

## Workforce and Caregiver Training Quarterly Report July–September 2020

### Virtual conferences highlight resources, support

In the first quarter of 2021, the Alliance managed the execution of two conferences: the Indigenous Children, Youth, and Families Conference; and the Supervisors Conference. The events were held for the first time on Zoom, in order to respect guidelines around large gatherings and distancing.

The ICYF Conference was the first of its kind under the new DCYF agency. The two-day event in August brought together groups within child welfare, early learning, Tribal social work and legal practice. The goal was to continue to support the Indigenous children and families receiving services in Washington through the education of their community, social workers and other support.

Through partnership with DCYF and a planning committee, event leaders were able to get a deep understanding of the needs around an event focused on Indigenous well-being. Presentations included information about the Squaxin Island outdoor preschool; national experts discussing language revitalization; a look at home visiting; a primer on the Two Spirit Identity; and a first-person look at Mockingbird and the journey of foster youths. Keynote sessions welcomed Monique Gray Smith, who spoke on resilience; Sarah Kastelic, ED of NICWA who spoke on disproportionality; and Justice Raquel Montoya-Lewis, the first enrolled member of any Tribe to sit on a state



Supervisors Conference host Brandon Fry welcomes conference attendees on Zoom on the morning of Sept. 28.

Supreme Court. Breakout tracks focused specifically on kinship support, program evaluation, and a variety of legal topics such as ICWA and ethics.

Registration numbered more than 450, and many sessions had north of 350 attendees.

The Supervisors Conference is an annual event for which the Alliance and DCYF have been partnering for many years. The two-day September event focused on providing support and education to supervisors. The theme was "Stronger Together," alluding to the work supervisors have done in the past year to work together to achieve and provide services even in a challenging environment.

Through conversations with the planning committee, the Alliance pulled together a roster of speakers that ranged from addressing specific skills or programs within DCYF to inspiration-level keynotes that aimed

to bring supervisors back to the core of what they do.

On the first day, the audience heard from a team on new research around "Supportive Supervision"; Kwesi Booker, the agency's Assistant Secretary of Field Operations; a panel of DCYF Leadership including Secretary Ross Hunter, Chief of Staff Frank Ordway, and Deputy Secretary Jody Becker; and a national expert in secondary trauma and resilience.

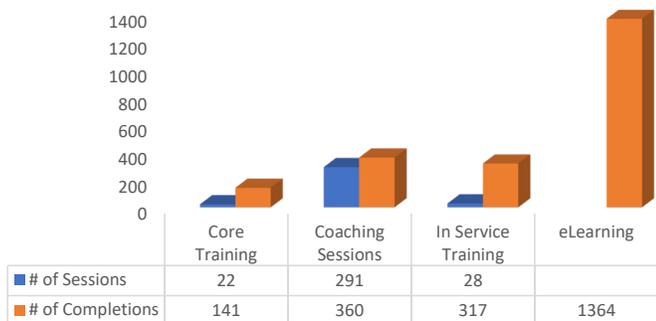
On the second day, programming continued with a keynote from Dr. Bruce Perry, a renowned expert in trauma-informed care; a panel who spoke about managing teleworkers remotely; DCYF's talent specialist discussing interviewing and recruitment; and Berkeley's Jill Duerr-Berrick, who presented on the many competing principles of child protection.

Registration numbered 182, and attendance averaged 154.

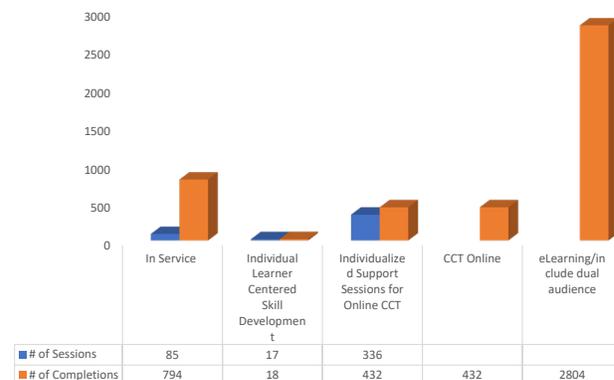
## TRAINING SUMMARY

This quarter, a total of 6,230 learners participated in Alliance trainings. 2,182 learners completed workforce courses and 4,048 learners completed caregiver courses. Learners who complete Individualized Support Sessions for Online CCT are counted again for CCT Online completions.

FY 2021 Quarter 1 Workforce Training Data



FY 2021 Quarter 1 Caregiver Training Data



## NEW FOR WORKFORCE: “Facilitating Permanency Planning Meetings”

The new course “Facilitating Permanency Planning Meetings” was designed to prepare Enhanced Permanency Planning Meeting Facilitators to lead and guide permanency planning meetings by building their own facilitation toolkits, and by practicing new facilitations tools and skills through role play based on a case scenario.

The Alliance curriculum developer Deanna Bedell worked closely with the DCYF Permanency Grant Administrator Debbie Marker to develop the course. This development process included meetings and reviews of curriculum by Marker, the DCYF CQI Permanency Program Manager Stephanie Harmon and Lisa Merkel-Holguin, Associate Professor, The Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, who is consulting with the DCYF on this grant. The curriculum was reviewed by lead coach Phyllis Duncan-Souza for additional input and initially delivered in September 2020. This training requirement was also incorporated into the DCYF Program Improvement Plan.

## NEW FOR CAREGIVERS: “Relative/Kinship Caregiving” series

Kinship caregivers have different needs than licensed foster parents. It is important to structure foster parent training for kinship caregivers in ways that provide needed information while respecting existing family relationships. While traditional training programs for foster parents can provide relevant information, both caregivers and workforce report that kin may also require specialized training to address their unique needs.

All kinship caregivers need some training when they take on a formal caregiving role for children in state custody. Many kinship caregivers had not planned to care for their related children for extended periods of time, and find themselves quickly thrown into this role. In these cases, there may be a lack of understanding about the child welfare system or a mistrust or fear of the government. In addition, some relatives need support to manage the complex family dynamics that arise. As Dr. Joseph Crumbley put it: “Relative caregivers may have an initial attachment and loyalty to the birth parents, whereas non-related foster parents’ initial attachment and loyalty is to the child. This pre-existing relationship, if not addressed, may lead to the caregiver experiencing feelings of guilt, denial, betrayal and disloyalty to the birth parent when they place the needs of the child before those of the birth parent. The caregiver’s dilemma and divided loyalties could jeopardize their ability to provide the child adequate safety, protection and permanency.”

The two new classes “Relative/Kinship Caregiving: Navigating Change in Family Dynamics” and “Relative/Kinship Caregiving: Supporting the Child in Your Care” provide kinship caregivers a place to start the conversation and make connections with resources that are available and relevant to their needs.