

# **The Pennsylvania Child Welfare Training Program**

**OUR VISION** is safety, permanency, and well-being for children and youth, families and communities, supported by the work of competent, committed, and confident professionals.

**OUR MISSION** is to train and provide technical support to those working in the Child Welfare system and to support those working with us to help families and communities to safely parent children and youth.

## **OUR PHILOSOPHY**

The **Pennsylvania Child Welfare Training Program** is guided by these beliefs, values, and principles, and strives to demonstrate them in practice:

- ❖ Each person and family has strengths and resources, which should be maximized in our work with them. We respect each person’s connections to their families and communities.
- ❖ All people deserve respect as individuals and are valued as part of the human family. Each person’s unique blend of culture is valued and included in our work.
- ❖ The people who do the work in our communities to assure the safety and well-being of children, youth, and families demonstrate their status as professionals and deserve to be respected and paid at a professional level.
- ❖ Our learners are adults who need learning opportunities that are solution-focused, timed to their needs, build on their life experience and mesh with their self-concept. (*Malcolm Knowles*)
- ❖ The **Pennsylvania Standards for Child Welfare Practice** guide our work, including the development of curricula, the presenting of training, and the transfer of learning into practice in order to achieve mission-critical outcomes.
- ❖ We are committed to using practitioners throughout the training process, including curriculum development and review, and in training.
- ❖ We value all team members, including our trainers, and recognize their contributions to the history and future success of the Program.

## **OUR HALLMARKS**

- ❖ Geographically “customized” training (county and regional needs.)
- ❖ Multi-level curriculum:
  - Knowledge
  - Awareness
  - Skills
  - Values
  - Basic to Expert
  - Monitoring/Managing
- ❖ Use of practitioners as trainers.
- ❖ CORE for all caseworkers, supervisors, and administrators.
- ❖ Cultural competency/sensitivity in all aspects of the Program.

*Adopted by the CSC for recommendation to DPW in January 2002*