

The background of the slide is a dark, abstract composition. It features numerous thin, glowing lines in shades of blue and red that sweep across the frame, creating a sense of dynamic movement and energy. The lines are most concentrated on the left side, where they appear to originate from a bright point, and then fan out towards the right. The overall effect is reminiscent of a high-speed light trail or a digital data stream.

# **UALR/MidSOUTH**

Overview of DCFS Training Programs




# MidSOUTH

- Community service unit of the UALR School of Social Work
- Member of a 9 university partnership
  - Formed in 1991 as part of Angela R settlement
  - University-Agency training partnerships under Title IV-E
  - Universities provide the state match through in-kind expenditures

# MidSOUTH Training Programs

- University Preparation →
- Title IV-E Training →
- Foster Parent Training →
- Nurturing Families of Arkansas (NFA) →

# University Preparation

- Infusion of child welfare content
  - Multi-disciplinary focus
  - Degrees that meet DCFS MQRs
  - Graduate with knowledge of child welfare
- Undergraduate stipend programs and placements
  - Placements in DCFS
  - Actual hands on practice and skill development 

# Training Academy

**training**



- Training Audiences
  - New staff training
    - Supervisors
    - Family Service Workers
    - Program Assistants
  - Continuing education
    - All DCFS staff
    - Closely aligned providers

# Numbers Trained

## July 1, 2015 through March 14, 2016

Course Type	# of Courses Offered		# of Course Hours	# of Participants	Participant Training Hours
Academy continuing education	212		1,021	2,721	11,103
New Staff – Family Service Worker	48	1 wk/30 hrs	1,440	168	21,540
New Staff - Program Assistant	7	1 wk/18 hrs	126	54	2,304
New Staff - Supervisor	3	1 wk/18 hrs	54	12	576

See handout







## **New Staff Training**

- Competency – based
- Reflect the knowledge and skills needed by child welfare workers
- Entry level competencies
- Combines best practice with policy, procedure and compliance outcomes
- Revised and evaluated

## **Continuing Education**

- Higher level competencies
- DCFS identified
- Feedback - evaluations
- MS develops some & brokers others
- Revised and evaluated

# Training Academy – Family Service Worker

- Training Model (1 year support)
  - Training begins 1<sup>st</sup> week on the job
    - Structured orientation activities – Partnership Trainer
    - CHRIS (computer system) orientation – MS Trainer
  - Combination of classroom and field
    - 5 weeks of class with structured OJT on alternating weeks
    - Class - MidSOUTH
    - OJT – Partnership Trainer
  - On-going field training for 1<sup>st</sup> year + cont. ed



# Training Academy – New Supervisor

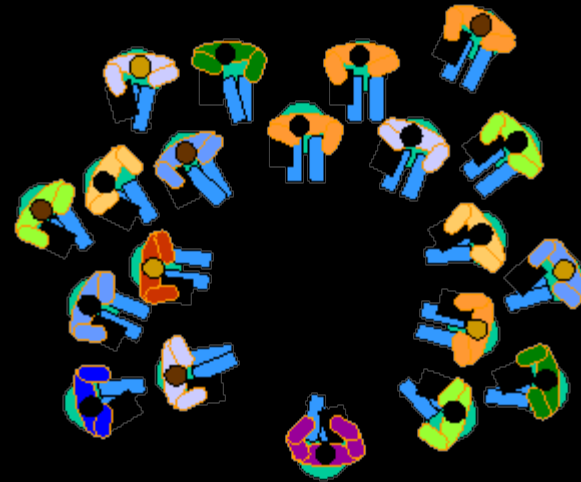
- Training Model (1 year support)
  - Training begins 1<sup>st</sup> week on the job
    - 3 – 6 month orientation/OJT – Partnership Trainer
    - Very structured; focused on 3 key functions of supervision as relates to supervising for Permanency, Safety and Well-Being
      - Administrative
      - Educational
      - Support
    - CHRIS as management tool (in office) – MS Trainer

# Training Academy – New Supervisor

- Classroom is a 3 week series (3 days/week)
- Field training for 1<sup>st</sup> year + cont. education

# Training Academy – Program Assistants

- Classroom is a 3 week series (3 days/week)
- 4<sup>th</sup> week for some PAs
  - Active Parenting
  - Nurturing Parenting



# Locations



Arkadelphia

Fayetteville

Jonesboro

Little Rock

Monticello



# Foster Parent Training

- Train prospective foster/adoptive parents referred by DCFS
- Uses nationally recognized Foster/Adopt PRIDE Training curriculum
- Provide PRIDE Orientation for DCFS staff and other programs training foster/adoptive parents

# Foster Parent Training


- Recently restructured
- On-line component
- 1<sup>st</sup> 5 sessions, required checks, SAFE home study – can accept children
- Complete weeks 6-8 within next six months



# Foster/Adopt Training Hours

## July 1, 2015 through March 14, 2016

- See handout

Course Type	# Courses		# Course Hours	# Participants	Participant Training Hours
PRIDE	353	3 hour	1,066	919	18,719
Regular Continuing Ed	8		74	136	1,376
6-8 Session Continuing Ed*	8		24	30	240
On-line	1		2	11	22 See handout 

\*6-8 Continuing Education = New Model  
Only in place since January 1 new classes 

# Nurturing Families of Arkansas

- A IV-E Waiver initiative
- Increase the number of abused or neglected children who can safely stay in their own homes by improving parenting skills
- Direct Service
  - 17 Educators
  - 1<sup>st</sup> year served 304 (92 parents & 212 children)

# Nurturing Families of Arkansas

- Intensive 16-session Nurturing Families Program
  - Dr. Stephen Balvolek
  - Used world-wide with families specifically at risk for child maltreatment
  - Goal: Teach parents to nurture, guide, and discipline children healthy, positive ways

# Nurturing Families of Arkansas

- Has a DCFS staff training component
- Program Assistants as Parent Coaches

Course Type	# Courses	# Hours	# Participants	Participant Training Hours
NFA	10	57	113	606





