



# 2023

## Annual Report



# The Year in Summary From CWEP

Dear Colleagues:

It is amazing that another year has gone by so quickly. Fiscal year 2022-2023 has been a busy year for CWEP. We completed our efforts with the guidance and support from NH DCYF to bring all Core classes to an in-person or asynchronous format. This report will provide information on the multitude of trainings that CWEP has offered to DCYF staff and caregiver families of NH DCYF in greater detail. In addition, I am pleased to elaborate on a few highlights from this past year.

In collaboration with DCYF and other stakeholders, CWEP was able to implement a new evidence based pre-service training curriculum for NH caregivers to become licensed foster, adoptive, or kinship families. The NH DCYF Caregiver Pre-Service Training is derived from the National Training Development Curriculum, which is based on national research and input from experts and families who have experience with fostering or adopting children, and former foster and adoptive youth. This curriculum was piloted in the fall with members of DCYF, CWEP, Parent Partners, and youth formerly in care. The NH Caregiver Pre-Service training officially replaced the outdated FACES curriculum in January 2023. In addition, a new Specialized Care Credential Series of courses (five in total) was created for licensed foster and adoptive families looking to acquire a specialized license in NH.

CWEP's Continuous Quality Improvement (CQI) processes have continued to strengthen over the last year. As the need for additional, more advanced training opportunities continues to be requested due to the continually changing needs of staff and legislative changes, CWEP has collaborated with DCYF to ensure these trainings are meeting the needs of staff and DCYF. Utilizing DCYF identified "Subject Matter Experts" and feedback from evaluation data and "Silent Observers", the Course Development Team has been able to create the best curriculum possible.

The Continued Quality Improvement (CQI) processes have continued to strengthen at CWEP. New software and a more in-depth, analytic approach have allowed CWEP to have a greater focus on utilizing data to address changes needed to the curriculum.

CWEP also sponsored three conferences this fiscal year, beginning with the Youth Summit in August 2022. This event was a great way for youth from all over the state to come together. In October 2022, CWEP collaborated with NH DCYF to bring together the NH Caregiver Conference to foster, adoptive, kinship and potential foster families for a day of learning and inspiration. Lastly, in April 2023, CWEP and DCYF partnered to create the NH DCYF Conference. This bi-annual conference was an enormous success and was held in person one day, followed by a full day of online workshops.

At the close of FY 2023, Granite State College and the University of New Hampshire Manchester campus merged as one institution, now called the UNH College of Professional Studies (CPS). This union of Granite State College and UNH will only help us to serve our mission at CWEP and improve our ability to support the training needs of DCYF staff, foster and adoptive parents, relative caregivers, residential facility staff, and community stakeholders.

I would like to personally thank the incredible CWEP team for their tremendous work and dedication over the past year. The success of the CWEP team would not be possible without the partnership with our colleagues at the Bureau of Professional and Strategic Development and other DCYF colleagues. We are grateful for our strong partnership with NH DCYF and look forward to future endeavors and successes to bring quality education and trainings to DCYF staff!

**Julienne Panicci, MSW**

Program Director

Child Welfare Education Partnership

# The Year in Summary from the Bureau of Professional and Strategic Development

The Division for Children, Youth and Families contracts and partners with The Child Welfare Education Partnership to assess and respond to the training and skill development needs of the child welfare workforce, as well as prepare foster families and residential providers for their important caregiving roles for DCYF involved children and youth. This comprehensive approach allows DCYF to effectively address the unique and evolving needs of the children, youth, and families they serve.

CWEP is so much more than just a training program. Together, in partnership with the Bureau of Professional and Strategic Development, CWEP embodies a comprehensive professional development program. This past year CWEP has designed and delivered a myriad of opportunities for staff and caregivers to increase their knowledge of child welfare, learn skills to enhance their ability to do their work or fulfill their caregiving role, and reinforce lifelong learning.

