

THE POWER OF PARTNERSHIP:

LINKING PEOPLE AND ORGANIZATIONS TO RESPOND
TO A CRISIS IN NEW JERSEY'S
PUBLIC CHILD WELFARE SYSTEM

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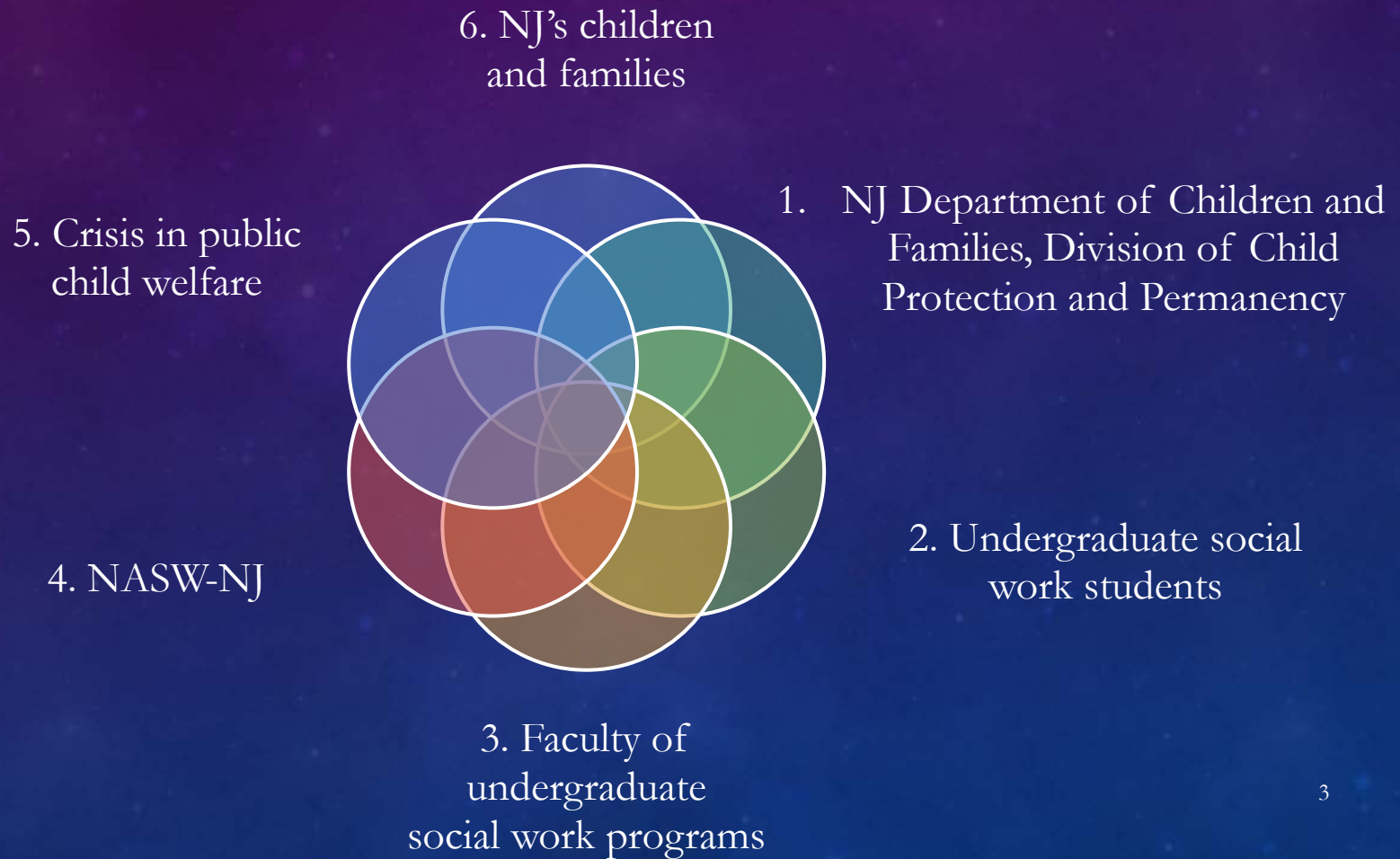
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Stockton University

