



The Alliance

for PROFESSIONAL DEVELOPMENT,
TRAINING, and CAREGIVER EXCELLENCE

ANNUAL REPORT

2021/2022

From the Executive Director

This year started with the milestone of the execution of the first renewed Master Agreement. Beyond evidencing the Alliance's success and value over the past decade, this was a significant opportunity to look forward to what we can achieve.

This agreement expands our role beyond child welfare, provides clarity for how we work with Tribes and their members, and emphasizes the importance of training that is trauma-informed and culturally relevant.

As these changes and others have impacted the needs of the Partnership, The Alliance engaged this year in strategic planning focused on an organizational restructuring. This move ensures efficient resource planning, allocation and service delivery. We are adding leadership opportunities for staff, increasing infrastructure support and eliminating siloes in favor of collaboration. The full rollout of the new structure will occur during the FY2023 period.

We also focused resources around working together to define what this new term will look like for our organization in terms of our brand.

This work coincided with the Master Agreement's specification that full name for our organization will be The Alliance for Professional Development, Training, and Caregiver Excellence.

We emerged with a logo revision, a strong internal understanding of our mission and renewed energy for the work.

We look forward to fully executing on these projects and more as we move into FY2023.

Thank you as always for your partnership.

Christina Entrekin Coad
Executive Director

HIGHLIGHTS FOR FY2022

Learner completions

43,561

Courses offered

207

Workforce coaching hours

2,201

Caregiver skill development hours

2,228

CaRES individual contacts

7,170

STRATEGIC PLANNING

The Alliance began the process of developing its new Strategic Plan in October 2021.

The Leadership Team came together for a two-day meeting to discuss goals for the coming two years. The retreat included conversations about organizational priorities, process needs and identity. The initial planning brought up themes that were then distilled into actionable statements, which became the organization's FY23-25 strategic goals:

1. Build a diverse, anti-racist, trusting organizational culture that fosters belonging and growth.
2. Develop and deliver effective, accessible and innovative learning and skill-building opportunities.
3. Define and operationalize the Mission, Vision and Values for the Alliance for Professional Development, Training and Caregiver Excellence.
4. Commit to the design and implementation of quality assurance practices and systems.

These goals were shared with the entire staff in December 2021, alongside an informative message about process moving forward.

The focus in planning was on collaboration, ensuring all team members' voices were heard, and emphasized accountability. This built a foundation for engagement and investment, promising staff that their efforts would find a place in the organization's progress.

Leadership Team members were charged with guiding development of the activities and tasks that would support each goal and be included in the Strategic Plan FY23-25.

Throughout Q4 2022, workgroups convened to brainstorm ways the teams and resources could fulfill the vision of the strategic goals. These workgroups will continue in FY2023, finalizing the goal-supporting activities in Q2 2023.

OPERATIONS & INNOVATION

Alongside the renewed Master Agreement and accompanying re-envisioning of The Alliance's work, the organization launched projects that improved infrastructure and showcased commitment to the mission.

WEBSITE

The new website, RiseWithTheAlliance.org, launched June 29 after months of audience surveys and content-planning conversations. The platform for the previous website would no longer supported as of 2021, so the team took the opportunity to re-examine the structure and content and create a new site.

The new site holds a fresh look that's simple and clean and highlights the product of The Alliance and high-level information, such as programs offered and types of trainings. The site allows users to dive into information about our foundational/core trainings and learn about how to continue to build skills as their work progresses.

Accessibility was an ongoing consideration throughout the project. Advising sessions with the UW accessibility specialists pinpointed design needs, and a template was selected that met universal accessibility standards.

CATALOG

In tandem with the website release, The Alliance also launched a new learning management system, Ethos. This effort was in partnership with the UW School of Social Work, which was also transitioning to the platform.

Multiple filters allow users to search by role, category, language or modality, and a calendar view helps support users who choose based on scheduling. A much-improved load time has helped immensely with efficiency, for both users and staff.

Each course description includes information about the trainer/faculty, as well as the credits available.

ACCESSIBILITY

As part of the organization's efforts toward building inclusivity across platforms, The Alliance prioritized making content accessible to all users.

Website:

- The site was built on a template that met universal accessibility standards.
- During design, visual elements were tagged with alt text, and all pdfs underwent an accessibility review before being posted.
- Headings and body copy were tagged to ensure a supportive experience with screen readers.

Email:

- With the new brand release, email signatures were designed with an increased font size and no images.

eLearnings:

- eLearning course files were revised and republished to benefit from the software updates with the new accessibility features to provide a better learning experience for people with visual impairments.
- The team worked on integrating accessibility and usability guidelines into design and development processes.
- Designers improved layouts, colors, and images to deliver more effective and inclusive designs.
- Developers continued providing transcripts for narrated content and adding closed captioning to videos.
- Designers created accessible document templates and guides for online resources, print materials, and online sessions, such as one-on-one coaching, webinars, or virtual meetings with caregivers.

