

Alliance Curriculum Principles

(February 2021)

A curriculum and associated materials are training documents designed for those who will be delivering the training. They ensure consistent training even as different individuals deliver the material. Specifically, the curriculum:

- Provides instructions for delivery methods as well as complete content to deliver
- Provides details on handouts, materials, resources, and logistics
- Will have a specified appearance and format, based upon the use of a template and style guide

1. Alliance curricula are trauma informed

- Helps workers and caregivers build awareness of other peoples' views
- Incorporates a trauma-informed lens as well as deep cultural awareness
- Includes both content and theory about the nature of trauma and specific skills needed to respond to traumatized behavior
- Addresses trauma's impact on kids, parents, caregivers and on the workforce
- Ensures that the training itself (authored by the Alliance) does not perpetuate trauma
- Accounts for and addresses historical trauma
- Helps participants understand the need to respond to behaviors
- Builds empathy and an appreciation for the source of behavior
- Helps participants build skills response to behavior including self-care skills

2. Alliance curricula are anchored in multiple cultural perspectives

- Ensures that those with broad experience and different lived experiences participate in development (and review) of the curriculum
- Consider who the curriculum will not work for – when there might be a challenge
- When will cultural norms get in the way?
- Helps build cultural awareness and empathy building, including around the culture of foster care and culture of trauma
- Facilitates empathy building and meet the needs of the child or family with the many cultural backgrounds of the child or family in mind

3. Incorporates an anti-racist and anti-oppression lens in both content and delivery. This content is explicitly discussed and is a lens that helps focus the curriculum. In addition, trainers have:

- Strategies for managing microaggressions/triggering behavior – by the trainer and among participants
- Skills in responding to triggers
- Are able to navigate conflict among participants -
- Have notes about what comes up in class and how to manage it
- Have facilitation guidance for ensuring the anti-racist anti-oppressive lens of the training
- In addition, the curriculum itself includes: a land acknowledgement, clear articulation of anti-racist and anti-oppression focus, a learning objective that explicitly addresses anti-racist and anti-oppressive content (such as disproportionality)

4. Alliance curricula build bridges across practice areas and promote critical thinking

- Thoughtfully align with CWTAP content and materials
- Promotes skill development
- Gives examples and facilitates application of the underlying content beyond providing the examples
- Integrates values and empathy and makes these explicit by incorporating value-based learning

5. Alliance Curricula Use Experts

The Alliance incorporates two different experts in the development of curricula:

- **The DCYF lead** – This is the expert in implementation of the policy. This person determines what the curriculum content looks like practice. This person helps in development of practice scenarios and ground truths what is actually happening in practice. The lead helps identify initial questions that need to be addressed in the training, trends in practice, and program specific details, including
 - Helping scope the training
 - Explaining the reason behind the request for the training
 - Identifying learning objectives
 - Reviewing and offering feedback on the training
 - Collaborating with the Alliance lead to finalize the training
- **Subject Matter Expert** – This person offers professional content expertise and/or lived expertise. The person will have one form of expertise, which may include: being recognized within their community as having expertise in the issues addressed by the curriculum, deep expertise in the research literature, understanding of accepted best

practices and/or evidence based practice, knowledge gained through direct, lived experience with the content of the training (such as foster care alumni, long-term caregivers, parents). The SME:

- Offers expertise and knowledge on specific components of the training
- Reviews and provides feedback on components

6. Alliance learning events are anchored in adult learning theory:

- Flow out of a needs assessment that informs the content
- Use strategies and methods that are engaging and inclusive
- Are anchored in adult learning and is research-based and theory-driven
- Provide adequate time for instruction, learning and post-event support
- Prioritize the learner and their needs
- Are scaffolded appropriately and meet learners at different points in their role
- Breaks down complicated content into manageable pieces
- Integrate both knowledge, skills and values

7. Alliance curricula are evidence informed:

- Interventions and approaches taught in learning events have evidence to support their use, including research scholarship or best thinking in the field
- They promote best and cutting-edge practice
- They are theoretically sound
- They are guided by a theory of change or logic model

8. Alliance curricula have clear outcomes, goals and learning outcomes that are:

- Are explicit about what learners will learn
- Describe outcomes that measurable
- Are stated clearly and written from the learner's perspective
- Are succinct and state one to three objectives with approximately one learning objective per hour
- Are anchored and directly tied to training content, practice, and what the learner is expected to achieve at the end of the training
- Are Suited to the level of the course
- Are achievable and realistic
- Create a process where learners are able to demonstrate achievement of learning objectives

- 9. Alliance training and content are subject to ongoing quality assurance as follows:**
- They are subject to robust evaluation that continuously informs their development
 - Their content and materials are regularly reviewed and updated
 - There is an ongoing review process involving experts and the community