



CWEP
Child Welfare
Education Partnership
at Granite State College

2021 Annual Report



The Year in Summary From CWEP

Dear colleagues:

Fiscal Year 2019 was a challenging year, and while some challenges continued into 2020 and 2021, we all grew in our resiliency and flexibility. CWEP and its partners at DCYF moved ahead steadily training new staff and foster parents while COVID-19 news and vaccine information emerged daily. The staff continued to provide ongoing training in different modalities and continued to find ways to engage families and children while maintaining social distancing and wearing protective equipment. Social work creativity has surfaced multiple strategies and resources for our NH families. We continue to be challenged to improve caring for those most vulnerable in our world. At CWEP, in partnership with DCYF, we are deeply committed to ensuring that staff, families and caregivers are prepared to do the work of DCYF in this new “normal”, now and in the coming months.

In-person conferences changed to virtual events. Even though the virtual conferences did allow participants to learn, connect, and explore new ideas in a safe setting, it did not provide the same interaction with each other in a smaller setting.

I have been deeply honored to be the Interim Director of CWEP. I have learned much and have had the pleasure of serving with an amazing team from Granite State College as well as at DCYF. As we move into the next fiscal year, there will be more learning, more growth, and a stronger workforce in New Hampshire. I am so glad to welcome Julie Panicci as the new Director of CWEP and know that she will lead the program with strength!

June Cairns, MSW

Interim Director of CWEP



The Year in Summary from, Bureau of Professional and Strategic Development

The Fiscal Year of 2021 was a time of growth and transformation for DCYF. The (former) Bureau of Organizational Learning and Quality Improvement (BOLQI) transitioned to two distinct bureaus: The Bureau of Evaluation, Analytics & Reporting (BEAR), and the Bureau of Professional and Strategic Development (BPSD). This substantial change was part of the Agency's vision to develop greater data capacity, staff resources and expertise to address the changing landscape in child welfare and support a data driven approach throughout our work.

BPSD is responsible for all training aspects that involve DCYF field workers and is comprised of a few different teams that help support field practice; this includes the Special Investigations Unit (SIU) and Rapid Safety Feedback (RSF). BPSD is also responsible for ensuring that the Division stays focused on specific priorities in terms of strategically planning for projects and initiatives to improve outcomes and ensure sustainability.

DCYF welcomed Teresa Lukasavitz as the new Training Administrator in May of 2021. Teresa has teamed with the new CWEP Director, Julie Panicci, during the last few weeks to gain information about current practices and make plans for improvements for the next fiscal year. As the Bureau Chief of BPSD, in collaboration with Agency leadership, I will lead Teresa and the CWEP Team to ensure DCYF professional development needs are prioritized in terms of training, internships, and field support. In addition, last year, members of BPSD, BEAR, and other Bureaus teamed with CWEP and the Butler Institute to create a new curriculum for a Supervisory Core training series as part of the ongoing effort to create professional development opportunities for DCYF supervisors. In partnership, we will prepare and support a stronger child welfare workforce and caregivers in New Hampshire.

Kimberly Crowe, LICSW

Bureau Chief, Professional and Strategic Development
Division for Children, Youth and Families



Mission Statement

The Child Welfare Education Partnership at Granite State College strives to enhance the potential of positive outcomes of 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 stakeholder to help children thrive, free of neglect and abuse.

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.

CWEP Staff

Stephanie Banks	Curriculum Writer
Ryan Belanger	Senior Program Assistant
June Cairns	Interim Director
Paula Carrier	Youth and Birth Parent Coordinator
Kaylin Chandler	Instructor/Coach
Aria Delong	Instructor/Coach
Kristin Desmarais	Instructional Designer
April Frazier	Instructor/Coach
Paula Keating	Event Coordinator
Susan Larrabee	Attorney Instructor/Coach
Katie LeBell	Instructor/Coach
William McMaster	Quality Assurance Specialist
Michele Naismith	Staff Training Administrator
Julie Panicci	Program Director
Lindsay Seavey	Preservice Coordinator, Curriculum writer
Tracy Smith	Instructional Designer
Brandy St. Hilaire	Administrative Assistant
Gail Thomas	Caregiver Training Administrator
Anthony Torino	Instructor/Coach