# UALR Match

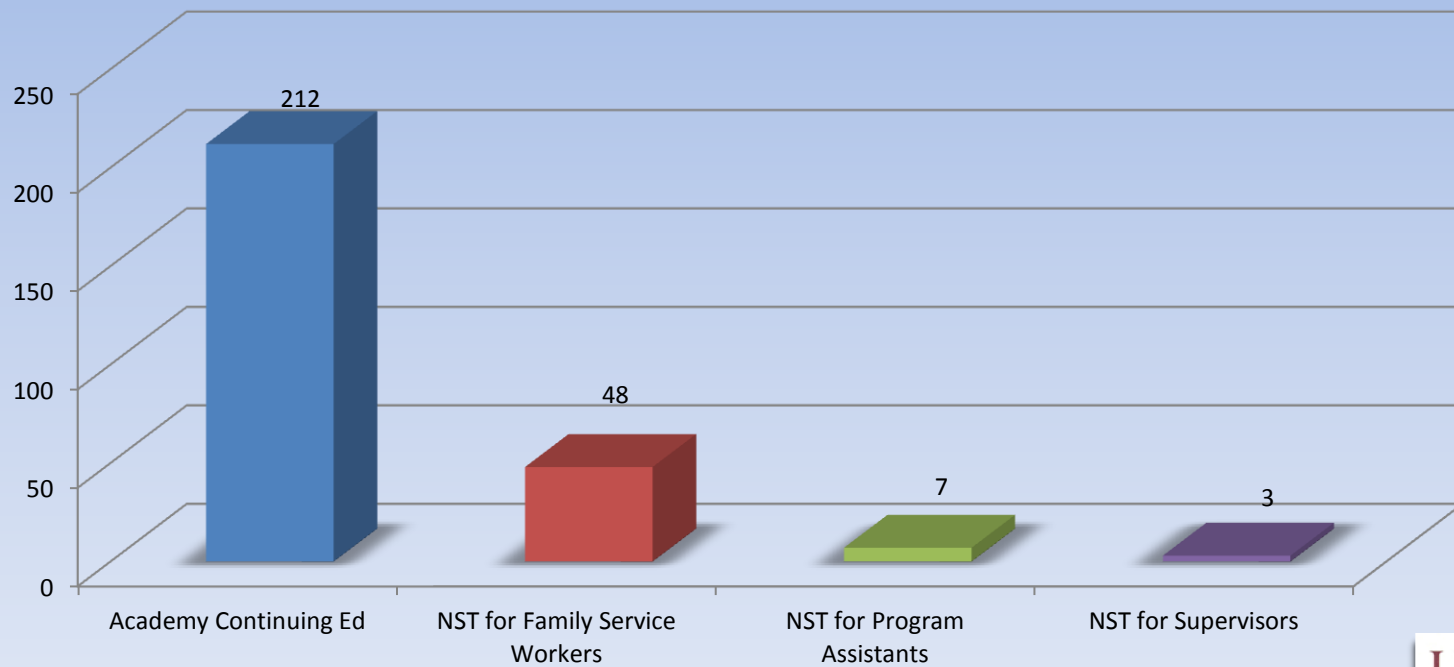
- Majors eligible for hire as Family Service Worker (FSW)
- Salaries of teachers in department for each major
- % of university core courses
- Match is “in-kind”