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 - Division of Child Protection & Permanency
 - Office of Training and Professional₂ Development

THE PLAYERS: MUTUAL INTERESTS



NJ'S PUBLIC CHILD WELFARE CRISIS

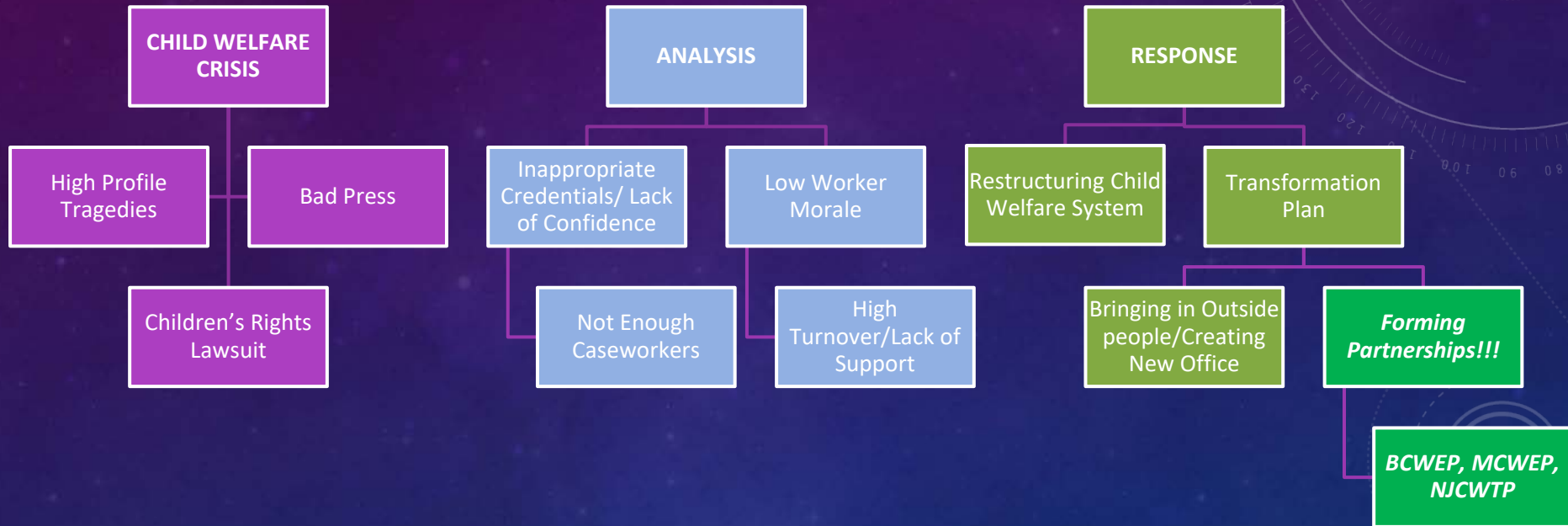
- High-profile child tragedies
 - Faheem Williams (1/03); Collingswood (10/03)
- Lawsuit
 - Early 2003: Children's Rights federal civil rights lawsuit being negotiated
- Media attacks
 - Shortcomings of DYFS aired in the local, national press
- *New Jersey Child and Family Services Review* released by the Children's Bureau (May 2004)
 - Seriously critical of worker skills and training

NJ'S PUBLIC

CHILD WELFARE CRISIS - RESPONSE

- Child welfare system restructured
 - OCS created, now Department of Children and Families
- Reform Plan developed
- New hires
 - New DYFS Director: Edward Cotton
- Lawsuit settled (6/03)
- Oversight Panel established to monitor implementation of the Reform Plan
 - Oversight Panel begins to identify lack of appropriate educational backgrounds in caseworkers and supervisors, establishes targets for change.
- Cabinet-level post of Child Advocate created (9/03)

