

THE PALETTE

JUNE 2019

INSIDE THIS ISSUE

INSTRUCTOR HUB GOES LIVE!	1
THE CWRC PROUDLY WELCOMES NEW STANDARDIZED CLIENTS TO THE CURRICULUM AND TRAINER DEVELOPMENT DEPARTMENT	2-3
TECHNOLOGY UPDATES UNDERWAY	3
INSTRUCTOR SPOTLIGHT	4
IMPORTANT UPDATE REGARDING JULY-DECEMBER CALENDAR PLANNING	5
FOUNDATIONS UPDATE	5
HIGHLIGHTING THE POSITIVE WORK OF CHILD WELFARE SOCIAL WORKERS	6
TRAINING ROOM ANNOUNCEMENT: KEYPADS TO BE ADDED	6
INTRODUCING THE PENNSYLVANIA CHILD WELFARE COMPETENCIES	7
INSTRUCTOR/CONSULTANT PROFESSIONAL DEVELOPMENT HOURS	8
PALETTE CONTRIBUTORS	9

Submitted by: Stephanie McGuire

Instructor Hub goes *LIVE!*

Check out the latest addition to the Resource Center website, the Instructor Hub! Easily navigate to this one stop shop for everything Instructor related by going to www.pacwrc.pitt.edu, hover your mouse over the Training & Curriculum section, and click “Instructor Hub”. Directly access the Hub by going to <http://www.pacwrc.pitt.edu/InstructorHub.htm>.

Once on the Instructor Hub webpage, you will find valuable resources at your fingertips, including resources for Team-Based Learning™, tips for simulation sessions and much more. A dedicated section has been created to respond to your most frequently asked questions, with the answers right there on the page. If you run into a situation and are unsure who to contact, important names and numbers are included in the FAQ section.

In the near future, the Instructor Feedback Form will be electronic and access to that document will be found directly on the Hub. Speaking of future, this website will be updated regularly to spotlight important information, professional development opportunities, and step-by-step instructions on operating various forms of technology in the training rooms. This overview is just scratching the surface of all that the Hub has to offer. Check it out today!

Have something you want to see on the Hub? Have you found something you want to share with other Instructors? Be sure to reach out to the Curriculum Department with items you want to see or share with colleagues. This was created as a home for all things related to your role as an Instructor, so please be sure to take advantage of all the Hub has to offer.

Never regret a day in your life. Good days give you happiness & bad days give you experience.



FEARLESSMOTIVATION.COM

The CWRC proudly welcomes new Standardized Clients to the Curriculum and Trainer Development Department

Submitted by: Crystal Turner

As the CWRC continues to build capacity within our Standardized Client program in preparation for the launch of Foundations, we are proud to welcome four new part-time staff to Standardized Client (SC) roles within the Curriculum and Trainer Development Department.

SC's are part of the educational team with a focus on providing a realistic role portrayal and adjusting portrayal based on the needs of the learner. SC's also provide in-depth feedback to training participants about their skills in the simulation, while providing a bridge in the training room between knowledge of child welfare and the application of child welfare principles in the field. Through the use of a simulation-based delivery method and SCs, we provide child welfare professionals the opportunity to practice their skills before they enter the field or to enhance their skills throughout their career.

Over the past year, a primary focus of our SC program is on providing professional development opportunities to train and prepare our SCs for the statewide launch of simulation-based training sessions. Through a two-day SC training session, skills-based practice sessions, observations, and simulation-based training on content (TOC) sessions, SCs continue to enhance the skills necessary to deliver realistic role-portrayal and learner-centered feedback.



Malashya Ruprell graduated with a Neuroscience degree from Temple University in 2017. She decided to pursue graduate school at Penn State Harrisburg after a year of volunteering and working as a Research Assistant. Malashya prefers to go by her nickname—Mel. Mel was drawn to the SC position, as she found it to be a very unique and rewarding opportunity. She is excited to network and connect with staff and instructors across our organization. In her free time, Mel enjoys weightlifting, noting that she is still on the lookout for a gym-buddy! She also loves to go hiking with friends. During the summer, however, you can find her swimming in various lakes around PA or cliff jumping.