A few highlights to mention this year are the development and implementation of a new Caregiver Pre-Service training program, a long awaited in-person Caregiver Conference and a successful and well attended DCYF conference that comprised of in-person and virtual days to offer all staff and stakeholders an opportunity to attend workshops and professional development activities. A much-anticipated in-person Youth Summit was held on the hottest day on record, but still delivered opportunities for youth to connect with other youth in care, participate in adventure activities and a dunk tank, as well as enjoy some terrific food.

This year CWEP coordinated the shift of all Core Academy courses to either face-to-face or self-guided formats for greater consistency, hands-on skills practice, and to reduce the length of Core training based on field and leadership feedback. A 'Silent Observer' strategy was developed as an evaluation process that allows supervisors and subject matter experts the opportunity to observe Core Academy courses and give recommendations for new content, training activities, and curriculum review. These enhancements were possible because of the partnership and commitment of agency leadership and staff to use their time to improve training for new staff.

In partnership, DCYF and CWEP have been leading efforts to engage family leaders to infuse lived experience at all levels of the DCYF system. CWEP has an integral role in bringing together DCYF staff, family leaders, and community partners to promote the value of family voices and to improve family engagement practices.

CWEP has provided DCYF Juvenile Justice Services staff, Child Protective Services staff, Sununu Youth Services Center staff, State Office staff, foster and kin caregivers, and residential providers with rich learning experiences through asynchronous training, traditional in-person classroom training, simulation labs, experiential learning, mentoring, coaching, and peer discussions.

We know that professional development improves self-awareness, confidence, competence, and critical thinking skills, and broadens professional autonomy. This past year has been full of new opportunities and experiences that have positively impacted the DCYF and caregiver communities. We are excited to continue our partnership into the next fiscal year.

**Kimberly Crowe, LISCW**

Bureau Chief, Bureau of Professional and Strategic Development



## Mission Statement

The Child Welfare Education Partnership at The University of New Hampshire's College of Professional Studies strives to enhance the potential of positive outcomes for children in care and New Hampshire families by providing quality education for DCYF staff, foster and adoptive parents, relative caregivers, residential facility staff, and community stakeholders to help children thrive free of neglect and abuse.

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## Vision Statement

CWEP education helps all stakeholders attain the necessary skills to help families keep children and youth safe and healthy through prevention, intervention, education, and advocacy.

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## Equity Statement

At the Child Welfare Education Partnership (CWEP) we value all individuals and families and respect diverse social and cultural identities. We strive to recognize and acknowledge that each person's lived experience is unique and important. We approach our work with empathy and through a lens that humanizes each individual.

We strive to establish and maintain intentional safe spaces for staff and stakeholders to engage in open and honest dialogue and share their perspectives and challenges. As an organization, we intend to engage in continued self-reflection of our implicit biases and assumptions, as well as promote self-awareness and critical thinking that broadens viewpoints and welcomes discussion.

We ask tough questions and empower staff and stakeholders to effectively engage in courageous conversations. Our work and commitment are continuous and embedded within the fabric of every aspect of our organization.

We recognize the systemic structures and barriers that exist for families and are aware of power differentials. As a response, we take purposeful actions to become change agents and empower others to consciously dismantle barriers to equity.

