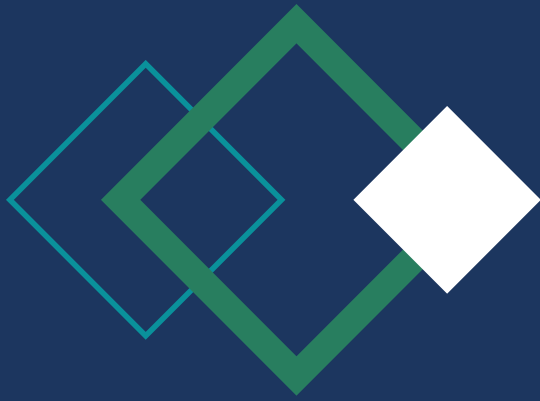




IOWA STATE UNIVERSITY SERVICE TRAINING CONTRACT

SFY 2022 Annual Report



TEAM PRIORITIES

- ◆ Work toward solutions in fast-paced, fluid environments
- ◆ Bring expertise in training, education, and research
- ◆ Center diversity, equity, and inclusion
- ◆ Honor diverse perspectives

IOWA STATE UNIVERSITY SERVICE TRAINING TEAM

Since 1988, the Iowa State University (ISU) Child Welfare Research and Training Project (CWRTP), has provided training administration, coordination, design and development, and quality assurance for the Iowa Department of Health and Human Services (HHS) field staff. CWRTP is a part of the Department of Human Development and Family Studies (HDFS) in the College of Human Sciences.

The CWRTP ISU Service Training team works alongside HHS Service Training, Adoption, and Adult Protective Services teams to provide quality, timely, and applicable training for the HHS child welfare and adult protective services field staff. The team analyzes and reviews curriculum and materials to ensure the quality incorporation of critical feedback. The team creates course plans, oversees courses delivered by community content experts, and ensures implementation of the Learning Outcomes Improvement Plan (LOIP) with Equity Lens.

The team leverages the University's academic and technical resources to expand training impact, bolster quality, and foster alliances for training delivery. Collaboration between universities, community content experts, and HHS supports training grounded in evidence-informed tools and applicability to the HHS field. These collaborations enrich and strengthen training initiatives, well-equipping HHS staff to protect the welfare of Iowa's children, dependent adults, and families.

SFY 22 Scope of Work

- Course Management and Coordination
- Instructional Design and Development
- Training Support Services
- Learning Outcomes Improvement Plan with Equity Lens
- University of Northern Iowa (UNI) Stipend Program Support
- Business Administration Coordination
- Research and Course Evaluation
- Federal Funding Title IVE Reviews
- Early Access Statewide System
- Child Care Quality Rating System

ADDITIONS AND ENHANCEMENTS

New Families First Statewide Training

- Family Reunification
- Engagement Fundamentals
- Structured Decision-Making Safety Assessment
- Structured Decision-Making Safety Planning

- Motivational Interviewing Practice Sessions
- Foundations of Social Worker II Practice
- Medical Fundamentals
- Substance Abuse Fundamentals
- Foundational Training for Child Protective Workers
- Trauma Stewardship for Supervisors
- Social Work Ethics

Major Updates to Training

Additions to Training Program

- Monthly Lunch and Learns for Child Welfare staff
- Adult Protective Services - Mental Health in Older Adults
- Adult Protective Services – Enhanced Training
- Adoption Refresher Training
- Adoption Lunch and Learns

Enhancements to the Training Program

Streamlined Communication	→	Smartsheet Project Management Tracking Tool
Advanced Interactivity	→	Virtual Training Tools/Mentimeter
Reinforced Quality	→	LOIP Training Observation Rubric
Increased Clarity	→	Training Support Process/Tracking Documents
Centered DEI	→	Diverse Images/Team Training
Improved Analysis	→	Qualitative Analysis Training for Team
Added Lived Experiences	→	Video Testimonials/Guest Speakers
Augmented Support	→	Additional Staff/Targeted Support
Strengthened Preparation	→	Early Full Fiscal Year Calendar Scheduling



Research and Evaluation

With the support of two ISU Graduate Research Assistants and the Quality Assurance Specialist, the team provides Iowa HHS with research, analysis, and feedback that continually strengthens the training program. The research project highlights from SFY 22 include:

- 117 data analysis reports of the Iowa HHS course evaluation feedback forms
- 26 administration, analysis, and reporting on 60-day feedback surveys from participants
- 2 comprehensive evaluations of FY21 Foundational Social Worker Courses
- 2 research and reports on child welfare core competencies and best practices



HDFS faculty researchers contribute additional expertise that strengthens Service Training efforts. Meeting regularly with team members, they connect staff with campus resources and external content experts. They advise on data collection and analysis and review the interpretation of results. In addition, faculty researchers mentor and support Graduate Research Assistants (GRA) and provide oversight of GRA projects. These contributions enrich and advance Service Training deliverables.

University of Northern Iowa

Since 1988, the University of Northern Iowa (UNI) has administered legal courses established through a contractual university partnership. UNI closely collaborates with judges, lawyers, and university professors to provide child welfare trainings related to testifying in juvenile court, permanency and termination of parental rights, and legal fundamentals for child protective workers and case managers. In addition, in both SFY 21 and 22, they provided additional training support for the ISU Service Training Team.

Subject matter experts are contracted by the ISU Service Training Team to create and facilitate course content for HHS field staff. Their experience in the fields of motivational interviewing, mental health, substance use, trauma, diversity, equity, and inclusion brings added value to training initiatives. Their contributions bolster the quality use of tools, approaches, and interventions well-preparing HHS field staff for work with children and families.

Subject Matter Experts

SFY 22 BY THE NUMBERS

4,515

Course Participants

Training Hours

1,378

212

Training Days

New Social Workers Trained

202

75

Unique Courses

Annual Course Reviews

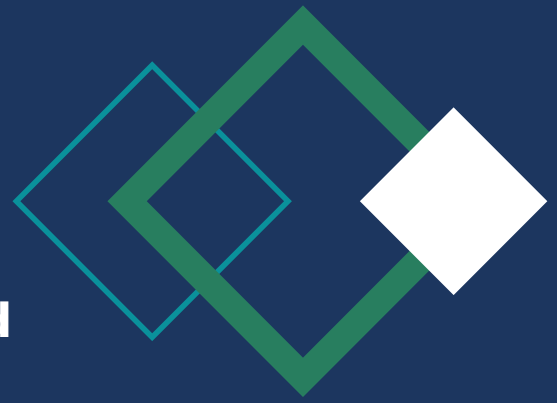
19

12

Subject Matter Experts

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."

--Margaret Mead



Service Training is made possible through a partnership among the following groups:

- Iowa HHS Bureau of Service Support and Training
- Iowa HHS Bureau of Child Welfare and Community Services
- ISU Service Training Team
- UNI Project Coordinator
- Subject Matter Experts

STATE OF IOWA
DEPARTMENT OF
**Health
AND
Human**
SERVICES



This contract is funded by the DFO-22-001 and DFO-23-001 Service Training Contract between Iowa State University and the Iowa Department of Health and Human Services (HHS).
Carl Weems, PI

Report designed by Erin Kramer