Division for Children Youth and Families Staff

Kimberly Crowe	Bureau Chief, Professional and Strategic Development
Teresa Lukasavitz	Training Administrator, Professional and Strategic Development
Eric Skillings	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 curricula. 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

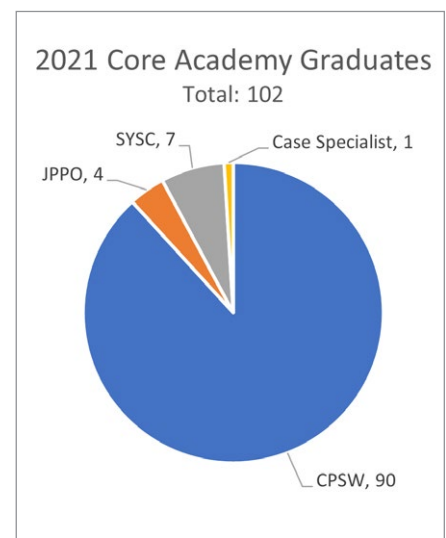
The Core Academy is offered for newly hired DCYF staff. Classes which ran face to face were quickly adapted for continuous learning during the pandemic. Core classes are self-guided, instructor led, or a hybrid option. There are over 200 hours of training credit available to new staff during Core Academy. Core participants are comprised of Child Protection, Juvenile Justice, Nurses, Parent Partners and Legal Staff.

During FY 2021, **102** new DCYF staff graduated from Core Academy. This is an increase of 67 DCYF Staff from FY 2020.

A total of 367 Core Academy classes were offered last year, serving 353 learners*.

*Note this number reflects the total number of DCYF staff that participated in any Core Academy training in FY21 and therefore differs from the number of graduates.

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



Advanced Training

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, refresh key skills and knowledge of staff, and include needs assessment data from the field. Ongoing training is offered to be accessible, needs-based, outcome-focused, and provided virtually or in local District Offices.



Better Together Panel Discussion

9/25/2020 - Ongoing Participants: 80

Through an intensive two-day workshop facilitated by one birth parent/foster parent and/or one staff/ally, Better Together with Foster and Birth Parents adheres to a guiding set of principles that includes honoring parent voices and promoting parent leadership; shared decision-making; acknowledging shared purposes and common values; engaging extended family members and other supporters within the community; understanding and then overcoming the disparity in power between parents, staff, and allies; and providing parents with a forum in which they can express what they need.

House Bill 1162 Policy Training

11/24/2020 Participants: 386

This training discusses the recent enhancements to the Child Protection Act pursuant to recent legislation (House Bill 1162). This panel discussion features the Division for Children, Youth and Families, New Hampshire's Coalition Against Domestic and Sexual Violence, and the Center for Trauma-Responsive Practice Change.

Motivational Interviewing

11/30/2020 Participants: 14

Motivational Interviewing focuses on exploring and resolving ambivalence and centers on motivational processes within the individual that facilitate change. The method differs from more "coercive" or externally driven methods for motivating change, as it does not impose change that may be inconsistent with the person's own values, beliefs, or wishes. Rather, Motivational Interviewing supports change in a manner congruent with the person's own values and concerns.

Fatherhood Engagement Panel

1/22/2021 - Ongoing Participants: 209

These panels are "learning experiences" to impact the culture, climate, perceptions of fathers in the District Offices. They are a powerful form of "experiential learning" as they create an opportunity for the field to hear directly from fathers regarding their experiences with DCYF.



Concurrent Planning

3/4/2021 Participants: 145

This course will give 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.

Operation Drug Testing

2/1/2021 Participants: 205

Operation Drug Testing is a joint initiative between DCYF, Onsite Drug Testing, and the DCYF MLADC Program. The goal of this course is to improve the consistency of DCYF drug testing practices, and interpretation.

