



# It Takes a Village:

## 15 Years of Child Welfare Partnership in New Jersey

**Title IV-E Plenary  
Atlantic City, New Jersey**

# Today's Presenters

- Diane Falk, Professor of Social Work, Co-Principal Investigator, Child Welfare Education Institute (CWEI)
- Dawn Konrady, Director and Co-Principal Investigator, CWEI
- Robin Hernandez-Mekonnen, Associate Professor of Social Work, Learning Community Coordinator, CWEI
- Maya Lewis, Associate Professor of Social Work, Learning Community Coordinator, CWEI
- Theresa McCutcheon, Managing Director, Institute for Families, School of Social Work, Rutgers University
- Narina Parrish, Assistant Program Manager, New Jersey Child Welfare Training Partnership/CWEI

# Campus Academic Coordinators for BCWEP at Participating Social Work Programs

Stockton University – LEAD

- Centenary University - Terri Klemm
- Georgian Court University - Megan Sherman
- Monmouth University - Janine Vasconcelos
- Ramapo College - Cardacia Davis
- Rutgers University-Camden/New Brunswick - DuWayne Battle
- Rutgers University-Newark - Kim Quick
- Seton Hall University - Mary Landriau



# Graduate Academic Coordinators for MCWEP at Participating MSW Programs

Stockton University - LEAD

- Kean University - Jennifer Pax
- Monmouth University - Christa Hogan
- Rutgers University - Amy Strickler

## NJ Department of Children and Families Partners

- John Ramos, Jr., Executive Assistant, Office of the Assistant Commissioner, NJ Division of Child Protection and Permanency
- Sean P. Murphy, Assistant Director of Practice, Office of Training and Professional Development, NJ Department of Children and Families
- Suzanne Alvino, Administrator, Office of Training and Professional Development, NJ Department of Children and Families

# Stockton University/Child Welfare Education Institute Staff

- Dawn Konrady, Director/Co-Principal Investigator
- Diane Falk, Co-Principal Investigator
- Joe Everett, Program Coordinator
- John Searight, Administrator
- Maya Lewis, Learning Community Coordinator
- Robin Hernandez-Mekonnen, Learning Community Coordinator
- Narina Parrish, Assistant Program Manager
- Allison Monroe, Program Coordinator
- Daniel Ackerman, Program Coordinator

# **Rutgers University/Institute for Families Staff**

- Theresa McCutcheon, Managing Director, New Jersey Child Welfare Training Partnership