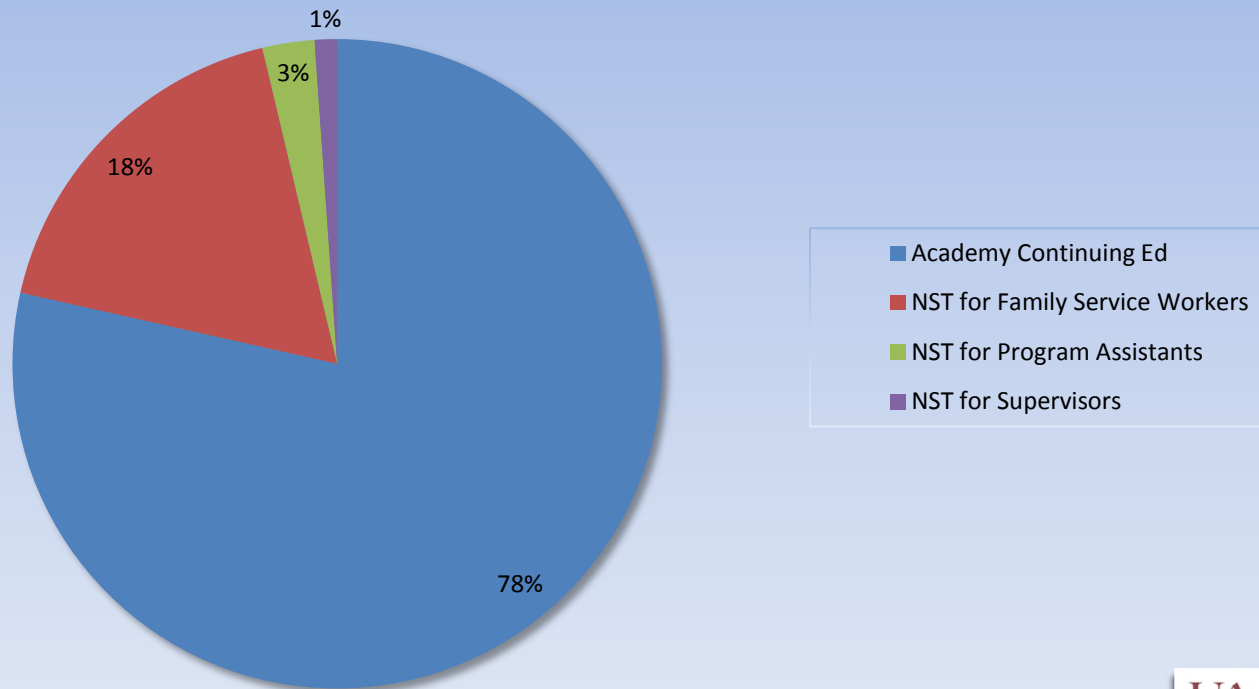
# Academy

**# of MidSOUTH NST and ACE Courses  
07/01/2015 - 03/14/2016**



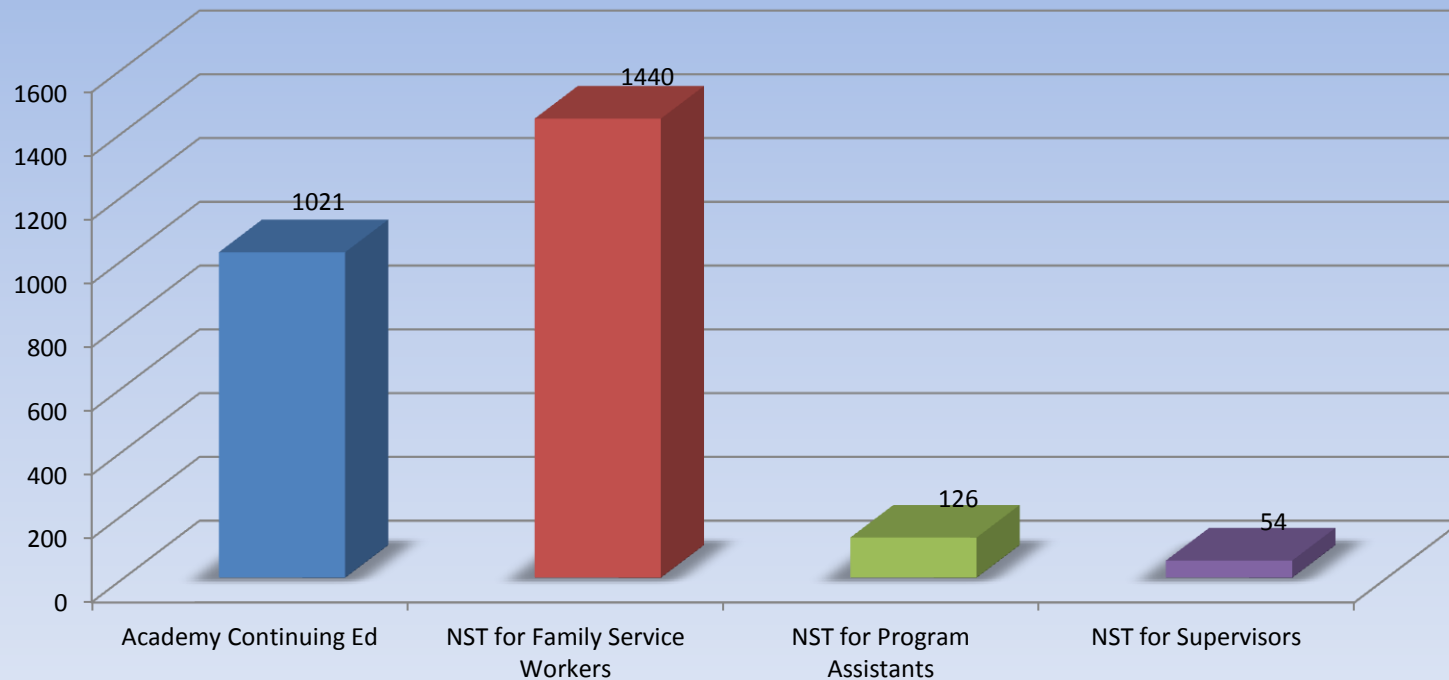
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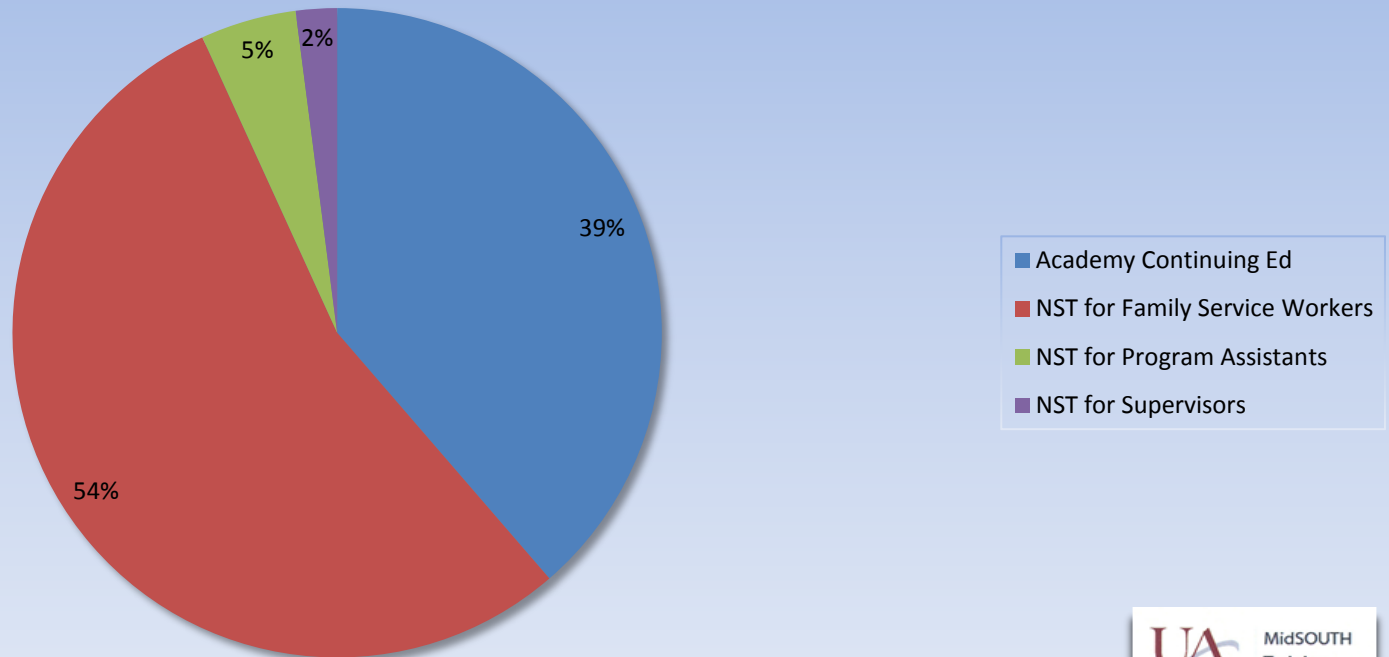
