



Professional Development Training Plan 2025 – 2029 Child and Family Services Plan

**Administered by
State of Mississippi
Mississippi Department of Child Protection Services
Professional Development
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MDCPS Training Plan:

Training Plan Overview

Introduction: Effective child welfare services rely on the expertise, skills, and competencies of professionals dedicated to the field. These competencies are essential for ensuring the safety, permanency, and well-being of children. At the Mississippi Department of Child Protection Services (MDCPS), our commitment to excellence in service delivery is reinforced by a comprehensive and multi-modal training approach. This plan delineates the structure and content of our training initiatives, designed to equip agency employees with the necessary knowledge and capabilities to excel in their roles.

Purpose: The purpose of this training plan is to empower MDCPS employees with the knowledge, skills, and resources essential for safeguarding children, strengthening families, and fostering enduring family bonds. Through continuous learning and development, we aim to enhance the professional capabilities of our workforce, ensuring they are equipped to meet the diverse and evolving needs of our community.

Key Components:

1. **Curriculum Design:** Develop comprehensive training curricula aligned with agency goals and regulatory standards.
2. **Needs Assessment:** Conduct regular assessments to identify training needs and gaps in skills and knowledge.
3. **Training Delivery:** Implement diverse training modalities to accommodate different learning styles and preferences.
4. **Evaluation and Feedback:** Continuous evaluation of the effectiveness of training programs through feedback mechanisms and performance metrics.
5. **Professional Development Culture:** Foster a culture of continuous learning, collaboration, and professional growth among staff.
6. **Partnerships:** Establish partnerships with external training providers to leverage expertise and enhance training offerings.

Conclusion: By investing in the professional development of our workforce, MDCPS ensures that our employees are well-prepared to uphold our mission of protecting children, supporting families, and promoting lasting family connections. This training plan serves as a roadmap for enhancing service delivery and achieving excellence in child welfare practices across our organization.

Service Structure: To effectively deliver training that meets the needs of the Mississippi Department of Child Protection Services, Professional Development Services must be adequately staffed with a team capable of executing its responsibilities.

Deputy Commissioner of Clinical Support

Mississippi Department of Child Protection Services (MDCPS) maintains the role of Deputy Commissioner of Clinical Support to streamline and enhance support services, consolidating them under unified leadership. This strategic initiative aims to bolster organizational capacity and reinforce direct case practices to better serve children and families.

Role Overview:

The Deputy Commissioner of Clinical Support plays a pivotal role in:

1. **Integration and Alignment:** Align and integrate support services across MDCPS under unified leadership, ensuring coherence and synergy in service delivery.
2. **Capacity Building:** Strengthen organizational capacity by implementing robust support structures and resources that empower frontline staff in direct case practices.
3. **Strategic Leadership:** Provide strategic direction and oversight to clinical support services, fostering innovation and best practices in child welfare services.
4. **Collaboration and Coordination:** Facilitate collaboration among departments and stakeholders to optimize resource allocation and service effectiveness.
5. **Quality Improvement:** Implement continuous quality improvement initiatives to enhance service outcomes and ensure compliance with regulatory standards.
6. **Professional Development:** Support professional development initiatives that equip staff with the necessary skills and competencies to deliver high-quality services.

By consolidating support services under dedicated leadership, MDCPS aims to elevate service standards, improve outcomes for children and families, and establish a cohesive framework that supports continuous improvement in child welfare practices. The Deputy Commissioner of Clinical Support plays a crucial role in realizing this vision by fostering a culture of collaboration, innovation, and excellence across all facets of clinical support within the department.

Director of Professional Development

Role Statement: The Director of Professional Development Services provides visionary leadership and strategic direction for planning, developing, and executing comprehensive training programs aligned with the mission of the Mississippi Department of Child Protection Services. This pivotal role oversees a team of Managers and collaborates closely with internal stakeholders to ensure that training initiatives effectively equip all agency employees with the essential skills and knowledge to safeguard children, support families, and foster lasting family connections.

The Director is responsible for:

- **Designing Comprehensive Curriculum:** Develop frameworks and curricula that address the evolving needs of the workforce and regulatory requirements.

- **Identifying Training Needs:** Work collaboratively with departmental leaders to identify gaps in skills and knowledge and design targeted training solutions.
- **Partnership Development:** Establish and maintain partnerships with external training providers to enhance internal capabilities and broaden the scope of training offerings.
- **Continuous Improvement:** Evaluate the effectiveness of training programs through robust assessment and feedback mechanisms, ensuring continuous improvement and alignment with agency goals.
- **Cultural and Professional Development:** Foster a culture of continuous learning and professional growth among staff, promoting competencies essential for delivering high-quality services.

The Director must demonstrate strong leadership to inspire and motivate the team, fostering a collaborative environment conducive to creativity and initiative. It is critical to exhibit adaptability and resilience in navigating challenges and seizing opportunities within the field of child protection services, maintaining an unwavering commitment to excellence and ethical standards in all professional development initiatives.

Professional Development Social Services Manager

Role Statement:

The Manager of the Child Welfare Training Team oversees the strategic direction and operational management of training initiatives within the child welfare division. This role is responsible for designing comprehensive training programs that enhance the skills and knowledge of child welfare professionals. The Manager collaborates closely with departmental leaders to assess training needs, develop curricula, and ensure compliance with regulatory requirements. Additionally, they supervise a team of Training Specialists to ensure consistent delivery of high-quality training programs that support the mission of safeguarding and improving the well-being of children and families in our community.

Professional Development Social Services Supervisor/Social Services Team Lead

Role Statement:

Training Specialists (Social Service Supervisors/Social Services Team Lead): Training Specialist play a crucial role in the ongoing development and implementation of training programs for the social service workforce. They are responsible for delivering day-to-day training sessions that equip employees with the necessary skills and knowledge to effectively carry out their roles in supporting vulnerable children and families. Working closely with departmental leaders and subject matter experts, they contribute to the design, evaluation, and continuous improvement of training curricula to ensure relevance and effectiveness. Their dedication to professional development helps foster a culture of learning and excellence within the organization, ultimately enhancing the quality of services provided to the MDCPS community.

Pre-Service Training

Pre-service training stands as the cornerstone in preparing MDCPS employees for their critical roles. Upon joining, frontline and supervisory specialists embark on a robust 270-hour training journey meticulously designed to equip them with the skills and knowledge necessary to excel in child welfare practice. This immersive program seamlessly integrates on-the-job experiences with engaging classroom sessions, complemented by hands-on MACWIS training to navigate the agency's vital data systems.

Through a carefully structured blend of real-world simulations, interactive workshops, and dedicated mentorship, new hires not only gain practical insights but also cultivate a deep understanding of their roles in safeguarding children and supporting families. Ongoing competency-based assessments ensure that each participant achieves proficiency and readiness to confidently embark on their casework responsibilities.

Following completion of the training program, all case-carrying new hires receive dedicated support from Professional Development Services for 18 months. This extended guidance allows them to apply their newly acquired knowledge in real-world scenarios, ensuring continuous growth and refinement of their skills. The benefits of this structured support include enhanced casework effectiveness, improved client outcomes, and a strengthened commitment to the agency's mission of protecting and nurturing the well-being of children and families across Mississippi.