Working with Transgender Youth

2/27/2021 Participants: 7

This course examines ways to support transgender youth and the challenges and barriers transgender youth face within the child welfare system. Participants will discuss and differentiate gender identity, sexual orientation, gender expression, and transgender. This course will discuss policy, physical space, and safety relative to transgender youth in care.

Reflective Supervision for Supervisors

5/13/2021 & 6/16/2021 Participants: 13

Reflective Supervision (RS) is a model which supports trauma-informed practice. It recognizes that providers are more affected by exposure to traumatic material presented by clients/patients/consumers and provides a safe space for them to address these issues. RS is built on the foundations of trauma informed practice. The Health Federation of Philadelphia has developed and delivered professional development on RS to behavioral health, child welfare, and youth services supervisors.

Addiction 101: Stages of Change: When and How to Intervene

6/3/2021 Participants: 31

Attendees will learn the five stages of change in recovery and discuss common barriers in the CP/JJ field engaging people and families with substance use concerns. They will be given clear definitions and examples on each stage of change, a short video and view two scenarios: Engaging a person in contemplation stage and engaging a person in the pre-contemplation stage. Attendees will also learn strategies and resources for successful engagement with people who use substances.

Foster and Adoptive Care Essentials (FACES)

Foster and Adoptive Care Essentials (FACES) is a series of eight three-hour online modules designed to train those interested in becoming a licensed foster or adoptive home. CWEP provides learners 24 hours of initial mandatory training to obtain licensure through New Hampshire's Division for Children, Youth and Families. Last year created a unique situation for learners and CWEP to meet the challenge by quickly moving all face-to-face classes online. This change allowed learners access at any time during the duration of the module without having to travel or be in a face-to-face situation.

There were **1,198 learners** who completed **315 classes** towards their Foster Parent licensure last year, showing a significant increase in the number of learners from the previous two years.

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

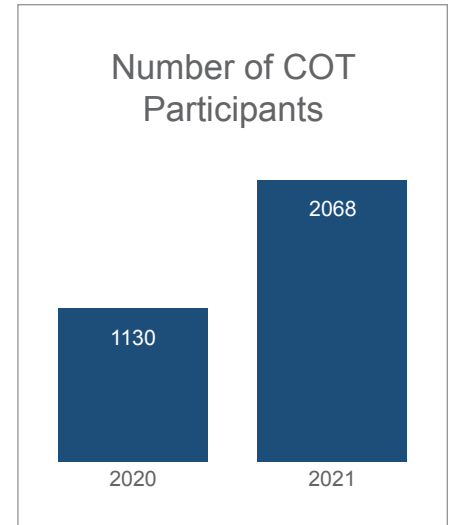


Caregiver Ongoing Training (COT)

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 CEU's which qualify as DCYF sanctioned training hours needed for caregivers to retain a licensed status. Residential staff working with DCYF youth and DCYF personnel participate in Caregiver Ongoing Trainings to meet their professional development hours.

There were **2,068 learners** who completed **249 classes** last year.

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



Relatively Speaking

Relatively Speaking is a series of 3 modules designed to meet the needs of relative caregivers. Classes included information about the child, the birth parent, and the caregiver. Licensed and non-licensed relative caregivers are eligible to take classes.

There were **17 learners** who completed **12 classes** last year.

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

Sexual Harassment and Assault Awareness Training (PREA)

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

There were **136 residential staff** who completed PREA training last year.

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

Conferences

The Child Welfare Education Partnership (CWEP) in conjunction with DCYF planned and facilitated three conferences in 2020. Due to COVID-19 related restrictions, all conferences were all held virtually. Although the conferences were not able to be in person, feedback was favorable. After the Foster and Adoptive Parent Conference, one participant stated: “We LOVE the online format and know we wouldn’t be able to participate if it was in person.” In addition, 88% of the DCYF conference attendees agreed that the online format was easy to navigate and 92% would prefer to have future conferences take place in an online or hybrid format.