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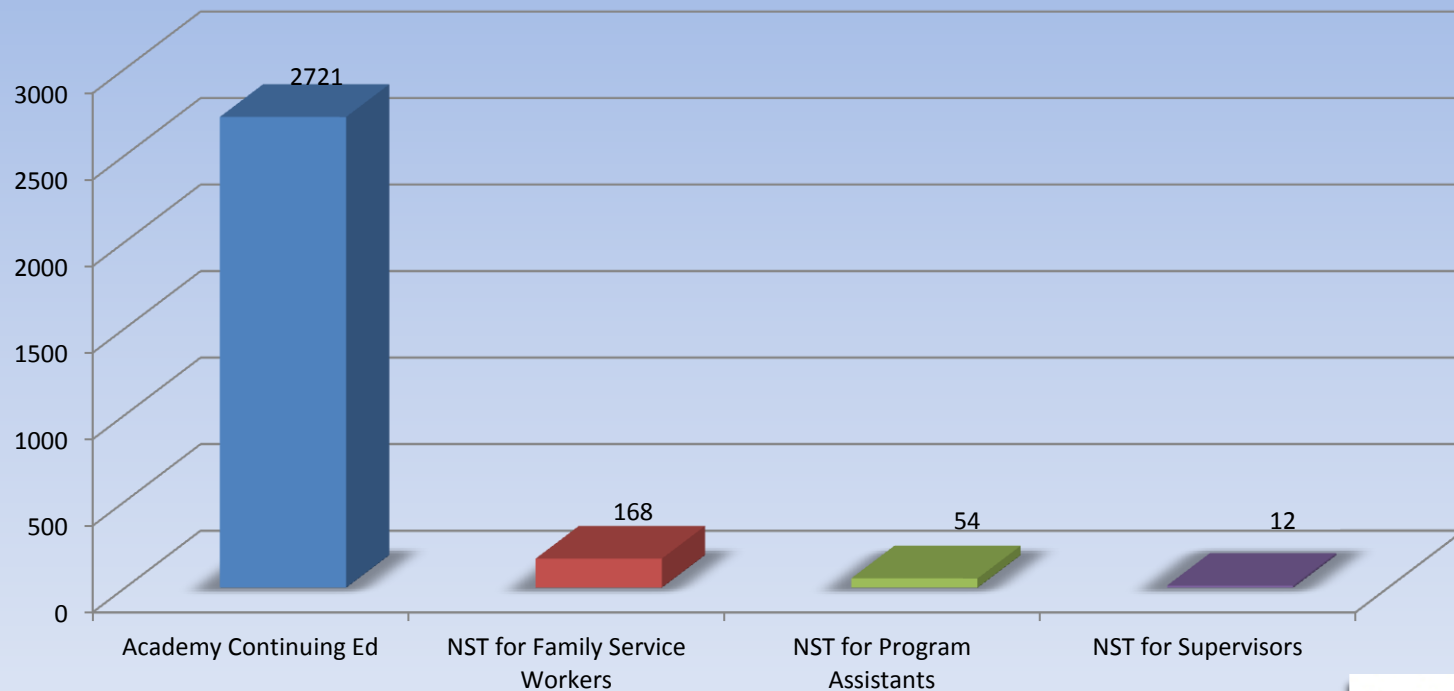
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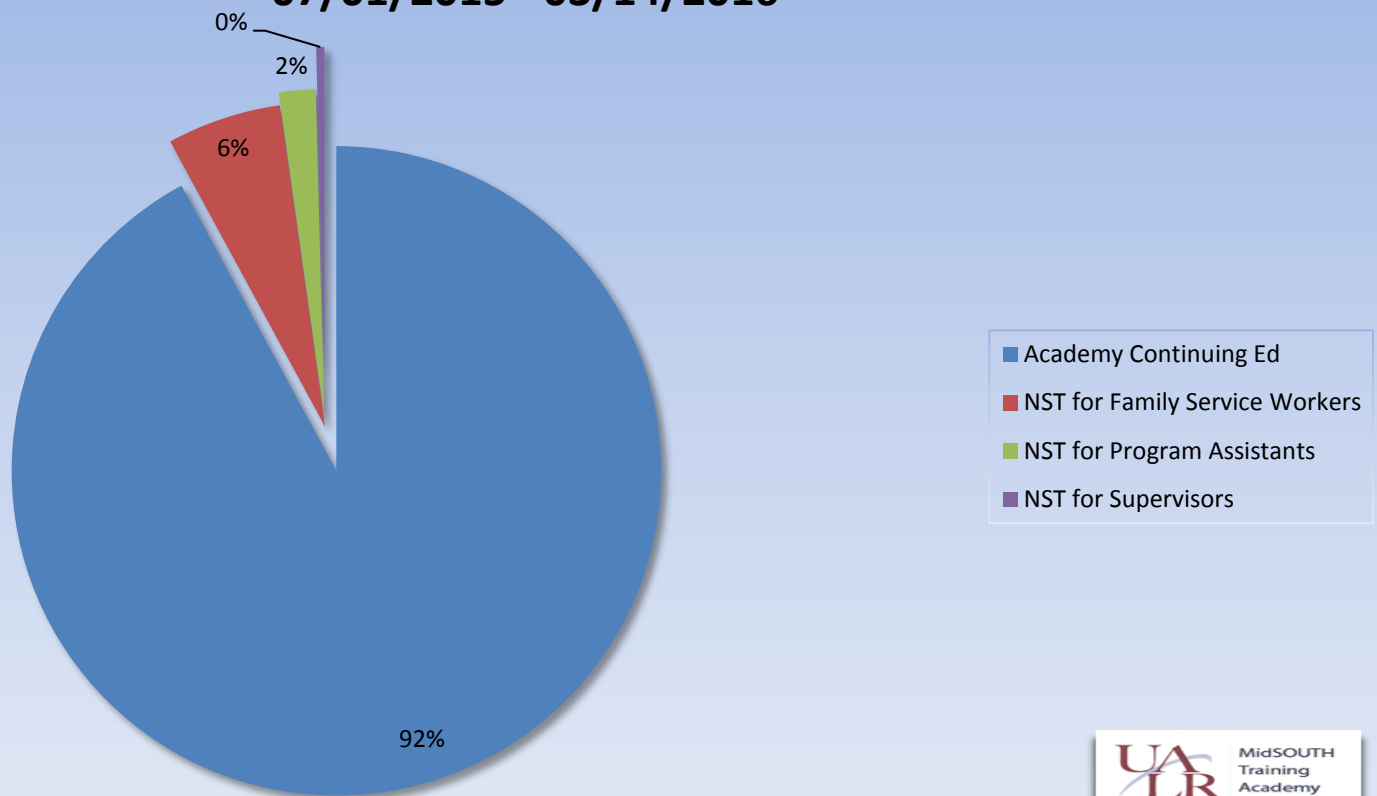
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**07/01/2015 - 03/14/2016**