## **National Association of Social Workers- NJ Chapter Partner**

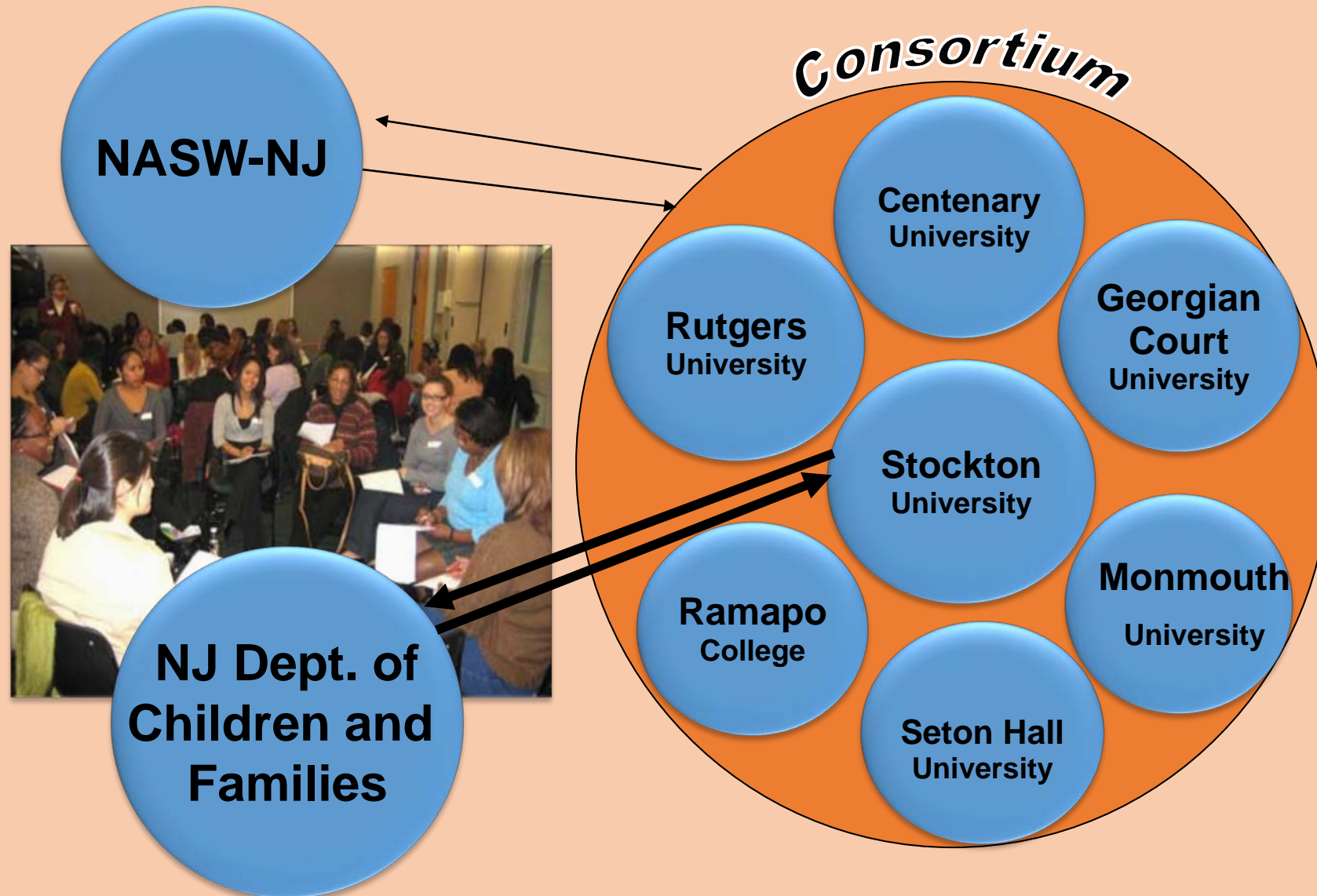
- Jennifer Thompson, Executive Director

# A Little History

- In January 2003 police discover the beaten and decomposing body of a 7 year old boy in the basement of a Newark home. Two emaciated siblings were crouching nearby.