CRISIS, ANALYSIS, RESPONSE



THE APPROACH

- Bringing people together
- Identifying and matching needs and strengths of the players
- Networking with local offices and leadership
- Building a partnership

CULTIVATING THE PARTNERSHIP

- Networking and including local district office and regional managers—and others—in planning
- Expanding and solidifying network
 - 8/03: Stockton Social Work Program faculty each spend one day going on visits with local DYFS caseworkers, identifying training needs.
 - Respond to NASW-NJ interest in building support for child welfare reform among its members, attending NASW-sponsored conferences (first one 11/03)
- Securing university buy-in

CULTIVATING THE PARTNERSHIP

- Developed two child welfare specific courses to educate students
- On 3/12/04 begin discussions with other NJ baccalaureate social work programs about possibility of forming consortium to apply for federal child welfare funding
 - Meeting includes President-Elect of NASW-NJ and representatives of NJ Department of Human Services
 - Stockton agrees to watch for RFP's from Children's Bureau
- Applied for Title IV-B 426 discretionary grant
 - Decision to apply just for Stockton
 - Limited funding not suitable for consortium

DEVELOPING THE PARTNERSHIP

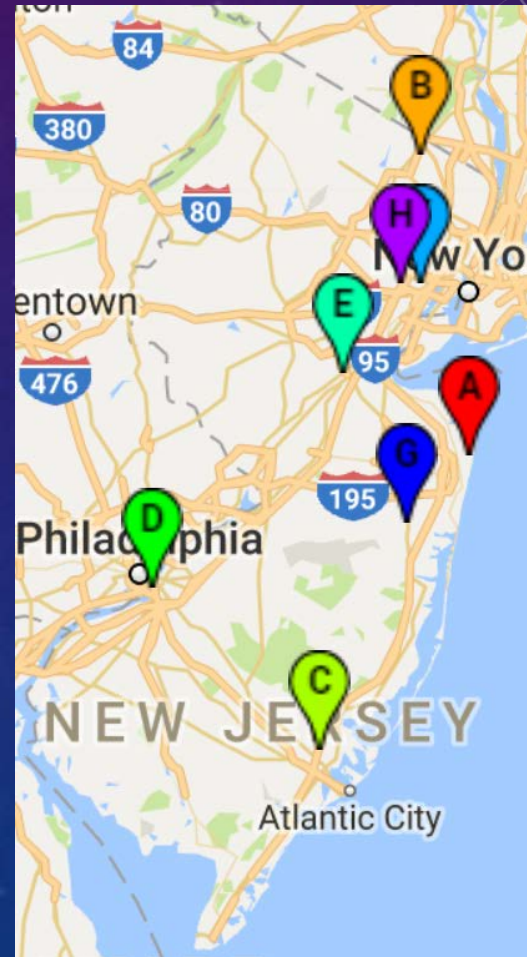
- Further solidifying partnership with local DYFS players:
 - After notification that Stockton has been awarded the grant (on 9/29/04),
 - Involve local district office managers in trainee selection, teaching

