

## The Power of Partnership



Washington State Department of  
**CHILDREN, YOUTH & FAMILIES**

partners  
for our children.

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### COVID-19 RESPONSE

In March 2020, when the number of confirmed COVID-19 cases increased in the state of Washington and the governor's Stay at Home Order was looming to close schools, workplaces and public gatherings, the Alliance staff went to work to convert its courses into online modalities, ensuring the DCYF staff and caregiver communities would have access to training during the COVID pandemic.

The Alliance converted over 40 courses to webinar between March and June, including Regional Core Training (RCT) and Supervisor Core Training. It launched the first webinar RCT with the March 16 cohort. The WebEx curricula focuses not just on the content matter but also on preserving the interactive nature of Alliance courses. Multiple WebEx licenses were purchased to ease the technical issues and staff were trained in WebEx delivery techniques to keep up the interest of participants. Early learner feedback has been positive. The Alliance is committed to continuing its effort to offer training online as long as needed.

### FY19-20 AT A GLANCE

**28,700+** total training hours Alliance provided for workforce and caregivers

**3,300+** total number of Alliance training classes\* provided to workforce and caregivers

**6,700+** workforce staff and Tribal social workers who completed Alliance training courses (including eLearning)

**12,900+** caregivers and community partners who completed Alliance training courses

**3,500+** coaching hours provided to workforce staff and caregivers

\*ILT & coaching

For more detailed information see Appendices A and B:  
A- Workforce: Detailed Training Delivery and Course Evaluations;  
Appendix B- Caregivers: Detailed Training Delivery and Course Evaluations

# TRAINING HIGHLIGHTS

These are a few of the courses introduced in FY19-20

## WORKFORCE

- Advanced Microaggressions for Supervisors: Guiding Staff through Cross Cultural Conflict
- New Afterhours Core course (delivered via WebEx platform)
- Cultural Competence: Understanding Implicit Bias and the Impact of Racial Stereotyping
- Suicide Prevention LEARN® Training by Forefront
- Tools for CFWS/Adoptions Supervisors

## CAREGIVERS

- Caregiving for Children With Physically Aggressive Behavior Concerns
- Caregiving for Children With Sexual Behavior Concerns
- Healthy Sexual Development

## ON THE HORIZON IN FY20-21

### Alliance Coaching Model

For the past two years, the Alliance has worked collaboratively with University of Washington faculty and Partners for Our Children on the development of an evidence-informed coaching model. Coaching has been identified as one of the priority strategies for workforce development in the DCYF Performance Improvement Plan (PIP).

In the coming months, the Alliance will release the new course: Learner-Centered Coaching Skills for Supervisors and Area Administrators. The focus of the coaching activities outlined in the PIP will be on delivery of coaching to frontline Supervisors and Area Administrators. The aim of the coaching is to support the transfer of learning from training so that Supervisors can learn how to coach their staff to help identify barriers and improve practice outcomes for children, youth and families. The coaching model aims to enhance practice skills and self-efficacy of DCYF supervisors, and reduce trauma response in the child welfare practice environment by highlighting positive regard, cultural humility and a trauma-informed lens.

The Alliance coaching efforts are being supported by Patty Erdman, Regional Education and Training Administrator, along with several coaches across the state. The initial coaching implementation will begin in Region 4, King County with a phased in approach to other identified offices around the state. Eventually, all Supervisors and Area Administrators will receive coaching and training with eventual integration into Supervisor and AA Core Training.

## COURSES COMING IN FY20-21

The Alliance will be revising and developing over 50 courses during this fiscal year, including:

- Supervisor Core Training
- CPS Investigations Policies and Procedures for Administrative Law Judges
- Honoring Their History: Creating Life Books
- Roles and Expectations for Caregivers Supervising Family Time
- Meaningful Cultural Connections: Working with Indigenous Communities

The Alliance also continues to develop training opportunities beyond traditional courses. The new-in-2020 Indigenous Children, Youth, and Families Conference is an opportunity to reach a large blended audience with the goal of supporting Indigenous wellness. In addition, the Supervisors and Administrative Professionals conferences offer times to learn, be inspired and share ideas with peers.