



Bridge Gaps Between Systems With Professional Development

Thursday,
January 30, 2020

4-5:30 pm



Janelle Weldin-Frisch
Prairie Learning Options



Julie Arnold
LA Dept. of Public Health



Katherine Prejean
LA Dept. of Children and Family Services

Welcome !

Who is here?



- Community Practitioner or Leader in a Community Based Program
- Provider of Training, Coaching, Technical Assistance
- State or Regional Leader or work on behalf of a State entity
- Researcher or other Student of the Field
- Other?

Learning Objectives

Illustrate

...the use of professional development as a strategy to achieve outcomes of different state departments.

Close

...the equity gap between state departments for workforce access to professional development.

Show

...the use of professional development across state systems to improve the quality of services to families.

Introduce

...a tool to identify potential opportunities for regional/state system partnerships and develop a plan for action.

Many families encounter services in their home provided by different public entities that significantly vary in their approach to families and in mission and expected outcomes.



Assumption

Families are better served when services provided by different entities are congruent in approach and regard for families. (e.g. strength based, trauma informed)

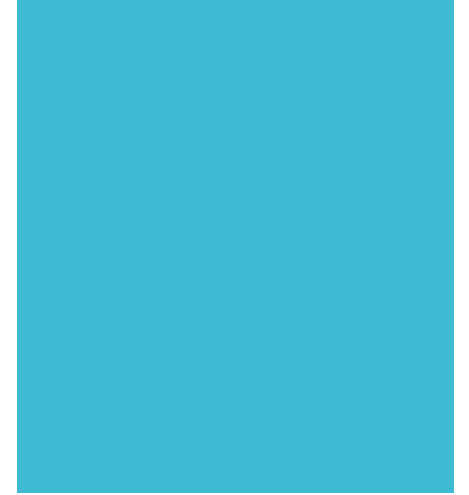


Assumptions



Assessment Tool

Case Study

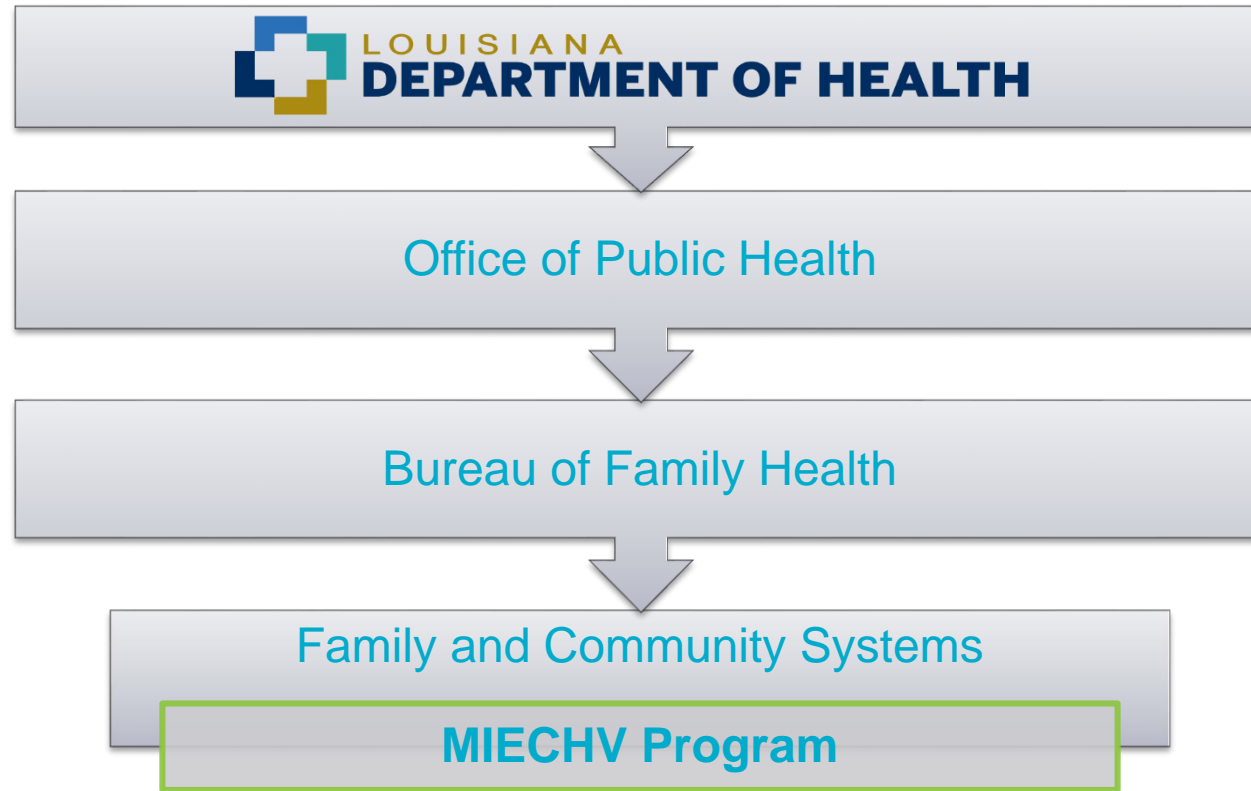




Louisiana Maternal, Infant, & Early Childhood Home Visiting Programs

Julie Arnold, MSN, IBCLC, RN
Clinical Developer/Educator
Bureau of Family Health

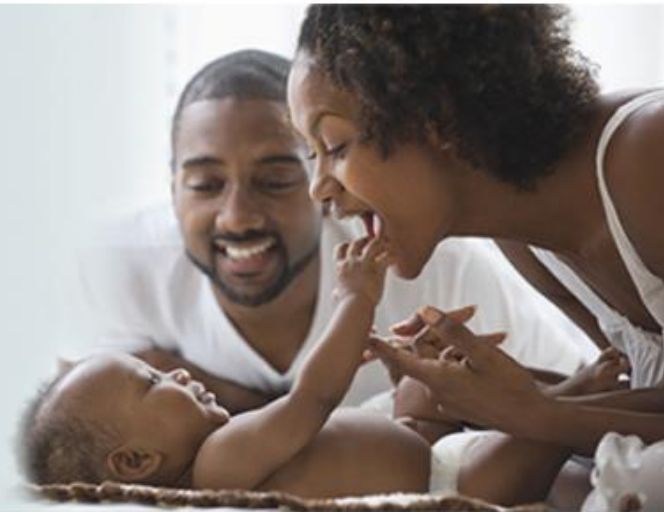
Who We Are



Bureau of Family Health

- Mission:
 - The mission of the Bureau of Family Health is to provide leadership, expertise and partnership to advance the health and well-being of women, children, adolescents, and families.
- Vision:
 - Healthy babies, healthy families, healthy lives.

The Bureau of Family Health (BFH) works to promote optimal health for all Louisiana women, children, teens, and families.

