

ANNUAL REPORT

TITLE IV-E CHILD WELFARE TRAINING PROGRAM

January 1, 2011 – December 31, 2011



N.E.W. Partnership for Children and Families
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Introduction

The Northeast Wisconsin (N.E.W.) Partnership for Children and Families at the University of Wisconsin – Green Bay is designed to provide ongoing professional development opportunities for public child welfare staff in northern and northeastern Wisconsin. Founded in 1991, the N.E.W. Partnership for Children and Families is a partnership between 26 county agencies in northern and northeast Wisconsin; the Department of Children and Families, State of Wisconsin; and the UW-Green Bay. This child welfare training partnership is funded by county, state and university contributions and in-kind resources, and federal matching funds made available through the Title IV-E Child Welfare Training Program of the Social Security Act.

From the inception of the N.E.W. Partnership for Children and Families until December 2004, six of the eleven federally recognized Wisconsin tribes were members of the N.E.W. Partnership. The remaining five tribes were members of the Western Wisconsin Partnership. From mid-2003 through 2004, N.E.W. Partnership for Children and Families and UW-Green Bay staff worked with the eleven tribes to develop the Intertribal Child Welfare (I.C.W.) Training Partnership. The I.C.W. Training Partnership officially began operations in January 2005. Since 2005, staff of the N.E.W. Partnership for Children and Families have provided training, support and direct supervision of the I.C.W. Training Partnership training manager; developed cost centers and tracked I.C.W. Training Partnership expenses; and developed the budget and fiscal reports. In addition, the director of the N.E.W. Partnership for Children and Families serves as the I.C.W. Training Partnership Liaison. The 2011 activities and accomplishments of the Intertribal Child Welfare Training Partnership can be found in its 2011 Annual Report.

The purpose of this report is to summarize N.E.W. Partnership training activities from January 1, 2011 – December 31, 2011 (CY2011) by describing the following:

1. The training sessions offered and attendance during the contract period January 1-December 31, 2011;
2. An assessment of training program activity;
3. A description of feedback obtained from member agencies regarding the impact of training on increasing the competencies of the child welfare workforce;
4. A statement of the match for IV-E reimbursement, by agency; and
5. The trainers used from January 1-December 31, 2011 and the topics they trained in 2011.

Training Sessions Offered and Attendance

The N.E.W. Partnership collaborates with the local Steering and Professional Development Advisory Committees and the statewide Child Welfare Professional Development Advisory Council, Training Director and Curriculum Coordinators to develop, coordinate, implement, and deliver Foundation and Special Skills and Topics professional development opportunities for public and tribal child welfare staff.

Worker Foundation Training

In CY2011, the N.E.W. Partnership provided worker Foundation training as defined within DCF 43 and by the Wisconsin Child Welfare Professional Development Advisory Council. The Foundation training provides the bedrock of knowledge, awareness, skill development and values for child welfare staff. The Foundation training is heavily focused on skill development, with multiple opportunities for practice integrated into the skill-focused Foundation training sessions. Worker Foundation training in 2011 consisted of ten developed classroom-style sessions and one web-based style session. Four of these sessions are required for all newly hired Access, Initial Assessment and CPS Ongoing and supervisory staff – *Engaging to Build Trusting Relationships, Interviewing in Child Welfare, Safety, and Case*

Practice with American Indian Tribes. The other seven sessions are a part of the menu of Foundation Training sessions that newly hired staff complete in order to meet their 15 day training requirement. The menu options include: *Effects of Maltreatment on Child Development; Separation, Placement and Permanence; Professionalism in Child Welfare; Team-Based Practice; Access; Initial Assessment; and Legal Affairs.* The *Legal Affairs* training is entirely web-based and was designed to serve as the first two-days of the required Juvenile Court Intake training, making the Juvenile Court Intake training a 3-day classroom training.