Supervisor Leadership and Development:

Developing Effective and Accountable Leaders (DEAL)

Recognizing the imperative to transition from a task-oriented approach, Professional Development Services conducted a community-wide needs assessment to identify gaps in services. In response, the Clinical Supervisor Training program has been restructured and rebranded as DEAL: Developing Effective and Accountable Leaders. This initiative is designed specifically for newly hired or promoted casework supervisors, providing a dedicated Supervisor Leadership program within 90 days of their appointment.

Formerly known as Clinical Supervisors Training (CST), this 40-hour program has evolved into an 8-month curriculum delivered in three comprehensive parts. The program aims to equip supervisors with essential skills for effective leadership and supervision within MDCPS. Key competencies covered include case consultation, self-awareness, various supervision models, and techniques for offering constructive feedback and guidance. Participants undergo pretests, posttests, and post-program evaluations, ensuring competency-based validation of crucial supervisory functions.

Program Structure:

- **Part I (40-hour portion):** Focus on overall supervision and leadership within MDCPS, emphasizing coaching and self-awareness in leadership roles. This segment is delivered quarterly to maintain alignment with the 90-day timeline.
- **Part II (Day-To-Day DEAL):** Tailor for safety, well-being, and permanency leaders, addressing specific job functions essential for direct case management from intake to case closure. This part is delivered in person following completion of the initial 40-hour training.
- **Part III (6-Month Training Cycle):** Design to ensure comprehensive development, this phase spans six months, with monthly in-person sessions introducing specific topics. Professional development trainers conduct individual or small group sessions within service areas and counties throughout the month. The cycle concludes with a graduation ceremony, final test, and evaluation in the sixth month.

This structured approach not only enhances leadership effectiveness but also fosters a culture of continuous learning and professional growth among supervisors, ultimately strengthening MDCPS's capacity to deliver high-quality services to the community.

Ongoing Training:

MDCPS recognizes the importance of continuous professional development to enhance service delivery. To ensure ongoing professional development, case-carrying employees receive at minimum 40 hours of in-service training each calendar year, while case-carrying supervisory staff must receive a minimum 24 hours each calendar year. Leveraging the Cornerstone Learning Management System, our training initiatives encompass both online and classroom modules, ensuring accessibility and tracking of training progress. Supervisors are empowered to monitor their teams' training transcripts, fostering accountability and adherence to training requirements.

The following ongoing training sessions have been, and will continue to be, delivered when needed:

- Active Shooter - Training to teach staff how to respond to an active shooter situation
- Adoption Case Staffing Training – Training adoption staff on the process for using the case staffing tool as a resource to improve casework and supervision
- Adoption Competency - This training is designed for newly hired Adoption staff. The training consists of two days of intensive focus on building knowledge and skills in writing thorough child assessments to make accurate placement decisions and develop better service plans. Also, the training will utilize a variety of tools and techniques to assist the workers as they facilitate an understanding of adoption and engage, assess, and prepare children and youth for present and future life experiences
- Adoption Training Module 1 - Adoption training on the impact of race, ethnicity, and diversity of children in care. What are the concerns children face about race, ethnicity, and diversity while in care, during the adoption process, and once adoption has been finalized? This is the fourth module in a series of adoption trainings. This training has an added portion specific for supervisors who oversee adoption case staff.
- Adoption Training Module 2 - Adoption training on the mental health needs of children in care. What are the mental health needs of a child while in care, during the adoption process, and once the adoption has been finalized? This is the second module in a series of adoption trainings. This training has an added portion specific for supervisors who oversee adoption case staff.
- Adoption Training Module 4 - Adoption training on the impact of race, ethnicity, and diversity of children in care. What are the concerns children face about race, ethnicity, and diversity while in care, during the adoption process, and once adoption has been finalized? This is the fourth module in a series of adoption trainings. This training has an added portion specific for supervisors who oversee adoption case staff.
- Adoption Training Module 5 - Adoption training on the impact of ambiguous and unresolved loss and grief and emotional adjustments of children while in care, during the adoption process, and once adoption had been finalized. This is the fifth module in a series of adoption trainings. This training has an added portion specific for supervisors who oversee adoption case staff.
- Adoption Training Module 6 - Adoption training on the traumatic experiences of children while in care, during the adoption process and once adoption had been finalized. Training discusses the psychological impact of trauma and how children cope. This is the sixth module in a series of adoption trainings. This training has an added supervisory portion for those individuals supervising adoption case workers.
- Adoption Training Module 7 - Adoption training on the identity needs of children while in care, during the adoption process, and once adoption had been finalized. Training discusses how children form identities during adolescence. This is the seventh module in a series of adoption trainings. This training has an added supervisory portion for those individuals supervising adoption case workers.
- Adoption Training Module 8 - Adoption training on child, youth family adjustments after adoption or guardianship have been finalized. This is the eighth module in a series of adoption trainings. This module has a supervisor portion
- Adoption Training Modules 3 - Adoption training on the impact of race, ethnicity, and diversity of children in care. What are the concerns children face about race, ethnicity,

and diversity while in care, during the adoption process, and once adoption has been finalized? This is the fourth module in a series of adoption trainings. This training has an added portion specific for supervisors who oversee adoption case staff.

- Anger Management - In this meditation and mediation course, Andy Gonzalez helps you to manage anger more skillfully.
- Assess Interviewees Digitally - Digital interviews showcase a candidate's strengths differently from a live one. Learn the techniques to evaluate a candidate digitally.
- Build Your Virtual Interview Space - Don't let your home environment affect your interview prowess. Learn how to turn any environment into an ideal interview space.
- Building Professional Working Relationships - Password "Together" - Training with MDCPS staff and the judiciary - Password for the training is "Together"
- Case Staffing Trainings - Train staff on the process for using the case staffing tool as a resource to improve casework and supervision
- CBD - Agency bulletin regarding the use of CBD oil and the possible positive test of persons due to use of products.
- Child Care Payment Program - Step-by-step guide for completing the childcare payment program.
- Childhood/Adolescent Mental Health Issues and the Child Welfare Professional - This two-day training provides a deeper understanding of the need to be aware of children and adolescent mental health issues, diagnosis, treatment, and medications as well as methods of engaging clients and professionals who need services.
- Commissioner's Leadership Forum - Leadership training conducted by Commissioner Sanders or designee monthly to provide insights and updates to the MDCPS Community.
- Conduct Effective Group Interviews Digitally - Learn how to manage multiple participants and ensure an effective and productive interview experience for everyone during a digital group interview.
- Cultural Competence Online – Train staff on the importance of Cultural Competence in Child Welfare
- Cultural Competency - Discuss cultural competence in the workplace as well as in the community we serve. Check one's personal bias as it pertains to the individual in our care.
- Diligent Search – Train staff on the tool used for diligent searches.
- Don't Take My Baby! Explore Protective Capacities in Parents and Caretakers - This training provides participants an opportunity to explore the meaning of Protective Capacities (Cognitive, Behavioral, and Emotional) as outlined in the current MDCPS Policy. This training will demonstrate how Protective Capacities are a critical element to understand when assessing child safety. This training will offer the fundamentals of Protective Capacities as well as provide participants with an opportunity for practical application.
- Eligibility Packet - 2020 Eligibility Packet
- Engaging Families/Building Relationships where there are Challenges - Overview of the challenges families face after trauma and how to help build or rebuild those relationships.