16th Annual Youth Voices Summit “Choose Love” – August 13, 2020- 146 attendees

The 2020 DCYF Youth Voices Summit was held virtually for the first time due to Covid-19 pandemic. Despite the shift to a virtual platform in early spring, the collaboration with DCYF, the NH DCYF Youth Advisory Board, and the Child Welfare Education Partnership (CWEP) ensured the event would be a success. The theme chosen by youth was “Choose Love” the social and emotional learning movement begun by Scarlett Lewis, whose son, Jesse, was tragically shot at Sandy Hook Elementary School in 2012. Workshops focused on Choose Love were developed by young people and presented to their peers during this day-long event. CWEP received positive feedback youth regarding the format and topic.

DCYF Conference 2021, “Putting Families First” - April 2021 - 654 attendees

The DCYF Conference was held virtually in 2021 and was a huge success. There were 654 attendees who attended virtually as opposed to 263 attendees in person in 2019. This conference featured 4 days of keynote speakers, including a panel presentation on diversity, equity, and inclusion. There were 7 nationally renowned Keynote speakers, 61 training sessions, 5 Epic team (Encourage Peers, Inspire Change) support networking and lunches. The Awards Ceremony honored outstanding work by DCYF staff, Community partners and Leaders during the past two years. In addition, the entire conference was recorded to allow for participants who missed a workshop or plenary session, to explore the curriculum at a time.

Foster and Adoptive Parent Conference 2020, “Choose Love” – October 2020 – 135 attendees

Last year was the first virtual Foster and Adoptive Parent Conference. The online format was successful in that it reached a wider audience, shown by our highest attendance of foster and adoptive parents to date. There was a total of 118 foster and adoptive parents in attendance, compared to 74 in 2019 which was held in person. Last year’s theme was “Choose Love” which was represented by four virtual workshops. In an effort to engage as many foster and adoptive parents as possible, the conference was spread over 4 nights in October.

Support to NH Foster and Adoptive Parents

The CWEP also partners with foster, adoptive, and relative caregivers to assure their input and participation is infused throughout our programming. The CWEP continues to serve as ongoing programmatic support for the New Hampshire Foster and Adoptive Parent Association (NH FAPA.) We assess the needs of foster and adoptive parents during conference planning and other trainings and work with NH FAPA to help support their efforts and continuing commitment to the children of NH.