In CY2011, the N.E.W. Partnership provided a total of 35 days of Foundation training to public child welfare staff in northern and northeastern Wisconsin. Three of the 35 days of Foundation training were provided on-site at agencies based upon individual county request. The remaining 32 days of Foundation training were provided in partnership-wide accessible locations. Additionally, one of the Foundation training sessions – *Professionalism in Child Welfare* – was provided via videoconference from UW-Green Bay to the Wood County DHS site. The table beginning on page five identifies the Foundation training sessions offered, the date of the training, the location of the training and the attendance at each training session.

Some of the Foundation training sessions require the completion of a web-based training component to be completed prior to attending the training. Additionally, newly hired access, initial assessment, and CPS ongoing and supervisory staff are required to complete pre-service training. In CY2011, N.E.W. Partnership staff continued to support agencies in understanding and implementing the web-based pre-service training for new hires.

Supervisor Foundation Training

The N.E.W. Partnership began collaborating with the Milwaukee Child Welfare Partnership for Professional Development in 2010 to develop professional development opportunities in the newly defined Child Welfare Leadership Development Academy that both partnerships had worked with their stakeholders to collaboratively define. In CY2011, Initial Supervisor Training and Tools were developed with the bedrock of the materials being the facilitated discussion with all new supervisors, within one to two months of their hire, of the Supervisor Guide Book. Additionally in CY2011, a second classroom foundation training session for supervisors were developed and integrated into the Child Welfare Leadership Development Academy. *The Art of Supervision in Engaging and Interviewing* joins *Secondary Traumatic Stress: Building Resilience in Staff* as the second classroom foundation training session for supervisors. As additional foundation classroom training for supervisors is developed, it will be integrated into the Child Welfare Leadership Development Academy and made available.

Foundation Foster Parent Training

Effective January 1, 2011, all licensed foster parents in the State of Wisconsin became required to complete pre-placement and foundation foster parent training. Pre-Placement training is provided as a web-based training or by licensing agencies in individual or group settings. In CY2011, the N.E.W. Partnership began providing classroom foster parent Foundation training, as defined within DCF 56 and by the Wisconsin Child Welfare Professional Development Advisory Council, to the foster parents licensed by the 26 county agencies in the N.E.W. Partnership training region. The Foundation training provides the bedrock of knowledge, awareness, skill development and values for foster parents. Foster parent Foundation training in 2011 consisted of ten classroom-style 3-hour sessions. The nine modules of classroom training that are provided in 10 three-hour sessions are: *Partners in Permanency, Cultural Dynamics in Placement, Maintaining Family Connectedness, Dynamics of Abuse and Neglect, The Impact of Maltreatment on Child Development, Attachment, Separation and Placement, Guidance and Positive Discipline, and The Effects of Fostering on your Family.*

In CY2011, the N.E.W. Partnership provided a total of 99 three-hour sessions of foster parent Foundation training to licensed foster parents. The table beginning on page five identifies the Foundation foster parent training sessions offered, the date of the training, the location of the training and the attendance at each training session.

Special Skills and Topics Training and Projects

Special Skills and Topics training builds upon the knowledge, awareness, skill development and values from Foundation training by providing in-depth knowledge, awareness, values and skill development training around a specific child welfare topic. In CY2011, the N.E.W. Partnership provided Special Skills and Topics training around the following child welfare topics:

- Legal – including *Effective Case Preparation and Court Testimony* and *Wisconsin Indian Child Welfare Act*
- Ethics and Boundaries – the 2011-13 Ethics and Boundaries round began at the Fall 2011 Administrators Conference with the provision of *Can We Be “Friends”? Ethical & Boundary Considerations in Technology & Social Networking*; in addition, the staff/supervisor *Ethics and Boundaries 2011-2013: Child Welfare and the Ethical Use of Technology and Social Media* was piloted and finalized in December 2011
- Co-Occurring Issues – including *Creative Case Planning for Parents with Personality Disorders*; *Who Spiked the Punch? Effects of Alcohol and Drug Abuse on the Adolescent Brain*; and *Prescription Drug Abuse and Addiction*
- Collaboration with DCF – including *CANS Training and Certification*; and *Initial Assessment Roundtable*
- Training Needs Survey – including *Case Planning with Children & Youth with Attachment Issues*; and *Secondary Traumatic Stress and the Child Welfare Professional*
- Supervisory/Administrator – including *Managing Diversity in the 21st Century* and *The Art of Supervision in Engaging and Interviewing*