PROGRESS ON PIP

The Alliance worked to support DCYF's Performance Improvement Plan priorities around workforce goals and strategies with three mandatory courses:

- Supervising for Safety series (October 2021);
- Learner Centered Coaching for Supervisors and AAs (September 2020, fully integrated into SCT in July 2021); and
- Assessing Safety Beyond Removal: Family Time/Conditions for Return Home (September 2021).

There were nine identified PIP offices that participated in the rollout of LCC. Supervisors and AAs in these offices have successfully participated in the 15-hour webinar course and follow-up coaching sessions. Many supervisors are receiving ongoing coaching support to help them integrate coaching into their supervision with staff.

The Alliance assisted with integration of DCYF's Engagement Model, Quality Matters by offering two-hour workshops that focus on:

- Quality Contacts with Parents;
- Quality Contact with Children and Youth; and
- Quality Contacts with Caregivers.

These workshops were scheduled with supervisors and their units virtually.

Aspects of RCT and SCT were updated to reflect key PIP strategies:

- Clinical Supervision; and
- Quality Matters.

Core and In-service courses were updated to reflect updated policy changes related to the PIP, specifically Family Time, Conditions for Return Home, Case Planning and IFF extension approvals.

NEW TRAININGS IN FY22

- Assessing Safety Beyond Removal: Family Time and Return Home
- Becoming a Qualified Expert Witness in Support of ICWA
- Bloodborne Pathogens
- Exceptions and Extensions to the Initial Face to Face
- Healthy Sexual Development
- Kinship Core Training
- Trauma Informed Family Time Services
- Trust-Based Relational Intervention: Introduction and Overview to TBRI
- Why Children Lie: Development, Trauma and Supporting the Truth
- Working With People Who Are Deaf or Hard of Hearing: Culture and Communication

Supportive Facilitated Discussion Groups:

- Boundaries As Self-Care
- Caring for Drug Impacted Infants and Children
- FASD Trying Differently Rather Than Harder Book Club
- Fostering as Part of a Team
- Grief and Loss in Your Foster Journey
- Navigating Fostering as a LGBTQIA+ Caregiver
- Parenting in the Digital Age
- Supporting LGBTQIA+ Youth in Foster Care
- TBRI Connected Parent Book Club
- While You Wait 1, Preparing for Change
- While You Wait 2, Making Placement Decisions
- While You Wait 3, Transitioning a Child Into Your Home
- While You Wait 4, Meeting Children's Cultural Needs
- Who Is Taking Care of the Caregiver?

SPANISH ELEARNINGS

These Spanish-language eLearnings were added to the existing library:

- Administración de medicamentos para cuidadores
- Apoyo a la adopción para cuidadores
- Búsqueda de familiares para que sean cuidadores
- Crianza de niños con problemas de comportamiento físicamente agresivo
- Crianza de Niños con Problemas de Comportamiento Sexual
- Tiene una nueva colocación... ¿y ahora qué?

KINSHIP CORE TRAINING

The Alliance created a standalone training called Kinship Core Training to help kinship caregivers achieve licensing. Kinship caregivers do not have to get licensed, but licensing can open up additional resources both pre- and post-permanency. This training was developed to both reduce barriers to licensing and meet this group's specific training needs.

The creation of KCT offered an opportunity to examine content from the original CCT, which will inform upcoming CCT updates. KCT content includes enhanced LGBTQIA+ subject matter and an introduction to TBRI.

Developers created kinship-specific resources throughout KCT, including linking to important resources like the Kinship Navigators, which are located in each community across Washington.

The training is all online, making participation convenient, which is especially important because they often already have placement of their relative child.

The full development of KCT took nearly the whole year. The team started in earnest on the project in July 2021 and launched it July 1, 2022.

TRUST-BASED RELATIONAL INTERVENTION®

Trust-Based Relational Intervention® is an evidence-based, trauma-informed intervention designed to meet the complex needs of individuals who have experienced relational trauma. TBRI® uses Empowering Principles to address physical needs, Connecting Principles for attachment needs, and Correcting Principles to disarm fear-based behaviors.

During this period we offered we offered 14 "TBRI: introduction and Overview" classes and six "TBRI Principles" classes (two of each principle).

Completions

- TBRI: Connecting Principles (Module 1): 132
- TBRI: Empowering Principles (Module 2): 70
- TBRI: Correcting Principles (Module 3): 54
- Intro and Overview: 341

Evaluations

There were 250 total survey respondents.

- Improvement of knowledge and skills around topic: From 3.0 to 4.4
- Relevancy of information: 4.8
- Motivation to continue learning: 4.8

Podcast

Penny Michel and Stephanie Rodrigues were interviewed for the local parenting podcast "Parental Compass" about TBRI. The podcast has been approved by DCYF LD for training hours for caregivers.

Book Clubs

The Alliance offers two book clubs through the Alliance CaRES program related to TBRI: "The Connected Child" and "The Connected Parent."