



a monthly newsletter from
the Pennsylvania Child Welfare Resource Center



COUNTY CONNECTION



March is Social Work Month

February 2023

Submitted by: Andrea Merovich

Excerpts from NASW

Social Work Month is a time to celebrate the profession of social work. The National Association of Social Workers (NASW) has pulled together a number of resources to help us celebrate. The 2023 theme is Social Work Breaks Barriers.

Social work has existed for more than a century. The profession can trace a large part of its origin to Jane Addams and Ellen Gates Star, who, in 1889, opened Hull House in Chicago to provide social services to the area, which had a large immigrant population. Other social work pioneers include anti-lynching advocate and women's rights activist Ida B. Wells, and George Edmund Haynes, a social worker who was co-founder of the National Urban League.

Although there are many kinds of social work, members of the professional all share common principles: They are people dedicated to seeking complete equality and social justice for all communities and helping people achieve their own potential.

Each day, social workers help break down barriers that prevent people from living more fulfilling, enriched lives. They work on the individual level, helping people overcome personal crises like food insecurity, lack of affordable housing, or limited access to good health care. They also advocate on a systems level to ensure laws and policies are adopted so everyone can access such services.

During Social Work Month, NASW will spearhead efforts to raise public awareness about how social workers continue to break barriers in all communities, and how the contributions of this essential profession improve our nation.

Learn more about NASW's efforts and find resources to spread the word yourself by visiting the NASW website: <https://www.socialworkers.org/News/Social-Work-Month>.

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Pitt Day of Giving is February 21

Submitted by: Andrea Merovich

The 2023 Pitt Day of Giving kicks off Tuesday, February 21. You can learn more about this special day by visiting the Day of Giving website: <https://pittdayofgiving.com/pages/pitt-day-of-giving>. This one-day event is an opportunity for friends, staff, students, and graduates of the University of Pittsburgh to give back to the institution.

CWEL and CWEB graduates who wish to donate specifically to Child Welfare Education & Research Programs can do so by:

- Visiting the Pitt Day of Giving website (mentioned above) and selecting **Make a Gift**
- Selecting **Pitt Social Work** under the “categories” dropdown
- From there, specify your donation by selecting **Child Welfare Education & Research Programs**



Annual Report for Fiscal Year 2021-2022

Submitted by: Frank Revesz

We are pleased to share The Resource Center’s Annual Report for Fiscal Year 2021-2022: <http://www.pacwrc.pitt.edu/AnnualReports/AnnualReport2021-2022.pdf>

The Resource Center continued to support Pennsylvania’s child welfare workforce through a continuum of services designed to facilitate and sustain positive change in the child welfare system including implementation support, training, transfer of learning, technical assistance, evaluation, and project management. The Resource Center continued our journey toward becoming an anti-racist organization. As we continue to build our internal foundation, we will offer additional stakeholder-focused opportunities for growth and development. We look forward to partnering with you on this important work.

We are also pleased to inform you that the 2021-2022 Annual Report for the CWEB and CWEL programs is now available on our website. An Executive Summary and the full Annual Report may be accessed by using the following link: <https://www.socialwork.pitt.edu/researchtraining/child-welfare-programs/cwerp-annual-report>

*Thinking of going
back to school?*

APPLY TO THE CWEL PROGRAM!



The Child Welfare Education for Leadership (CWEL) program strengthens Pennsylvania public child welfare services by providing graduate level educational opportunities for current public child welfare professionals!

BENEFITS

- Fully funded tuition
- Professional growth & leadership development
- Child welfare-focused courses

REQUIREMENTS

- At least 2 years of employment
- County agency approval
- Admission to a participating school

Full-time, part-time, and on-line options available!

Participating Schools

Bryn Mawr College
Kutztown University
Marywood University
Millersville University
Pennsylvania West University
Shippensburg University

Temple University
University of Pittsburgh
University of Pennsylvania
West Chester University
Widener University

The regular CWEL application deadline is April 30. However, some schools have an earlier deadline of March 15.

**Scan for
more info:**



Supporting
outstanding child
welfare caseworkers
since 2001!

Child Welfare Education For Baccalaureates (CWEB)

CWEB's goal is to strengthen public child welfare services in Pennsylvania by educating and armoring undergraduate social work majors interested in a dynamic and exciting career in public child welfare who are enrolled in a participating school of social work.