In CY2011, the N.E.W. Partnership collaborated with the Behavioral Health Training Partnership, also located at UW-Green Bay, to finalize and jointly provide to behavioral health and child welfare staff *Collaborative Teaming in Human Services*.

The N.E.W. Partnership managed and supported the development of the 2011-13 Ethics and Boundaries curriculum, *Child Welfare and the Ethical Use of Technology and Social Media*. Twenty sessions of this training will be provided in 2012 to support child welfare staff in exploring the ethical and boundary issues associated with the use of social media in their professional work with families, youth and children.

In CY2011, the N.E.W. Partnership developed curriculum and offered a *Training of Trainers* session to support the development of 15 new foster parent, staff and supervisor trainers that will be providing training sponsored by the N.E.W. Partnership. Prior to development of the *Training of Trainers*, trainers from out-of-state were contracted with to provide this training for new trainers. N.E.W. Partnership now has the capacity to provide this training internally.

In CY2011, the N.E.W. Partnership provided 21 sessions of Special Skills and Topics training, totaling 24 days, to public child welfare staff, supervisors and directors from northern and northeastern Wisconsin. The table beginning on page 5 identifies the Special Skills and Topics training offered, the date of the training, the location of the training and the attendance at each training session.

Wisconsin Indian Child Welfare Act (WICWA)	10/26-27/11	Keshena	2	28	
Case Planning with Children & Youth with Attachment Issues	11/08/11	Green Bay	1	21	
Case Planning with Children & Youth with Attachment Issues	11/09/11	Weston	1	22	
Secondary Traumatic Stress and the Child Welfare Professional	11/15/11	Appleton	1	21	
Special Skills and Topics Training - Partnership-Wide Totals			19	694	17
Special Skills and Topics Training – Agency Based					
Training Title	Date	Location	# of Days	Total Attendance	Number of Trainings
Ethics and Boundaries 2011-2013: Child Welfare and the Ethical Use of Technology and Social Media (Pilot)	12/09/11	Appleton	1	40	
Special Skills and Topics Training – Agency Based Totals			1	40	1
Supervisor/Administrator Training					
Training Title	Date	Location	# of Days	Total Attendance	Number of Trainings
Managing Diversity in the 21st Century (at the Spring Administrators Conference)	04/28/11	Green Bay	1	21	
The Art of Supervision in Engaging and Interviewing	09/08-09/11	Fond du Lac	2	22	
Can We Be Friends? Ethical & Boundary Considerations in Technology & Social Networking (at the Fall Administrators Conference)	11/10/11	Green Bay	1	24	
Supervisor / Administrator Training Totals			4	67	3
STAFF TRAINING TOTALS			59	1020	36

Foster Parent Foundation Training					
Training Title	Date	Location	Total Attendance	Number of Training Sessions	
Series A1 - Foster Parent Foundation Training					
Partners in Permanency	10/01/11	Cleveland	11		
Cultural Dynamics in Placement	10/01/11	Cleveland	12		
Maintaining Family Connectedness	10/15/11	Cleveland	16		
Dynamics of Abuse & Neglect Part 1	10/15/11	Cleveland	17		
Dynamics of Abuse & Neglect Part 2	10/29/11	Cleveland	13		
The Impact of Maltreatment on Child Development	10/29/11	Cleveland	13		
Attachment	11/12/11	Cleveland	15		
Separation and Placement	11/12/11	Cleveland	15		
Guidance and Positive Discipline	11/19/11	Cleveland	11		
The Effects of Fostering on Your Family	11/19/11	Cleveland	11		
Series A2 - Foster Parent Foundation Training					
Partners in Permanency	09/17/11	Fond du Lac	14		
Cultural Dynamics in Placement	09/17/11	Fond du Lac	15		
Maintaining Family Connectedness	10/01/11	Fond du Lac	17		

