THE PENNSYLVANIA CHILD WELFARE RESOURCE CENTER

[THE PALETTE]

JUNE 2022

Training Updates

Submitted by: Andrea Merovich

"Doubt kills more dreams than failure ever will."

SUZY KASSEM

woman's day

COVID-19 Protocol: Mask Requirements

As you may know, COVID numbers are rising in particular counties within the state. After much discussion, the CWRC decided to update our expectations to require masks indoors when providing services (including trainings) in counties designated by the CDC to be in High transmission. CWRC's approach will be as follows:

- Effective June 3rd, we will update the COVID-19 page of the CWRC website by 10 a.m. every Friday to reflect the list of PA counties designated as High transmission and therefore require masks indoors for the following week.
    - In all CWRC training locations, the policy will apply to everyone (instructors, standardized clients, standardized attorneys, all participants, observers, and CWRC staff). While the expectation is for all to bring their own masks, the Resource Center will have a supply available should someone arrive without one.
    - In "Field" locations (e.g., a training delivered at a county agency), the policy will apply to our instructors, standardized clients, and CWRC staff.
- Every Friday after 10 a.m., please visit the CWRC website (http://www.pacwrc.pitt.edu/covid-19.html) to learn the masking policy for any county you are training in the following week.
- Communication has been sent to our stakeholders and counties with the expectation to visit our website every Friday after 10 a.m. to learn the masking policy for CWRC locations they are visiting the following week.
- As always, everyone is welcome to wear masks in Low or Moderate transmission counties as well.
- Two-sided room signs will be available for your use. One side will say "Masks optional," the other will say "Masks required." This is for you to display when transmission is noted as High in that area.

Transition Planning

Sharon Williams continues as your interim point of contact as we seek to fill the instructor supervisor position. Sharon can be reached at shw86@pitt.edu. Additionally, please send all moderator invoices to Sharon.

Training Confirmation Emails

Effective June 6th, for all trainings starting the week of June 13th, confirmation emails will be sent from Bridge (instead of confirm@pitt.edu). The email from Bridge will include the Zoom or Teams information to join the training session, a reminder of any pre-requisites, and a link to handouts/participant materials for courses where the materials are publicly available on our website: curriculum materials page. Foundations and FOS materials will remain on the hidden webpages and will not be shared with participants.
- FOS Hidden Webpage: http://www.pacwrc.pitt.edu/Curriculum/FoundationsOfSupervisionMaterials.htm
- Foundations Hidden Webpage: http://www.pacwrc.pitt.edu/Curriculum/FoundationsRemote.htm

Observation Tool Launch

The pilot of the observation tool concluded on May 13th and we are currently working on post-pilot revisions. We plan to launch the tool beginning July 1st and use it during observations moving forward. The new tool is framed around the instructor competencies and will serve as a guide for our team as we consider future instructor professional development topic areas for lunch and learn sessions, 3-hour events, microlearning videos, and more.
Prior to a scheduled observation, your observer will reach out to you via email, introducing themselves and providing a copy of the observation tool and examples that we use when we are completing an observation tool during a training session. During this time, they will also be available to answer any questions you have regarding the tool, content for the training you are delivering, or other support needs during the day of the training session.

Training Room & Training Day Reminders

A quick note that participants must come to all in-person training sessions with fully charged laptops and/or tablets to participate in training. A phone is not sufficient for training purposes. As limited amounts of handouts will be provided, participants are encouraged to access handouts via the CWRC Curriculum Materials webpage: http://www.pacwrc.pitt.edu/Curriculum/default.htm or through InteDashboard™ for Foundations and FOS training sessions.
Training boxes will not have backup materials of every document for each participant but will have one copy of each handout to refer to if needed. Courses are being reviewed to identify which materials would be required to be printed for each participant (i.e. job aids or documents needed for activities) and those will be included in the boxes. In the event that InteDashboard™ would not be working for TBL™ courses, you can utilize the hidden website for the corresponding course and send participants the direct link to the needed handout or display the handout from the hidden webpage on the screen in the training room.

For additional information and guidance on materials, please review this document: http://www.pacwrc.pitt.edu/InstructorHub/CurriculumMaterials-ReturntoIn-Person2022.pdf. We welcome your feedback about this change and will monitor and adjust based on your provided feedback.

For any questions regarding materials, please contact Andrea Bowersox at alb345@pitt.edu.

Instructor Spotlight

We want to recognize all our instructors. We acknowledge that a lot is happening and changing regularly in our world and in our work. We never take training delivery decisions lightly and recognize the impact that decisions have on you. We value and appreciate all that you do, and we hear you, your questions, and concerns.

As such, we wanted to acknowledge that some of you have recently shared concerns regarding the change in moderator support that will begin in July. We are committed to supporting you through this change and your decision to continue to train with us virtually moving forward.