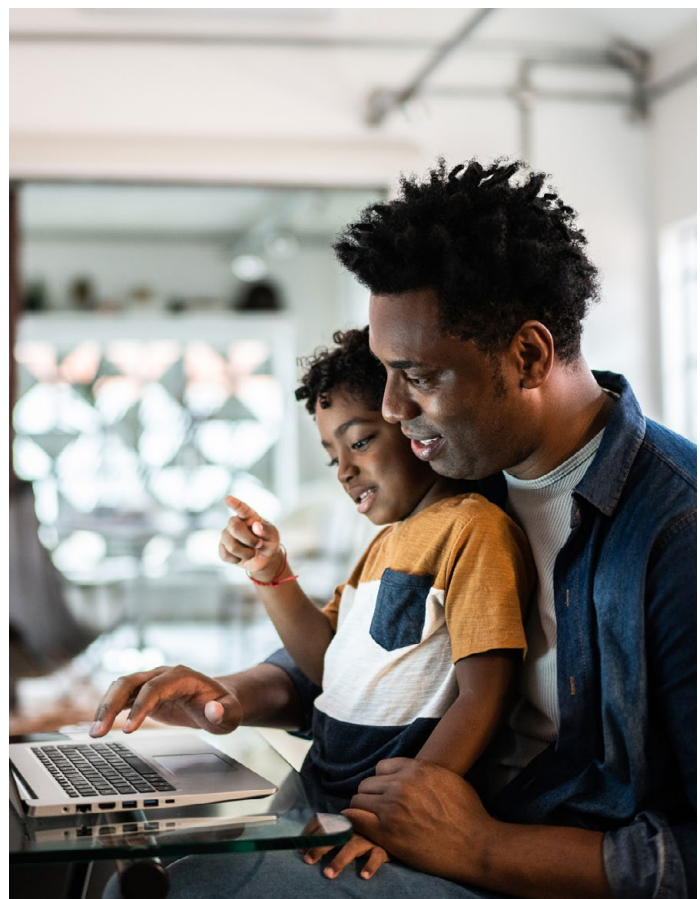


## CWEP Staff

<b>Stephanie Banks</b>	Curriculum Specialist
<b>Ryan Belanger</b>	Program Support Assistant
<b>June Cairns</b>	Special Projects Coordinator
<b>Paula Carrier</b>	Birth Parent Training Coordinator
<b>Kaylin Chandler</b>	Instructor/Coach
<b>Shari Colby</b>	Caregiver Training Administrator
<b>Aria DeLong</b>	Instructor/Coach
<b>Kristin Desmarais</b>	Instructional Designer
<b>Shawna DiMattia</b>	Instructor/Coach
<b>Margherita Giacobbi</b>	Event Coordinator
<b>Susan Larrabee</b>	Attorney Instructor/Coach
<b>Amanda Letendre</b>	Birth Parent Training Coordinator
<b>Katie LeBell</b>	Instructor/Coach
<b>William McMaster</b>	Quality Assurance Specialist
<b>Michele Naismith</b>	Staff Training Administrator
<b>Charlotte Orsmond</b>	Instructional Designer
<b>Julie Panicci</b>	Program Director
<b>Tracy Smith</b>	Instructional Designer
<b>Brandy St. Hilaire</b>	Senior Program Assistant
<b>Alicia St. Louis</b>	Event Coordinator
<b>Gail Thomas</b>	Instructional Designer
<b>Anthony Torino</b>	Instructor/Coach

## Division of Children, Youth, and Families

<b>Kimberly Crowe</b>	Bureau Chief, Professional and Strategic Development
<b>Teresa Lukasavitz</b>	Training Administrator, Professional and Strategic Development
<b>Eric Skillings</b>	Program Specialist, Professional and Strategic Development



# What We Do

CWEP provides learning opportunities for the professional development and learning needs of DCYF staff and partners through the development, updating, and maintenance of learning curriculum. In addition, CWEP coordinates the annual Youth Voices Summit and Foster Parent Conference as well as the biannual DCYF Conference. Quality Improvement processes and regular input from the Division creates a partnership that provides training and education to resource families, residential care providers, post adoptive families, and DCYF staff in accordance with NH practice standards, policy, and regulation.

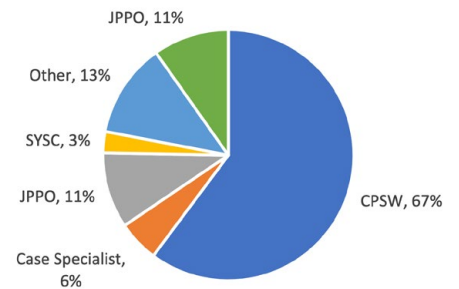
## Core Academy

The Core Academy is offered for newly hired DCYF staff. Core classes are self-guided or face-to-face. There are over 200 hours of training credits available to new staff during Core Academy. Core participants are comprised of Child Protection, Juvenile Justice, Nurses, Youth Counselors, Case Aides, Parent Partners, and Legal Staff.