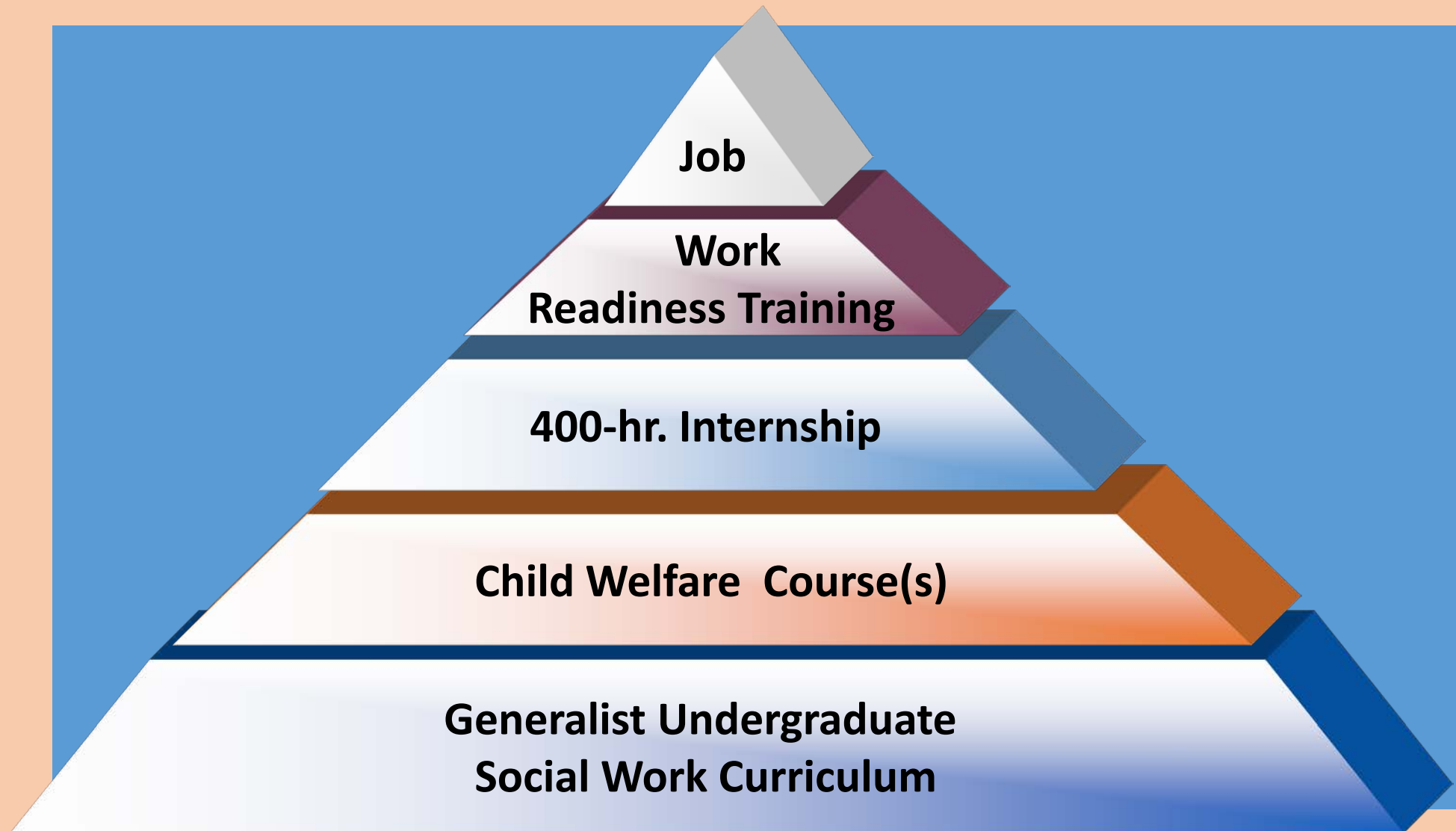


# Baccalaureate Child Welfare Education Program (BCWEP)





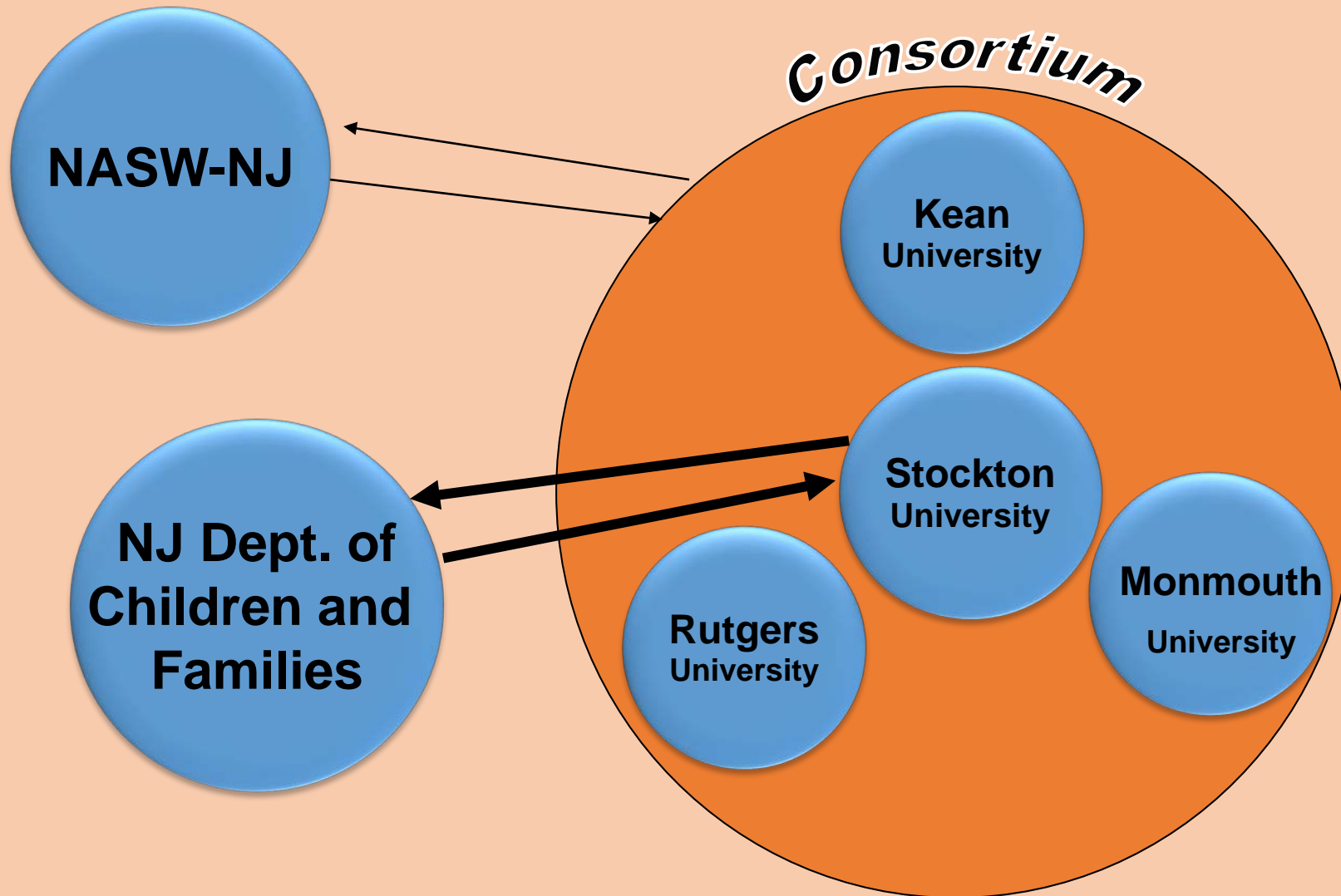
# Components of BCWEP



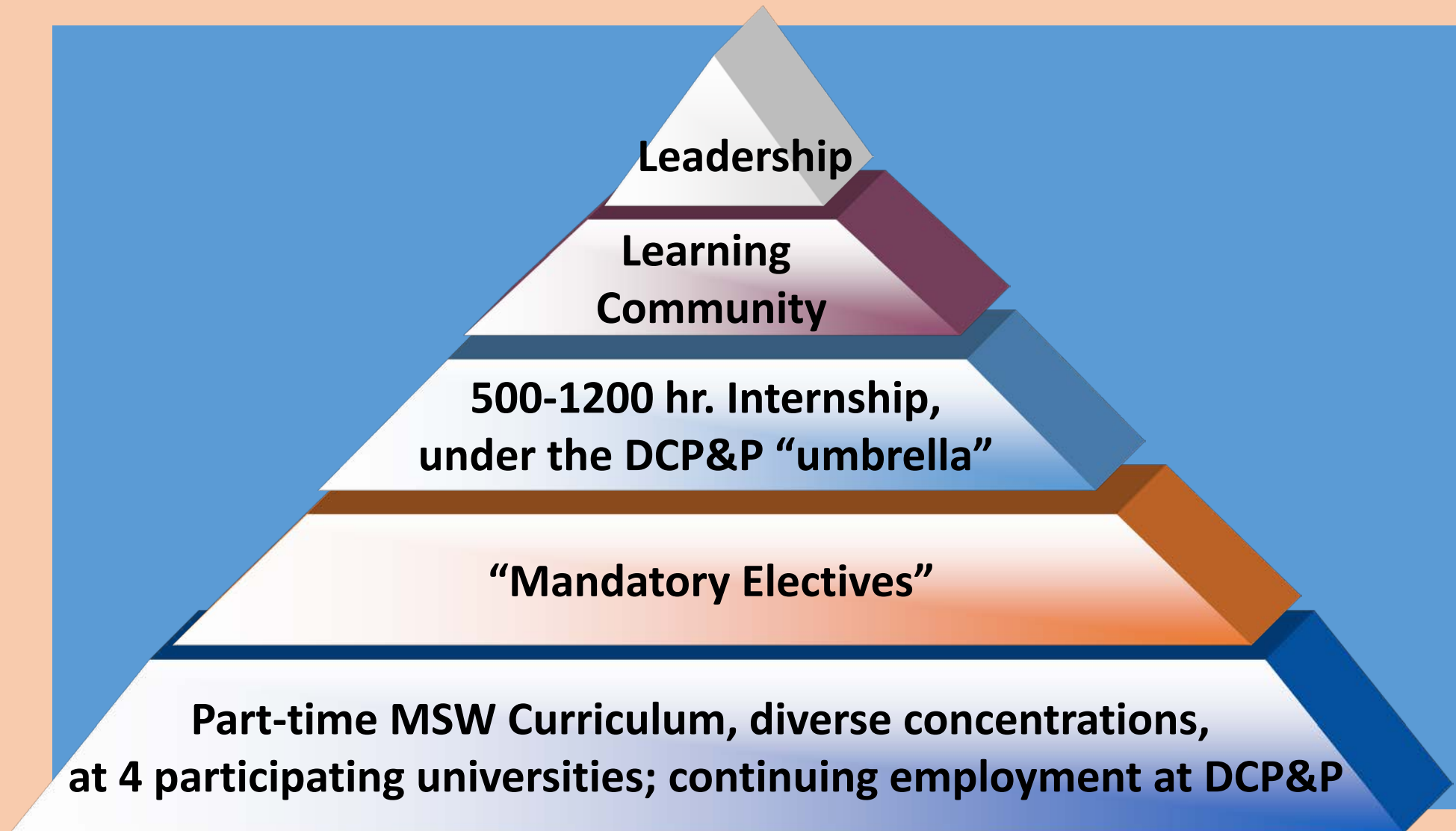
# Outcomes to Date

- ✓ BSW students completing BCWEP since 2005: **529**
- ✓ **70%** of all BCWEP graduates since 2005 are still employed at NJ Division of Child Protection and Permanency (DCP&P).
- ✓ BCWEP graduates are **first priority** in hiring new caseworkers at DCP&P.

# Masters Child Welfare Education Program



# Components of MCWEP



# Outcomes to Date

- ✓ Supervisors completing MCWEP since 2012: **72**
- ✓ **53** currently enrolled
- ✓ Moved into **higher leadership positions** within the NJ Division of Child Protection & Permanency
  - ✓ 26% promoted
  - ✓ 11% to Local Office Manager
  - ✓ 33% helped develop new programs or initiatives

# How BCWEP and MCWEP Work

- Consortia meet bi-monthly
- Consortia make policy decisions
- Local Academic Coordinators handle problems, issues—with assistance from CWEL office if requested
- NJ Department of Children and Families draws down Title IV-E funding
- Stockton handles all financial transactions for the participating universities—pays tuition, e.g.