Participant Benefits

- Fully paid in-state tuition and fees for your senior year
- Fellowship payments of \$600 a month for 8 months
University of Pittsburgh Students: \$780 a month July-April
- Upon hire in a county child welfare agency: A bonus payment of \$640 or \$2,200 if completing a Civil Service Intern position (975 internship hours)
- \$100 book allowance for your child welfare class
- Smooth transition from student to employee: Training and child welfare internships are highly valued by counties looking for caseworkers



If you would like to learn more, scan the QR code to the left with a smartphone or access our website at <https://tinyurl.com/CWEBInfo>

INTERESTED?

Application Deadlines:

April 30 for Fall Admittance

November 15 for Spring Admittance

Contact your school social work faculty or email cwerp@pitt.edu for details!



beginning
complete field county
gain opportunity
helpful internship
tuition work help
supervise time
experience
worker student
casework hour
good training shadow
learning graduation
career experienced ample



Foundations of Supervision: Non-Certification Track

Submitted by: Andrea Merovich

The Foundations of Supervision: Non-Certification Track is comprised of the online and field work components of the original eight-module series. Foundations of Supervision modules are designed for county child welfare supervisors. Learners who are enrolled in the Foundations of Supervision: Non-Certification Track will have access to all online modules and all field work modules that are a part of the Foundations of Supervision series. Learners enrolled in this track are welcome to complete the modules in any sequence to meet individual training needs. Training credits and CEs are available for each Foundations of Supervision module within this track.

Module 1: Introduction to Foundations of Supervision

Module 2: Supervisory Roles and Professional Boundaries

Module 3: Agency Infrastructure and Ecosystem

Module 4: Using Child Welfare Data

Module 5: Workforce Development

Module 6: Coaching and Performance Management

Module 7: Supervising in a Dynamic Environment

Module 8: Professional Development

Altogether, there are 17 eligible continuing education credit hours within this track.

Who Should Attend: This track is intended for already certified child welfare supervisors, county administrators, and child welfare service providers. Supervisors who are seeking certification must enroll in the entire Foundations of Supervision Series.

For more information about this series, please visit the Foundations of Supervision website at www.pacwrc.pitt.edu/fos.htm.

How to access online trainings:

1. Send an email to the Resource Center Helpdesk at helpcwtp@pitt.edu to be enrolled in the Foundations of Supervision: Non-Certification Track. **Please include your role within your agency.**
2. After you receive notification that you are enrolled in the courses, go to <http://www.e-learn.pitt.edu> and enter your username and password. If you need help logging into E-Learn, please contact helpcwtp@pitt.edu.
3. On your Dashboard, you will see all of the courses you are enrolled in.
4. Click on the course you wish to take.
5. Click **Start** to proceed with the course. The system will track your progress so you are able to save and close the course if needed.
6. In order to receive a certificate of completion, you will need to complete the course, as well as complete the evaluation. Once the evaluation is complete, you will see a certificate of completion that you will be able to print out for your records.
7. If you are experiencing any technical difficulties while accessing E-Learn, please contact the Help Desk at helpcwtp@pitt.edu.

Opportunity to Participate in a Research Project

Submitted by: Marlo Perry

Recruitment is currently underway for our research project entitled, “*Supporting Superwomen: Emotional Labor, Gendered Racial Microaggressions, and the Superwoman Schema in Black Female Child Welfare Professionals.*” Funded through the School of Social Work’s Center on Race and Social Problems, this grant builds on earlier research on emotional intelligence competencies in Pennsylvania child welfare professionals (CWPs), and is led by Marlo Perry, Helen Cahalane, and Deb Gadsden.

We know that emotional labor (faking and/or suppressing emotions) is inherent in child welfare work. However, there is an additional layer of emotional labor for Black women working in child welfare, who are faced with navigating gendered racial microaggressions -- or even outright racism -- in their daily work, whether by colleagues, leadership, and/or families on their caseloads. We want to better understand how these experiences relate to elements of emotional health, professional well-being, and commitment to the field. Findings from this project will be used to inform trauma- and racially-informed supports and interventions for these valuable members of our workforce.

Participation involves completing various surveys (some daily over a two-week period on your computer) and an invitation to participate in a focus group or interview. Eligible participants are Black females who are employed by a Pennsylvania public child welfare agency, carry a caseload, and are at least six months post-certification. Participants will be compensated. Interested participants can sign up for an informational session to learn more: <https://bit.ly/SupportingSuperwomen>. They can also contact Dr. Marlo Perry directly with questions: map225@pitt.edu.