Pete Fernbaugh is a writer and actor from Weirton, West Virginia. He has been a Standardized Patient with the Office of Medical Education since 2010 and is excited to work as a Standardized Client with the School of Social Work. He is currently the Artistic Director for The Ohio Valley Cloak & Dagger Company and executive producer of the theatrical/podcast series, *Cloak & Dagger On the Air*. When he's not working or creating, Pete enjoys spending time with his nine nieces and nephews and with his wife, Bethany, and their two kitty-kids, Rory and Alexandra.

Continued from pg. 2...



Kathy Butler recently retired after 37 years of Commonwealth service as a Special Investigator where she performed internal and background investigations, as well as investigated fraud in public benefit programs and supervised the investigation and prosecution of welfare fraud for the Office of Inspector General. Most recently, she investigated fraud, forgery, and various dishonest acts for the Pennsylvania Insurance Department. She feels honored and excited to join the SC team at the CWRC! Kathy holds a Bachelor's degree in Social Welfare and was looking for a rewarding part-time position that utilizes her interviewing skills, which is what attracted her to the SC position. She has two older children and keeps busy practicing yoga, meditating, and officiating high school swimming and diving for the PIAA and officiating USA swimming.



Angela Cole holds a Bachelor's degree from Penn State in Elementary Education and has worked with a wide range of student populations in education throughout various roles. Most recently, she was the coordinator for GED classes at Harrisburg Area Community College. She left that position in 2015 to homeschool her children. Angela still loves working with adult students and continues to teach part-time at HACC as a non-credit early childhood instructor. With a passion for child development and a desire to work with adult students, Angela was very excited to accept an SC position at the CWRC. She looks forward to beginning her work within this role and finds it to be an exciting new opportunity. In her free time, she enjoys cooking, baking, and cake decorating. She uses her cooking skills to volunteer in the local community by serving local shelters and other non-profit organizations. Angela is also very active with her sons' Boy Scout Troop.

Technology Updates Underway

The Resource Center Technology Department continues to make advancements in the various platforms that support and run in the background of our daily training operations. Recently with Participant Feedback, also known as Level 1 evaluation, sign-in sheets have been modified to include the trainees' User IDs. We are asking instructors to let trainees know that instructors can share User ID information with them if the trainee is unsure of his/her ID. Additionally, we made the shift from E-Learn to Matrix, which boasts both a visually- and user-friendly interface. Over 2,000 online courses have been completed in Matrix since its launch.

INSTRUCTOR SPOTLIGHT

The CWRC strives to recognize all instructors and consultants for your ongoing commitment to the efficient and effective delivery of training sessions to Pennsylvania's child welfare professionals. We are deeply appreciative of your hard work and dedication to the field. As instructors and consultants, your important role functions as a key to successful training sessions across the state, therefore we aim to highlight your diligence and commend your efforts through spotlight recognition in this ongoing feature.

A special thank you to Nathaniel Borges.

Instructors have a remarkable opportunity to make a difference both inside and outside of the classroom every day through the outstanding work that you do in the field, and perhaps, even when your role is reversed and you become a participant for a day. Nathaniel Borges, a fairly new instructor to the CWRC, proved this to be true. On November 15th 2018, during the Foundations pilot, the pilot he was attending dismissed early due to a snow storm.

Unfortunately, several staff members were having difficulty exiting the parking lot. Although Nathaniel had a long and difficult trip ahead of him back to Philadelphia, he pulled his car aside and stayed an extra hour to help push cars up the icy hill. Nathaniel selflessly put the needs of others before his own to make sure that everyone left safely before he started his trip home. Thanks to Nathaniel's generosity and leadership, everyone was able to return home safely.

Thank you again, Nathaniel, for your philanthropy and commitment to the CWRC community.

If you would like to shine the spotlight on an instructor/consultant for upcoming editions of The Palette, please send an email to Crystal Turner at cnt24@pitt.edu and include a brief description of your accolades.