# Skills that Sustain the Programs

- Leadership
- Ethics
- Education and advocacy
- Communication and professional relationships
- Financial savvy
- Information technology
- Marketing
- Public policy
- Evaluation—formative and summative

# Program Values

- Mutual respect and accountability
- Collaboration, exchange of knowledge
- Support for student and employee growth
- Common vision:
  - Supporting the ongoing transformation of the public child welfare system through social work education and professional training
  - Leading to safety, permanency, and well-being for New Jersey's children and families



# **New Jersey Child Welfare Training Partnership**

**NJ Dept. of  
Children and  
Families**

**Rutgers  
University**

**Stockton  
University**

# BCWEP: Placement Process

- Internship Placement
  - Background Checks
  - Liaise between DCPD Area Offices and Universities
  - Streamlined Process
- Employment Placement
  - Collect county preferences
  - Coordinate start dates
  - Liaise between DCF HR and graduates



# BCWEP Field Instruction

- Liaise with DCPP to identify MSW-level Field Instructors
- Orientation & Training
  - Team with assigned students
- Field Instructor Mid-Year Meeting
- Field visits conducted by Campus Academic Coordinators



# BCWEP: Work Readiness Training (WRT)

## BCWEP INTERN WRT LEARNING PATH

**Summer 2018** (Self Directed): *Understanding Child Welfare in NJ & Engagement*

**September 2018:** *Recap NJ Child Welfare System & Recap of CPM 1*

**October 2018 & November 2018:** *Structure Decision Making (2 Days)*

**December 2018:** *Student Mid-year meeting*

**January 2019:** *Making Visits Matter (CPM 2/Pre-Service Module 6)*

**February 2019:** *Simulation*

**March 2019:** *Simulation Debrief; Car Seat Training*

**April 2019:** *WRT Review, Documentation/Summary, WRT Assessments, Evaluations*

**Additional  
Completed  
Mandatories**

CPM 1,  
Understanding  
Child Welfare in  
NJ, Genograms/  
Ecomaps

# BCWEP: Post Grad WRT Path

## POST GRADUATION: BCWEP FSST LEARNING PATH (MONTHS VARY)

DCF Orientation (3 Days)

Safety Awareness for Child Welfare Professionals (2 Days)

Pre-Service Module 2: Cultivating Awareness: Promoting Working Safety, Well-being and Success (2 Days)

Pre-Service Module 3: Focusing on Families: From Screening to Closing/Testifying in Court (4 Days)

Pre-Service Module 4: Computer applications (NJ Spirit/SDM)/Ed Stability (3 Days)

Pre-Service Module 5: Child Development: Identifying Abuse and Neglect (4 Days)

Pre-Service Module 7: Simulation (5-7 Days)

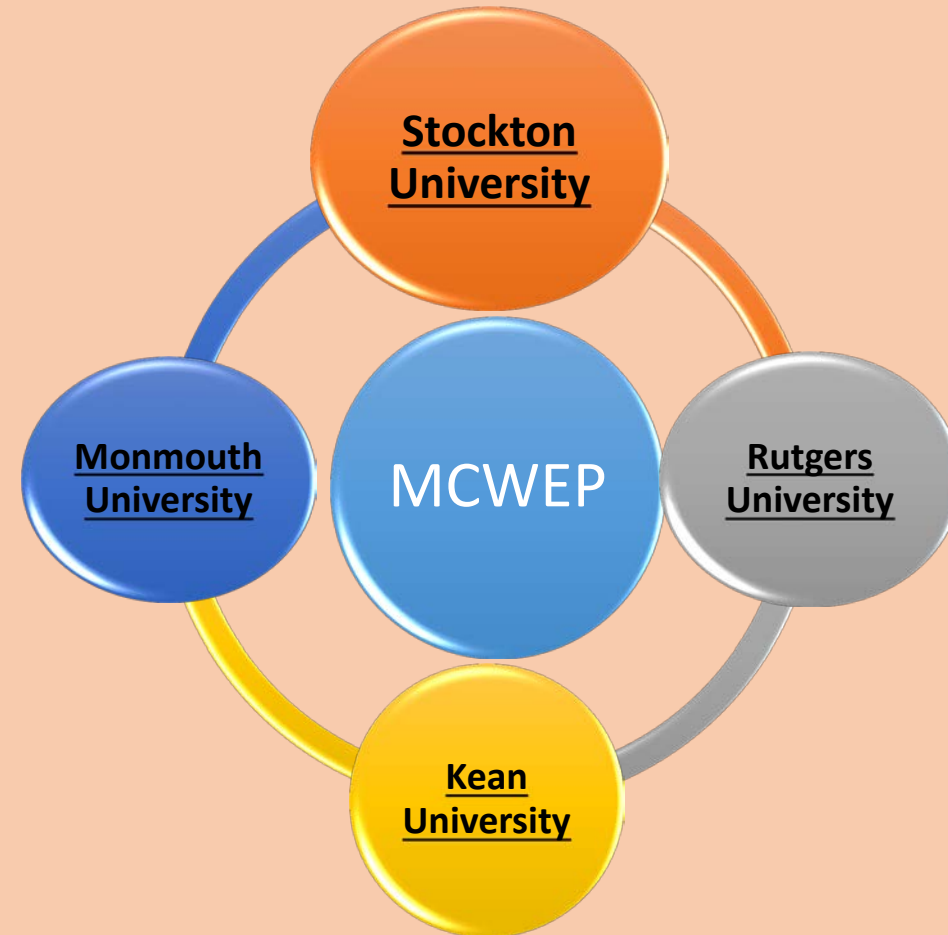
First Responders (with 4 Tiers)