BUILDING THE PARTNERSHIP

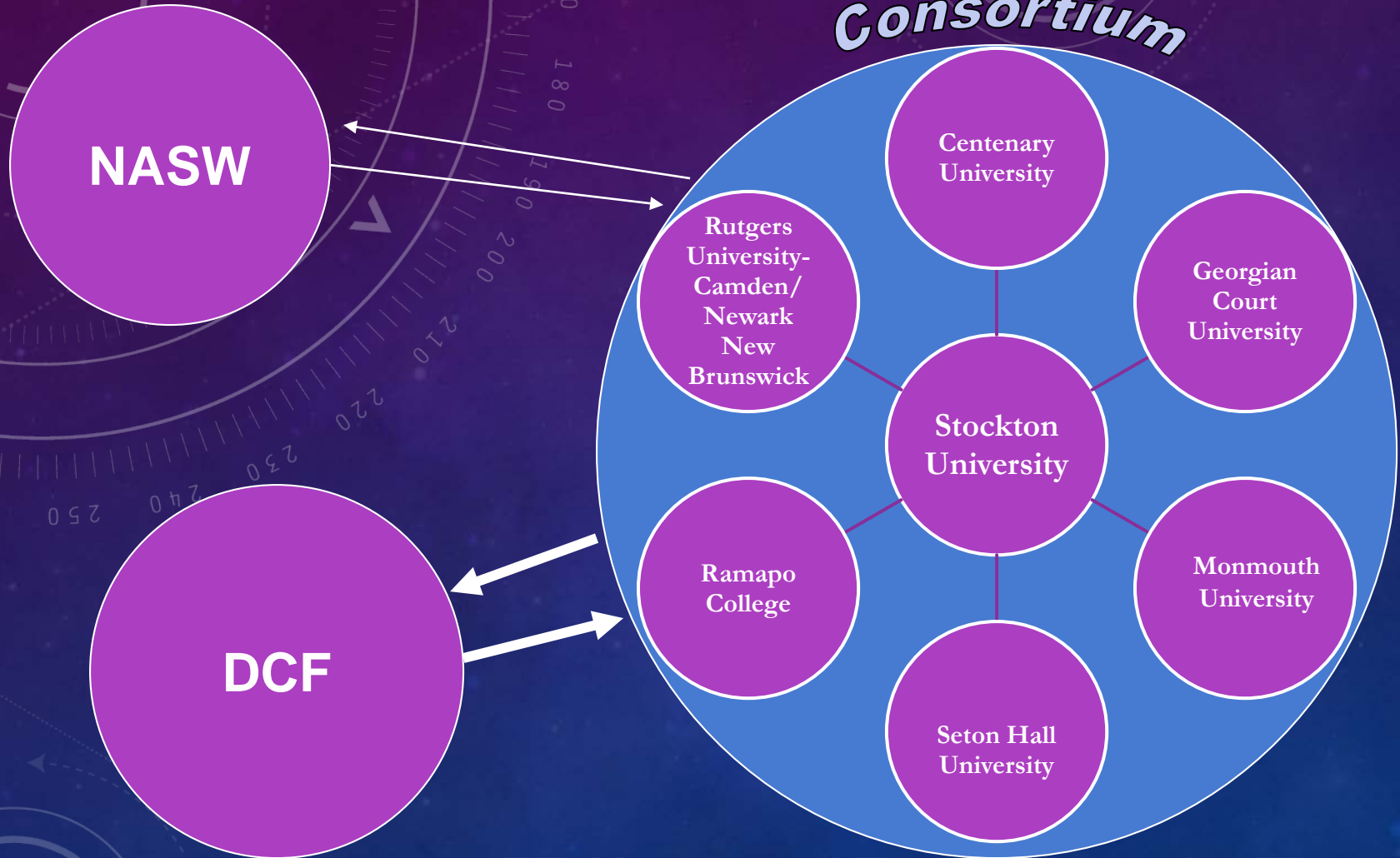
- Ongoing partnership building with local and high-level key players
 - On 4/29/05, we hold a small graduation celebration for the first group of trainees
 - Several high-level Department of Human Services players attend
 - The new area administrator gives trainees specifics about their start day at DYFS
 - Reporter from *Atlantic City Press* does follow-up interview with students, and it appears on the front page!