"Try to be a rainbow in someone else's cloud." – Maya Angelou



Important Update Regarding July-December 2019 Calendar Planning

Submitted by: Crystal Turner

As a reminder, the July-December 2019 calendar will be released outside of our normal timeframe as we continue to build instructor capacity to support the launch of Foundations. If you are in the process of becoming a Foundations instructor, please note that it is extremely important to identify communications received related to your availability and respond timely to ensure that we consider you for each module that you are approved to train.

As you prepare to attend an upcoming TOC for any Foundations module, we are asking that you consider your availability for the July-December calendar period and complete the form attached to the communication. The attached document will outline all of the dates that the module will be offered by region within the July-December 2019 calendar. Please reference your availability when you review this form and add your name to **ALL** dates in each region that you would be available to deliver this module. If you are not available on a specific date, please leave the instructor column blank. As soon as the TOCs for that module are complete, the Regional Resource Specialists will use this data to begin plotting the calendar.

If you are attending multiple TOCs, you will receive the same communication prior to each session. Please do not bypass returning the document for each module, as the dates offered vary by module and by region. You may find that you indicate your availability for the same date on multiple documents, which is to be expected. When the Specialists develop the calendar, they will consider training needs in each region and reach out with proposed sessions for your review and confirmation prior to finalization.

As always, thank you in advance for your assistance!



Foundations Updates

We are getting ever-closer to the implementation of Foundations of Pennsylvania Child Welfare Practice. Once launched, Foundations will take the place of Charting the Course as the direct service worker certification series. A pilot series began in Allegheny County in April, with an additional pilot series in Philadelphia County to occur tentatively in July. Standalone simulation modules are slated in each of our training regions prior to full implementation in July 2019.

The Curriculum and Trainer Development team is conducting more than 40 Training on Content sessions (TOCs) statewide through June 2019 to prepare Foundations instructors for the July launch. Stay tuned as we approach the July launch of Foundations. More details to follow.

Highlighting the Positive Work of Child Welfare Social Workers

Submitted by: Andrea Merovich

Help us spread the news about the positive work of Pennsylvania's child welfare social workers. The Pennsylvania Child Welfare Resource Center and NASW-PA are working together on this important initiative.

Each month we focus on a theme related to the field, using our various media channels to publicize the important work social workers do in the child welfare system for children and families. Past theme areas include celebrating educational successes, National Adoption Month, and National Social Work Month. We shared resources, success stories, and more around that month's topic as it related to the work of child welfare social workers.

Looking to the future, we will be focusing on the following theme area:

- June: National Reunification Month/Focus on Fathers

Please join us in celebrating the successes and the meaningful contributions of these child welfare professionals. You are encouraged to share, repost, or retweet any of the stories, tools, and resources we feature monthly. What's more, if you have a meaningful tool or resource, positive news article or story of resilience related to the work of social workers in child welfare, please share them with us at anm222@pitt.edu. Together we can shine a spotlight on the meaningful work of the state's child welfare social workers!



Training Room Announcement: Keypads to be Added

Keypads are in process of being scheduled for installation at the Pittston, Meadville, Monroeville, and State College locations. Once the keypads are installed, entrance codes will be forwarded to you for access to the rooms and keys will no longer be needed. The code may change periodically. Stay tuned for more information. If you have any questions regarding this change, please contact Denise Rudy at dlr72@pitt.edu.

Introducing the Pennsylvania Child Welfare Competencies

Submitted by: Andrea Merovich

In collaboration with its partners, county staff, private providers, and various committees representing diverse professional groups, the Pennsylvania Child Welfare Resource Center revised and updated the Resource Center's child welfare competencies to enhance their usability in the development of curriculum, technical assistance, transfer of learning, and performance/evaluation tools. The competencies were cross-walked with the PA Child Welfare Practice Model and components of the NASW Code of Ethics, leading to the final version of the PA Child Welfare Competencies.