Bridge Update

Submitted by: Kari Giles

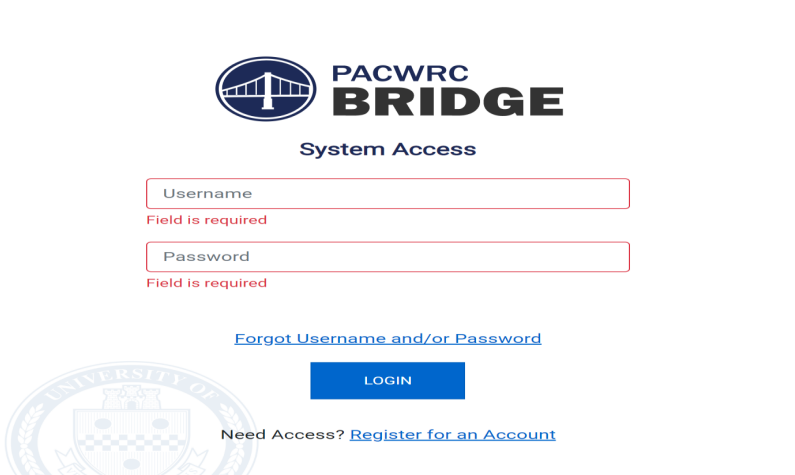
Individual Needs Assessments in Bridge

As many of you know, the Individual Needs Assessment (INA) is now available in Bridge. Please see below for instructions on how to access them:

New Worker and Ongoing Worker INA

1. Log into Bridge at <https://www.bridge.pitt.edu>.
2. Enter your username and password. **(Figure 1)**
3. If you are not sure if you have an account in Bridge, please click on “**Forgot Password**” and, if you already have an existing user account in Bridge, we will email you your credentials.

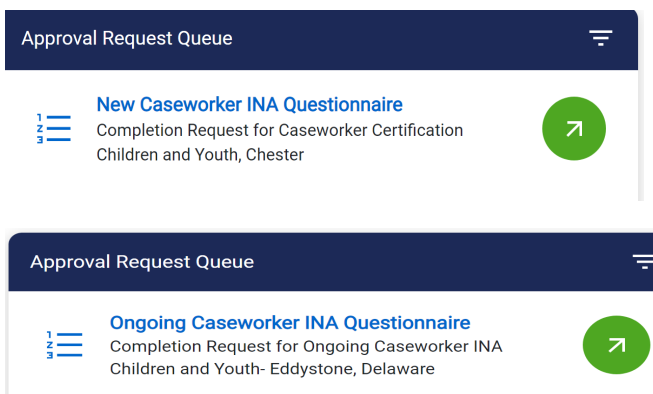
Figure 1



The screenshot shows the login interface for PACWRC BRIDGE. At the top is the logo, which consists of a blue circle containing a white bridge icon, followed by the text "PACWRC BRIDGE" in bold. Below the logo is the heading "System Access". There are two input fields: "Username" and "Password". Both fields have a red border and a red error message "Field is required" below them. Below the password field is a blue link that says "Forgot Username and/or Password". At the bottom of the login area is a blue button labeled "LOGIN". Below the button is a link that says "Need Access? Register for an Account". On the left side of the login area, there is a faint, large watermark of the University of Pittsburgh seal.

4. When on the “**Home Screen**” you will see your “**Approval Request Queue**” that will have your INA Questionnaire. **(Figure 2)**
5. Click on the Green Arrow to load your INA Questionnaire.

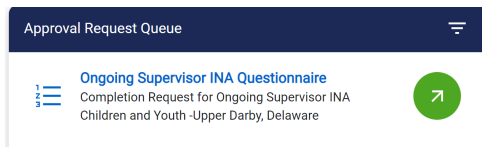
Figure 2



The screenshot shows the "Approval Request Queue" interface. It has a dark blue header bar with the text "Approval Request Queue" and a hamburger menu icon. Below the header, there are two items in the queue. Each item has a blue icon on the left, a title in blue, and a green circular button with a white right-pointing arrow on the right. The first item has a blue icon with the number 1 and 2, the title "New Caseworker INA Questionnaire", and the subtitle "Completion Request for Caseworker Certification Children and Youth, Chester". The second item has a blue icon with the number 1 and 2, the title "Ongoing Caseworker INA Questionnaire", and the subtitle "Completion Request for Ongoing Caseworker INA Children and Youth- Eddystone, Delaware".

Continued on page 8...

Continued from page 7...