CREATING A CONSORTIUM

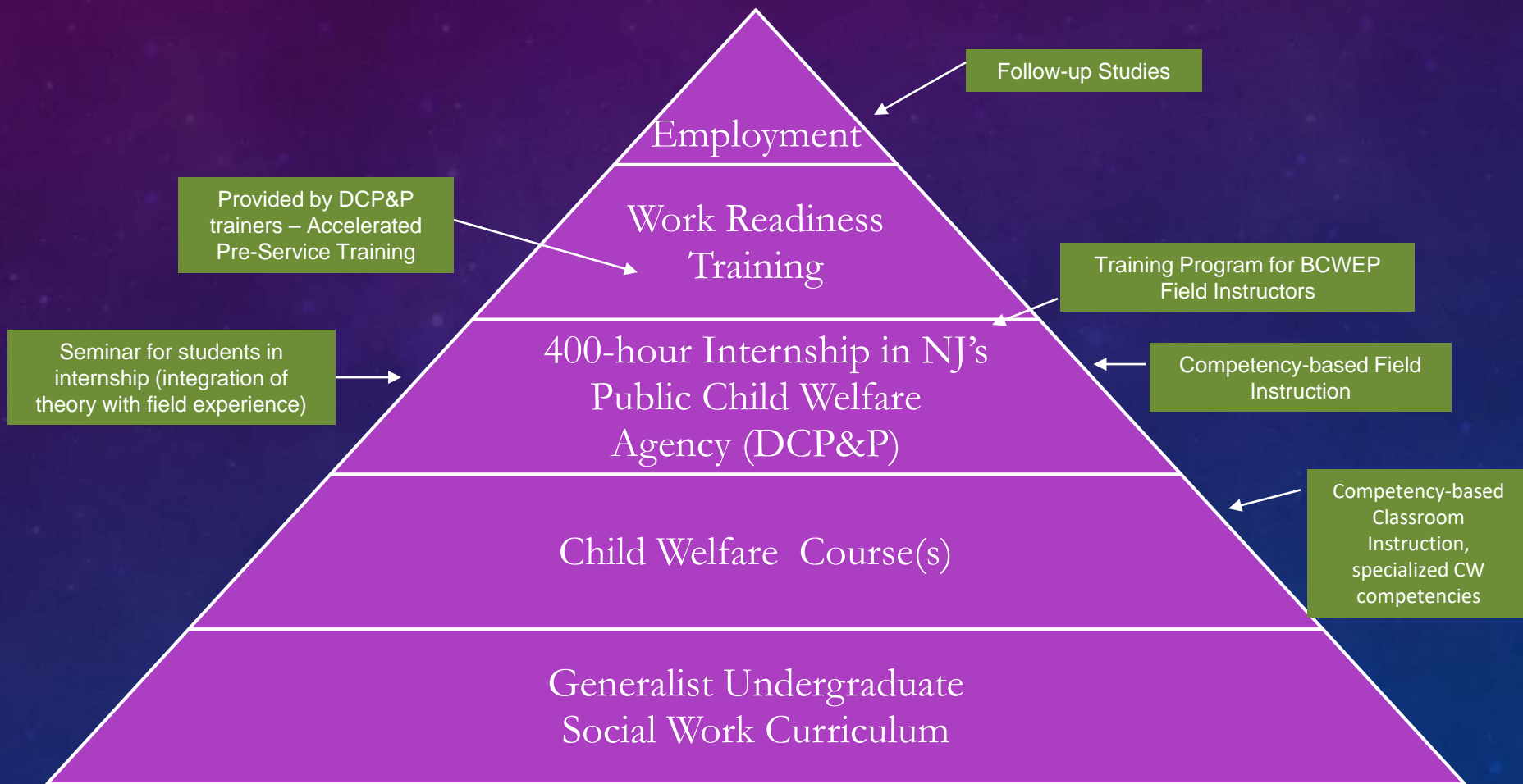
- NASW offers to bring in a consultant
- NJ Baccalaureate Social Work Education Association meet (May 2005) with consultant from PA consortium on the technicalities of forming a multi-educational institution consortium and entitlement to Title IV-E funds to support program
- The Baccalaureate Child Welfare Education Program (BCWEP) is born!



BCWEP Partnership



COMPONENTS OF BCWEP



BCWEP PROGRAM RETENTION

71% of program graduates are still employed at DCP&P. Nearly all students fulfill their commitment. Those who don't, pay back.