Dynamics of Abuse and Neglect Part 1	10/01/11	Fond du Lac	15	
Dynamics of Abuse and Neglect Part 2	10/15/11	Fond du Lac	13	
The Impact of Maltreatment on Child Development	10/15/11	Fond du Lac	13	
Attachment	10/29/11	Fond du Lac	15	
Separation and Placement	10/29/11	Fond du Lac	15	
Guidance and Positive Discipline	11/12/11	Fond du Lac	15	
The Effects of Fostering on Your Family	11/12/11	Fond du Lac	16	
Series A3- Foster Parent Foundation Training				
Partners in Permanency	03/14/11	Menasha	16	
Cultural Dynamics in Placement	03/21/11	Menasha	18	
Maintaining Family Connectedness	03/28/11	Menasha	10	
Dynamics of Abuse and Neglect Part 1	04/04/11	Menasha	16	
Dynamics of Abuse and Neglect Part 2	04/11/11	Menasha	12	
The Impact of Maltreatment on Child Development	04/18/11	Menasha	11	
Attachment	04/25/11	Menasha	12	
Separation and Placement	05/02/11	Menasha	13	
Guidance and Positive Discipline	05/09/11	Menasha	12	
The Effects of Fostering on Your Family	05/16/11	Menasha	13	
Series A4 - Foster Parent Foundation Training				
Partners in Permanency	09/10/11	Stevens Point	13	
Cultural Dynamics in Placement	09/10/11	Stevens Point	11	
Maintaining Family Connectedness	09/24/11	Stevens Point	10	
Dynamics of Abuse and Neglect Part 1	09/24/11	Stevens Point	10	
Dynamics of Abuse and Neglect Part 2	10/08/11	Stevens Point	6	
The Impact of Maltreatment on Child Development	10/08/11	Stevens Point	6	
Attachment	10/22/11	Stevens Point	11	
Separation and Placement	10/22/11	Stevens Point	10	
Guidance and Positive Discipline	11/05/11	Stevens Point	9	
The Effects of Fostering on Your Family	11/05/11	Stevens Point	9	
Series A10 - Foster Parent Foundation Training				
Partners in Permanency	09/15/11	Oshkosh	14	
Cultural Dynamics in Placement	09/22/11	Oshkosh	15	
Maintaining Family Connectedness	09/29/11	Oshkosh	13	
Dynamics of Abuse and Neglect Part 1	10/06/11	Oshkosh	17	
Dynamics of Abuse and Neglect Part 2	10/13/11	Oshkosh	12	
The Impact of Maltreatment on Child Development	10/20/11	Oshkosh	17	
Attachment	10/27/11	Oshkosh	13	
Separation and Placement	11/03/11	Oshkosh	16	
Guidance and Positive Discipline	11/10/11	Oshkosh	12	
The Effects of Fostering on Your Family	11/17/11	Oshkosh	13	
Series A13 - Foster Parent Foundation Training				
Partners in Permanency	09/12/11	Green Bay	17	
Cultural Dynamics in Placement	09/19/11	Green Bay	16	
Maintaining Family Connectedness	09/26/11	Green Bay	18	
Dynamics of Abuse and Neglect Part 1	10/03/11	Green Bay	18	
Dynamics of Abuse and Neglect Part 2	10/10/11	Green Bay	19	
The Impact of Maltreatment on Child Development	10/17/11	Green Bay	19	
Attachment	10/24/11	Green Bay	18	
Separation and Placement	10/31/11	Green Bay	10	
Guidance and Positive Discipline	11/07/11	Green Bay	18	