During FY 2023, 141 new DCYF staff graduated from Core Academy. This is an increase of 27 DCYF staff from FY 2022. A total of 195 Core Academy classes were offered last year serving 239 learners.

[Click here to view Attendance and Evaluation Data](#)

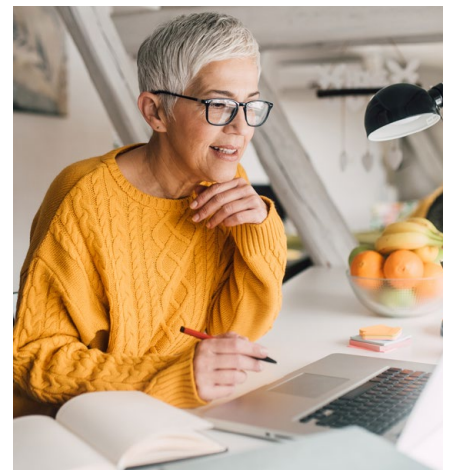
2023 Core Academy Graduates  
Total: 141



## Ongoing Learning

Ongoing learning is critical to professional growth and development. It is offered to all DCYF staff to provide enhanced skill development, address DCYF quality improvement and strategic priorities, and refresh key skills and knowledge of staff. Ongoing training is offered to be accessible, needs-based, outcome-focused, and provided virtually or in local District Offices.

CWEP offers three main types of ongoing learning for DCYF staff - advanced trainings, refresher trainings, and specialized trainings. Advanced trainings include supplementary trainings that are available to all of DCYF and include specific topics that expand on the work of a DCYF staff member. Refresher trainings give DCYF staff the opportunity to revisit concepts and skills practice that they initially learned in Core Academy or at the beginning of their employment with DCYF. Finally, specialized trainings are delivered to select audiences to provide them the skills needed to perform a specific job or role within DCYF.



# Advanced Training Offerings

## ADA Communication Training

11/17/2022 Participants: 119

This course will provide a foundational understanding of hearing, vision, and speech disabilities and an introduction to the assistive technologies available to clients.

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## Being an LGBTQ+ Ally

12/5/2022 - 12/15/2022; 3/20/2023 - 3/31/2023 Participants: 52

Participants will explore issues in working with youth and important people in their lives who identify as Lesbian, Gay, Bisexual, Transgender, Queer, or questioning their sexual orientation, and fall outside the binaries of gender and sexuality.

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## Blood Borne Pathogens

9/12/2022 - 9/30/2022 Participants: 15

This course provides an introduction to blood-borne pathogens and other serious diseases. Participants will develop an understanding of various illnesses that can spread through blood and bodily fluids.

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## Introduction to Navigating ROM (Results Oriented Management)

12/22/2022 - 6/30/2023 Participants: 28

Introduction to ROM (Results Oriented Management) is a self-paced course that provides learning opportunities to explore basic and advanced reporting functionalities of ROM and its data sharing capabilities. By learning to use these functionalities, we can better utilize data to improve communication and support our organizational needs.

## Medical Fundamentals of Child Abuse and Neglect

7/5/2022 - 9/27/2022 Participants: 101

This training series, presented by Resmiye Oral, MD, will cover the medical fundamentals of various forms of abuse and neglect as well as how the Child Advocacy and Protection Program and DCYF work together collaboratively.

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## Motivational Interviewing

3/14/2023 - 6/16/2023 Participants: 359

Motivational Interviewing is an approach to engagement and gathering information that will assist with assessment and case planning practice. This training will include information about this evidence-based practice from a trauma-informed lens.