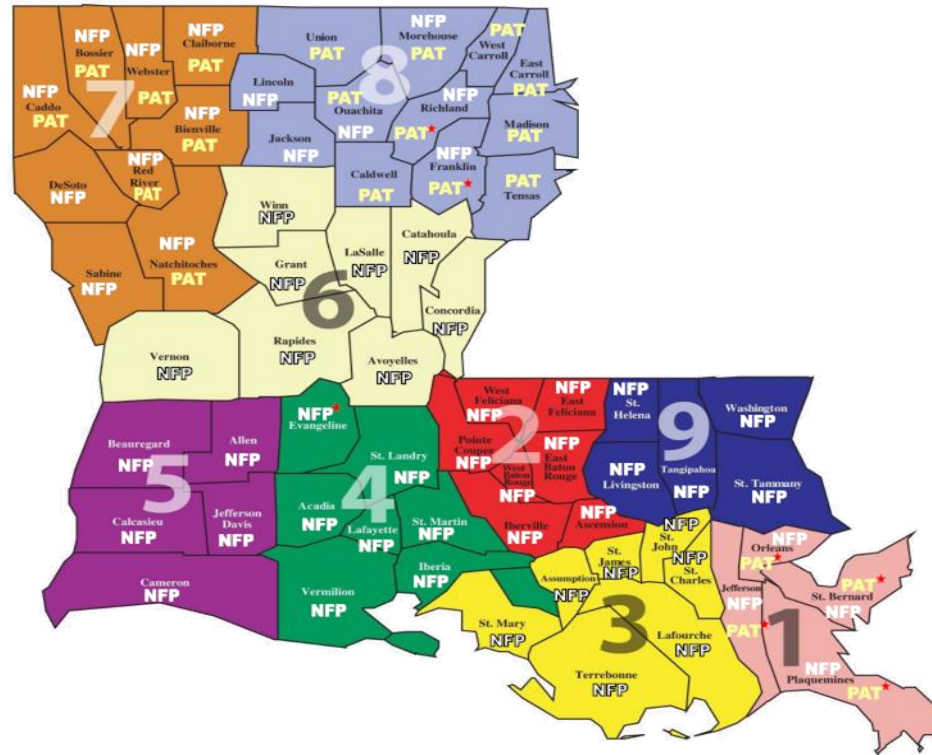


Louisiana MIECHV

- LA MIECHV is composed of **home visitors and parent educators**
 - Program implemented with evidenced-based home visiting models – **Nurse-Family Partnership and Parents as Teachers**
 - Provides **family support and coaching**
- Additional program components
 - Infant Mental Health
 - Outreach
 - Funding
 - Federal MIECHV grants (HRSA), Title V, Temporary Assistance for Needy Families (TANF), and State General Funds



Home Visiting In Louisiana



★ **New Home Visiting Teams**

- Evangeline Parish – NFP available Summer 2017; Richland and Franklin Parishes – PAT available Summer 2017; Jefferson, Orleans, Plaquemines, and St. Bernard Parishes – PAT available late Fall 2017

Louisiana Families

- State Fiscal Year 2019
 - NFP
 - 3,248 families
 - 33,565 visits
 - PAT
 - 763 families
 - 7,063 visits



Our Home Visiting Staff

- Nurse Home Visitors and Parent Educators
 - Staff
 - New Hires
 - Length of Employment
- Planning



Professional Development

- Institute of Family Support Professionals Core Competency
- Training Platform and PD Plan

LOUISIANA MATERNAL,
INFANT, & EARLY
CHILDHOOD HOME
VISITING

Core
Competency
and
Professional
Development
Plan Manual



Current Professional Development

- Family Coaching and Support Professionals
 - Model Training
 - Foundations Infant Mental Health
 - Keys to Caregiving
 - Mandated Reporter
 - Annual state/contractor required training
 - Confidentiality Principles from Institute AFSP
- Supervisors
 - Specific supervisor model training
 - Reflective Practice and Supervision



Goals and Plan

- 2015 PD Survey
 - Vision/Research
 - Gaps
- 2016 Meeting the Needs
 - Targeted trainings
- 2017 Funding Opportunity
 - Training
 - Partnerships
- Identify Partners
 - Similar mission, home visiting and need for PD



Achieve OnDemand:

Louisiana Department of Health
User Data – Engagement Summary



It's amazing what they absorb before they are five.



Louisiana Audience Usage

| Metric Highlights | 2018 | 2019 | Total |
|---|------|------|-------|
| Active Unique Users | 193 | 168* | 242* |
| Professional Development Hours Completed | 2085 | 1187 | 3272 |
| Average Professional Development Hours Completed per User | 10.8 | 7 | 13.5 |
| Users with One Completion | 27 | 35 | 38 |
| Users with Two or More Completions | 148 | 101 | 179 |
| Self-Paced Course Completion Rate | 82% | 75% | 79% |
| Webinar Completion Rate | 49% | 49% | 49% |

Note: These numbers reflect user data starting January 1, 2018 through January 1, 2020.