The Effects of Fostering on Your Family	11/14/11	Green Bay	17	
Series B4 - Foster Parent Foundation Training				
Attachment	01/15/11	Crandon	14	
Separation and Placement	01/15/11	Crandon	14	
Guidance and Positive Discipline	01/29/11	Crandon	14	
Series B6 - Foster Parent Foundation Training				
Attachment	01/24/11	Waupaca	23	
Separation and Placement	01/31/11	Waupaca	22	
Guidance and Positive Discipline	02/07/11	Waupaca	22	
Series B7 - Foster Parent Foundation Training				
Attachment	04/19/11	Sturgeon Bay	21	
Separation and Placement	05/03/11	Sturgeon Bay	22	
Guidance and Positive Discipline	05/17/11	Sturgeon Bay	25	
Series B10 - Foster Parent Foundation Training				
Attachment	02/05/11	Antigo	10	
Separation and Placement	02/05/11	Antigo	10	
Guidance and Positive Discipline	02/19/11	Antigo	10	
Series B16 - Foster Parent Foundation Training				
Attachment	11/07/11	Sturgeon Bay	12	
Separation and Placement	11/14/11	Sturgeon Bay	8	
Guidance and Positive Discipline	11/21/11	Sturgeon Bay	15	
Series B17 - Foster Parent Foundation Training				
Attachment	02/22/11	Marinette/Florence	15	
Separation and Placement	03/01/11	Marinette/Florence	16	
Guidance and Positive Discipline	03/08/11	Marinette/Florence	18	
Series B25 - Foster Parent Foundation Training				
Attachment	05/07/11	Rhineland	5	
Separation and Placement	05/07/11	Rhineland	5	
Guidance and Positive Discipline	05/21/11	Rhineland	5	
Series B28 - Foster Parent Foundation Training				
Attachment	08/09/11	Green Bay	8	
Separation and Placement	08/16/11	Green Bay	8	
Guidance and Positive Discipline	08/23/11	Green Bay	8	
Series B30 - Foster Parent Foundation Training				
Attachment	09/14/11	Green Bay	6	
Separation and Placement	09/21/11	Green Bay	6	
Guidance and Positive Discipline	09/28/11	Green Bay	6	
Series B31 - Foster Parent Foundation Training				
Attachment	10/04/11	Green Bay	10	
Separation and Placement	10/11/11	Green Bay	20	
Guidance and Positive Discipline	10/18/11	Green Bay	12	
Series B33 - Foster Parent Foundation Training				
Attachment	11/01/11	Wausau	10	

Separation and Placement	11/08/11	Wausau	6	
Guidance and Positive Discipline	11/15/11	Wausau	6	
Series B35 - Foster Parent Foundation Training				
Attachment	10/08/11	Green Bay	8	
Separation and Placement	10/08/11	Green Bay	9	
Guidance and Positive Discipline	10/22/11	Green Bay	8	
Series B40 - Foster Parent Foundation Training				
Attachment	11/03/11	Green Bay	9	
Separation and Placement	11/10/11	Green Bay	9	
Guidance and Positive Discipline	11/17/11	Green Bay	9	
Foundation Foster Parent Training Totals			1286	99
FOSTER PARENT TRAINING TOTALS			1286	99

To summarize from the table, in CY2011, the N.E.W. Partnership for Children and Families provided 135 sessions of training over 139 days to 2,306 child welfare staff, supervisors, directors, and foster parents in northern and northeastern Wisconsin.

Assessment of Training Program Activities

For CY2011, the N.E.W. Partnership worked with the Steering Committee to develop goals and objectives. Four primary goals and 14 objectives were identified; they were submitted to DCF with the request for the CY2011 contract in fall 2010. The primary goals included: collaborate with the Behavioral Health Training Partnership to expand cross-system training; develop mechanisms to prepare child welfare staff for human services leadership positions; develop the infrastructure to support provision of foundation foster parent training; and support the statewide transformation to a child welfare professional development system.