# Academy

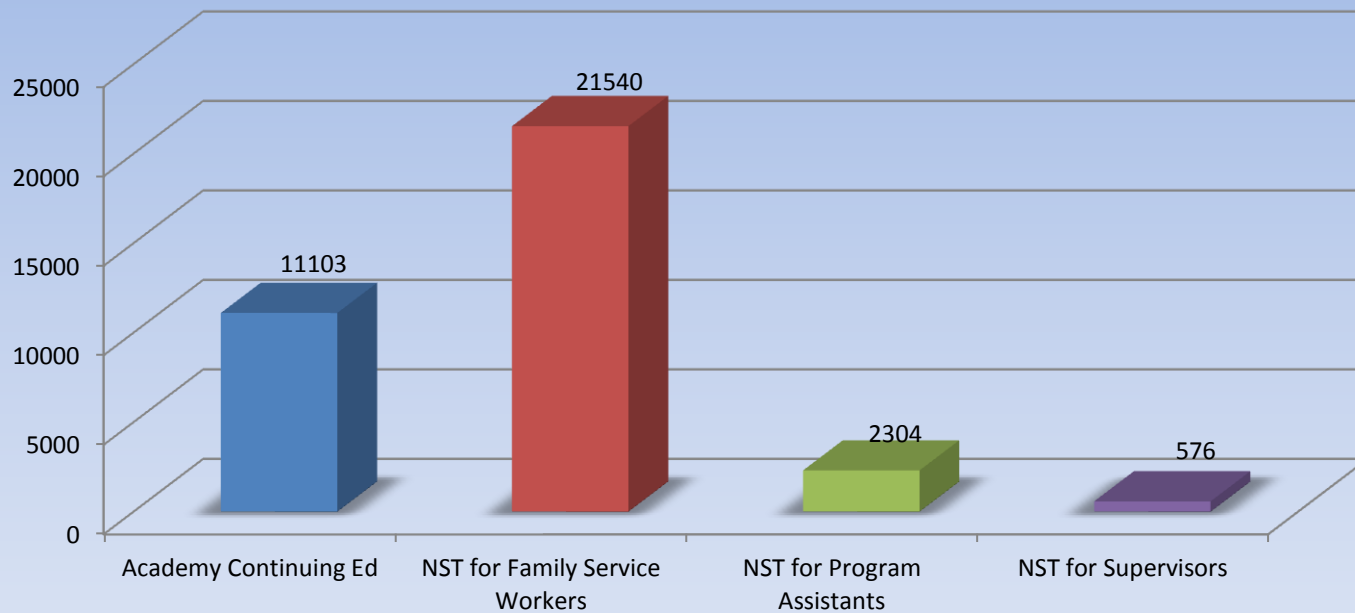
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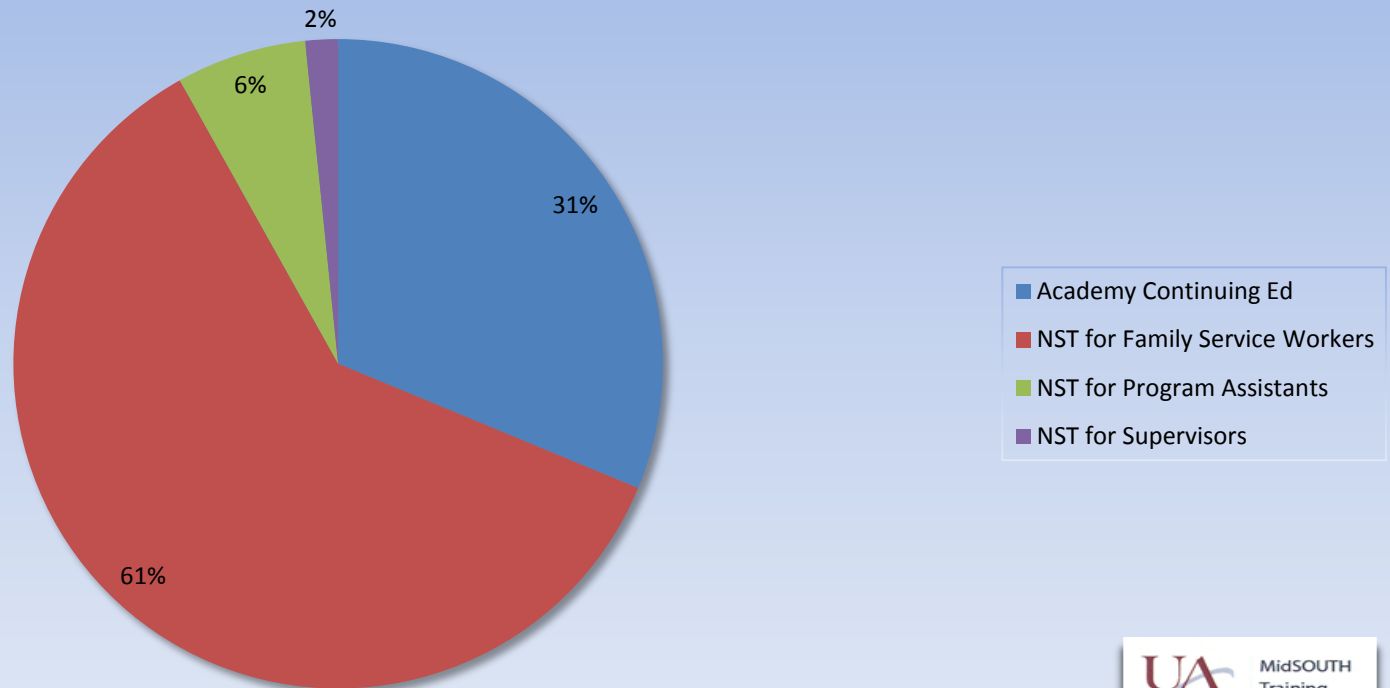
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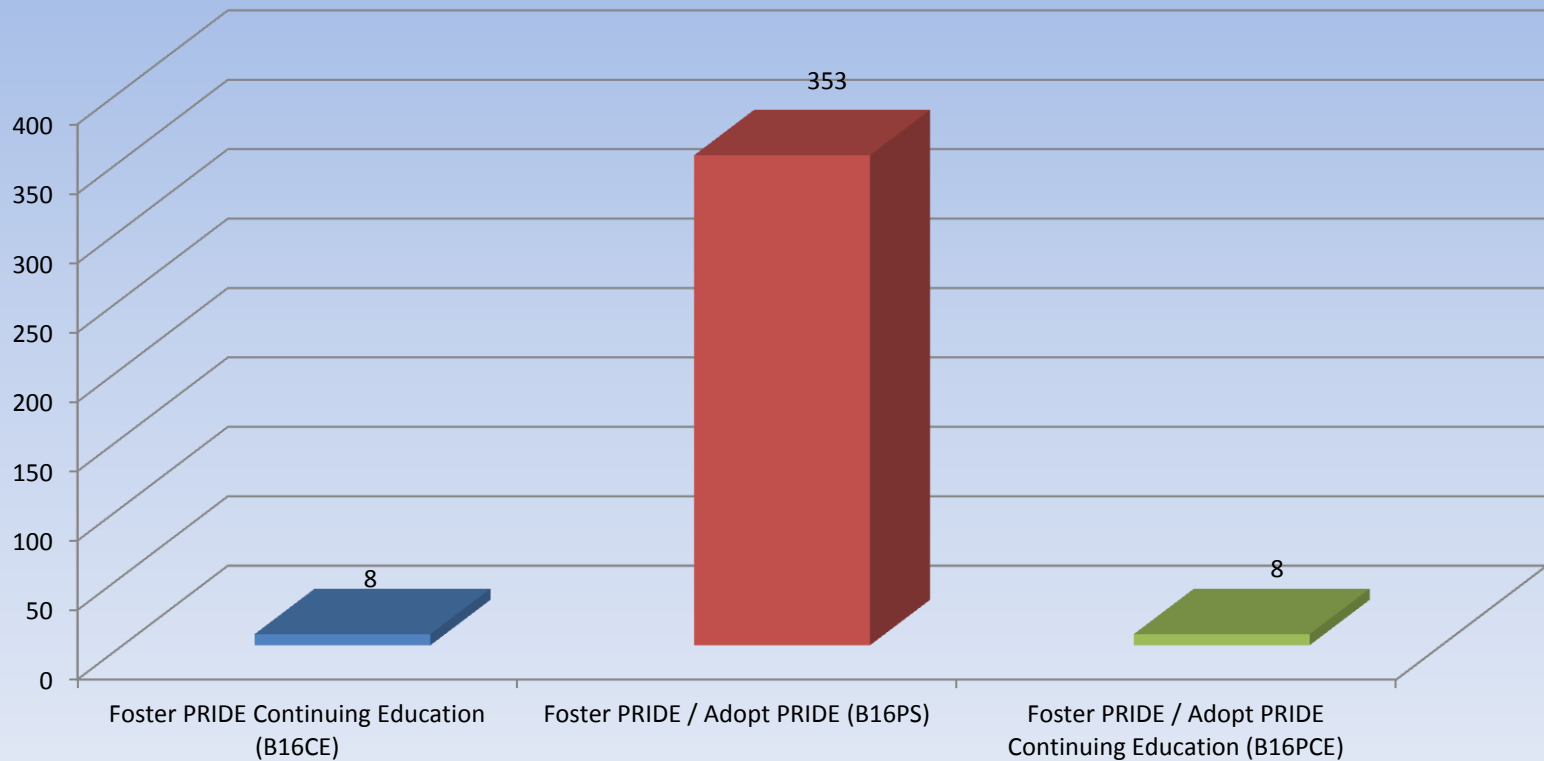