* These counts reflect new users in 2019 and returning users from 2018.

Louisiana Audience Usage

| User Information | | | |
|---|------|------|-------|
| | 2018 | 2019 | Total |
| New Unique Active Learners | 193 | 49 | 242 |
| Learners with Multiple Training Enrollments | 173 | 138 | 217* |

| | |
|-----------------------------|-----|
| 2018 Users Returned in 2019 | 119 |
| Renewal Rate | 62% |

| Top 3 Self-Paced Course Activations | | |
|-------------------------------------|--|-----|
| Self-Paced Course Title | | |
| 2018 | Basics of Home Visiting | 109 |
| | Domestic Violence in Home Visiting | 99 |
| | Ages and Stages Questionnaire-3 (ASQ-3™) Overview and Best Practices | 93 |
| Self-Paced Course Title | | |
| 2019 | Ages and Stages Questionnaire-3 (ASQ-3™) Overview and Best Practices | 54 |
| | The Impact of Trauma in Home Visiting | 54 |
| | Basics of Home Visiting | 53 |

| Top 3 Webinar Activations | | |
|---------------------------|---|-----|
| Webinar Title | | |
| 2018 | Trauma in Families and Communities | 123 |
| | Exploring Values and Beliefs Around Parenting | 91 |
| | Being Present with Families | 89 |
| | Understanding Substance Abuse through the Family Lens | 89 |
| Webinar Title | | |
| 2019 | Home Visiting Boundaries | 67 |
| | Matching Family Needs to Resources | 59 |
| | Home Visiting Safety | 50 |

Note: These numbers reflect user data starting January 1, 2018 through January 1, 2020.

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Louisiana Department of Children and Family Services Child Welfare Programs

Katherine Prejean, M.S.
Child Welfare Training Manager



Mission/Vision

Mission:

Working to keep children safe, helping individuals and families become self-sufficient, and providing safe refuge during disasters.

Vision:

We care for the well-being and safety of Louisiana's people.



Child Welfare Goal

The goal of the child welfare system
is to promote
the well-being of children
by ensuring
safety, achieving permanency, and strengthening
families
to successfully care
for their children.



Child Welfare Programs

- **Centralized Intake**

- 52,867 calls

- **Child Protective Services**

- Total CPS Investigations - 20,758
- # of Cases with Valid Allegation - 6,506

- **Family Services**

- 4,024 cases served

- **Foster Care**

- 7,867 children

- **Adoptions**

- 921 adoptions

- **Home Development**

- 2,330 families
- 930 newly certified



Population

In 2018, DCFS answered **52,867** calls of child abuse or neglect to its statewide, toll-free, 24/7 hotline