This section of the annual report will summarize the accomplishments in 2011 for each of the four primary goals. Accomplishments, Collaborative Efforts, and Strategic Planning Accomplishments were identified in each of the N.E.W. Partnership Quarterly Reports that were prepared and shared with agency administrators and DCF training staff in 2011.

- I. Collaborate with the Behavioral Health Training Partnership to Expand Cross-System Training: The major accomplishments in 2011 included:
 - With the Behavioral Health Training Partnership, defined the learning objectives for training on *Trauma Informed Care* that will be co-sponsored by the N.E.W. Partnership and Behavioral Health Training Partnership in 2012.
 - With the Behavioral Health Training Partnership, developed behavioral health specific case scenarios for the *Secondary Traumatic Stress: Building Resilience in Staff* training for supervisors and administrators, thereby allowing the training to be co-sponsored by the N.E.W. Partnership and Behavioral Health Training Partnership on an annual basis beginning in 2012.
 - With the Behavioral Health Training Partnership, finalized the *Collaborative Teaming in Human Services* curriculum, PowerPoint, handouts, and pre/post training memos/materials that are sent to trainees and their supervisors.

- With the Behavioral Health Training Partnership, co-sponsored the *Collaborative Teaming in Human Services* core practice skills training twice in 2011. The training will continue to be co-sponsored twice annually by the two training partnerships.
- II. Develop Mechanisms to Prepare Child Welfare Staff for Human Services Leadership Positions: The major accomplishments in 2011 included:
- Utilizing the work of the Leadership Training Committee's four levels of leadership training: leadership skills training, pre-supervisor training, supervisor/manager foundation training, and management related special skills and topics training, the N.E.W. Partnership and the Milwaukee Child Welfare Partnership for Professional Development;
 1. Piloted and finalized training materials and tools for initial supervisor/manager training; the Supervisor Guide Book and other developed materials/tools were shared with the other training partnership, and
 2. Continued development of supervisor/manager foundation training with the development, piloting and finalization of *The Art of Supervision in Engaging and Interviewing*.
- III. Develop the Infrastructure to Support Provision of Foundation Foster Parent Training: The major accomplishments in 2011 included:
- Identified, recruited, and prepared, via regular discussions, a foster parent trainers' handbook, a *Foundation Foster Parent Training of Content* and a *Training of Trainers*, additional trainers to provide foundation foster parent training.
 - Developed the 2012 foundation foster parent training plan, based upon ongoing information collected from county agencies in the N.E.W. Partnership training region, that accommodated for the training needs of foster parents licensed both before 1/1/2011 and after 12/31/10.
 - Developed an interactive state map that allows foster parents to see the foundation foster parent training sessions that are held around the state.
- IV. Support the Statewide Transformation to a Child Welfare Professional Development System: The major accomplishments in 2011 included:
- Participated in the evaluation and scoring of vendors for the statewide Learning Management System.
 - Participated in the Professional Development Advisory Council meetings and the PDAC subcommittees: Foster Parent Training Committee, Curriculum Committee, Trainer Standards and Development Committee, Research and Evaluation Committee, and Coaching/Mentoring/Transfer of Learning Committee.

Feedback

Feedback from N.E.W. Partnership agencies about the quality of training and the impact training has on increasing the competency of the child welfare workforce is regularly sought at the conclusion of all training sessions and at Steering Committee meetings, Professional Development Advisory Committee meetings, and Regional Supervisors meetings.

Level I evaluations are completed by participants at the conclusion of each training session in order to collect relevant information to improve the content and delivery of training and assure that the training site is conducive to professional development. Level I evaluation results for all trainings are shared with administrators and supervisors across N.E.W. Partnership on a quarterly basis. Level I evaluation results from all training sessions conducted in 2011 are available upon request.