6. On Page 2, you will be directed to select your supervisor from drop down list. **(Figure 3)**

Figure 3



7. Once you answer all of the questions on the INA, select “**Submit**”; if not finished, select “**Save**”. **(Figure 4)**

Figure 4

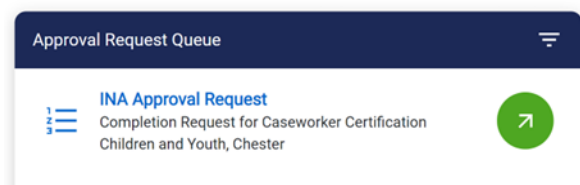


8. After completing your INA Questionnaire, the INA Approval Request will go into your Supervisor’s queue in Bridge.

Supervisor/Management INA Approval

1. When on the “**Home Screen**”, you will see your “**Approval Request Queue**” that will have your INA Approval Request. **(Figure 1)**
2. Click on the Green Arrow to load your INA Approval Request.

Figure 1



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Continued from page 8...

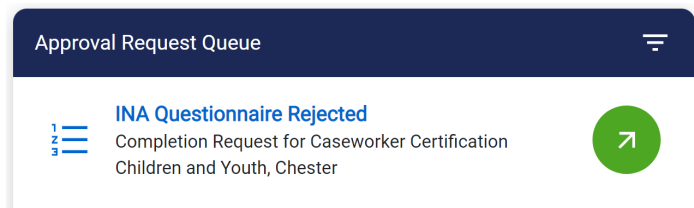
- Supervisors will review the INA Questionnaire that their worker has completed. If satisfactory, select the **“Approval”** button until it is green, if unsatisfactory, please add notes in the notes section and select the **“Rejected”** button until it is red. (Figure 2)

Figure 2



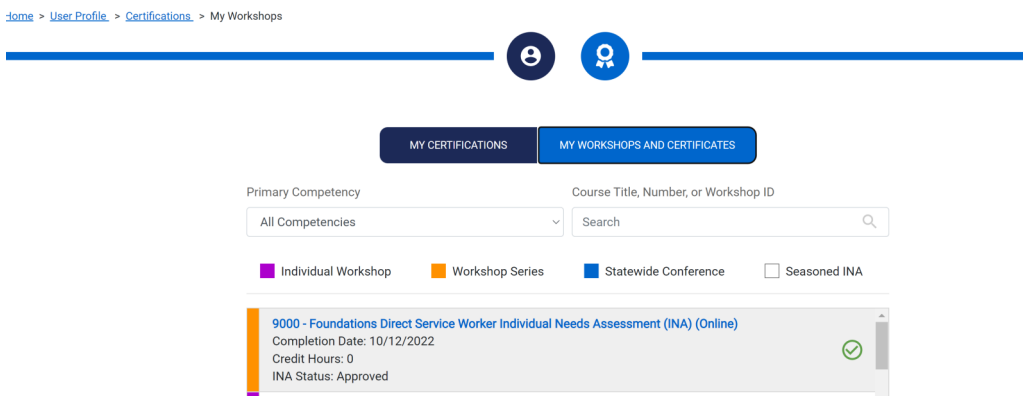
- If rejecting an INA Questionnaire, your worker will receive a notification and will log back into Bridge to update their INA. (Figure 3)

Figure 3



- After accepting the INA Questionnaire, it will show in the worker’s Training History. (Figure 4)

Figure 4

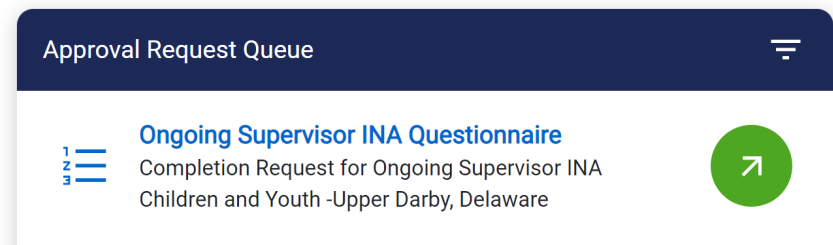


Supervisor/Management INA Opt Out

- If a Supervisor or Management member does not need to complete the INA, they will click the green arrow. (Figure 1)

Continued on page 10...

Figure 1



2. On the 2nd screen, there is an option to “**Decline/Opt Out of the INA**” toggle. (Figure 2)

Figure 2

Decline / Opt Out of INA? ☐

3. Next will be a text box for “**Reason for Decline/Opt Out**”, then select “**Submit**”. (Figure 3)

Figure 3

Reason for Decline / Opt Out *

Remaining characters: 1000

Viewing and Printing Individual INA Reports

Once the INA is completed, the trainee, supervisor of the trainee, liaison, and executive level staff can view and print the trainee’s completed INA via the trainee’s workshop history.