The ten PA Child Welfare Competencies are as follows:

- Engagement
- Assessment
- Teaming
- Planning
- Implementation
- Monitoring and Adjusting
- Professionalism
- Cultural Awareness and Responsiveness
- Law and Policy
- Advocacy

To support the use of competencies in the education and preparation of child welfare professionals, we identified examples of behavioral indicators at various levels of responsibility within an organization (i.e. caseworker, supervisor or manager, and administrator). Behavioral indicators are observable and measurable practices that individuals employ when they are demonstrating a competency and are specific and descriptive for assessment purposes in determining a child welfare professional's progress toward mastering a competency.

While the counties in Pennsylvania are diverse on many levels, the competencies and related behavioral indicators are designed to reflect the knowledge and skills representative of child welfare practice that supersedes demographic and environmental differences. The Resource Center is carefully and thoroughly integrating the competencies in its training, technical assistance, and transfer of learning activities. Working together, we can continue to build competence, confidence, and compassion in child welfare practice in Pennsylvania.

Learn more about the PA Child Welfare Competencies, view the full guide, and definitions here: <http://www.pacwrc.pitt.edu/pcwc/Competencies.htm>.

Instructor/Consultant Professional Development Hours

Reminder: Instructor and Consultant Professional Development Hours for Fiscal Year 18-19 are **Due by June 30, 2019.**

All active CWRC Instructors and Consultants must obtain a minimum of six (6) hours of professional development training each fiscal year (July 1 – June 30) in order to maintain active status as a contracted CWRC Instructor or Consultant. Below is a list of frequently asked questions and answers regarding this policy.

Who is required to obtain professional development credit hours?

- All active Instructors and Consultants of the Pennsylvania Child Welfare Resource Center (PACWRC).

How many credit hours are required?

- Six (6) hours of professional development training are required each fiscal year (July 1 – June 30).

What counts as professional development training?

- Most courses offered by the CWRC will satisfy this professional development requirement. In addition, professional development training in child welfare, consulting, or training skills and related topics offered by other organizations are acceptable. Online courses are acceptable as long as the Instructor or Consultant can provide a course description and documentation that he/she has completed the online course.

What training opportunities does the CWRC offer for Instructors and Consultants?

- Instructors and Consultants have many options for obtaining their six required professional development hours. Instructors and Consultants can take advantage of:
 - ◇ Most CWRC instructor-led training courses offered around the state
 - ◇ CWRC Online Courses

What do I have to do to get professional development credit for a CWRC course?

- Instructor and Consultants who wish to attend CWRC trainings must register one of two ways:
 - ◇ Toll free registration number:
1-877-CWP-PITT
(1-877-297-7488)
 - ◇ By emailing cwtpreg@pitt.edu with your name, email address, agency information, training date, and title of your desired training.

Which CWRC training courses do not count as professional development training?

- Attendance at CWRC Training on Content (TOC) courses DO NOT count toward your annual professional development hours requirement.

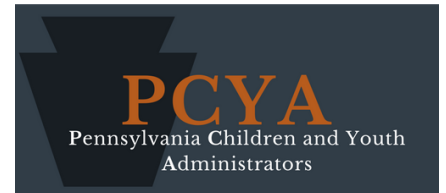
How do I get credit for completing non-CWRC professional development training hours?

- Fax, email or mail the workshop or course description & your certificate of attendance/completion to:
 - ◇ FAX: 717-795-8013
 - ◇ EMAIL: Melissa Yoho: MEC153@pitt.edu
 - ◇ MAIL: The Pennsylvania Child Welfare Resource Center
University of Pittsburgh, School of Social Work
Melissa Yoho
403 East Winding Hill Road
Mechanicsburg, Pa 17055



The Pennsylvania Child Welfare Resource Center is a national leader in advocating for an enhanced quality of life for Pennsylvania's children, youth and families.

In partnership with families, communities, public and private agencies, we prepare and support exceptional child welfare professionals and systems through education, research and a commitment to best practice.



PALETTE CONTRIBUTORS

Melissa Yoho Andrea Merovich
Crystal Turner Stephanie McGuire

403 East Winding Hill Road
Mechanicsburg, Pennsylvania 17055

Phone: (717) 795-9048
Fax: (717) 795-8013
www.pacwrc.pitt.edu