# MCWEP Field Placements

- Field Education: *Social Work Signature Pedagogy*
- MCWEP Field Placement Goals:
  - Allow DCP&P Supervisors/MSW students the opportunity to explore linkages between DCF and community agencies and the DCP&P.
  - Give DCP&P Supervisors the opportunity to fully experience the Field Placement as a “student”.
- MCWEP Field Placement Strengths:
  - Enhanced Clinical Skills/Evolved use of theory in practice
  - Exposure to Noteworthy Supervision Techniques
  - Improved Attitudes toward agency
  - Bridging gaps between partnering agencies and DCPP

# MCWEP Academic Coordinators

- On-campus support for MCWEP students as they move through the program
- Liaisons between MSW programs and MCWEP
- Liaisons between Field Placement Instructors and MCWEP students
- Graduate social work program Representatives to the MCWEP consortium

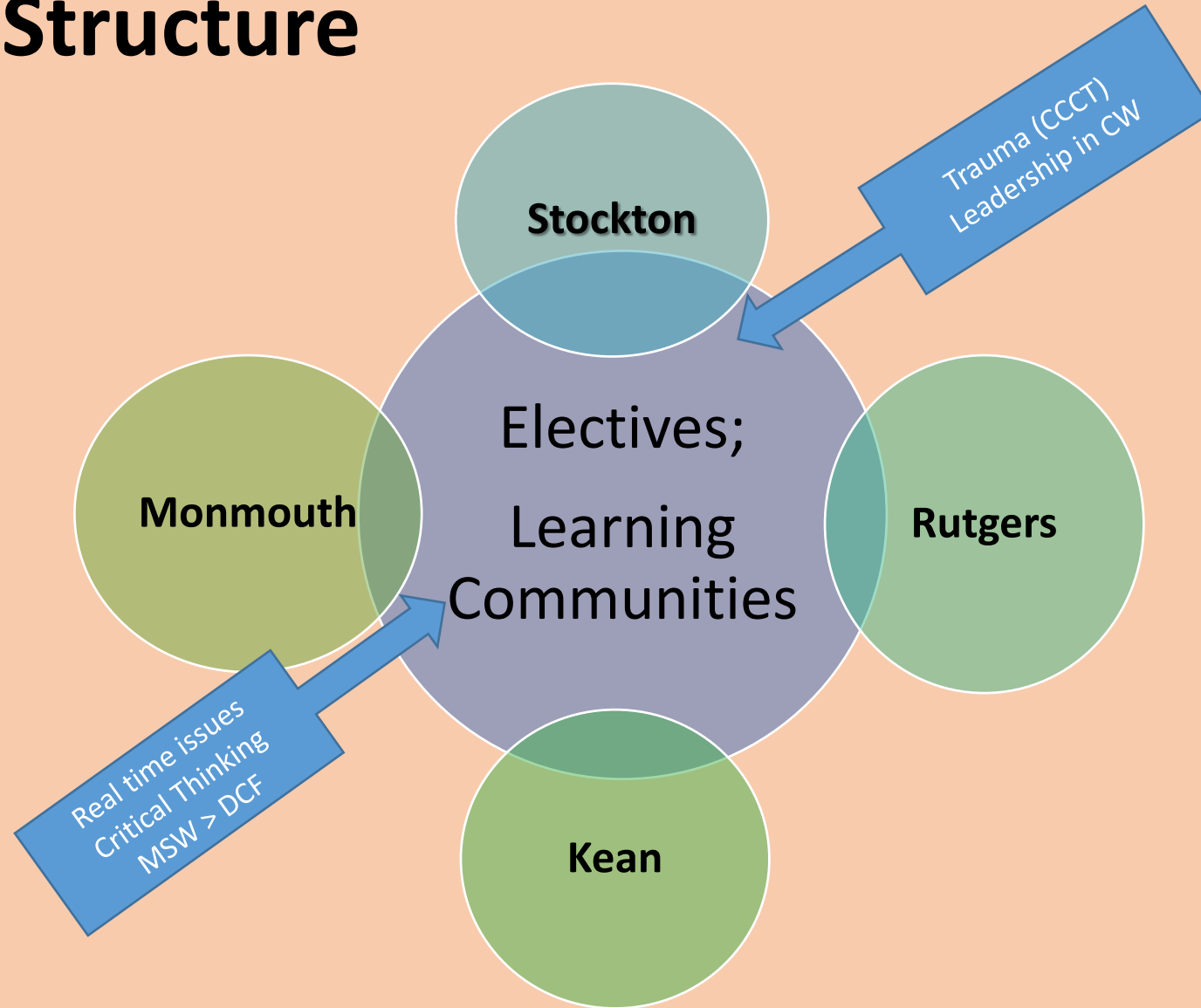


# MCWEP Structure

- 20 Students admitted annually to matriculate at one of 4 state accredited MSW programs.
- Stockton
  - 2 predetermined electives (transfer)
    - Trauma-Informed Child Welfare Practice (Core Concepts in Child Trauma)
    - Supervision and Leadership in Child Welfare
  - Quarterly Learning Communities
    - All 4 year's cohorts from all 4 schools participate in day long learning
      - Real time issues (e.g., immigration)
      - Critical thinking



# MCWEP Structure



# For Further Information:

- Child Welfare Education Institute website:  
<https://stockton.edu/child-welfare-education-institute/index.html>
- by email:
  - [BCWEP@stockton.edu](mailto:BCWEP@stockton.edu)
  - [MCWEP@stockton.edu](mailto:MCWEP@stockton.edu)



## NEW JERSEY CHILD WELFARE TRAINING PARTNERSHIP

### Partnership



University-State  
collaboration with  
statewide reach

### Purpose



Advancing the  
knowledge and skills  
of New Jersey's child  
welfare professionals

### Progress



Educating 5,000  
who keep children  
safe, healthy and  
connected

# History

2007

Created to provide training to support NJDCF workforce

Initial focus on change in culture of child welfare practice

Supported reform to current strength-based, family-centered model

Movement to larger-scale system improve knowledge and skills

2019

Professional development via needs assessment, mapped learning and planful design experiences





# CORE SERVICES

## NEW JERSEY CHILD WELFARE TRAINING PARTNERSHIP



### INSTRUCTION

Consultant and full-time trainers facilitating face-to-face learning



### CONTENT DEVELOPMENT

140 class-room based titles representing foundation and specialized topics



### EVALUATION

Assessing the knowledge gain, satisfaction and overall training experience.



### SPECIAL PROJECTS

Initiatives to reinforce learning, develop leadership and address emerging issues

# NEW JERSEY CHILD WELFARE TRAINING PARTNERSHIP

## Education



### New Worker Foundation

Case practice and case planning with a special focus on domestic violence, substance use and mental health



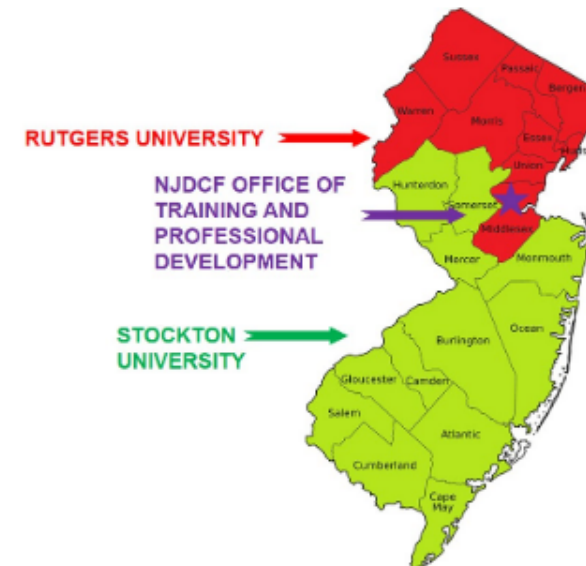
### Electives

Professional Development courses to support learning around issues impacting the children and families served