1. Find the trainee through the “**Manage Users**” screen. (see 1)
2. Click on the blue ribbon. (see 2)

Continued from page 10...

MANAGE EXISTING ADD NEW

User Profile Search reset filters

First Name Last Name

Filter by Access Role Trainee Status

All Roles Active

Showing top 50 results

3. Click on “**My Workshops and Certificates**”. (see 3)
4. Search for INA. (see 4)
5. Click on “**Approved**” to view and print the INA report for this trainee. (see 5)

Direct Service Worker, Children and Youth

MY CERTIFICATIONS MY WORKSHOPS AND CERTIFICATES

Primary Competency Course Title, Number, or Workshop ID

All Competencies INA

Individual Workshop Workshop Series Statewide Conference Individual Needs Assessment

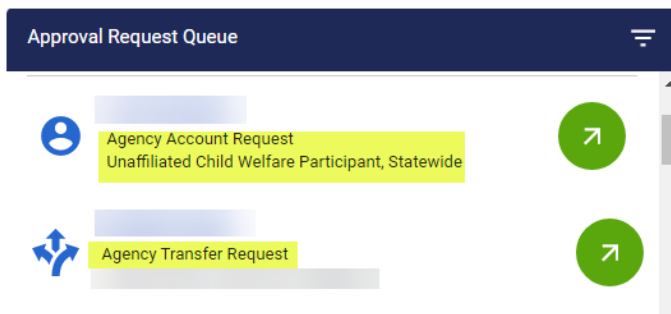
9000 - Ongoing Direct Service Worker Individual Needs Assessment (INA) (Online)
Completion Date: 2/6/2023
Trainee Credit Hours: 0
CE Credit Hours: N/A
INA Status: **Approved**

Important Announcements

- Liaisons are cc’ed on all INA notifications, however, the supervisors are the ones that need to approve the INA in their “**Approval Queue**”. Unless they directly supervise the worker, **liaisons will NOT see the trainee’s INA** in their “**Approval Queue**”.

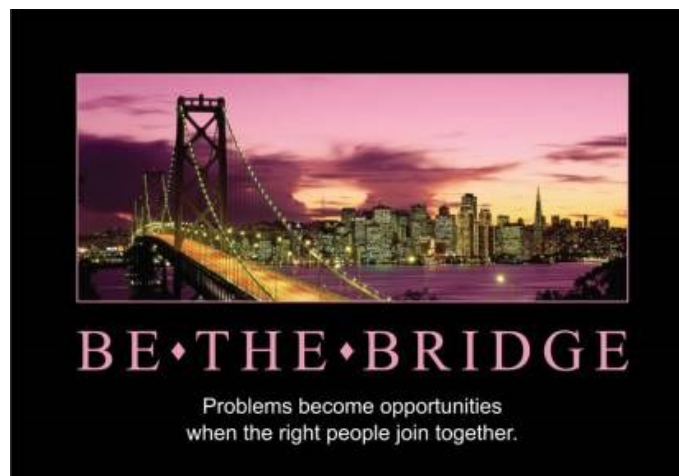
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- Please check your approval queue regularly for “**Agency Account Requests**” and “**Agency Transfer Requests**”. These are requests from either new trainees that are requesting to be affiliated with your agency or they are trainees with existing Bridge accounts and are transferring from another agency. If you do not know the trainee, please reject it - **do not ignore it**.
- We have received a few questions through the helpdesk regarding resource parents and their affiliation with your agency. If you receive a genuine request from a resource parent, but you do not want them to be tied to your agency, you can reject the request and the resource parent will still have the ability to log into the system and complete any required material. The only requests that will not go to a liaison’s approval queue are requests for executive level access. These will need to be approved by a PACWRC administrator.



For Further Assistance

- For anyone who would like to set up a one-on-one Bridge training via Microsoft Teams, please contact BridgeHD@pitt.edu. This training can be for new liaisons or for anyone who may need a refresher.
- We would also love to hear any feedback, suggestions, and ideas you may have about Bridge via our online form at <http://forms.cwrc.pitt.edu/BridgeFeedback/>.
- If you have any technical issues or questions, please email the Bridge team at BridgeHD@pitt.edu.



Regional Team Contact Information

Our local number is 717-795-9048

Our fax number is 717-795-8013

Registration and winter weather number 1-877-297-7488

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