Annually, the N.E.W. Partnership collects information from county agencies, via a formal survey process, to measure the impact of the training on increasing the competencies of the child welfare workforce (contract requirement) and to measure satisfaction with the overall training program. The information collected about satisfaction with the overall training program is utilized by N.E.W. Partnership staff and the Steering Committee to make improvements. The information collected about the impact of increasing the competencies of the child welfare workforce is shared in the annual report.

The Satisfaction Feedback Survey was emailed to agency directors in January 2012, asking them to work with their supervisors and staff to complete one survey per agency. Feedback was sought about (1) the ways in which N.E.W. Partnership trainings helped their agencies to reach their staff development goals; (2) the responsiveness of N.E.W. Partnership staff to questions, needs and suggestions; (3) how N.E.W. Partnership could help their agency put the information learned in training into practice; (4) ways in which the N.E.W. Partnership could assist their agencies in better meeting their staff development goals; (5) ways in which to improve the registration process, training announcements, training schedule, and fiscal/invoicing; and (6) additional comments. Sixteen of the 26 agencies, 62%, completed and returned the 2011 survey.

Overall, respondents were pleased with how the trainings have helped to meet their agency staff development goals and with the support provided by N.E.W. Partnership in putting what is learned in the training environment into practice at the agency. (Note: The compiled comments from the complete survey are available upon request.) Themes included:

- Staff are able to attend high quality, local and relevant training at an affordable rate that allows them to enhance their child welfare practice and earn CEH's to maintain their certification.
- The training sessions provided meet the needs of new workers entering child welfare as well as seasoned workers, incorporating in new trends that impact work with families.
- Agency based training sessions are available by request, and, when provided agency-based, application to practice has been enhanced.
- Trainers are knowledgeable.
- The annual training needs survey and feedback from director and supervisor meetings are utilized to identify the training sessions that are offered by the N.E.W. Partnership for child protective services and juvenile justice staff and supervisors.
- While the N.E.W. Partnership provides post-training Action Plans and suggestions for supervisors in working with staff to integrate learning into practice, high case loads, frequent crisis, and the demands on supervisory time make it challenging to support transfer of learning after the training session.
- The N.E.W. Partnership is a partner with the counties, listening to county needs and responding with timely, up-to-date training and support.

Title IV-E Match Claimed

Matching funds provided by the counties are critical to the funding and operation of the N.E.W. Partnership for Children and Families. In addition to the direct monetary contributions that the 26 counties within the N.E.W. Partnership for Children and Families provide annually, the counties pay registration fees for their staff to participate in training and provide what is termed "soft match" by supporting the time and travel costs associated with staff attendance at N.E.W. Partnership trainings and meetings. The registration fees and "soft match" expenses that the counties incur are documented by the N.E.W. Partnership and used as match to claim Title IV-E reimbursement. In CY2011, Title IV-E match generated by county agencies totaled \$490,919.12. These contributions are reported on the CORE report and are subsequently submitted for recovery of allowable federal reimbursement. A breakdown of the

amount of match generated by each member agency of the N.E.W. Partnership is provided on the following table. For those agencies outside of the N.E.W. Partnership boundaries, a total for all agencies is reported on the following table; however, more detail is available upon request.

Agency	Training & Meeting Match
Brown County HSD	\$26,540.00
Calumet County DHHS	\$21,248.44
Door County DSS	\$10,174.84
Florence County DHS	\$3,844.10
Fond du Lac County DSS	\$17,451.20
Forest County DSS	\$754.30
Green Lake County DHHS	\$14,692.75
Kewaunee Co. DHS	\$2,165.91
Langlade County DSS	\$12,874.19
Lincoln County DSS	\$2,090.05
Manitowoc County HSD	\$12,977.16
Marathon County DSS	\$12,952.66
Marinette County DHHS	\$23,141.16
Marquette County DHS	\$24,349.18
Menominee County DHHS	\$33,119.09
Oconto County DHHS	\$10,471.70
Oneida County DSS	\$20,361.92
Outagamie County DHHS	\$51,872.88
Portage County HHSD	\$15,651.03
Shawano County DSS	\$8,540.87
Sheboygan County HHSD	\$12,549.34
Vilas County DSS	\$6,619.57
Waupaca County DHHS	\$27,234.35
Waushara County DHS	\$13,030.65
Winnebago County DHS	\$29,597.62
Wood County DHS	\$42,220.93
Agencies outside NEW Partnership	\$34,939.23
Total	\$490,919.12