- Engaging Incarcerated Parents - Focus on those parents who have been incarcerated but still need to be a part of their child's life and assist in making decisions for their child from afar. Address the need for children to visit parents while incarcerated if possible and allow them to continue to participate in some way.
- Ethics and Accountability in Child Welfare - Training related to specific ethical boundaries as it relates to child welfare
- Family Service Plan - This training will heighten participants' awareness of the importance of professionally documenting information gathered on family. It will help build knowledge and skills in documenting accurate information in all required screens of the CFA/FSP. Additionally, they will gain an understanding of the importance of a quality FSP.
- Finance - A step-by-step look at the child in care financial availability. What funds are available and how to request usage of said funds on behalf of the child in care?
- ICPC - An overview of the processes and policies for ICPC
- ICPC Forms – Train staff on the new ICPC forms used with the agency.
- ICPC Policy - The Policy Bureau has reformatted and updated the policy surrounding Interstate Compact for the Placement of Children (ICPC). The policy has been reformatted and restricted and now includes a section about the Alabama-Mississippi Border Agreements. MDCPS employees must read and familiarize themselves with the new manual and abide by its contents.
- If You See Something, Say Something - Fraud training for all staff. This training covers travel and payroll fraud as well as how to report fraud to upper management and the ramifications of fraudulent acts of employees.
- Independent Living – Young Parents – Discuss the barriers and additional needs of parenting youth.
- Independent Living – Youth Assessment/Appraisal - Discusses the barriers and additional needs of parenting youth.
- Independent Living – Youth Engagement - Discuss how to effectively engage youth in all aspects of their case planning.
- Independent Living Training - Update on education records and placement change for children in care. The training focuses on the needs of children in care as it pertains to changes in schools and educational records following the child.
- Independent Living: Adolescent Brain Development - Discuss the various stages of adolescent development.
- Independent Living: Family Team Meeting - Discuss the importance of a youth's involvement in family team meetings and how to structure family team meetings for older youth in care.
- Independent Living: Healing Comes First - Healing Comes First addresses the trauma of children/youth who enter foster care.
- Independent Living: MDCPS Foster Youth - Discuss the rights and responsibilities of youth in foster care
- Independent Living: Permanence - Permanence addresses the importance of a youth's need to be connected to family, peers, and community support.

- Independent Living: Population Needs and Services - Discuss needs and services provided by Youth Transition Support Services to address the unique individual plans of foster youth ages 14-21.
- Independent Living: Stable Housing - Discuss permanent solutions to affordable and safe housing for youth transitioning out of custody.
- Independent Living: Successful Connections - Successful Connections discusses how MDCPS Workers can support youth in developing, maintaining, and preserving connections to family, peers and community supports.
- Independent Living: Transition Planning - Transition Planning discusses how MDCPS Workers can support youth in transition to the next phase.
- Information Technology - Information on how to protect your personal information from computer hackers. Password protection, security protection and Phishing are just a few of the details covered during this training.
- Ins and Outs of Confirming Placements - Training on how to complete eligibility information for staff
- Investigation Policy and eBulletin - The Policy Bureau and agency leadership have revised the Investigations policy that, effective immediately, replaces all prior policies regarding
- Is your Professional Etiquette Enough? - This training discusses the most appropriate way to carry oneself while on the job. All professionals should have good etiquette skills to utilize while both in the office as well as out in the field. Is your professional etiquette enough to cover many of these delicate issues?
- Keep It Safe - This training is designed to enhance our perception regarding safety in the workplace. Emphasis is placed on defining and formulating a personal safety plan. The training also focuses on what staff are to do if an event occurs.
- Keep It Safe 2022 - This training is designed to enhance our perception regarding safety in the workplace. Emphasis is placed on defining and formulation a personal safety plan. The training also focuses on what staff are to do if an event occurs.
- LEP Policy - Train staff on how to work with clients with limited English-speaking abilities.
- Let's Talk About HIPAA – Information about HIPAA and the importance of confidentiality
- Maintain Respect During Digital Interviews - Address sensitive topics the right way to maintain professionalism and respect during all your interviews.
- New Travel Submission Process - New contact information for CPS travel department for travel.
- Ongoing Safety - An overview of safety issues our staff and resource parents need to be aware of while having children in their homes or lives. Car seat safety, water safety, hot cars, gun safety, sleep safety, poison storage solutions, and electrical safety are all addressed in the online training.
- Overcome Technical Issues - Learn how to address any technical issues that come up so that you can focus on performing your best during your digital interview.
- Oxford Healthcare - Oxford Healthcare is requiring additional information from staff. Processes included.

- PMLC 1 Overview and Trauma-Focused - Preparation Guiding Your Staff's Development; Virtual Overview of Practice Model Learning Structured Application Trauma-Focused Learning
- PMLC 2 Involving Children and Families in Case Planning and Decision Making - Preparation Involving Children & Families; Virtual Involving Children & Families; Structured Application Involving Children & Families
- PMLC 3 Assuring Safety and Managing Risk - Preparation Assuring Safety & Managing Risk; Virtual Assuring Safety & Managing Risk; Structured Application Assuring Safety & Managing Risk
- PMLC 4 Strengths and Needs Assessment - Preparation Strengths & Needs Assessment; Virtual Strengths & Needs Assessment; Structured Application
- PMLC 5 Case Planning- Preparation Case Planning; Virtual Model Case Planning; Structured Application Case Planning
- PMLC 6 Mobilizing Services Timely- Mobilizing Services Preparation Mobilizing Services Virtual Mobilizing Services Structured Application
- PMLC 7 Preserving and Maintaining Connections - Maintaining Preparation Virtual Model Maintaining Structured Application
- Polish Your Digital Presence - A digital interview sometimes needs a different approach to a live one. Learn how to help your interviewer focus on what you have to say instead of how you look on camera.
- Practice Setting Up Your Virtual Interview station - Practice makes perfect. Practice setting up a virtual interview space so you're ready to do it for real.
- Prepare an Interviewee for a Virtual Interview - Learn how to provide all the right information to your interviewees to ensure a great interview experience for everyone involved.
- Pre-Service Training - This an 8-week training designed for professionals who are entering the field of Child Welfare. It is based on the Mississippi Child Welfare Practice Model components: Mobilizing Appropriate Services Timely, Safety Assurance, and Risk Management, Involving Children and Families in Case Planning and Decision-Making Strengths and Need Assessments of Children and Families, Preserving Connections and Relationships, and Individualized and Timely Case Planning.
- Pre-Service Training - This training is required for all newly hired caseworkers and supervisors. This is an 8-week training designed for professionals who are entering the field of Child Welfare. It is based on the MS Child Welfare Practice Model components: Mobilizing Appropriate and Risk Management, Involving Children and Families in Case Planning and Decision-Making Strengths and Needs Assessments of Children and Families, Preserving Connections and Relationships and Individualized and Timely Case Planning. It has been revised in 2022 to further imbed the PMLC, Trauma and Self-Care
- Preserving and Maintaining Connections - Maintaining Connections to family, culture, and community is vitally important to children in the child welfare system. This training will help identify those connections and the benefits to the child and family to preserve them, as well as provide an opportunity to create a plan to overcome barriers preventing these connections