4,024

families
served in
family
services

7,867

children
served in
foster
care

2,282

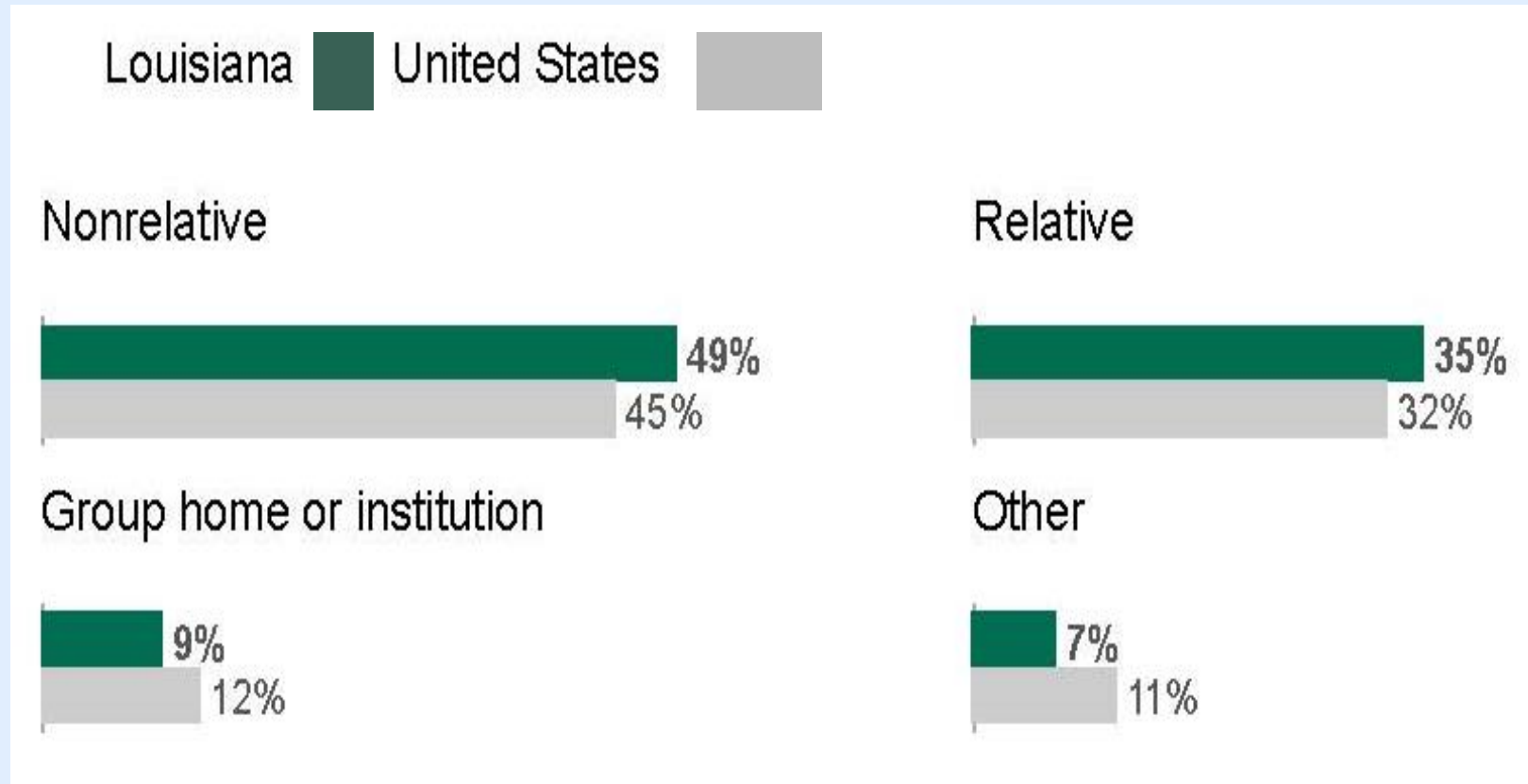
children
reunified
with
families

921

children
adopted



In Home Placement Data



Source: Child Trends, State-level data for understanding child welfare In the United States, Foster Care, Federal Fiscal Year 2017





**LOUISIANA
CHILD
WELFARE
TRAINING
ACADEMY**

- LCWTA is a partnership between DCFS, the Pelican Center for Children and Families, and the University Alliance
- To provide a comprehensive array of training and professional development opportunities to child welfare staff and stakeholders

Professional Development

- State and Federal legislative mandates
 - In Person
 - Online
 - Simulation Training
- Approximately 1500 employees
- 2,330 foster families



Professional Development

- Professional child welfare competencies
- Comprehensive, interagency training plan as a part of the Louisiana Child Welfare Training Academy (LCWTA)
- Annual, ongoing training needs assessment

