadership Academy

SUBCOMMITTEE: (If applicable): Leadership Academy (LA) Workgroup

SPONSOR TEAM: PCYA Board

CONNECTION TO AGENCY PURPOSE: (Quick rationale on how this project connects to our MVV, IGA and PIP)

Provide PA Child Welfare leaders with the practical tools needed to build the competence, confidence, and commitment required of high-quality leaders within their agency, community, and the child welfare field. (Vision Statement)

The LA Workgroup will provide relevant and culturally sensitive training, transfer of learning and technical assistance designed to support leaders in building and sustaining a strong, competent workforce to achieve agency goals of safety, permanency, and well-being for children and families. (Mission Statement)

START DATE: 08 / 13 / 2013

COMPLETION DATE: ongoing review annually

PROJECT OVERVIEW & RATIONALE: (paragraph or so that explains the need for this project)

Effective child welfare leaders require a wide variety of knowledge, skills and techniques. The Leadership Academy is designed to identify and support the awareness, development and implementation of knowledge and skills every leader in child welfare needs to be successful. The Leadership Academy workgroup is charged with staying current with changes in regulation, law and practice; the identification of both germane foundational and advanced skills; the development and delivery of curriculum, transfer of learning and technical assistance; and the evaluation and monitoring of the impact and effectiveness of the products and services.

DESCRIPTION & SCOPE: (Defines project limits and products / services to be delivered by the project)

- Development, delivery and monitoring of the following two training tracks
 - Foundational Leadership Skills
 - Development and delivery of Foundations of Leadership curriculum;
 - Assessment and development of foundational information and resources that new administrators need; and
 - Marketing and supporting attainment of Leadership Academy certificate.
 - Advanced Leadership Skills

- Facilitation assistance for Program and Practice sessions, upon request
 - Connection/alignment of Leadership Academy Wednesday session with Program and Practice Thursday session;
 - Provide feedback/findings to Leadership Academy partners (PCYA, OCYF, and CWRC); and
 - Opportunities for transfer of learning following PCYA quarterly sessions – forum following the session (area of focus to be determined based on content)
- Development and distribution of the Administrators' Resource Handbook
- Maintenance of Leadership Academy webpage
- Development and delivery of a Leadership Academy Conference, upon request

GOALS AND OBJECTIVES: (Create a high-level list of what this project should accomplish. What are the impacts and benefits of this project?)

- Skilled and responsive child welfare professionals, who perform with a shared sense of accountability for assuring child-centered, family-focused policy, best practice and positive outcomes.
- New leaders will obtain the foundational knowledge and skills needed to lead their organization.
- Experienced leaders will continue to develop their skills and apply them to support the continuous improvement of their agency.

SUCCESS CRITERIA: (How will we measure the success of this project? (SMART). How will we measure the achievement of our objectives?)

- More "leaders" participating in Foundations of Leadership and the Leadership Academy sessions
 - Increased attendance at Leadership Academy sessions – *increase in the number of counties represented*
 - Diverse attendance at Leadership Academy sessions – *increased representation from all regions*
- Positive evaluations from Leadership Academy sessions – *improved content and trainer scores on evaluations*
- Leaders will be initiating the change, instead of always reacting to change – *strategic planning initiated by administrators about policy and practice change efforts*

BOUNDARIES & CONSTRAINTS: (Are there: Budgetary constraints? Stakeholder constraints? Implementation hurdles? (Quantified) budget implication? Things that the committee cannot do? List these impacts to your project here)

- Training/TOL/Technical Assistance/Conference budget
- PCYA Board approval for proposed changes

RESOURCES: (Is there a separate Budget? Supplies, Tools, or any additional impact(s) on organization?)

- Training/TOL/Technical Assistance/Conference budget

PROJECT MANAGER: (Who are you? Do you have another co-manager in one of our partners / customers? Do you have special roles, list in Team Member section?)

- Christina Fatzinger

PROJECT TEAM MEMBERS: Based on the project scope and goals, I estimate that success will require a project team consisting of the following roles and specific plan for communication:

Title	Department/ Agency	Role	Responsibility
Crystal Natan	Lancaster County	Administrator	Co-chair
Christina Fatzinger	Pennsylvania Child Welfare Resource Center	Practice Improvement Specialist	Co-chair
Brian Bornman	Pennsylvania Children and Youth Association	Executive Director	Member
Anne Schlegel	Washington County	Administrator	Member
Robin Chapolini	Philadelphia County	Deputy Commissioner for Policy Development and System Enhancement Division	
Kerith Strano Taylor	Jefferson County	Administrator	Member
Maria Torres	Northampton County	Administrator	Member
Marisa McClellan	Dauphin County	Administrator	Member
Minnie Goshorns	Franklin County	Administrator	Member
Paula Griffin	Lehigh County	Administrator	Member
Sherri DePasqua	Adams County	Assistant Administrator	Member
Tanya Barnett	Cumberland County	Director of Permanency Services	Member
Thomas Patterson	Potter County	Administrator	Member
Vanessa Pierre	Delaware County	Administrator	Member
Valerie Zitterbart	Office of Children, Youth and Families	Continuous Quality Improvement Manager	Member
Michael L. Byers	Pennsylvania Child Welfare Resource Center	Director	Member
Maryann Marchi	Pennsylvania Child Welfare Resource Center	Curriculum Instructional Specialist	Member
Nick Ranney	Pennsylvania Child Welfare Resource Center	Central Region Team Supervisor	Member
Natalie Chesney	Pennsylvania Child Welfare Resource Center	Quality Improvement Specialist	Member
Joan Wirick	Pennsylvania Child Welfare Resource Center	Administrative Assistant	Member
Lisa Kessler	Pennsylvania Child Welfare Resource Center	Statewide Resource Specialist	Member