- Professionalism - This training discusses the most appropriate way to carry oneself while on the job. All professionals should have good etiquette skills to utilize while both in the office as well as out in the field. Is your professional etiquette enough to cover many of these delicate issues?
- Quality Visits - There is a direct correlation between quality visits with children in foster care and quality outcomes related to safety, stability, permanency, and well-being. This training will provide information to help understand that relationship and the skills necessary to conduct a purposeful visit with children in foster care, as well as the state/federal policies that govern those visits.
- Reasonable Efforts Practice Scenarios MODULE 3- The Reasonable Efforts materials have been developed in response to requests for Reasonable Efforts Training. The training consists of general resources, practice scenarios and additional information targeting each module.
- Reasonable Efforts Practice Scenarios: MODULE 1 - The Reasonable Efforts materials have been developed in response to requests for Reasonable Efforts Training. The training consists of general resources, practice scenarios and additional information targeting each module. All modules can be completed in their entirety, virtually by MDCPS staff using their tablets
- Reasonable Efforts Practice Scenarios: MODULE 2 - The Reasonable Efforts materials have been developed in response to requests for Reasonable Efforts Training. The training consists of general resources, practice scenarios and additional information targeting each module.
- Reduce Bias During Digital Interviews - Bias is harmful for interviewees and interviewers. Learn how to reduce bias during all your interviews.
- Reporting COVID Quarantine or Positive Test for Foster Youth, Foster Parents - Memo on how to properly document positive test for COVID for Children in Care for Foster Parents through Smartsheet.
- Request for Attorney General Representation SOP - Standard Operating Procedures memo: The purpose of this SOP is to ensure consistency and efficiency in MDCPS's use of its assigned Special Assistant Attorneys General (SAAGs in cases/matters unrelated to cases to terminate parental rights.
- Request for Legal Opinion SOP - Standard Operating Procedures memo addressing: The purpose of this SOP is to provide MDCPS staff a process for requesting the advice and opinion of an in-house MDCPS attorney on a matter of law or policy affecting the Agency's operations. This SOP must be used whenever MDCPS staff require the opinion of an attorney to clarify their responsibilities under federal or state laws and regulations or MDCPS policy.
- Request for MOU, IA, or DSA SOP - Standard Operating Procedures memo: The purpose of this SOP is to provide MDCPS staff a process for requesting the creation or renewal of a memorandum of understanding, interagency agreement, or data sharing agreement. This SOP must be used whenever MDCPS staff need to agree to services or data sharing that does not commit any funds. Any funded agreements must be obtained through the procedures for procuring and entering contracts or sub-grants and are not covered by this SOP.

- SAP Training - SAP is the format for writing narratives in the case. Training for staff on how to use the SAP format
- Secret Slavery: A Child Welfare Professional's Response to Human Trafficking - This training session will educate child welfare professionals on the basics of human trafficking. As professionals, we need to know the definition of human trafficking as well as the signs and symptoms of the existence of trafficking behaviors. Once we have a better understanding of the definition and signs, we will discuss what makes children in the foster care system more vulnerable. Lastly, we will begin to assess the special needs of the victims as they relate to treatment.
- Self-Care – Filling out Buckets - Develop an understanding of the ethical importance of self-care and learn strategies to combat compassion fatigue.
- Service Animals SOP - Standard Operating Procedures memo: To set forth MDCPS's requirements and duties when interacting with clients or other individuals with service animals.
- SIU - The Reasonable Efforts materials have been developed in response to requests for Reasonable Efforts Training. The training consists of general resources, practice scenarios and additional information targeting each module. All modules can be completed in their entirety, virtually by MDCPS staff using their tablets.
- State Employee Handbook - The Mississippi State Personnel Board has revised the State Employee Handbook and Policy and Procedures Manual effective January 1, 2020.
- Staying Present - A mindfulness mini course to help you be in the moment more regularly to be more connected to yourself and others.
- Telework and Guidelines for Client Contact - COVID 19
- Termination of Parental Rights - Training related to the policy, procedure and law surrounding Termination of Parental Rights
- Time and How to Manage in Child Welfare - How to manage time as a Child Protection employee.
- Translate In-person Interview Techniques for Digital Communication - Learn how to adapt tried-and-true interviewing techniques for the digital space.
- UMMC Sickle Cell Training - In this medical information training staff learn what Sickle Cell is and how to assist individuals in checking for and caring for persons with sickle cell.
- Updated Covid-19 Guidance - Updated guidance on COVID-19 protocol for employees of CPS. Where to pick up PPE, how to quarantine when staff or a household/dependent is positive, leave information, and telework requirements.
- Youth Transition Support Services Policy
- Adoption Brush Up 2023-Follow up to online Adoption Brush Up training for those adoption specialists who will now be taking on cases once a child(ren) is free for adoption. In previous times those cases would stay with the County of Residence Specialist. Training is meant to assist adoption specialists in learning parts of the COR job that they have either not previously completed or have not completed in a while.
- Alternative Work Schedules-HR compliance training on Alternative Work Schedules
- Bookkeeper Refresher Training-Refresher for bookkeepers on bank statements, therapeutic placement, SS financial folders, DNA Testing and Credit Cards

- Caseload Dashboard Training-Training on how to use the dashboard to manage caseloads, view up-to-date information on county and regional data
- CQI - Data Discussion/Strategic Meeting Session 1-A data discussion on CQI requirements and needs. This is a follow-up to the Forward Together where CQI was highlighted, and an overview was provided. Items discussed during this training are as follows: Status Update Safety & Risk Assessments and Management Revised Supervisory Case Staffing Form Quality Documentation Regional Action Planning (RAP)Moving Forward Together
- CQI - Strategy Peer Reviews Lab 2-Part 2 of CQI Review, this training covers: Peer Reviews Revised Supervisory Case Staffing for Peer Reviews of Documentation Framework Moving Forward Together/Next Steps
- CQI Doc Framework Learning Lab 1-Why behind the need for better documentation Discuss Priorities: Caseloads, Medical and Dental, Family Based Placement, Maltreatment in Care and Risk/Safety Framework for Documentation
- CQI- Doc Framework Learning Lab 2-Different kinds of agency data: Qualitative Quantitative As well as improved documentation
- Customer Service Essentials - Keeping customers happy is an essential part of any organization. How you interact with your customers is directly tied to overall customer satisfaction and could be the key difference between a satisfied customer and a disgruntled customer. In this curriculum, we will explore how to elevate your customer service skills, including how to listen and relate, practice patience, be attentive, communicate effectively, read customers, and be service minded.
- Documentation and Case Staffing Tools-was a memo on the June 2023 PIP. It covered how to document in SAP format as well as how to utilize the case staffing tool/forms for supervisors. Added to the memo is a copy of the case staffing forms.
- Education Unit Updates 9.2022-a memo on new processes and revised documents for the education unit. Notification of Placement, Enrollment Letter Guidance and Letter, Best Interest Determination (BID) Practice Guide, Questions and BID Form are the forms mentioned along with hyperlinks for the notification of placement and best interest.
- Family Service Planning-Information covered in training consisted of Family Service Plans, Comprehensive Family Assessments and Family Team Meetings
- FMLA, ADA &WC HR Compliance Department-Compliance training from HR on FMLA, ADA WC
- Foster Care Training-A review of agency material needed by the foster care division in order to properly care for the children in foster care homes and facilities. A class to teach those who normally do not work directly with foster youth what the paperwork looks like and how to manage the case of a child in care.
- Hope Works-Training on Hope for Foster parent recruiters. Discusses ACE scores, work through strengths and weaknesses and provides feedback to those addressing the need for positive foster homes in the area
- How to Request Birth Records / Birth Certificates-Updated instructions on how to request birth records for children.
- Improve Your Customer Service Skills - Research shows that up to 90 percent of Americans use customer service as a factor in deciding whether they will do business

with a company. Whether you are working in a customer-facing role, managing a team in a service center, or looking to improve customer experience on an organizational-wide basis, this playlist is designed to help you gain the skills necessary to provide your customers with a positive experience.