# GRADUATES	LENGTH OF EMPLOYMENT	% RETAINED AT END OF PERIOD
417	At least 1 year	95%
386	At least 2 years	88%
355	At least 3 years	79%
328	At least 4 years	76%
299	At least 5 years	70%
267	At least 6 years	70%
238	At least 7 years	71%
210	At least 8 years	68%
164	At least 9 years	68%
97	At least 10 years	67%
35	At least 11 years	69%
14	At least 12 years	100%

EXPANDING THE PARTNERSHIP: NEW JERSEY CHILD WELFARE TRAINING PARTNERSHIP

- 2005: Children's Rights lawsuit led to Modified Settlement Agreement
 - Annual training requirement of 40 hours for NJ child welfare workers
 - Intended to increase knowledge and skills related to interaction with children and families
- Initially charged with implementing change in the state's culture of child welfare practice
 - Shift from case management service delivery to strengths-based, family-centered, and child-focused model

EXPANDING THE PARTNERSHIP: NJCWTP

- 2007: Rutgers University School of Social Work, Institute for Families, Office of Child Welfare Workforce Advancement is the Lead Organization for the NJCWTP.
- The NJCWTP works in partnership with the DCF Office of Training and Professional Development to offer training to DCP&P workers.
- Type of Trainings:
 - New Worker Training, Pre-Service and Foundations, Electives
- In FY2017, NJCWTP conducted 168 unique courses and 1,050.5 training days.