## Concurrent Planning

9/19/2022 - 9/30/2022; 3/20/2023 - 3/31/2023 Participants: 35

This course provides a refresher on the basics of what concurrent planning and permanency are and why they are crucial to working with children, youth, and families as a child welfare professional. Participants learn about the importance of a diligent search to locate and engage both parents and any extended family. The material will describe the timelines that are expected to be met while working towards permanency for the child/youth.

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## Rebuttable Presumptions of Harm

7/1/2022 - 7/31/2022 Participants: 109

In 2020, HB 1162 made significant amendments to the Child Protection Act including the addition of 4 Rebuttable Presumptions of Harm to establish the likelihood of serious impairment within the definition of Neglect.

## Safety Planning Refresher

8/1/2022 - 8/12/2022; 5/22/2023 - 6/2/2023 Participants: 69

Safety Planning emphasizes the importance of a CPSW assessing for danger relevant to all children in the home during their involvement with the family. When a danger has been identified, the use of a Safety Plan must be considered and implemented if appropriate. During this course, participants learn what needs to be included within a Safety Plan, the steps needed to identify a safety network, and when to end a Safety Plan. Additionally, special considerations involving intimate partner violence (IPV) and substance abuse are shared and practiced.

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## Staying Safe Refresher

12/22/2022 - 6/30/2023 Participants: 28

The Staying Safe Refresher class is an opportunity for staff to brush up on their safety skills. In a two-hour Zoom, the material covered will include “going back to the basics” of office and home visit safety; de-escalation techniques and a review of online safety. It also covers DCYF policies and programs that support staff’s physical and emotional well-being and safety.





# Specialized Training Offerings

## Assessment JPPO Training

9/5/2022 - 9/9/2022 Participants: 8

This required training will provide the opportunity to learn and practice the principles of the CANS and report writing necessary for the Assessment JPPOs.

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## CAC Forensic Interview Training

8/11/2022 - 8/12/2022 Participants: 19

This training was developed in partnership with DCYF and the NH Child Advocacy Center (NH CAC) to provide a more in-depth look at interviewing techniques as it relates to the role as a child welfare worker. Then training will strengthen DCYF and the NH CAC's coordinated response to reports of child abuse and neglect.

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## CANS: A Year in Review

5/9/2023; 5/10/2023; 5/11/2023 Participants: 98

This training for JPPOs is a review of the past year of CANS implementation in NH.

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## CANS in Child Protection: What does that mean?

5/8/2023; 5/9/2023; 5/10/2023; 5/11/2023 Participants: 347

The session will focus on how CANS results inform case planning and consistent appropriate referrals, as well as how the results of the CANS relate back to the DCYF practice model.

## CANS in NH's DCYF

5/10/2023 Participants: 22

This session is a discussion to include how CANS data impacts systems' decisions, utilizing CANS data for service matching, identifying patterns that relate to DCYF's practice model, and the various tools available through the Praed Foundation that are related to the CANS.

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## CANS: The Week in Review

5/11/2023 Participants: 12

This session will include discussing the benefits of utilizing CANS across an entire system, how to ensure fidelity across disciplines regarding CANS administration, how CANS data can drive decision-making at an organizational level, as well as hearing Dr. Lyon's reactions to the previous sessions and the work happening in NH.

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## CANS - Training for File Review

11/17/2022 Participants: 5

This training with Daryll Tenney is to provide learners with the knowledge about the CANS to be able to complete a file review. This is an important step in the implementation of CANS in Child Protection.

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## Gang Awareness Refresher

5/17/2023 Participants: 51

This training will provide an update on the gang presence in Manchester and Nashua. It will include a brief history of gangs, gang trademarks, colors, clothing, hand signs, graffiti, violence, gang mentality, and indicators of gang activity in your community.

# Specialized Training Offerings

## Mentor Certificate Program

10/3/2022 - 10/10/2022; 12/2/2022 - 12/9/2022; 4/11/2023;  
6/28/2023 Participants: 70

This training is intended to support the Field Training Specialist (CPS), Facility Training Specialist (SYSC), or Field Training Officer (JJ), in understanding the concepts, benefits, expectations, and the implementation of supporting new staff at NH DCYF.

