

# THE PALETTE

MAY 2021

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Submitted by: Crystal Turner

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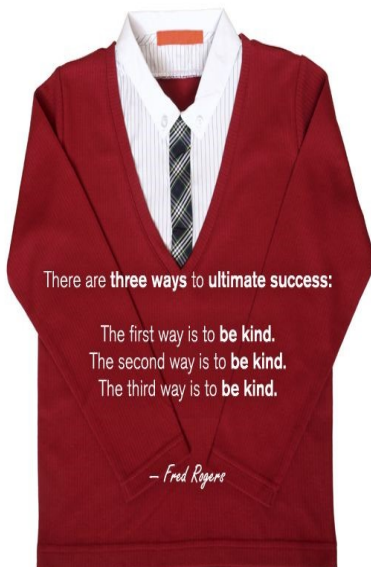
The CWRC strives to recognize all instructors and consultants for your ongoing commitment to the efficient and effective delivery of training sessions to Pennsylvania’s child welfare professionals. We are deeply appreciative of your hard work and dedication to the field. As instructors and consultants, 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 our Foundations of Supervision (FOS) pilot instructors: Amy Bass, Pat Gadsden, Doug Waegel, and John Fritts!**

As we prepare for FOS launch in August 2021, we successfully piloted the series remotely twice with the final pilot wrapping up in April. The series consists of six instructor-led sessions.

Amy, Pat, Doug, and John were enthusiastic to participate within both pilots offered and provided us with the feedback and learning opportunities necessary to enhance the effectiveness of our curricula and delivery of new content. Having methods for assessing new curricula is important to its ongoing success and it would not be possible without the support from our pilot team.

Thank you, pilot instructors, for leaping into this new endeavor with us and for your feedback throughout the process. We appreciate your willingness to participate in our pilot series!



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**Thank you to all instructors** for your continued commitment to the CWRC during the pandemic. I want to take a moment to acknowledge our appreciation for all that you do and for your continued support of our program through all the new changes that we have experienced together.

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](mailto:cnt24@pitt.edu) and include a brief description of your accolades.



## Remote Training Video Launched

Submitted by Andrea Merovich

In 2019, the Pennsylvania Child Welfare Resource Center launched its revised and redesigned competency-based certification series for new child welfare professionals – Foundations of Pennsylvania’s Child Welfare Practice: Building Competence, Confidence, and Compassion, or simply **Foundations**. Comprised of 40 hours of online course work, 72 hours of in-person training sessions, and 12 hours of field assignments, Foundations is an application-intensive series that puts participants in charge of their learning and provides opportunities for skills practice in simulation settings.

In March 2020, the global pandemic halted much of our training plans, but the need to onboard and train Pennsylvania’s child welfare professionals remained. Through intense collaboration across staff and departments, the Resource Center quickly pivoted to deliver the Foundations series remotely. In short, everyone chipped in and pulled together to make it happen.

This video shares how we reimagined curriculum materials, trained instructors and standardized clients, got comfortable with new technology, and reexamined our training program logistics. Watch to see how it all came together and how we continue to meet the needs of Pennsylvania’s child welfare professionals during a pandemic.

[http://www.pacwrc.pitt.edu/Videos/Video\\_RebuildingTheFoundationRemotely.htm](http://www.pacwrc.pitt.edu/Videos/Video_RebuildingTheFoundationRemotely.htm)

## Race Equity: Becoming an Anti-Racist Organization

Submitted by: Crystal Turner

As we recently began discussing during the monthly Instructor Forum meetings, the Resource Center is committed to advancing race equity across our organization and within the child welfare system. Our internal race equity team, in consultation with the Center for the Study of Social Policy (CSSP), will continue to look for partnership opportunities to advance this system-wide effort. Program-wide commitment to this effort, including within your role as an instructor for the CWRC, is critical to our success in reaching our Desired Future State (DFS) as outlined below.

The CWRC is an anti-racist organization committed to achieving racial equity within CWRC and across Pennsylvania's child welfare system. We hold a vision of our organization and wider community that has dismantled systemic racism.

As demonstrated by:

- Speaking out against all forms of systemic racism
- Creating a sense of restored community and mutual caring
- Using disaggregated race data to understand inequity and develop strategies and solutions
- Ensuring key stakeholders (representing diverse racial, cultural, and economic groups) and staff have an active role and voice in decisions that shape the organization
- Advocating in larger communities (regional, national, global) to eliminate all forms of racial inequity and to create multicultural organizations
- Increasing representation and retention of black and brown staff at each level of the organization
- Ensuring key stakeholders (representing diverse racial, cultural, and economic groups) and staff monitor and hold accountable the CWRC in its commitment to Racial Equity and these action steps
- Reflecting upon our own practices and engaging in our own self-reflection to assure that our practice/ behaviors are in line with our race equity goals.

We believe our work in this area provides a framework and foundation for addressing all forms of equity. Part of becoming an anti-racist organization includes creating an inclusive environment, one where everyone can show up with their full identity and self.

As we move forward and continue discussions around educational opportunities, your attendance and participation is important. In the future, we plan to share more information regarding our race equity work and requirements for CWRC contractors. This will include topic-specific guidance on the 6-hour University-required professional development requirement per Fiscal Year. Please remain connected with us through our communications as we continue development and implementation of a full strategic plan. If you have any questions, thoughts, or concerns regarding this ongoing dialogue, please reach out to me at [cnt24@pitt.edu](mailto:cnt24@pitt.edu).



