CPSL: Training, Transfer of Learning (TOL), and Technical Assistance (TA) Strategy

Wednesday, July 30, 2014

Agenda

• Objectives
• Audiences
• Design
• Delivery
• Descriptions
• Time Frame
• Dependencies

TRAINING/TA OBJECTIVES

What do we want people to know and be able to do as a result of this training?
TARGET AUDIENCES

Tailored content and delivery: Who needs to know and do what by when?

Needs and Preferences: Counties

Administrators
- Know first
- Big picture
- Prepare to coach and support supervisors
- Track success

Supervisors
- Know first
- Anticipate challenges
- Prepare to coach workers
- Utilize and direct others to resources
- Achieve compliance

Workers
- Baseline knowledge
- Field application
- Who to ask
- When to ask
- Where to get more information

Knowledge to Interface with Others

School Personnel
- Baseline knowledge of changes
- Informed interaction
- Where to get more info

MDTF Membership/CACs
- Baseline knowledge of team function
- How to participate
- Where to get more info

Solicitors/Agency Support Staff
- Execute new role
- Interact with team
- Ensure compliance
METHODOLOGY AND DESIGN

Evidence-based best practice:
- Adult learning principles
- Cognitive science research
- Instructional design standards

Implementation Science

Success

- Accessible/ Timely Information
- Targeted/ Outcomes Oriented Training
- Effective Implementation Practices

Explore-Practice-Apply

Awareness/ Exploration
- Tools
- Resources Overview

Comprehension/ Practice
- Foundational Online Training
- Support Sessions / TOL

Application
- Technical Assistance Coaching
DELIVERY MODES

- Tools and resources for independent access and self study
- Online
- Classroom
- Other

Tools and Resources

- **Purpose**
  - Central source for updates, assistance
  - Ready access to law, terms, processes
  - Build expertise
  - Forum for ideas exchange

- **Format**
  - CPSL Web Page
    - Comparison Chart
    - Critical Thinking Guide
    - Coaching tools
    - FAQ (links to resources/answers)

CPSL Overview

- **Purpose**
  - Introduce management to significant changes in law
  - Promote confidence in managing change
  - Minimize apprehension regarding change

- **Format**
  - In-person or webinar presentation
  - Delivered by OCYF leadership
Foundational Online Training

- **Purpose**
  - CPSL Knowledge/Awareness
  - New and old definitions
  - Role in process
  - Practice application
  - Develop:
    - Use of critical thinking skills
- **Format**
  - Brief, repeatable modules
  - Knowledge checks
  - Case examples

TOL/Facilitated Discussion

- **Purpose**
  - Team members collaborate in application of law
  - Apply law to cases
  - Practice role in process
  - Reinforce use of tools/resources in place
  - Develop:
    - Critical thinking skills
- **Format**
  - County/region based
  - Team led: facilitator/supervisor/solicitor

TA/Coaching

- **Purpose**
  - Transfer learning to field
  - Implementation of tools/resources
  - Address challenges
  - Support effective compliance
- **Format**
  - Supervisor – staff
### Purpose
- Measure/monitor progress and success in implementation
- Adjust and improve support

### Format
- Participant surveys (Level 1)
- Self-assessment opportunities (Level 2)
- Measurements related to TOL (Level 3)

### Time Frames
- **High level Overview**
  - Since Jan 2014
  - Supervisor Webinar: July 31, 2014
- **Tools and Resources**
  - July 2014 thru October 2014
- **Foundational Online Training**
  - November 2014
- **Supervisor Coaching Skills Support**
  - November 2014
- **CTC Mod 2 TOL/Support Sessions**
  - January 2015

### Dependencies
- Pending legislation
- Clarification of Scope
- Guidance from Implementation Team
- OCYF/PCYA Endorsement
- Capacity