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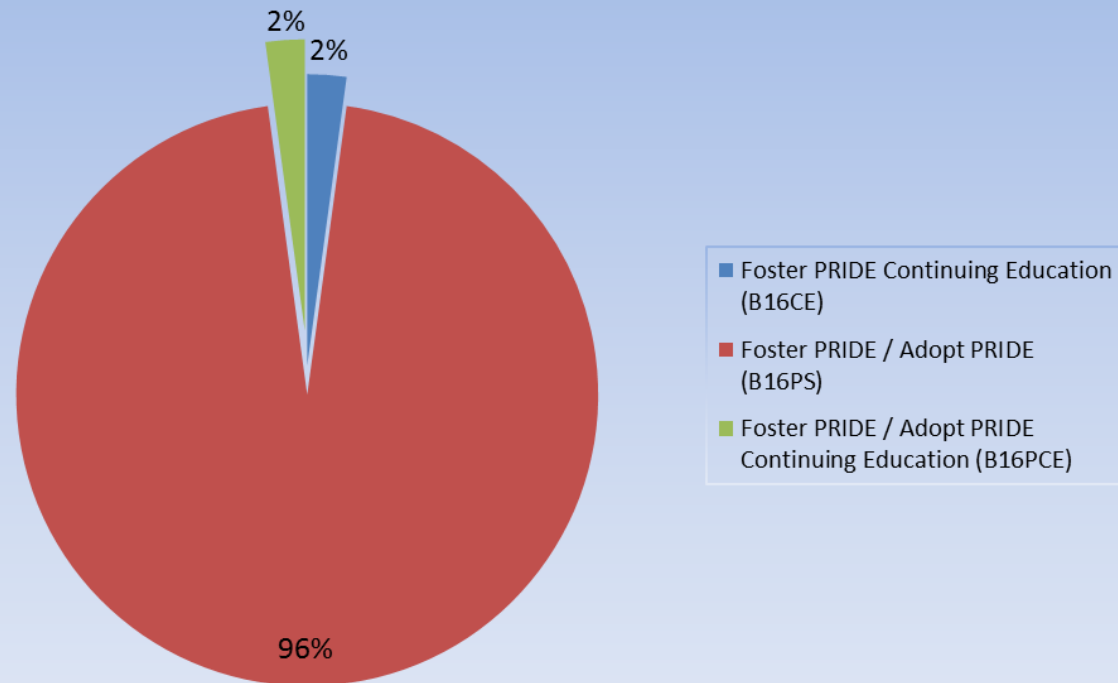
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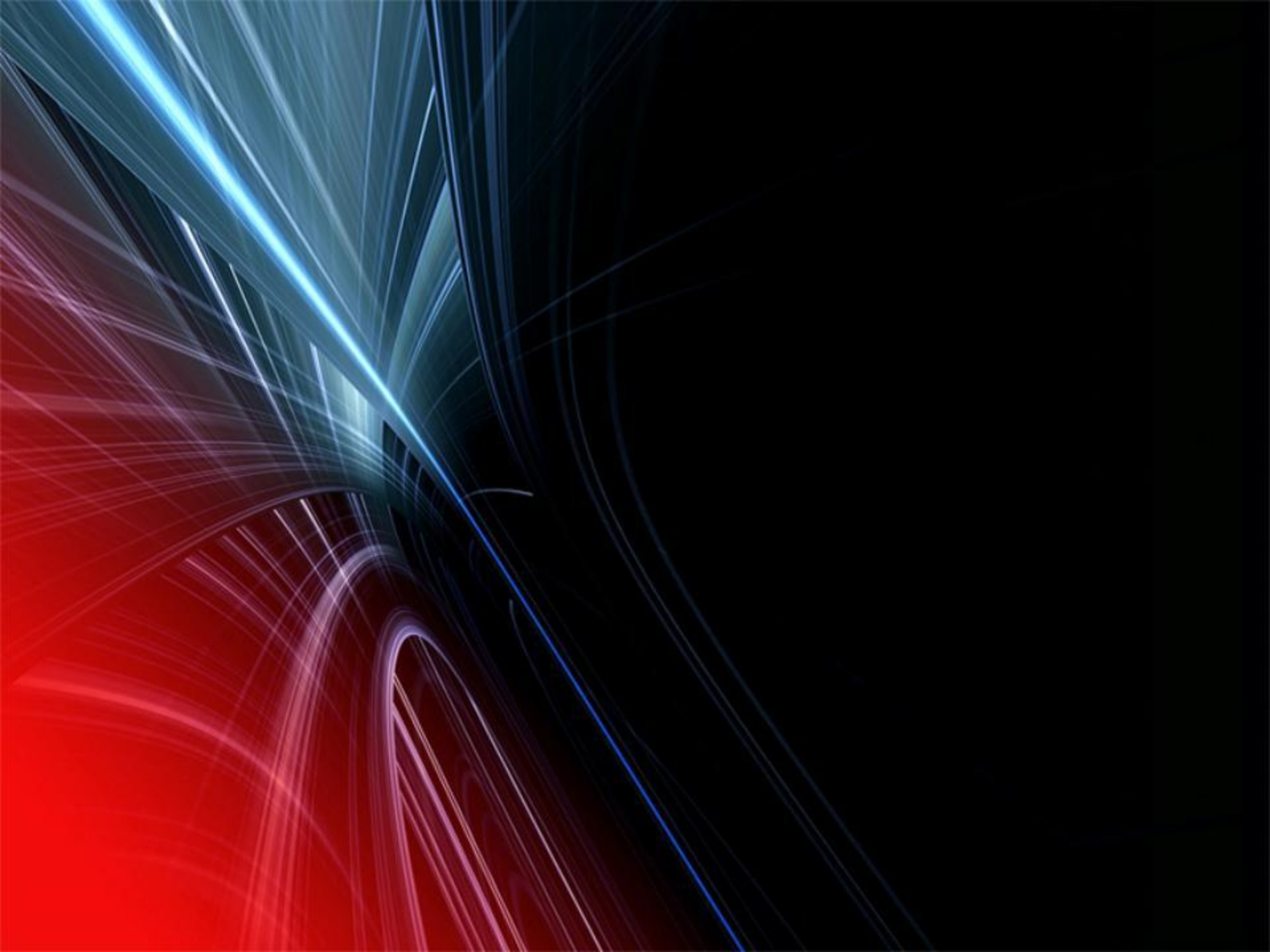
**# of Courses by Course Type**  
**07/01/2015 - 03/14/2016**