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## Supervisor Core Academy Module 1

11/30/2022 Participants: 18

Supervisor Core Module 1, Introduction to Supervision, introduces learners to the foundational aspects of supervising for DCYF.

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## Supervisor Core Academy Module 2

12/14/2022 Participants: 20

Supervisor Core Module 2, Supportive Supervision, is concerned with supporting, sustaining, and motivating workers to improve job performance, morale, and job satisfaction.

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## Supervisor Core Academy Module 3

1/4/2023 Participants: 18

Supervisor Core Module 3, Administrative Supervision, is concerned with the efficient and effective delivery of services as guided by NH DHHS Human Resource's rules and policies.

## Supervisor Core Academy Module 4

1/18/2023 Participants: 20

Supervisor Core Module 4, Clinical Supervision, is concerned with the clinical and practice nature of child welfare supervision.

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## Supervisor Core Academy Module 5

7/13/2022; 2/1/2023 Participants: 17

Supervisor Core Module 5, Educational Supervision, is concerned with educating the worker for a more skilled performance of their tasks.

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## SYSC Documentation

4/3/2023 - 5/1/2023 Participants: 135

The SYSC Documentation course is designed to familiarize learners with navigating and using Youth Center. Participants will also learn about the behavioral expectations of youth, levels of facility rule violations, and the associated behavioral interventions.

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## SYSC Suicide Prevention and Watches

4/3/2023 - 5/1/2023 Participants: 153

The SYSC Suicide Prevention and Watches course will provide a detailed overview of the four suicide watches that a youth could be placed on at SYSC, the requirements of each watch, the proper documentation of each watch, and the responsibility of the Youth Counselor when assigned to a watch.

## Foster and Adoptive Care Essentials (FACES) and NH DCYF Caregiver Pre-service Training (CPT)

The NH Caregiver Pre-Service Training is derived from the National Training Development Curriculum (NTDC). The curriculum is based on national research and input from experts, families who have experience with fostering or adopting children, and former foster and adoptive youth. This curriculum was piloted in the fall with members of DCYF, CWEP and Parent Partners, and youth formerly in care. NH Caregiver Pre-Service training officially replaced the outdated FACES curriculum in January 2023. A Kinship specific training was also developed and replaced Relatively Speaking.

There were 76 FACES courses offered last year and 215 learners attended the FACES series overall. There were 17 CPT courses offered last year and 302 learners attended the CPT series overall.

[Click here to view Attendance and Evaluation Data](#)

## Caregiver On-going Training (COT)

CWEP offers over 75 online and hybrid courses designed to provide educational opportunities to licensed foster, adoptive, and relative caregivers. All COT courses offer valuable information to learners helping them meet the needs of the children in their care. CWEP provides CEUs, which qualify as DCYF sanctioned training hours needed for caregivers to retain a licensed status. DCYF staff and residential staff who work directly with DCYF involved youth can also participate in Caregiver Ongoing Trainings to meet their professional development hours.

262 COT classes were offered last year and 1,163 learners attended.

[Click here to view Attendance and Evaluation Data](#)

## Sexual Harassment and Assault Awareness (PREA)

PREA is a 3-hour mandated training for residential staff and Sununu Youth Services Center staff focused on sexual harassment and assault awareness. The training meets federal mandates for certain residential facilities housing youth in DCYF care.

There were 142 residential staff who completed PREA training last year.

[Click here to view Attendance and Evaluation Data](#)

# Conferences



## **18th Annual Youth Voices Summit- “Hope: Your Key to Infinite Possibilities” August 4, 2022- 75 Attendees**

The theme of the 2022 Youth Voices Summit was “Hope: Your Key to Infinite Possibilities.” It was held at New England College in Henniker, New Hampshire.

