

Caseworker Ongoing Professional Development Project Plan

Objective

The objective of this project is to develop the ongoing and advanced professional development of caseworkers assigned to the Oregon Department of Human Services (ODHS) Child Welfare (CW).

The project will focus on the following outcomes:

1. Ongoing Professional Development
 - a. Set criteria for when a caseworker has completed training and is considered Proficient, and no longer a trainee.
 - b. Identify fundamental skills that require ongoing practice and training to enhance proficiency and/or develop expertise. (e.g. Interviewing, Documentation, Engagement, Trauma, etc.)
 - c. Establish annual training requirements by hours or course.
 - d. Develop or procure courseware to satisfy training requirements.
 - e. Develop specialty tracks that lead to expertise in program areas, skills, or knowledge.

2. Advanced Professional Development
 - a. Set criteria for when a caseworker has achieved expertise in a knowledge, skill or behavior.
 - b. Identify advanced professional development opportunities that would further enhance that expertise.
 - c. Establish advanced professional development plans that will effectively support succession planning into promotional opportunities.

The following activities will support this project.

- Policy Option Package Approval authorizing Curriculum Lead, Instructional Designer, Instructional Technologist, CQI/Evaluation Specialist, Training Operations Lead, 12 Trainer/Developers, Communications Specialist, and Admin Support.
- Collaboration with partner agencies willing to share numerous curricula including: Understanding Behavior, Basic Documentation, Child Development, Adult Development, ICWA, and more.
- Family First Preservation Act workgroups and committees will identify courseware (ex: Motivational Interviewing, Safety Organized Practice, Structured Decision Making, etc.)

2021	
August	<ul style="list-style-type: none"> Review Pre-Service, Ongoing Professional Development, and Advanced Training Plans for Social Service Specialist equivalents in other agencies with similarly sized jurisdiction. [Kim Lorz]
September	<ul style="list-style-type: none"> Draft proposed Ongoing Professional Development plan for Social Service Specialists [Kim Lorz] Draft proposed Advanced Professional Development plan for Social Service Specialists [Kim Lorz]
October	<ul style="list-style-type: none"> Submit Ongoing and Advanced Professional Development Plans for Social Service Specialists to Training Advisory for Review. [Kim Lorz] Review Ongoing Professional Development Plan for gaps, needs, and relevant content and make recommendations. [Training Partner Subcommittee]
November	<ul style="list-style-type: none"> Review Ongoing Professional Development Plan for logistics, resources, and delivery and make recommendations. [Training Implementation Team]
December	<ul style="list-style-type: none"> Seek feedback from branches, central office, and leadership [ETWD Unit]
2022	
January	<ul style="list-style-type: none"> Incorporate feedback and develop final draft. [Kim Lorz] Identify Implementation Team. [Kim Lorz]
February	<ul style="list-style-type: none"> Identify content, policy, and procedure requirements [Implementation Team] Begin procurement process for courseware [Kim Lorz] Begin development process for courseware [TBD – Trainer/Developer]
TBD	<ul style="list-style-type: none"> Work with CQI team on setting measurable objectives following launch [Implementation Team] Launch Ongoing Professional Development Activities Incorporate Feedback on deliverables [TBD] Review Evaluation Data every 6 months [CQI Team]