Trainers

The N.E.W. Partnership for Children and Families utilizes a cadre of individuals who have specialized knowledge and skill in child welfare and related areas to provide training and curriculum development

activities. In 2011, 28 individuals and organizations provided curriculum development activities and training for the 135 sessions that were offered. The individuals who provided the training/curriculum development and the topics they trained in CY2011 are identified in the following table:

NEW Partnership for Children and Families - 2011 Trainers	
Trainer Name	Training Topics in 2011
Blomwillis, Carl	Foster Parent Foundation
Carlson, Elizabeth	Case Planning with Children & Youth with Attachment Issues
Clark, Carlyn	Safety (foundation)
Conard, Candy	Engaging to Build Trusting Relationships; Interviewing in Child Welfare; Secondary Traumatic Stress and the Child Welfare Professional; Secondary Traumatic Stress: Building Resilience in Staff; Creative Case Planning for Parents with Personality Disorders; The Art of Supervision in Engaging and Interviewing curriculum development/training; Collaborative Teaming in Human Services curriculum development/training; Training of Trainers curriculum development/training
Heil, Jennifer	Safety; Engaging to Build Trusting Relationships; Interviewing in Child Welfare; Effects of Maltreatment on Child Development; Separation, Placement and Permanence; Access; Professionalism in Child Welfare; Initial Assessment; The Art of Supervision in Engaging and Interviewing curriculum development/training; Collaborative Teaming in Human Services
Jashinsky, Donna	WICWA
Jensen, Julie	Secondary Traumatic Stress and the Child Welfare Professional; Creative Case Planning for Parents with Personality Disorders
Kuehn, Deborah	Foster Parent Foundation
Lampe, Kristin	Effects of Maltreatment on Child Development; Separation, Placement and Permanence; Training of Trainers curriculum development/training; Foster Parent Foundation
Leoso, Esie	WICWA
Locklin, Sharon	Collaborative Teaming in Human Services
Lyons, John	CANS
Mathison, Suzanne	Safety (foundation); Initial Assessment
McGowan, Michael	Prescription Drug Abuse & Addiction
Pahl, Kristy	Foster Parent Foundation
Park-Zink, Patina	WICWA
Parker, Patricia	Managing Diversity in the 21 st Century (Spring Administrators Conference)
Plum, Henry	Effective Case Preparation & Court Testimony
Revoy, Mary Adele	Who Spiked the Punch?: Effects of Alcohol and Drug Abuse on the Adolescent Brain
Richard, Cheryl	Foster Parent Foundation
Roeder, Kevin	Ethics and Boundaries 2011-2013: Child Welfare and the Ethical Use of Technology and Social Media curriculum development for Administrator's training/agency based training
Rolph, Albert	Foster Parent Foundation
Schoenberg, Norma	Foster Parent Foundation

Stern, Elizabeth	Foster Parent Foundation
Usiak, Connie	Safety (foundation)
Vickery, Tanya	Foster Parent Foundation
Wirtz, Bridget	Foster Parent Foundation
Young, Natalie	WICWA

Conclusion

In CY 2011, the N.E.W. Partnership continued to provide a wide range of relevant, high-quality training, development, and support activities consistent with its mission. We look forward to serving an integral role as a partner in the continuing efforts to expand and enhance the child welfare professional development system in Wisconsin in 2012 and beyond.