Additionally, we are committed to monitoring the moderator change and adjusting to ensure you and our training participants are receiving the support needed July and beyond. We appreciate you and your flexibility as we continue to navigate the environment with COVID and shifting from all virtual trainings back to many in-person trainings in the coming months. Thank you!

Supporting Superwomen 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 AFTER your workday) 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. To sign up for an information session where you can learn more, please go to https://bit.ly/SupportingSuperwomen or contact Dr. Marlo Perry at map225@pitt.edu.

Bridge Update

Submitted by: Kari Giles

Effective June 13th, we will be automating virtual events registration/confirmation in Bridge, i.e., when a workshop's delivery method is set as either virtual or in-person, Bridge will email trainees the Zoom or Teams information and registered trainees will be able to access the Zoom or Teams information, the appropriate handouts, and course pre-requisites via the event details screen in Bridge. These notifications from Bridge are replacing the confirmation email/invites that are sent out one week prior from confirm@pitt.edu.

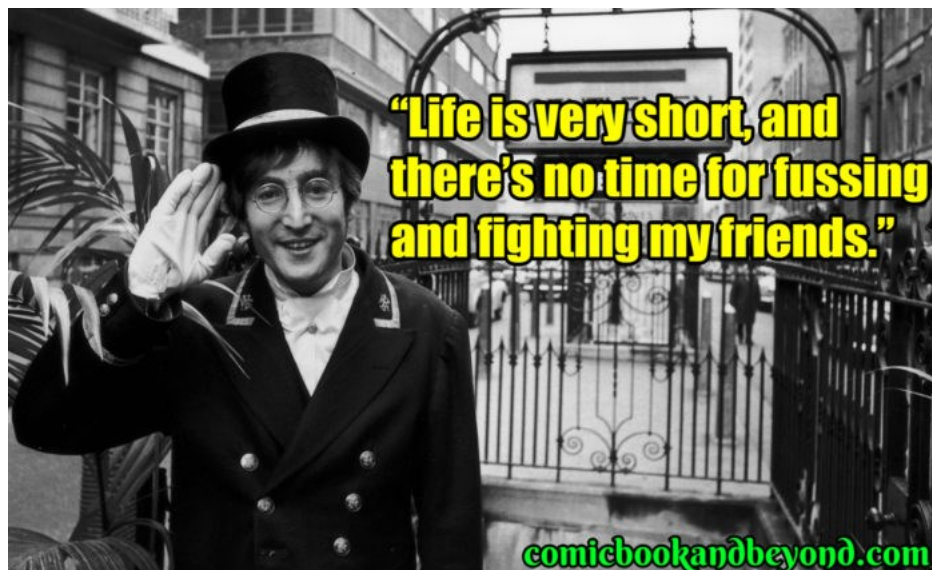Here are some of the latest upgrades to Bridge:
New or Coming Soon!

- In the "**Instructor Toolbox**" area (located in "**Manage Attendance**"), instructors will be able to search for an existing user using either an email address (new) or name.
- We will be automating virtual events registration/confirmation in Bridge, i.e., when a workshop's delivery method is set as either virtual or in-person, Bridge will email trainees the Zoom or Teams information and registered trainees will be able to access the Zoom or Teams information and appropriate handouts via the event details screen in Bridge.
- In the demographics screen, we have updated the label on the "**Gender**" field to "**Gender Identity**" and will be adding new values to this field later this summer.
- In the "**Manage Attendance**" screen, we have fixed a bug that allowed some instructors to double click on the open/close attendance button.

Bridge Reminders

- As long as it does not conflict with any workshops the instructor has already been scheduled for, instructors can now modify their current availability survey.
- The order of the blackout dates in the availability survey has been fixed to display in the correct date order.
- Please be sure to take accurate attendance, marking all trainees as either **present** or **absent** at the end of each day of your workshop, and close the attendance for that day. On the last day of your workshop when attendance has been closed, evaluations will be sent to trainees.
- Pre-work reminders are sent to trainees 72 hours before a workshop starts and everyday thereafter until the pre-work is completed by the trainee.
- Don't forget, you can always login to Bridge before your workshop starts to see registered participants. However, for your convenience, we will also email you a list of registered trainees the evening before a workshop starts.
- Going forward, we will continue to provide you with regular Bridge updates via the Palette to keep you informed of the very latest news. 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.

"Life is very short, and there's no time for fussing and fighting my friends."

comicbookandbeyond.com

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.
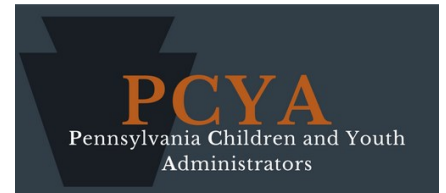
PALETTE CONTRIBUTORS

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