- Investigations/Policy and Practice 2hr-A discussion about Safety and Risk, SAP Format/8 Frame Window Model, Forensic Interviewing, and Investigation Narratives. Training created to assist nontraditional investigative workers in how to do investigations- a refresher for those who have not done investigations in a while
- MAGIC Shopping Cart Training-The aim of this training is to learn and refresh your knowledge on entering shopping carts and creating goods receipts in MAGIC. And by the end of the course, you'll have learned how to create a shopping cart in MAGIC and do a MAGIC Goods receipt. It is essential that we all complete this training. By doing so, you can help create and maintain an efficient and effective way for purchasing products and services for the agency.
- Magnolia/Medicaid Annual Training-Annual training on the updates within the Medicaid system as they pertain to our children in care.
- MANDT-Training provided on building healthy relationships, healthy communication, and healthy conflict management skills. The information contained trauma-informed services and positive behavior interventions and supports (PBIS)
- MDCPS Human Resources Compliance Training-HR training related to Timecards, Alternate Work Schedules, FMLA, and Progressive Discipline
- Medical Contact Type and Medical Summary Comments Documentation Template-The purpose of the framework below is to help guide workers on the appropriate documentation needed to verify that well-being is addressed and any recommended follow-up occurs. Details of the medical visits should be documented in the "Summary Comments" section for each medical exam within the medical tab. If children in care are transported to medical visits by someone other than the caseworker (i.e., foster parent, case aide, treatment navigator, or transition navigator) please remind them before the medical visit the information that is needed for documentation purposes. This framework should be used for documenting all medical, dental and other health-related visits.
- Medical Documentation Training-An informal overview on how to properly document medical information for children in care.
- MS Improving Care (MIC) Investigation Training-Investigation training for those situations that require more details. This training focuses on investigations into children who are already in care with the agency. Those in Foster Care are already being monitored but an allegation of abuse or neglect has arisen.
- MYCIDS-Staff will receive a screen-by-screen overview of the areas that social workers are expected to complete on every investigation. They will also review many of the features of MYCIDS, such as how to search for individual records, how to file petitions, and the correct way to print court orders
- Progressive Discipline-HR Compliance training on Progressive Discipline
- Safety Planning Workshop-Refresher on safety plan. The agency policy on safety plans from investigation and in/home was thoroughly discussed. Also, staff collectively

discussed the issues/struggles that the workers faced dealing with safety plans as well as a lengthy discussion on the policy highlights.

- SAP Review-Documentation training on the SAP Method/CQI information quality narratives in order to ensure that staff are clear on expectations for documentation.
- SMEs Expectations Meeting with Commissioner Sanders-Commissioner Sanders setting expectations and information regarding Pathways work.
- Task and Goals Family Engagement-Discussion provided on how to complete an FSP while including SMART Goals and Tasks. Information on Who, what, when, where, which and why was included as well as how much/how many, etc. Making sure that goals are Specific, Measurable, Attainable/Achievable.
- Termination of Parental Rights-Legal training on TPR for newly hired caseworkers
- The Science of Addiction and Trust-Based Relational Intervention-The training focused on the Science of Addiction.
- The Unforgettable Four-The four priorities of the agency currently ...staffing, new dashboards, wellness of children, foster homes
- Timecards Submission-Compliance training from HR on timecard submission
- Understanding Safety and Risk-An overview of what Safety and Risk mean. Workers were taught how to distinguish between safety and risk as well as how to properly document each.

New trainings that have been delivered in the 2023-2024 APSR year are:

- 2023 Trip Optimizer and Voucher-2023 Trip Optimizer and Voucher Revised
- Developing Effective and Accountable Leaders (DEAL)-Formerly known as Clinical Supervisors Training (CST), this 40-hour program has evolved into an 8-month curriculum delivered in three comprehensive parts. The program aims to equip supervisors with essential skills for effective leadership and supervision within MDCPS. Key competencies covered include case consultation, self-awareness, various supervision models, and techniques for offering constructive feedback and guidance. Participants undergo pretests, posttests, and post-program evaluations, ensuring competency-based validation of crucial supervisory functions.
- Trust Based Relational Intervention (TBRI)- is an attachment-based, trauma-informed intervention that is designed to meet the complex needs of vulnerable children. TBRI® uses Empowering Principles to address physical needs, Connecting Principles for attachment needs, and Correcting Principles to disarm fear-based behaviors
- Contract Training-One week intensive designed to provide the basics of investigation and in-home services specifically for individuals hired on contract for case carrying work.
- Investigation and Human Traffic Training-Child Welfare Investigations and Human Trafficking Training utilizes Virtual Home Simulation (VHS) to provide immersive and realistic learning experiences for our personnel. Through VHS, trainees are exposed to scenarios that replicate real-life situations encountered during child welfare investigations and human trafficking cases.

Upcoming Enhancements:

Partnerships:

As part of our commitment to continuous improvement, MDCPS continues to explore innovative training methodologies to enhance the child welfare professional development experience. Partnering with the *eight public universities* to collaborate on leveraging the intern experience by offering students an opportunity to participate in new hire training as part of their internship field placement. MDCPS has also partnered with the *University of Southern Mississippi, the National Human Traffic Technical and Assistance Center, and Texas Christian University* to create a minimum fact interviewing training video. This video will be added to the revisions to the new hire training.

New Trainings and Certifications:

To further meet the complex needs of the MDCPS community, Professional Development Services has identified the following training that will be offered to employees whereby a certification or practitioner status will be earned:

Crisis Prevention Institute

MDCPS will offer non-violent Crisis Intervention training. Equip staff with problem-solving and decision-making skills to recognize the level of risk and apply the most appropriate verbal and/or physical interventions.

- Improve decision making
- Minimize physical interventions
- Gain the confidence to recognize risk behavior & respond to defensive behaviors
- Understand what's behind behavior
- Address the needs of the individual

Certified Trauma Professional

A Certified Trauma Professional (CTP) is an individual who has undergone specialized training and certification in trauma-informed care and treatment. This certification signifies that the professional has acquired the knowledge, skills, and competencies necessary to effectively recognize, assess, and respond to the impacts of trauma on individuals, families, and communities.

Motivational Interviewing (MI)

Motivational Interviewing (MI) is a client-centered, directive therapeutic approach designed to elicit and strengthen motivation for behavior change. It is rooted in the principles of collaboration, evocation, autonomy support, and compassion. MI aims to resolve ambivalence and enhance intrinsic motivation by exploring and resolving the client's own reasons for change within an empathetic and non-judgmental framework.

Darkness to Light - Stewards of Children

Darkness to Light is a comprehensive training program offered by Stewards of Children aimed at preventing child sexual abuse. This evidence-informed program educates adults on how to recognize, prevent, and react responsibly to child sexual abuse. Darkness to Light emphasizes creating a safer environment for children by empowering adults with knowledge and strategies to protect children from harm.

Future Enhancements to Child Welfare Professional Development Product Suite

Enhancing Use of Current Virtual Home Simulation

In our commitment to continuous improvement within the Child Welfare Professional Development product suite, we are planning to enhance the utilization of our current Virtual Home Simulation (VHS) technology. This enhancement will involve expanding the scope and realism of simulated scenarios that child welfare professionals encounter in their daily roles. By leveraging advanced technology and scenario-based learning, professionals will have the opportunity to practice critical decision-making skills in a risk-free environment. Benefits include enhanced readiness and confidence among practitioners, improved retention of learning outcomes, and the ability to simulate complex and sensitive situations that are challenging to replicate in traditional training settings. The enhanced VHS will ultimately contribute to better-prepared child welfare professionals who are adept at handling diverse and challenging real-world scenarios effectively.