This year’s Summit featured a keynote presentation by former youth in care Olivia Atkocaitis and Trevor Perkins. They shared the challenges they encountered on the way out of the system and the solutions they found to thrive. The keynote presentation was followed by a panel discussion with former youth in care Adrian Allen, Keyana Brown, DaSean Greene, and Sarah Lemitelamy. They all shared personal stories of hope and resilience and about navigating their ways through challenging times. We capped off the Youth Summit with fun networking, social skill-building activities, and training, for the youth. Overall, the feedback was very positive from the attendees, vendors, and staff that attend the Summit.

A total of 75 youth in placement attended the 2022 Annual Youth Summit. The average satisfaction rate for the conference overall was 4.37 out of 5.

# Conferences

## Caregiver Conference: “It’s a New Day!” October 29, 2022- 155 attendees

The theme of the 2022 Caregiver Conference was “It’s a New Day!” and it took place at the Grappone Conference Center.

The morning keynote speaker of the conference was Brooklyn Raney, author and creator of the organization ‘One Trusted Adult.’ She spoke of the idea of teams of trusted adults and “building stronger connections & healthier boundaries with the youth we teach, parent, and mentor.”

There were several informative workshops including Foundations of Fostering, taught by Shawnasey Madison, Foster Care Manager and a Foster parent. Another workshop titled “Autism 101 and Fostering” was taught by Renee Hartz, a Board Certified (BCBA), (LABA), Special Education teacher.

Rob Rodler and Beth Nee from The DCYF Adolescent Program and Youth Advisory Board led the workshop “Teaming with Teens: The game changing experience of fostering adolescents.” Afterward, there was a panel discussion with Leon Moore, Foster Parent/ Adoptive Parent and his foster teens.

Heather Hall, Recruitment and Retention Specialist from DCYF led a workshop titled “Curious About Foster Care? What You Need to Know”, an informational session that educated prospective foster parents who attended the conference.

The afternoon keynote speaker was Dr. Martha Straus, PhD, author of several books on adolescence, and international trainer and speaker on topics related to child, adolescent, and family development, attachment, trauma, and psychotherapy.

155 caregivers attended the conference, with an average of 29 attendees in each workshop. Out of the 155 attendees, there were 120 foster parents, 8 adoptive parents, 3 kinship providers, and 26 prospective caregivers. The average satisfaction rate for the conference overall was 4.17 out of 5.

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## DCYF Conference April 13, 2023- 321 attendees

The 2023 DCYF Conference took place at the Doubletree Hotel in Manchester on April 13th. The theme of the conference this year was “Better Together to Strengthen Families and Communities.” We explored different topics related to these areas of becoming BETTER TOGETHER. The conference was a resounding success with a combination of inspiring presentations, motivating speakers, and an overall excitement to be together in person again after several years. We received a lot of great feedback about the presenters at the conference, including this comment about Brooklyn Raney, our keynote speaker: “Brooklyn was amazing! Her presentation was so engaging and so relevant to the work we do. I truly loved listening to her!” The virtual day on April 14th was equally inspiring with several engaging workshops including our Keynote, “Better Together: The Village That It Takes,” given by Tyler Hunter and Glenda Wright, both child welfare changemakers in their home state of Kentucky and on a national level.

Overall, the conference saw 435 attendees. 321 attended the in person day and 234 attended the virtual day. The conference was received positively with 98% of those that completed the workshop evaluation stating that they were satisfied with the conference overall. Additionally, the overall average workshop evaluation score was 4.68 out of 5.

Regarding the event, one attendee stated, “Everything that I attended was very applicable to what I do as a home visitor. The sessions were inspiring, thought provoking, and eye opening. Thank you so much for the experience. It was amazing.”