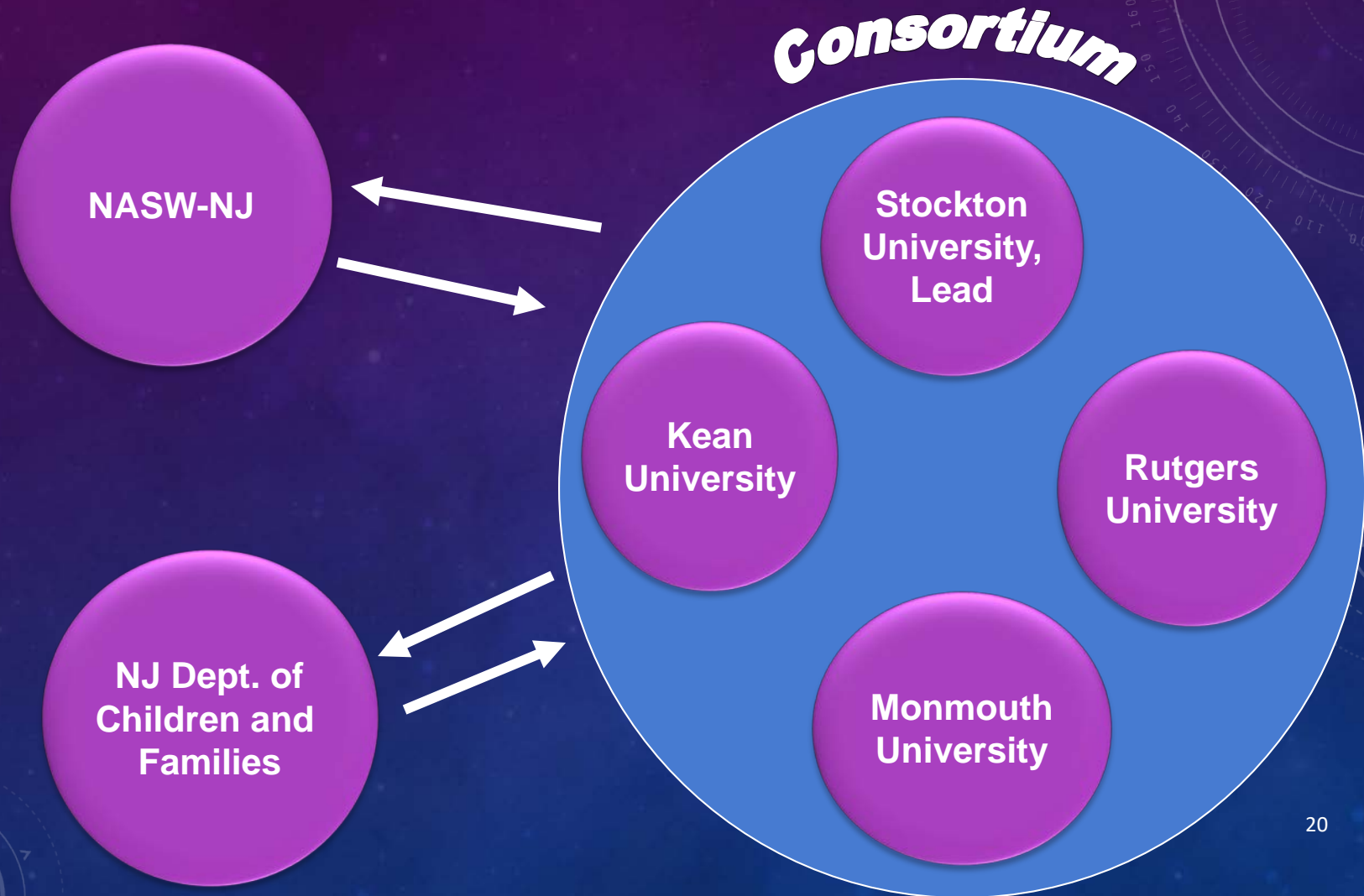
EXPANDING THE PARTNERSHIP: MASTERS CHILD WELFARE EDUCATION PROGRAM

- MCWEP
 - Fall 2011: BCWEP Consortium invited by Commissioner of Department of Children and Families to develop a proposal for an MSW program for DCP&P supervisors
 - Proposal written and submitted in December 2011, accepted in early 2012
 - 3 of 4 New Jersey MSW programs agreed to participate
 - First students accepted in Fall 2012
 - Now working with 7th cohort and 4 MSW programs

EXPANDING THE PARTNERSHIP

- To provide opportunities for supervisors; in particular casework supervisors, employed at the DCP&P to complete an MSW degree, thereby:
 - Broadening their perspectives on social work and child welfare (including evidence-based public child welfare practice)
 - Developing advanced clinical skills
 - Enhancing their supervisory skills
- 135 Supervisors & Casework Supervisors have participated
- 5 withdrew before completing program; 59 have graduated
- 71 currently participating

MCWEP STRUCTURE



COMPONENTS OF MCWEP

7 MCWEP grads have been promoted to Local Office Manager

Follow-up Studies on Post-Masters' Careers of Graduates

Learning Communities

Field Instruction provided in field sites outside of public child welfare agency but in agency that contracts with DCF

MSW foundation and advanced curriculum, PLUS 2 "mandatory elective" courses – Trauma-Informed Child Welfare Practice and Child Welfare Leadership & Supervision

Part-time MSW Program at one of 4 collaborating universities with differing emphases, locations, and schedules

LOOKING AHEAD

- Things to look forward to in Atlantic City
 - The MSW Learning Community experience
 - BCWEP customized accelerated new worker/pre-service training path
 - Family First Prevention Act
 -and more!!

STOCKTON UNIVERSITY | CHILD WELFARE
EDUCATION INSTITUTE

SAVE THE DATE!

JOIN US IN ATLANTIC CITY, NJ

**NATIONAL IV-E ROUNDTABLE
MAY 21-23, 2019**

Greetings from

**NEW
JERSEY**



WELCOME TO ATLANTIC CITY!



2019 TITLE IV-E ROUNDTABLE INFORMATION

- Web: www.stockton.edu/titleive2019
- E-mail: titleive2019@stockton.edu
- Phone: 609-652-4260
- Call for Proposals
 - January 18th deadline
 - March 8th notification of acceptance
- Cost
 - \$250 Early Bird until February 1st
 - \$300 February 2nd until conference is full

HOW DO I GET TO ATLANTIC CITY?

- Plane: Philadelphia (PHL) 1 hour, Atlantic City (ACY) 20 mins
- Train: Amtrak to Philadelphia, transfer to NJTransit
 - Fly then Regional Rail to train station
- Automobile: Greyhound buses, shuttle services, Lyft, Uber



THANK YOU!!

**WE HOPE TO SEE YOU IN ATLANTIC CITY
IN 2019!!**