Simulation Home Environment Development

As part of our ongoing efforts to innovate and optimize training methodologies, we are exploring the development of Simulation Home Environments tailored specifically for child welfare professionals. These environments will simulate realistic home settings where professionals can practice assessments, interventions, and court testimony in the environment. This immersive training approach will allow specialists to experience firsthand the dynamics and challenges of home visits, from initial assessments to ongoing support and monitoring. The benefits of Simulation Home Environments include improving assessment accuracy, enhancing cultural competence in home settings, and fostering empathetic and effective communication skills with families. By bridging theory with practical application in a controlled environment, this development aims to elevate the quality of service delivery and outcomes for children and families involved in the child welfare system.

Development of Leadership Masterclasses for Child Welfare Leaders

Recognizing the pivotal role of effective leadership in driving positive outcomes within child welfare organizations, we will introduce Leadership Masterclasses tailored specifically for child welfare leaders. These masterclasses will focus on advancing leadership competencies essential for navigating complex organizational challenges, fostering innovation, and promoting a culture of continuous improvement. Participants will engage in interactive sessions covering strategic planning, change management, ethical leadership, and team development. Benefits of the Leadership Masterclasses include equipping leaders with the skills to inspire and motivate teams, enhancing decision-making capabilities, and cultivating a supportive and inclusive organizational culture. By investing in the professional development of child welfare leaders, we aim to strengthen leadership capacity across the sector, ultimately leading to improved service delivery, staff retention, and better outcomes for children and families in our care.

Development of Leadership Masterclasses

In our initiative to develop Leadership Masterclasses for child welfare leaders, we are drawing inspiration from four influential books that encapsulate essential principles of effective leadership and team dynamics.

1. Leaders Eat Last - Simon Sinek

The Leadership Masterclass based on Simon Sinek's "Leaders Eat Last" will explore the concept of selfless leadership and its impact on organizational culture. Participants will delve into strategies for creating a supportive work environment where leaders prioritize the well-being and success of their teams. Benefits include fostering trust, enhancing team cohesion, and promoting a shared sense of purpose that drives organizational resilience and performance.

2. The 5 Dysfunctions of a Team - Patrick Lencioni

Drawing from Patrick Lencioni's "The 5 Dysfunctions of a Team," this masterclass will address common pitfalls that hinder team effectiveness and collaboration within child welfare organizations. Participants will learn strategies to cultivate trust, improve communication, and navigate conflict constructively. Benefits include building cohesive teams that are resilient, adaptable, and capable of achieving collective goals that support positive outcomes for children and families.

3. The 5 Languages of Appreciation in the Workplace - Gary Chapman

Gary Chapman's "The 5 Languages of Appreciation in the Workplace" will guide a masterclass focused on enhancing employee engagement and morale among child welfare professionals. Leaders will explore practical methods for expressing appreciation and recognizing contributions effectively, tailored to individual preferences. Benefits include boosting staff motivation, reducing turnover, and cultivating a culture of appreciation that enhances job satisfaction and organizational commitment.

4. Crucial Conversations - Joseph Grenny

Informed by Joseph Grenny's "Crucial Conversations," this masterclass will equip child welfare leaders with essential skills for navigating high-stakes conversations with empathy, clarity, and positive outcomes. Participants will learn techniques to manage emotions, foster open dialogue, and resolve conflicts constructively. Benefits include improving decision-making processes, strengthening relationships, and creating a culture where difficult conversations lead to meaningful change and continuous improvement.

Conclusion

By integrating insights from these influential books into our Leadership Masterclasses, we aim to empower child welfare leaders with the knowledge, skills, and tools needed to inspire teams, navigate challenges, and drive positive outcomes for children and families. These masterclasses will serve as a cornerstone in our commitment to developing resilient, effective leaders who champion excellence in child welfare practice and contribute to thriving communities.

These future enhancements underscore our commitment to advancing excellence in child welfare practice through innovative training solutions that empower professionals, support leadership development, and ultimately enhance the well-being of vulnerable children and families in our communities.

Development of Social Work Licensure Prep Workshops and Classes

In our ongoing commitment to advancing professional development within MDCPS, we will introduce Social Work Licensure Prep Workshops and Classes tailored to support our employees in pursuing licensure. These workshops will provide comprehensive preparation for the licensure exam, equipping our staff with the knowledge, skills, and confidence needed to succeed. Participants will benefit from structured study sessions, review of core competencies, and practice exams designed to simulate the licensure testing environment. By investing in licensure preparation, MDCPS aims to enhance career advancement opportunities for our workforce, improve retention rates, and elevate the quality of service delivery. Ultimately, these workshops contribute to a more skilled and competent workforce, capable of meeting the complex needs of children and families in our care while reinforcing our agency's commitment to professional growth and excellence in child welfare practice.

Foster Parent Licensure and Training:

The licensure process for prospective foster parents begins with orientation following their expression of interest. Orientations are scheduled bi-monthly in each MDCPS region, held either in classroom settings at MDCPS offices or within applicants' homes. It is mandatory for all adults involved in the child's care within the household to attend orientation; in cases of married couples, both spouses are required to participate.

The primary goal of orientation is to familiarize foster parent applicants with the licensure process. During this session, prospective families receive comprehensive information covering the following areas:

- **Background Checks:** Mandatory background checks are conducted for all adults and children aged 14 and older residing in the home. These checks include criminal history screenings through law enforcement databases and agency registries, including the sex offender registry.
- **Pre-Service Training (PATH):** Following orientation, applicants proceed to complete the Parents as Tender Healers (PATH) Training. This process is designed to assess and educate foster families on childcare practices.
- **Home Study Process:** Once orientation and PATH training requirements are fulfilled, the Structured Analysis Family Evaluation (SAFE) home study process is completed. SAFE is a standardized methodology used nationwide to evaluate prospective families' suitability to provide foster care. This ensures consistent and thorough assessments across all licensed homes. This process is designed to assess and educate foster families on childcare practices. An initial home environment checklist is completed at the outset of the study and updated annually, within two weeks of any change in residence, or at the discretion of the licensure specialist and Supervisor. The study includes multiple home visits where physical structures are inspected, and interviews are conducted with household members to assess their understanding of fostering responsibilities. Additionally, references are contacted, their feedback documented and considered during the final approval process.

By adhering to this structured process, MDCPS ensures that all prospective foster homes undergo rigorous evaluation and preparation, promoting the well-being and safety of children in foster care placements.

Final Licensing Decision

Following the completion of the home study and submission of all required documentation, the supervisor will review the information to determine whether to issue a foster care placement license to the family. Upon approval, the family will receive a certificate indicating their authorization to provide foster care, specifying the approved capacity for children in the home.

For relatives, the licensing process is completed within 90 days, while for non-relatives, it concludes within 120 days. Foster homes are licensed to accommodate up to 5 children, including the biological children of the foster parents, with the exception of sibling groups exceeding 5 children.

This structured approach ensures thorough evaluation and timely approval of foster homes, supporting the safe and nurturing placement of children in need of care.

State Technical Assistance Activities and Impact on Training Plan Goals

The state's technical assistance activities are integral to supporting counties and other local or regional entities in effectively operating state programs aligned with the training plan's goals and objectives. These activities encompass a range of supportive measures aimed at enhancing capacity, improving service delivery, and promoting consistency across service areas.