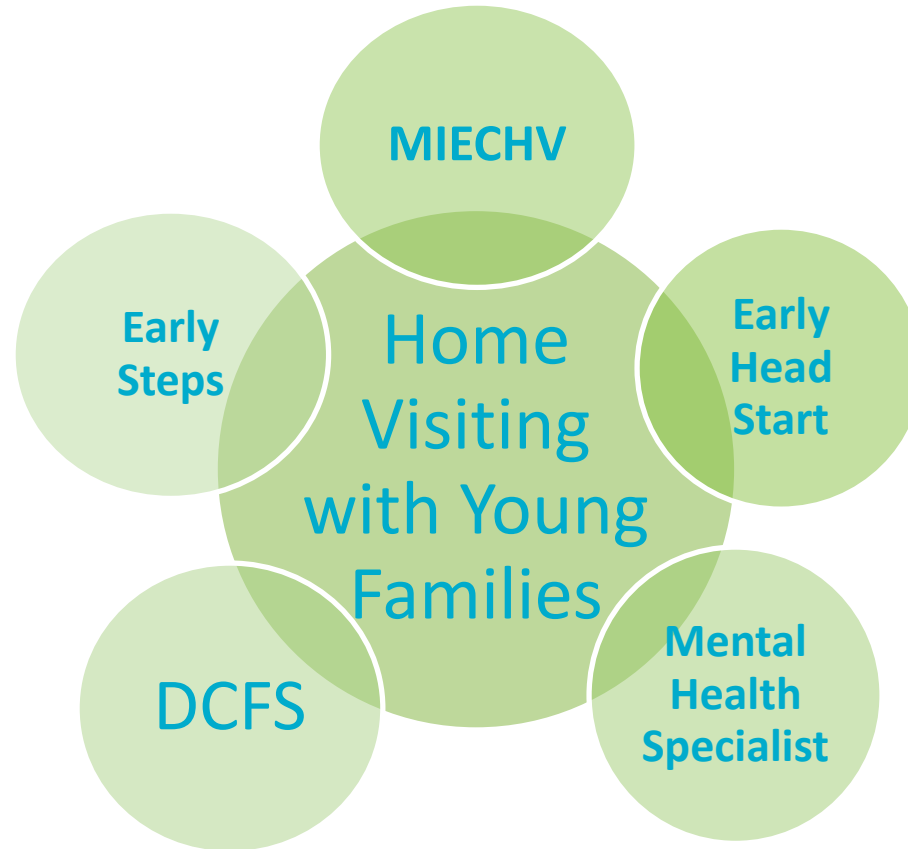


Vision for Partnership

Successes

Challenges

Lessons
Learned



Prospecting a Partnership with DCFS

Similarities

- Work under Louisiana Department of Health
- Provide services to young families
- Home Visiting
- Referral System
- Memorandum of Understanding (MOU)

Differences

- Purpose
 - Length of time with family
 - Required/voluntary
 - Requirements for position
 - Funding
-

Building Partnerships

- Shared Topic Needs and Resources
 - Home Visiting Specific Trainings (Trauma, Substance Abuse, Intimate Partner Violence & Safety)
 - Foundations of Infant Mental Health
 - Mandated Reporter
- Future Collaborations



Special Thanks

- Louisiana Department of Health, Office of Public Health and Bureau of Family Health
 - Department of Children and Family Services
-
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Q & A



Resources

- **Institute for the Advancement of Family Support Professionals**
<https://institutefsp.org/>
- **Achieve OnDemand**
<https://www.theounce.org/achieveondemand>
- **National Home Visiting Resource Center.** (2019). *2019 Home Visiting Yearbook*. Arlington, VA: James Bell Associates and the Urban Institute. <https://nhvrc.org/>
- **Zero to Three:** <https://www.zerotothree.org/>
- **Louisiana Child Welfare Training Academy:**
<https://www.lcwta.org/>
- **Alliance for the Advancement of Infant Mental Health**
<https://www.allianceaimh.org/>

Table Discussion and Action Plans





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Contact Information

Evaluations

Thank you for your
participation today!