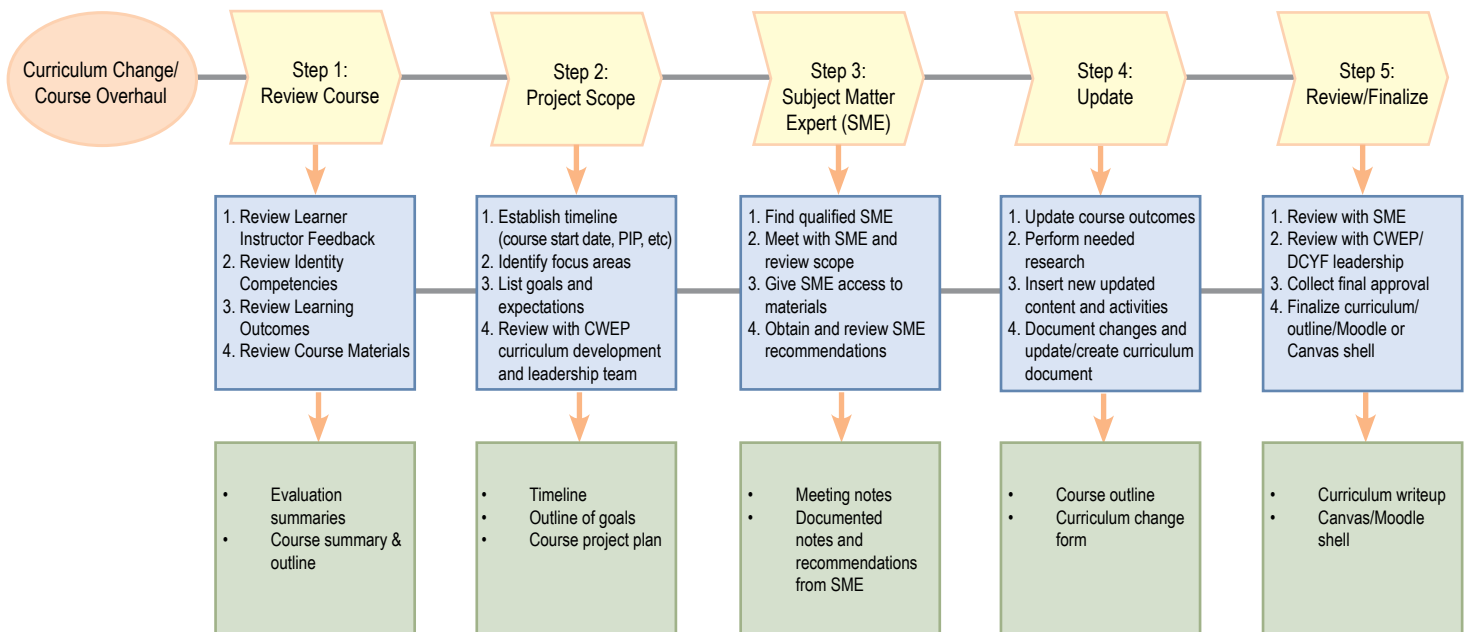
Curriculum Development and Processes

Curriculum Development Team

The Child Welfare Education Partnership now has a Curriculum Development Team writing and editing curriculum, creating engaging material for learners, and managing our two learning management systems. The team consists of an Administrator, a Pre-Service Training Specialist, a Curriculum Specialist, and two Instructional Designers. The average pre-knowledge check scores and post-knowledge check scores for our Core Academy, FACES and COT courses, after shifting to an online format, were 82% and 95% respectively, showing a 16% overall improvement in learner knowledge and skill development.

Curriculum Development Process

Between January and March of 2021, CWEP began several projects to further develop processes aligned with a system of continuous quality improvement. CWEP began working with the Butler Institute for Families at the University of Denver, in conjunction with DCYF, to develop worker competencies to assist with ongoing evaluation efforts and improving worker retention. Part of this project will be to develop training competencies for all CWEP Core Academy trainings. These training competencies will become part of an overall effort to create a streamlined process for developing and revising curriculum. In addition to developing course competencies, the CWEP Quality Assurance Specialist and the Curriculum Development team met to outline the curriculum revision process below:



Looking Ahead to FY2022

Diversity, Equity, and Inclusion

In response to the agency's priority of preparing staff and addressing discrimination and inequity issues, CWEP began consultation with Clarice Bailey, PhD a national expert on diversity, equity, and inclusion in January 2021. Dr. Bailey along with CWEP has rewritten existing Cultural Competency course which is offered as part of Core specifically with an eye to enhancing inclusivity, equitable presentation, and informed by the most traditionally marginalized identities. The course now called Diversity, Equity and Inclusion was delivered to three cohorts of Core Academy for new staff by Dr. Bailey and CWEP staff. An in-depth evaluation process is anticipated in the next fiscal year.

Looking ahead to FY22, CWEP is preparing to deepen its staff capacity for equity and inclusivity by updating critical course content in partnership with Clarice Bailey. This work will be carried out in a co-operative fashion with DCYF leadership and staff of CWEP, youth and families who have experienced NH Child Serving Systems, and other designated partners.

NH Competencies and Supervisory Core

CWEP, in partnership with DCYF, contracted with the Butler Institute to develop a competency framework for New Hampshire's training system that could also support hiring and supervision. The need was clearly recognized to create competencies that align for supervision of staff across the division, training development and updates, and to identify competencies and create a structure to assist the system to discuss professional development needs of staff. The competencies and structure were created in conjunction with work groups and leadership to ensure the competencies reflected the New Hampshire Practice Model and day to day work of the Division.