## Curriculum Development Updates

The Course Development Team (CDT) successfully launched a new registration system and learning management system, Canvas, for caregivers in January 2022. Canvas has been received very well by participants and instructors. Additionally, the team replaced the FACES series for potential foster parents with the curriculum from the National Training and Development Curriculum (NTDC). The CDT reviewed and adapted NTDC's curricula to meet the needs of NH caregivers and included multiple parent partners and youth voices in the curricula. Highlighting the work that was done in the previous year with Dr. Clarice Bailey, the cultural/diversity course from NTDC was reworked to ensure parallel messaging across all curricula available to DCYF staff and caregivers.

Many of the caregiver courses were rewritten to ensure that they were relevant and up to date. This work is continuing into 2023 with many courses in the queue for updates. Some of the courses updated in Fiscal Year 2023 are:

- Understanding Trauma
- The Trauma of Sexual Abuse
- Caring for Children Who Exhibit Sexualized Behaviors
- Caring for Children with Psychological Disorders replaced Caring for Children with Emotional Disabilities

Core Academy courses have had some notable updates. With the pandemic ending, the Core courses moved to either face-to-face or self-guided courses for DCYF staff. Currently, there are four additional self-guided courses available for participants to complete when hired prior to the start of a Core cohort. Furthermore, additional courses have been added to Core Academy such as Results Oriented Management, RCR Database for CANS, and ADA Communication Toolkit.

# Project Updates

## NH Caregiver Pre-Service Training

As previously mentioned, the NH DCYF Caregiver Pre-Service Training is derived from the National Training and Development Curriculum (NTDC) which is curriculum based on national research with input from experts, families who have experience with fostering or adopting children, and former foster and adoptive youth. It provides potential foster or adoptive parents (including relative caregivers) with the information and tools needed to parent a child who has experienced trauma, separation, or loss. CWEP and DCYF partnered with the Spaulding Center for Children to strategically plan for implementation of this new curriculum. The NH Caregiver Pre-Service Training was piloted in Fall of 2022, and fully implemented in January 2023. CWEP hired five part-time instructors to deliver this curriculum virtually. The CWEP Curriculum Development Team has made minor adjustments to the curriculum since the initial launch. In January 2023, as part of the CQI process, CWEP will host silent observers to these courses and gather information to enhance the evaluation process of these courses.

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## Child and Adolescent Needs and Strengths (CANS)

During the past year, DCYF in conjunction with CWEP has completed the pilot, training, and implementation of the Juvenile Justice Transformation CANS rollout. The Juvenile Justice staff use the CANS assessment tool to make appropriate client specific recommendations and to assist with prevention planning and service interventions to benefit Juvenile Justice clients.

This year, CWEP began collaborating with DCYF to formulate an implementation plan for CANS for Child Protective Service cases. Child Protective Services will use the CANS to identify children's strengths and needs with the goal of how to best support placement and timely permanency.

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## Motivational Interviewing

As part of the Child Protective Services CANS implementation planning, Motivational Interviewing was delivered to all Child Protective staff at DCYF. This approach to engagement and gathering information will be essential to staff when completing the CANS. Upon completion of this statewide training, Motivational Interviewing has become a Core Academy class for both Juvenile Justice Probation Officers and Child Protective casework staff. A supplementary refresher course is also being planned for all DCYF staff outside of Core Academy.





## **CWEP Representation on DCYF Committees**

- Better Together Steering Committee
- Child Adolescence Needs and Strengths (CANS)
- Court Improvement Project
- Cornerstone Workgroup Committee
- Families First Prevention Services Act Case Planning
- Father Engagement Action Team (FEAT)
- Intake and Assessment Workgroup
- Juvenile Justice Transformation
- Mentoring Sub Committee and Workgroup
- Policy Team Meetings
- Restorative Practices Workgroup
- Structured Decision Making (SDM -Evident Change)
- Workforce Development
- Youth Advisory Board

[\*\*Click Here to View Financial Data from FY23\*\*](#)



# Thank you for the support of our learning and professional development!

If you have any questions or would like a hard copy of the Annual Report, please contact CWEP at [Info.CWEP@unh.edu](mailto:Info.CWEP@unh.edu) or 603-513-1147.



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