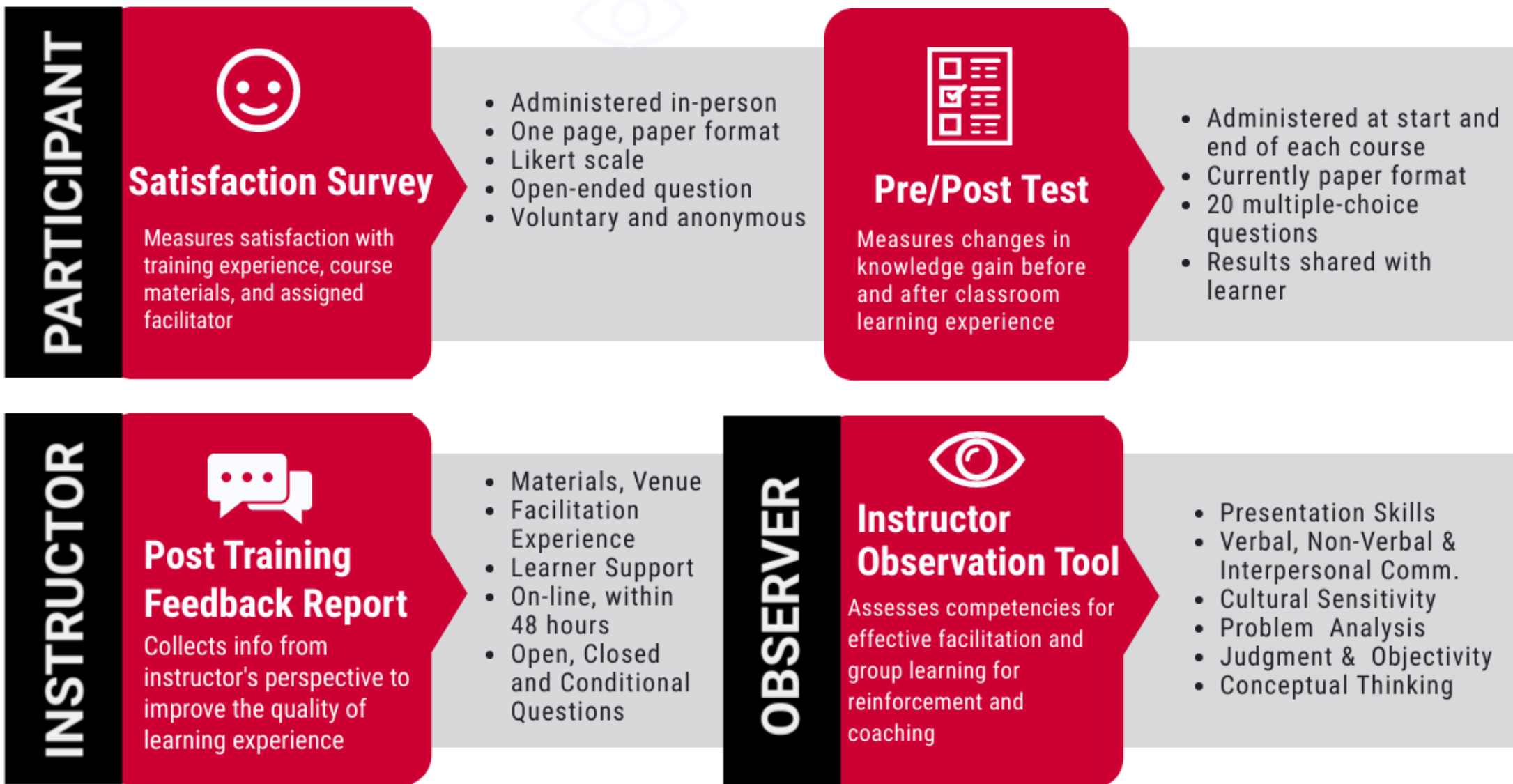


### Essential Courses

Specialized learning on key focus areas



# Evaluation



**PARTICIPANT**



## Satisfaction Survey

Measures satisfaction with training experience, course materials, and assigned facilitator

- Administered in-person
- One page, paper format
- Likert scale
- Open-ended question
- Voluntary and anonymous



## Pre/Post Test

Measures changes in knowledge gain before and after classroom learning experience

- Administered at start and end of each course
- Currently paper format
- 20 multiple-choice questions
- Results shared with learner

**INSTRUCTOR**



## Post Training Feedback Report

Collects info from instructor's perspective to improve the quality of learning experience

- Materials, Venue
- Facilitation Experience
- Learner Support
- On-line, within 48 hours
- Open, Closed and Conditional Questions

**OBSERVER**



## Instructor Observation Tool

Assesses competencies for effective facilitation and group learning for reinforcement and coaching

- Presentation Skills
- Verbal, Non-Verbal & Interpersonal Comm.
- Cultural Sensitivity
- Problem Analysis
- Judgment & Objectivity
- Conceptual Thinking

# SPECIAL CHILD WELFARE EDUCATION INITIATIVES

NEW JERSEY CHILD WELFARE TRAINING PARTNERSHIP

SUBSTANCE  
USE DISORDER  
CERTIFICATE  
SERIES

COORDINATION  
CENTER FOR  
FORENSIC  
EVALUATIONS

ADOLESCENT  
TRAINING  
SERVICES

LEADERSHIP  
SERIES FOR  
CASEWORK  
SUPERVISORS



# The Focus Ahead

**Integrate Lived Child Welfare Experiences**



**Structured Planning and Design Process**



**e-Learning Experiences**



**Increased Support Transfer of Learning**



**Advanced Learning Management System Utilization**



**Examine Quality and Continual  
Evidence Informed Content**