In addition, the Butler Institute partnered with CWEP and DCYF to create a full revision of Supervisory Core Curriculum. A pilot training had been offered in the previous fiscal year, and evaluation efforts identified that the curriculum was needed to support new supervisors in the field. This work utilized focus groups and workgroups comprised of DCYF staff to help strengthen the curriculum and create supports and resources for supervisors. The training will be offered in the next fiscal year, and an evaluation component will support any additional changes that need to be made.



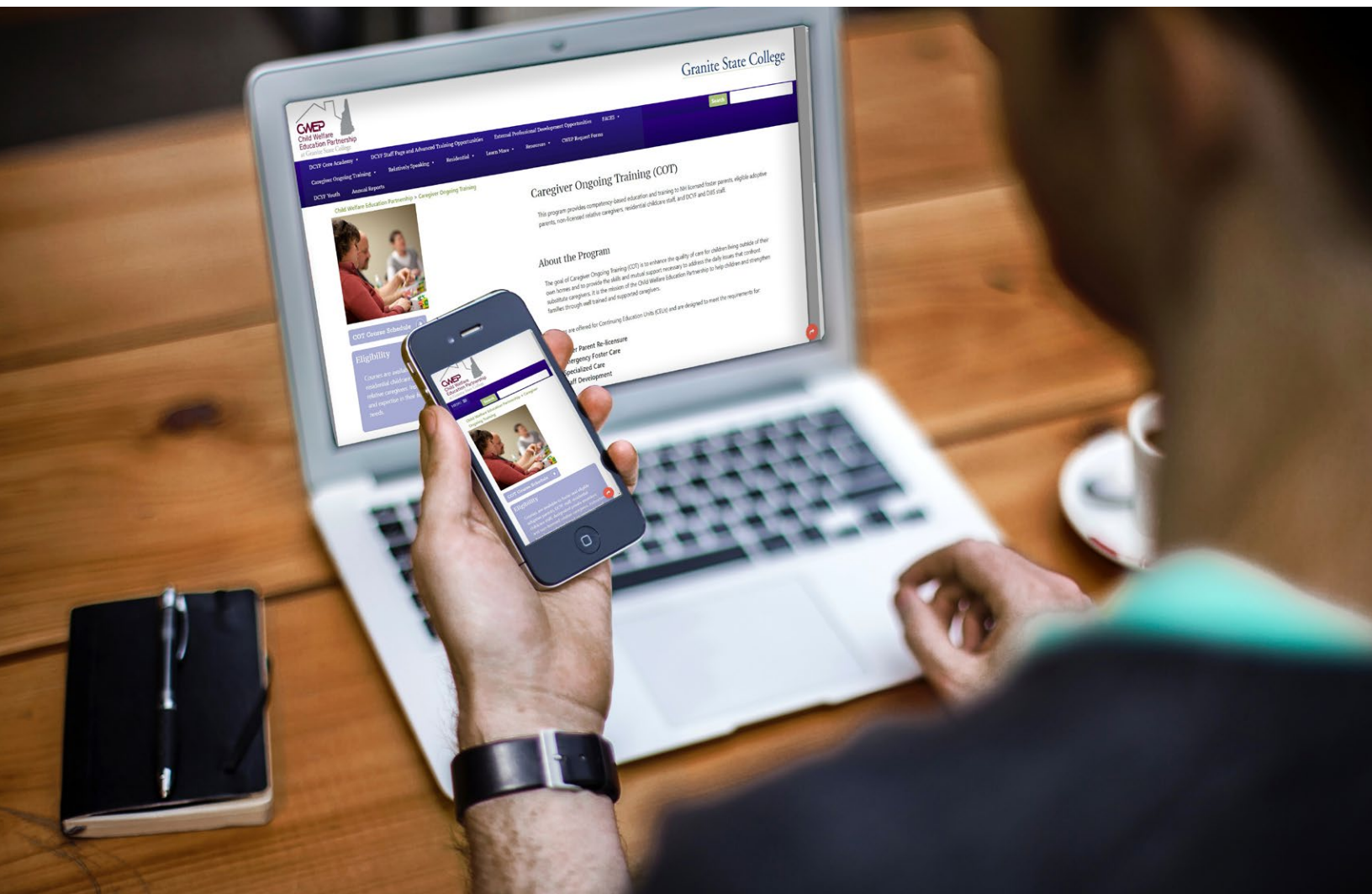
Looking Ahead to FY2022 (Continued)