# Foster/Adopt

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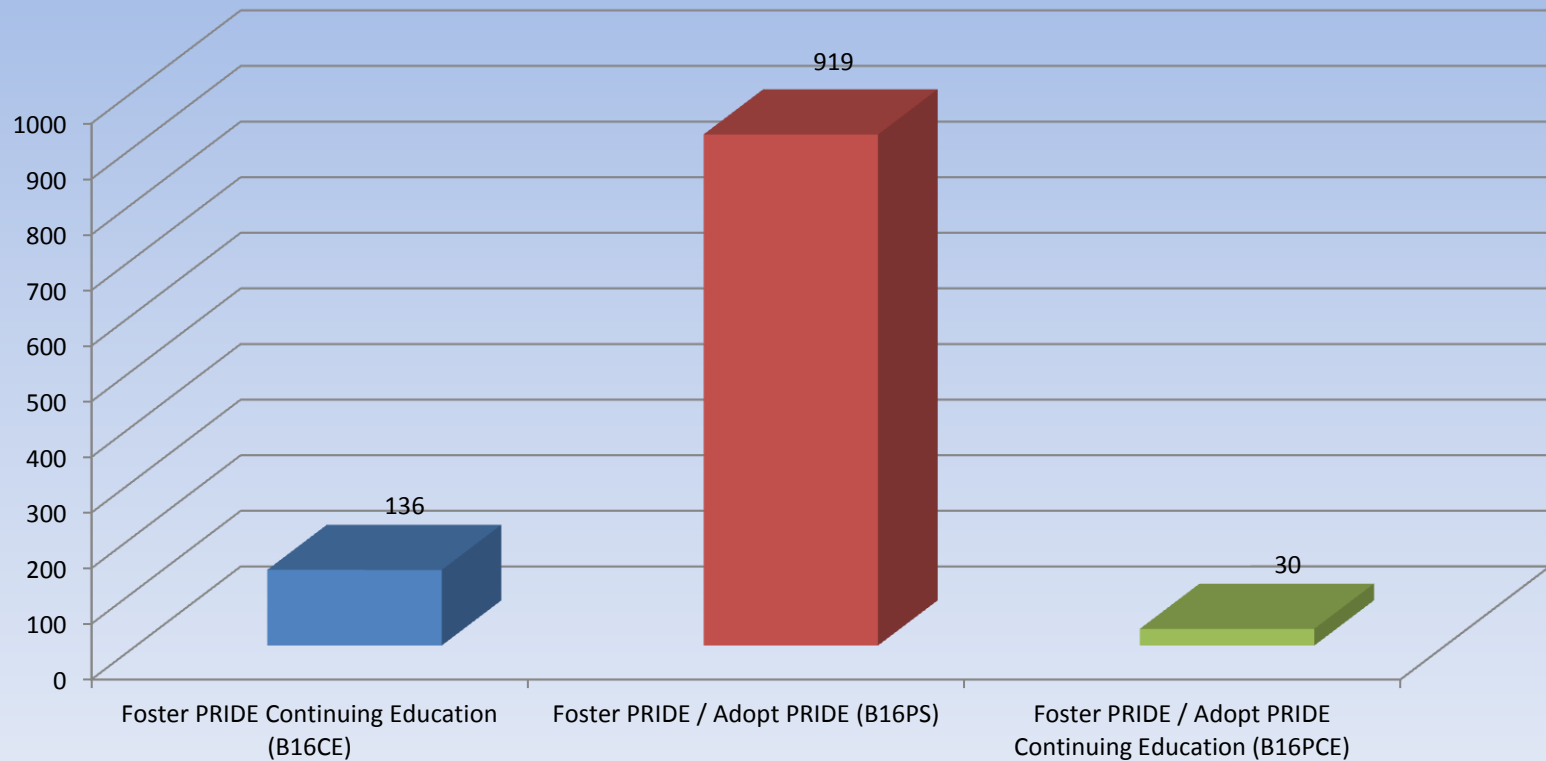