Description of State Technical Assistance Activities:

1. **Training and Workshops:** Provide tailored training sessions and workshops within the respective Service Area on program implementation, compliance with state standards, and best practices in service delivery.
2. **Consultation and Coaching:** Offer expert consultation and coaching to address specific challenges, enhance organizational effectiveness, and optimize resource utilization.
3. **Resource Development:** Assist in the development of resources such as toolkits, guidelines, and manuals that facilitate standardized practices and ensure alignment with state policies.

Impact on Achievement of Training Plan Goals:

- **Enhanced Capacity:** By equipping local entities with specialized knowledge and skills through targeted training and workshops, technical assistance enhances their capacity to deliver services effectively and achieve programmatic goals.
- **Consistency and Compliance:** Standardizing practices through consultation and resource development promotes consistency in service delivery across jurisdictions, ensuring compliance with state regulations and enhancing overall program quality.
- **Improved Outcomes:** Technical assistance activities contribute to improved program outcomes by facilitating data-driven decision-making, enhancing service effectiveness, and addressing systemic challenges.
- **Sustainability:** Build local capacity and foster a culture of continuous improvement, technical assistance supports the long-term sustainability of programs, ultimately benefiting the communities served.

In conclusion, the state's proactive approach to providing technical assistance plays a pivotal role in supporting local and regional entities in achieving the goals and objectives outlined in the training plan. By fostering collaboration, enhancing capacity, and promoting excellence in service delivery, these activities contribute to the overall success and impact of state programs in meeting the needs of children, families, and communities.

Anticipated Technical Assistance and Capacity Building Needs

The state anticipates several technical assistance and capacity building needs to effectively support the achievement of Child and Family Services Plan (CFSP) and Child and Family Services Review (CFSR) goals and objectives. These needs encompass a range of strategic areas aimed at enhancing service delivery, improving outcomes for children and families, and ensuring compliance with federal and state regulations.

Technical Assistance Needs:

1. **Training and Professional Development:** Development and delivery of training programs to enhance the competencies of staff and stakeholders in areas critical to achieving CFSP and CFSR outcomes.
2. **Policy and Practice Alignment:** Technical assistance to ensure alignment of state policies and practices with federal guidelines and best practices in child welfare services.

Capacity Building Services from Partnering Organizations:

Partnering organizations and consultants will play a crucial role in supporting the state's capacity building efforts by:

- **Providing Expertise:** Offer specialized knowledge and experience in implementing evidence-based practices, data management, and compliance strategies.
- **Delivering Training:** Develop and deliver customized training programs that build the skills and knowledge base of state and local agency staff.
- **Offering Consultation:** Provide ongoing consultation to address specific challenges, support policy development, and promote effective programmatic strategies.
- **Facilitating Collaboration:** Foster collaboration among stakeholders, including state agencies, local jurisdictions, community partners, and advocacy groups, to achieve shared goals.

Impact on Achievement of Goals and Objectives:

- **Enhanced Service Effectiveness:** Strengthen technical capacities and skills will enable agencies to deliver more effective and efficient services to children and families.
- **Improved Outcomes:** Capacity building initiatives will contribute to improved outcomes in child safety, permanency, and well-being, as outlined in the CFSP and evaluated through the CFSR process.
- **Compliance and Accountability:** Build robust systems for data management, quality assurance, and compliance monitoring will ensure agencies meet federal and state standards, fostering accountability and transparency.
- **Sustainability:** Invest in capacity building across all levels of the child welfare system, the state will promote long-term sustainability in achieving and exceeding CFSP and CFSR goals, ultimately benefiting children, families, and communities.

In summary, the state's proactive approach to identifying and addressing technical assistance and capacity building needs, with support from partnering organizations and consultants, will be instrumental in achieving the strategic goals and objectives outlined in the CFSP and meeting the expectations of the CFSR process. These efforts are essential for fostering a responsive, effective, and accountable child welfare system that prioritizes the well-being and safety of children and families statewide.

Evaluation and Research Activities in Collaboration with Mississippi Academic Pathways (MAP)

MDCPS is actively engaged in several evaluation and research activities in partnership with the eight state-funded universities through the Mississippi Academic Pathways (MAP) initiative. These activities are strategically aligned to support and enhance the goals and objectives outlined in our comprehensive plan for child welfare services.

Current and Planned Evaluation and Research Activities:

1. **Program Effectiveness Studies:** Conduct evaluations to assess the effectiveness of the child welfare training program. This includes examining the current training curriculum and how to leverage classroom content with MDCPS content.
2. **Impact of Evidence-Based Practices:** Research the impact of evidence-based practices (EBPs) in child welfare, such as family preservation models, trauma-informed care, and specialized services for vulnerable populations. Evaluate the implementation fidelity and outcomes associated with training practices.
3. **Data Integration and Analysis:** Collaborate on projects to enhance data integration capabilities across agencies and universities, enabling comprehensive analysis of child welfare data to identify trends, disparities, and areas for targeted intervention.
4. **Workforce Development Studies:** Evaluate workforce development initiatives within the child welfare system, including training programs, professional development opportunities, and retention strategies. Assess the impact of these initiatives on staff recruitment, competencies, and job satisfaction.

Alignment with Plan Goals and Objectives:

- **Enhanced Service Delivery:** Evaluate and research activities provide critical insights into program effectiveness, allowing for evidence-based decision-making and targeted improvements in service delivery strategies.
- **Evidence-Based Practice Implementation:** Research outcomes inform the adoption and scaling of evidence-based practices across the child welfare system, supporting goals related to improved child outcomes, family engagement, and system efficiency through comprehensive professional development solutions.
- **Data-Informed Decision Making:** Enhanced data integration and analysis capabilities support the state agency in making informed decisions to optimize resource allocation, identify service gaps, and address disparities in service provision.

- **Sustainability and Continuous Improvement:** Foster a culture of research and evaluation, the state agency promotes sustainability in achieving plan goals and objectives over time. Continuous improvement efforts are supported by ongoing assessment of programmatic outcomes and implementation fidelity.

In conclusion, the collaborative evaluation and research activities facilitated through the Mississippi Academic Pathways initiative are instrumental in advancing the state agency's mission to enhance child welfare services, particularly as it relates to professional development solutions. By leveraging academic partnerships and research expertise, the agency strengthens its capacity for innovation, data-driven decision-making, and achieving positive outcomes for children, families, and communities across Mississippi.

Chafee Training Planned for FYs 2025-2029:

Chafee Training is a pivotal component of our comprehensive new hire onboarding process. It is designed to educate and prepare new staff members on the unique needs and challenges faced by youth transitioning out of foster care. This includes topics such as independent living skills, financial literacy, education and employment resources, and accessing community supports.

Role of the Education Unit Specialist:

A specialist from our education unit leads the delivery of Chafee Training sessions. They bring specialized expertise and insights into the educational and developmental needs of youth in foster care transitioning to independence. Their role includes:

- Facilitating interactive training sessions that are engaging and informative.
- Providing practical tools and strategies to support youth in achieving their educational and career goals.
- Addressing specific challenges and barriers that youth may encounter during their transition from foster care.