**REMOTE**

**TRAINING**

**DELIVERY**

**UPDATE**

**STATEWIDE**

- Remote training delivery to continue through Sept 2021
- July through Sept 2021 calendar asks will be entered in Bridge for your approval mid-May. Please accept/decline training asks as they are sent out for calendar planning.

UPDATES TO OUR REMOTE POSTURE WILL BE COMMUNICATED AS WE HAVE MORE INFORMATION.



**2021**



# Lunch & Learn Sessions

**12 PM - 1 PM**

- Lunch & Learn Zoom sessions will continue monthly as professional development events through September 2021
- Topics and presenters will be communicated through e-mail as determined
- Lunch & Learn sessions occur over the lunch hour for flexibility and are optional, not required.
- You will receive one-hour towards the yearly professional development requirement for every session that you attend

## To suggest a topic:



717-440-5100



Email: [cnt24@pitt.edu](mailto:cnt24@pitt.edu)

**We look forward to seeing you there!**

# Hello New SC!

WE WERE THRILLED TO WELCOME 8 NEW SC TO THE TEAM IN DECEMBER AND JANUARY AND WANTED TO INTRODUCE YOU! PLEASE SAY HELLO AS YOU SEE THEM ALONG YOUR JOURNEY!



RENEE  
FAWESS

Renee hails from central Pennsylvania where she lives with her husband and very adorable, toddler daughter. She is not new to the Standardized Patient game. She works for Geisinger Hospital's Education Department as a Standardized Patient, as well as, with Sarah Lawrence College, working with their Genetic Counseling department. When she isn't working, she's often seen, on stage at The Bloomsburg Theatre Ensemble where she is an Affiliate Member. She also enjoys sitting on the board for The Women's Center of Columbia/Montour counties and as an active member with the Coalition of Social Equity where she sits on the Racism and Women's Equity committees. She's very excited to be part of this very important work. Thank you to all the social workers out there for all the crucial work you do!

Brenden Peifer graduated from the University of Pittsburgh with a Bachelors degree in Communications, English, and Theatre Arts. Brenden began his acting career at Pitt, where he appeared in six shows including Much Ado About Nothing (Benedick), Flyin' West (Frank Charles), and Our Town (Dr. Gibbs). He has worked with several theater companies in Pittsburgh including the Pittsburgh Public Theatre (Romeo n Juliet, Milo de Venus), City Theatre (One Night in Miami), Bricolage (The Clearing), Prime Stage (I Know Why the Caged Bird Sings), and New Horizon Theatre (Too Heavy for Your Pocket). He was thrilled to join the SC team at CWRC because it combines his passions of education and performance. Besides being an SC, he works with students in Pittsburgh Public Schools on their reading skills. He loves going on runs, playing Xbox, and, baking.



BRENDEN  
PEIFER



Tricia Potter is a graduate student from Mechanicsburg, Pennsylvania. She has been working as a Standardized Client with the PACWRC since December of 2020 and has loved the job so far! Tricia holds a Bachelor of Science in Psychology and an American Sign Language (ASL) Certificate from the University of Pittsburgh. Currently, she is pursuing her Master of Education in School Counseling at Indiana University of Pennsylvania, and she hopes to one day work in an elementary or middle school. Over the summers, Tricia gets to pursue her greatest passion of helping kids through her work at a local summer camp for middle school students who are affected by things such as bullying, divorce, parental drug/alcohol abuse, etc. Through this camp, she helps students build healthy relationships, enhance their self-esteem, and promotes their self-advocacy. When she's not busy studying or working, Tricia enjoys hiking, kayaking, reading, sewing, and playing with her cat, Ferris.

Not Pictured:

Scott Long, Steven Gebhardt, Jonna (Jae) Lopez, Aaron Roberge, and Leah Holleran

## UPMC Podcast Series Continues – New Episodes!

The Being Well Podcast Series continues with new installments you may have missed. The series explores timely issues and health-related topics affecting child welfare practice. It is a partnership between the Resource Center (led by Andrea Merovich, Curriculum and Marketing Specialist) and our colleagues at the Children’s Hospital of Pittsburgh of UPMC.

Available podcasts are as follows:

- Neonatal Drug Exposure
- Safe Sleep
- Collaboration
- The Effects of Stress
- Autism
- Sexual Behaviors
- Developmental Milestones
- Developmental Expectations
- Nutrition

The most recent to launch is our nutrition-themed podcast, which is a 30-minute meaningful conversation about the nutritional needs of infants and children. We have many more episodes in the pipeline, including a soon-to-launch episode discussing what might happen when a child witnesses domestic violence.

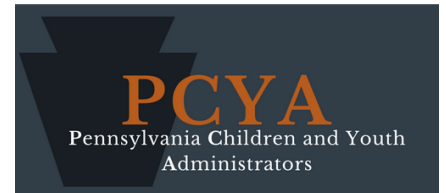
The podcasts are located on the CWRC website (<http://www.pacwrc.pitt.edu/podcasts.htm>) and on iTunes. If you have ideas on how you might wish to utilize these resources in your trainings or elsewhere, please contact Andrea Merovich at

[anm222@pitt.edu](mailto:anm222@pitt.edu).



*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.*



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