



LEADERSHIP ACADEMY



WHAT IS LEADERSHIP ACADEMY?

The Leadership Academy is a collaborative venture among the Pennsylvania Children and Youth Administrators, Inc. (PCYA), the Pennsylvania Department of Human Services (DHS), and the University of Pittsburgh's Pennsylvania Child Welfare Resource Center (CWRC).

The Leadership Academy works to improve the outcomes for Pennsylvania's children by offering high quality management and leadership training to leaders in Child Welfare including county administrators and their management teams and private providers. Additionally, the Leadership Academy provides a forum for the exchange of ideas and experiences.

WHAT IS INCLUDED IN THE LEADERSHIP ACADEMY?

The Leadership Academy certificate training is delivered through two main components: *Foundations of Leadership*, and Pennsylvania Children and Youth Administrators, Inc. (PCYA) elective courses.

Foundations of Leadership (FOL)

This two-day session provides leaders in Child Welfare including county administrators and their management teams and private providers with information on leadership and organizational effectiveness. Day one introduces the teams to the Characteristics of Leadership, Strength-Based Leadership and the Leader as a Role Model of Social Work Values and Practice.

Day two introduces the teams to the Organizational Effectiveness (OE) framework. Using the information from Day one, the teams work through the OE process and develop a preliminary Continuous Quality Improvement (CQI) Plan. The CQI plan includes goals, strategies and action steps identified by the team to address the need identified from day one. In addition, the plan includes how they will engage staff and stakeholders in its implementation.



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Elective Courses

The elective courses address topics related to the development and maintenance of an effective organization. The Leadership Academy Workgroup develops courses in the areas of Leadership, Fiscal, Organizational Development, working with key stakeholders and human resources based on discussions with the PCYA Board of Directors via their representatives on the workgroup. Quarterly offerings are announced in the *PCYAdvocate*, PCYA's newsletter. For a list of previous offerings, please go to <http://www.pacwrc.pitt.edu/Curriculum/default.htm> and look for the 700 level courses.

When is FOL offered?

Resource Specialists schedule FOL up to four times a year, once in each region of the Commonwealth. The course design encourages administrators and their management teams to attend together. If you have a need for FOL to be held near your agency, please feel free to contact your Practice Improvement Specialist or Regional Resource Specialist.

When are the elective courses offered?

Elective courses (3 hours) are offered throughout the year at the PCYA quarterly meetings and are usually held on Wednesday mornings.

WHO CAN ATTEND LEADERSHIP ACADEMY?

New and seasoned leaders in child welfare to include county children and youth administrators and their management teams and private providers.

HOW DO I COMPLETE THE CERTIFICATE PROGRAM?

To complete the certificate program, participants must attend FOL and five 3-hour elective workshops. Participants who have completed these requirements will receive a certificate acknowledging their leadership achievement. The Leadership Academy's certificate program is voluntary.

WHAT IS THE COST AND HOW DO I REGISTER FOR LEADERSHIP ACADEMY WORKSHOPS?

All Leadership Academy offerings are free. To register for *Foundations of Leadership*, please contact the Resource Center by telephone at 1-877-297-7488, email cwtpreg@pitt.edu or register online via Encompass (accessed at www.encompass.pitt.edu).