

IOWA STATE UNIVERSITY CHILD WELFARE RESEARCH AND TRAINING PROJECT

# ISU SERVICE TRAINING ANNUAL REPORT SFY 2024



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# IOWA STATE UNIVERSITY SERVICE TRAINING TEAM

Since 1988, the Iowa State University (ISU) Child Welfare Research and Training Project (CW RTP) has provided training administration, coordination, design and development, and program evaluation for the Iowa Department of Health and Human Services (HHS) field staff.

Situated within the ISU Department of Human Development and Family Studies (HDFS) in the College of Human Sciences, the team leverages the University's academic and technical resources to expand training impact, bolster quality, and foster alliances for training delivery.

The ISU Service Training team works alongside HHS teams within the Division of Family Well-Being and Protection to provide quality, timely, and applicable training for the HHS Child Protective Services staff. The team analyzes pre and post-training materials to ensure the incorporation of critical feedback. The team recruits, coordinates, and guides third-party subject matter experts and ensures quality implementation of training deliverables.

Collaboration between learning institutions, third-party subject matter experts and HHS staff advance training grounded in evidence-informed tools, enhances the learner experience and strengthens applicability to the child protection workforce.

## TEAM PRIORITIES

- Provide solutions in fast-paced, fluid conditions
- Bring expertise to learning and program evaluation
- Create affirming, accessible, and applicable learner environments
- Honor lived expertise and individual experiences



# SFY24 HIGHLIGHTS - COLLABORATION

## SUBJECT MATTER EXPERTS, COMMUNITY ORGANIZATIONS, AND EDUCATIONAL INSTITUTIONS

- SP 505 Child Sex Trafficking: Strategies for HHS, in collaboration with Chains Interrupted
- CC 432 Lunch and Learn: Sexual Violence ABCs: Advocacy, Bridging Community, and Connection, in collaboration with Iowa Coalition Against Domestic Violence
- SW 510 Inclusion through a New Lens, in collaboration with Forward Consulting
- SP 506 Engaging LGBTQ+ Youth: Strategies and Communication, in collaboration with One Iowa
- CC 622 Adoption Lunch and Learn: Working with the Reel Hope Project, in collaboration with The Reel Hope Project

## UNIQUE TRAINING VENUES

- SP 314 Engagement Fundamentals, held at the Des Moines Area Community College Criminal Justice Training Center
- SW 072 Testifying Fundamentals for Social Work Case Managers and SW 074 Testifying Fundamentals for Child Protection Workers, held at Drake University Legal Clinic
- SP 312 Medical Fundamentals, Des Moines Botanical Garden





## TEAM PROFESSIONAL DEVELOPMENT

- Mental Health First Aid with ISU Human Resources
- Project LEA/RN with ISU Center for Excellence in Learning and Teaching
- Consultation with the Pennsylvania Child Welfare Resource Center
- Voiceover training with Radio Garage
- Conflict Management training with ISU Ombuds
- Effective and Ethical Leadership with ISU Emerging Leaders
- CW RTP Digital Media Group
- ISU Health and Wellbeing Symposium 2024

## AUXILIARY PROJECTS

- Added closed captioning to all existing training videos and new eLearnings
- Outlined, wrote, and compiled a Service Training Process and Procedure Manual
- Edited training recordings and videos for quality viewing
- Created SP 101 History of Child Welfare video
- Streamlined project management and team communication through the creation of additional Smartsheets and automated workflows

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# SERVICE TRAINING SNAPSHOTS

## INSTRUCTIONAL DESIGN

- 46 courses with training materials, handouts and PowerPoints created or updated
- 22 eLearning/recordings created
- 21 facilitator guides developed

## TRAINING SUPPORT

- 8,283 training promotion emails sent
- 4,334 participant post-training learner follow-ups
- 1,336 training hours provided day-of training support services
- 27 guest speakers coordinated
- 15 venues coordinated

## PROGRAM EVALUATION

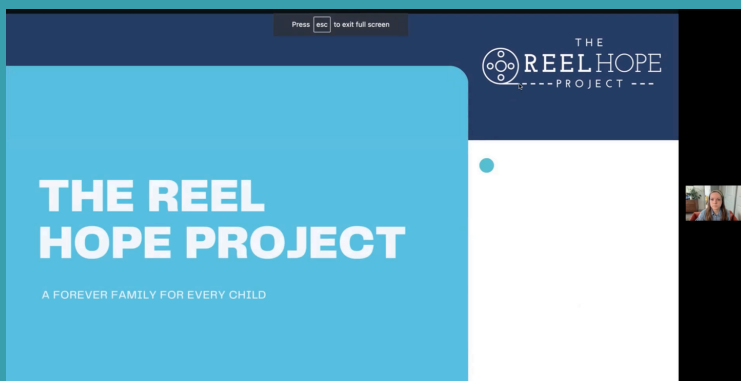
- 140 post-training course evaluation analysis reports created including: participant, facilitator, guest speaker, and training support feedback; participant likelihood to recommend scores, participant applicability scores, and average response rates
- 60 pre- and post-test analysis completed
- 30 completed 60-Day Survey distribution, analysis, and reporting
- 20 Annual Course Reviews completed
- 3 Training Observation Rubrics evaluated
- 2 SFY23 Comprehensive Reports completed: SW 020 Foundations of Social Work Case Manager Practice and CP 200 Foundations of Child Protection Worker Practice



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# SUBJECT MATTER EXPERTS/TRAINING PARTNERS WHO CONTRIBUTED TO TRAINING IN SFY24 INCLUDED:

- Professional actors and ISU theater majors
- Executive Director of local non-profit
- Licensed Independent Social Workers with specialties in child therapy, addictive disorders, and motivational interviewing
- Licensed Mental Health Counselor with specialties in trauma, child and youth counseling, and crisis intervention
- Warren County Sheriffs Office Deputy
- Pediatric Nurse Practitioner, Child Abuse Pediatrics
- Iowa Juvenile Court Judges
- County Attorneys and Iowa Attorney General Office attorneys
- Parent Partners
- Achieving Maximum Potential
- Safe and Together
- Blank STAR Center
- Maximus
- Families First, Family Centered Services Area Supervisors
- Iowa Secretary of State, Safe at Home Program
- Dentons Global Law Firm - Immigration, Family and Criminal Lawyer
- Children and Families of Iowa – Caring Dads
- Iowa CASA
- Iowa Coalition Against Domestic Violence
- The Reel Hope Project
- Chains Interrupted
- One Iowa



*“The good we secure for ourselves is precarious and uncertain until it is secured for all of us and incorporated into our common life.”*

Jane Addams



## ISU SERVICE TRAINING TEAM

- Manager of Programs
- Facilitator Liaison and Quality Assurance
- Instructional Designer
- Training Support Specialists
- Graduate Research Assistants
- Business Administrator
- Child Care Program Specialist
- ISU HDFS Faculty

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