Child and Adolescent Needs and Strengths (CANS)

CANS workgroups have been ongoing in FY21 with the goal to provide initial CANS training in November 2021 to Juvenile Justice Probation and Parole Officers (JPPOs) as a tool for the Juvenile Justice Reform efforts. CWEP has been instrumental in planning for the initial rollout of the CANS for Child Protection staff in the next fiscal year. The CANS workgroup worked closely with other Family First efforts to ensure alignment and Family First Implementation.

Motivational Interviewing

Planning is well underway to implement Motivational Interviewing training to all staff. This approach to engagement and gathering information is complementary to the CANS and will assist staff in completing the CANS. This training will include information about this evidence-based practice from a trauma informed lens.





How we partner with DCYF

DCYF Committee Representation

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

Financial Data

The following chart shows the total breakdown of CWEP's expenses for the FY21 time period.

FY21 CWEP Financial Data	
Total DCYF Costs	\$2,269,001
Foster & Adoptive Parent Conference	
Meals	-
Supplies	(5,818)
NelNet Fees	-
Travel	(131)
Postage	(301)
Printing	-
Room Rental	-
Speaker	(500)
Childcare	-
Foster & Adoptive Parent Conference Total	\$6,750
Youth Summit Conference	
Salaries & Wages	-
Travel	-
Supplies	(8,911)
Printing	(41)
Professional Services	-
Room Rental	-
Awards to Non-Employee-Students	(421)
Business Meals	-
Youth Summit Conference Total	\$9,373
DCYF Training Conference	
Salaries & Wages	(1,116)
Travel	-
Supplies	(2,312)
Printing	-
Professional Services	(29,087)
Room Rental	-
Awards to Non-Employee-Students	(1,313)
Business Meals	-
DCYF Training Conference Total	\$33,827
TCI Training	
Professional Services (Development)	(6,500)
Meals	-
TCI Training Total	\$6,500

FY21 CWEP Financial Data	
Moodle Support	
Salary & Wages	(4,664)
Moodle Support Total	\$4,664
Parent Partner	
Salary & Wages	(28,305)
Parent Partner Total	\$28,305
State Employee Training	
Travel	-
Professional Services	(8,700)
Conference Registrations	(591)
State Employee Training Total	\$9,291
State Number of Employee	57
Avg Cost per Employee	\$163
Training Costs	
Net DCYF Training Costs	2,170,291
Totals	
Core Academy	374
FACES	313
COT	265
Relatively Speaking	12
RCCT	-
Residential Provider Sexual Harassment & Assault Awareness	8
Total Courses	972
Cost per Course	\$2,233
Participant Totals	
Core Academy	3,337
FACES	986
COT	1,444
Relatively Speaking	18
RCCT	-
Residential Provider Sexual Harassment & Assault Awareness	140
Better Together	80
Traumatic Crisis Intervention (TCI)	-
Total Participants	6,005
Cost per Participant	\$361

FY20 Financial Data

The following chart shows the cost per course and per attendee of training expenses for CWEP courses and conferences during the FY21 time period.

FY21 Cost Per Attendee & Cost Per Course				
Category	Total Cost	Cost Measure	Total	Cost Ratio
Courses (Core Academy, FACES, COT, PREA, RS)	\$2,170,291	per course	972	\$2,233
	\$2,170,291	per attendee	6,005	\$361
Foster and Adoptive Parent Conference	\$6,750	per attendee	135	\$50
Youth Summit Conference	\$9,373	per attendee	146	\$64
DCYF Conference	\$33,827	per attendee	654	\$52



We thank you for your support of our learning and education programs!

If you have any questions or would like a hard copy of the Annual Report please contact CWEP at Info.CWEP@granite.edu or 603-452-1557.



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