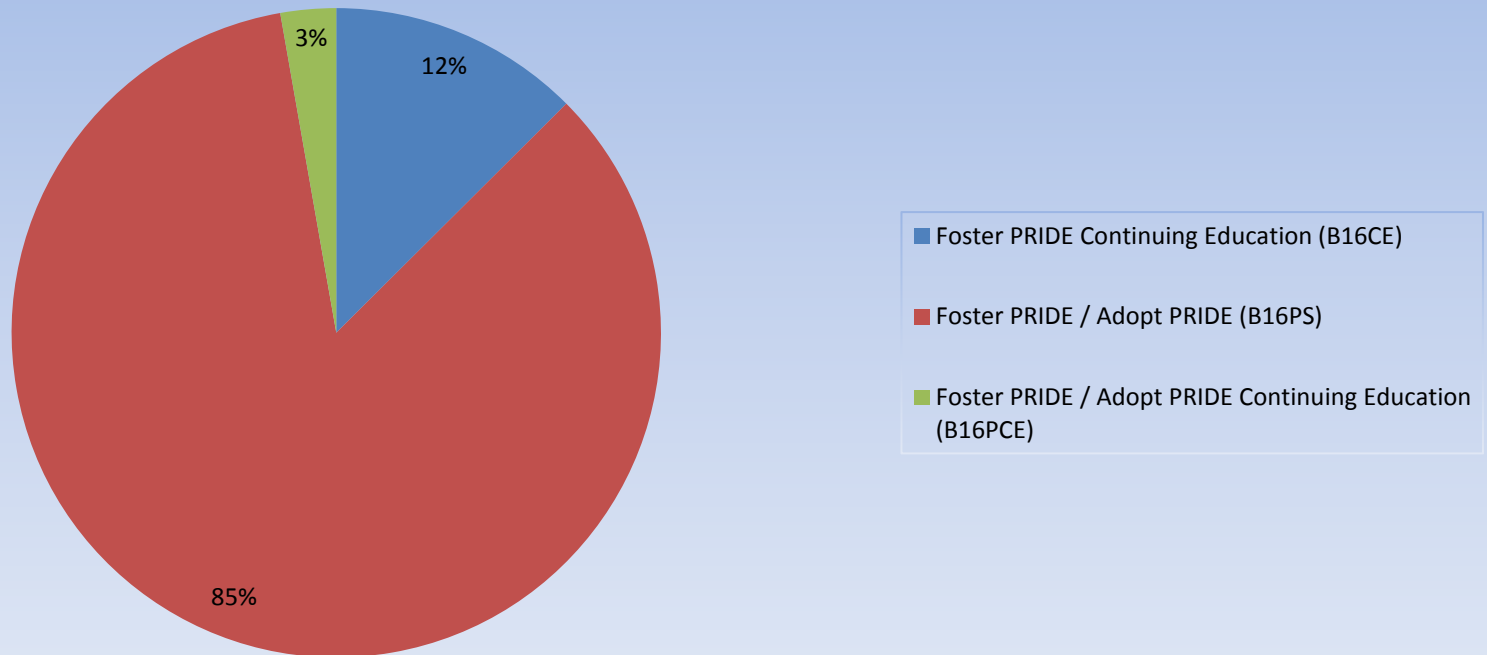
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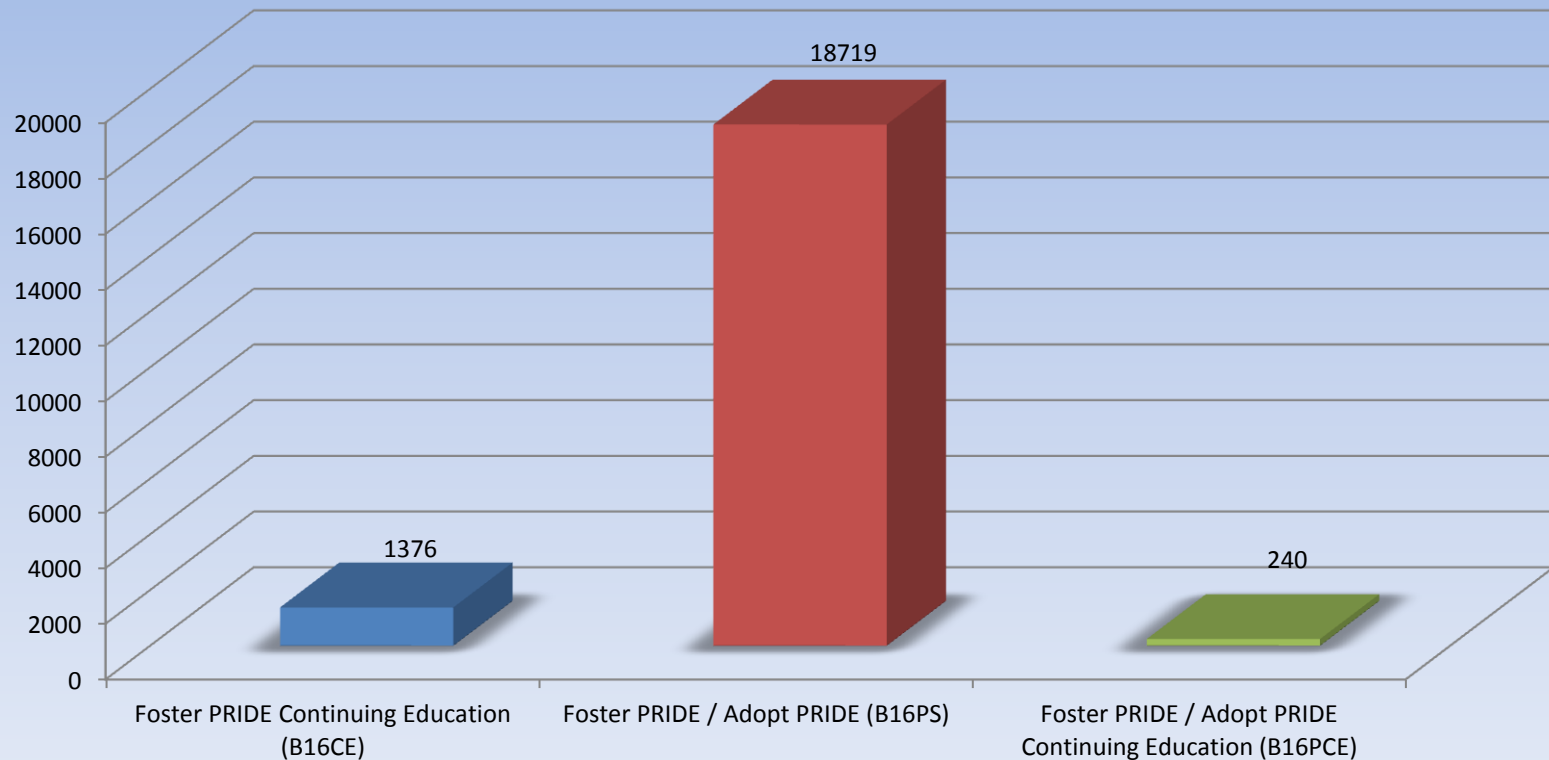
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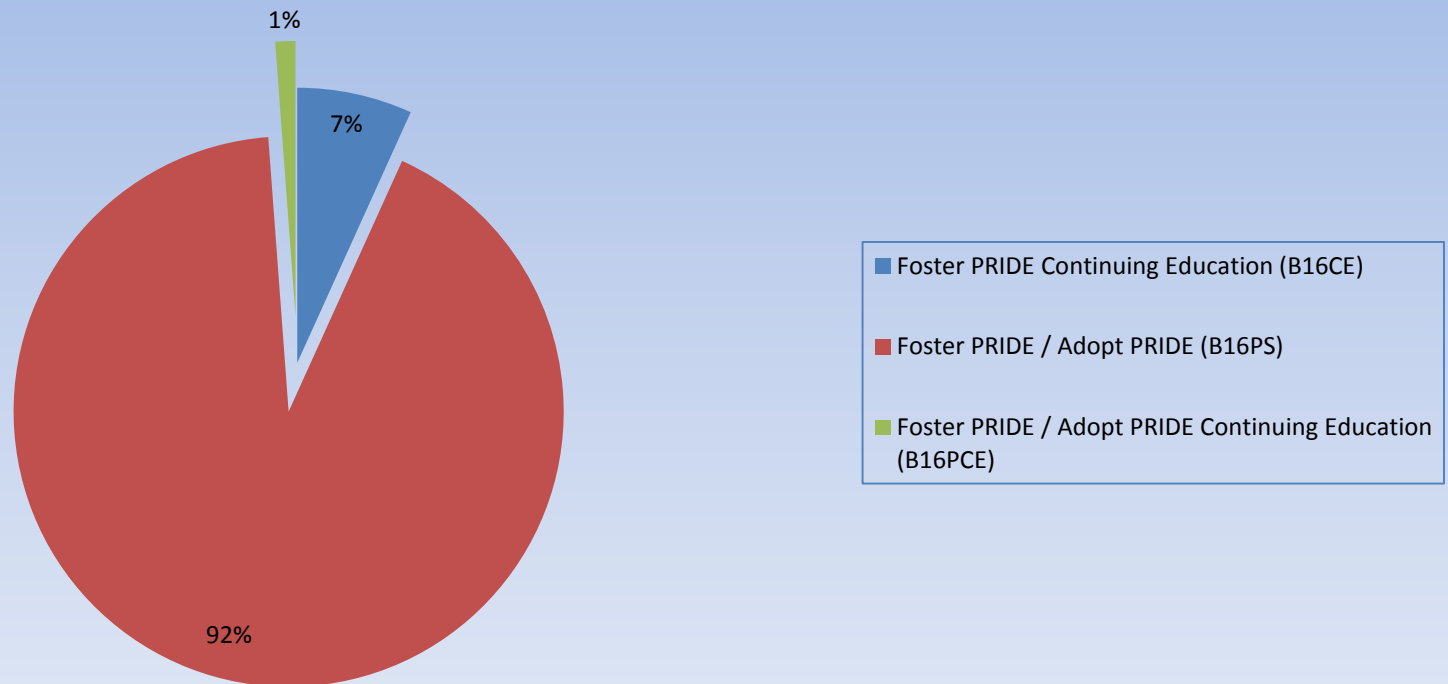
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# Foster/Adopt

**% of Participant Training Hours by Course Type**  
**07/01/2015 - 03/14/2016**



# Nurturing Families of Arkansas

**NFA Courses**  
**07/01/2015 - 03/14/2016**