In alignment with the goals and objectives of the Chafee plan, specific training initiatives planned for fiscal years 2025-2029 include:

- **Enhanced Curriculum Development:** Continuously refining Chafee Training curriculum to incorporate best practices and emerging research in youth development and transition services.
- **Expansion of Training Reach:** Increasing accessibility of Chafee Training across all regions and service areas to ensure consistency and equity in service delivery.
- **Integration with Professional Development:** Integrating Chafee Training modules into ongoing professional development opportunities for staff to deepen understanding and application of best practices.

- **Evaluation and Feedback Mechanisms:** Implementing feedback mechanisms and evaluation tools to assess the effectiveness of Chafee Training in meeting the needs of youth and achieving desired outcomes.

By prioritizing Chafee Training within our new hire onboarding and ongoing professional development framework, we are committed to enhancing our capacity to support youth in foster care, promoting their successful transition to adulthood, and achieving positive long-term outcomes. These efforts reflect our dedication to fulfilling the objectives outlined in the Chafee plan and advancing the well-being of youth across our state.

Training Plan Conclusion

The Professional Development training plan outlined above exemplifies MDCPS's commitment to cultivating a highly skilled and competent workforce dedicated to delivering exemplary child welfare services. Through strategic investments in comprehensive pre-service training, specialized supervisory programs, ongoing professional development, and the introduction of Social Work Licensure Prep Workshops and Classes, we equip our employees with the necessary knowledge, skills, and resources to achieve positive outcomes for the children and families we serve.

Our approach encompasses a multifaceted training framework that integrates innovative methodologies such as Virtual Home Simulation and Simulation Home Environments, enhancing practical learning experiences and readiness among our workforce. Furthermore, the introduction of Leadership Masterclasses inspired by influential texts underscores our dedication to nurturing effective leadership that drives organizational excellence and fosters a supportive, inclusive workplace culture.

By prioritizing continuous improvement, evidence-based practices, and the development of leadership competencies, our training initiatives are designed to meet the evolving needs of our workforce and uphold the highest standards of child welfare practice. These efforts strengthen our agency's capacity to respond effectively to challenges, promote positive outcomes, and ensure the well-being of children and families across Mississippi.

In conclusion, MDCPS remains steadfast in its mission to empower and support our workforce through robust professional development opportunities that elevate skills, enhance service delivery, and ultimately transform lives. Together, we are dedicated to shaping a future where every child has the opportunity to thrive in safe, nurturing environments. The addition of Social Work Licensure Prep Workshops and Classes further enhances career growth and retention, ensuring our workforce is well-prepared and licensed to meet the complex demands of child welfare practice.

Training By the Numbers:

Pre-Service & Clinical Supervisor Training (CST)/Developing Effective & Accountable Leaders (DEAL) Completions 2024-2020

For the 2024 assignments, MDCPS can provide data on completions and incompletions through Cornerstone, our learning management system. This system tracks the current year's completions and incompletions. However, for prior years, we only have data from annual reports, which list the names of those who completed the training but do not specify the total number of assignments or the reasons for incompletions.

Although MDCPS has specific dates for the training, retrieving detailed data on total assignments and completions from previous years is challenging due to the limitations noted above.

There are several factors that impact training completion rates. For example, new hires may leave the organization or resign before completing their assigned training, and similar circumstances can affect completion in programs like DEAL (Developing Effective and Accountable Leaders). MDCPS is in the process of assessing which trainings to set forth as mandatory which will allow us to better capture how many completions there should have been.

Professional Development Services will explore potential methods to obtain the requested data for future submissions.

2024

2024 SESSION DEAL May 6-10, 2024

Completions: 19 of 19

2024 SESSION 4 Pre-Service Training April 1, 2024

Completions: 19 of 22

2024 SESSION 3 In-Person Pre-Service Training February 26, 2024

Completions: 20 of 22 (Does not include intern completions)

2024 SESSION DEAL February 5-9, 2024

Completions (1st 40): 25 of 25

2024 SESSION 2 Pre-Service Training -January 29, 2024

Completions: 17 of 19

2024 SESSION 1 Pre-Service Training -January 2, 2024

Completions: 11 of 11

Employee Safety Training (car seats, safe sleep, hot car, etc.)

Completions: 405 of 946 (as of 6/14/2024)

Keep It Safe

Completions: 371 of 808 (as of 6/14/2024)

Active Shooter

Completions: 101 of 174 (as of 6/14/2024)

Mandated Reporter

Completions: 400 of 1800 (as of 6/14/2024) This training is resent to all staff every even year and every new hire upon hire.

2023

2023 SESSION 12 Pre-Service Training - November 27, 2023

Completions: 16 of 18

2023 SESSION 11 Group 2 Pre-Service Training - October 23, 2023

Completions: 20 of 21

2023 SESSION 11 Group 1 Pre-Service Training - October 23, 2023

Completions: 18 of 20

2023 SESSION Clinical Supervisory Training - October 23-27, 2023

Completions: 23 of 23

2023 SESSION 10 Pre-Service Training - September 18, 2023

Completions: 28 of 33

2023 SESSION 9 Group 2 Pre-Service Training - August 21, 2023

Completions: 21 of 25

2023 SESSION 9 Group 1 Pre-Service Training - August 21, 2023

Completions: 21 of 23

2023 SESSION 8 Pre-Service Training -July 24, 2023

Completions: 30 of 32

2023 SESSION Clinical Supervisory Training -July 24-28, 2023

Completions: 20 of 21

2023 SESSION 7 Group 2 Pre-Service Training - June19, 2023

Completions: 21 of 21

2023 SESSION 7 Group 1 Pre-Service Training - June19, 2023

Completions: 25 of 26

2023 SESSION 6 Pre-Service Training -May 22, 2023

Completions: 29

2023 SESSION 5 Pre-Service Training -May 1, 2023

Completions: 27 of 28

2023 SESSION 2 Clinical Supervisory Training - April 17-25, 2023

Completions: 22 of 22

2023 SESSION 4 Pre-Service Training -March 20, 2023

Completions: 22 of 23

2023 SESSION 3 Pre-Service Training - February 21, 2023

Completions: 14 of 14

2023 SESSION 1 Clinical Supervisory Training - January 23-27, 2023

Completions: 10 of 10

2023 SESSION 2 Pre-Service Training - January 30, 2023

Completions: 13 of 15

2023 SESSION 1 Pre-Service Training - January 2, 2023

Completions: 9 of 12

Employee Safety Training (car seats, safe sleep, hot car, etc.)

Completions: 801

Keep It Safe

Completions: 801

Active Shooter

Completions: 210

Mandated Reporter

Completions: 206

2022

2022 SESSION 11 Pre-Service Training - November 21, 2022

Completions: 17 of 18

2022 SESSION 10 Pre-Service Training - October 24, 2022

Completions: 13 of 16

2022 SESSION 4 Clinical Supervisory Training - October 17, 2022

Completions: 7 of 7

2022 SESSION 9 Pre-Service Training - September 19, 2022

Completions: 24 of 26

2022 SESSION 8 Pre-Service Training - August 22, 2022

Completions: 22 of 24

2022 SESSION 3 Clinical Supervisory Training - July 25-29, 2022

Completions: 12 of 12

2022 SESSION 7 Pre-Service Training - July 18, 2022

Completions: 19 of 22

2022 SESSION 6 Pre-Service Training - June 20, 2022

Completions: 27 of 30

2022 SESSION 5 Pre-Service Training - May 16, 2022

Completions: 24 of 24

2022 SESSION 4 Pre-Service Training - April 18, 2022

Completions: 28 of 28

2022 SESSION 2 Clinical Supervisory Training - May 2-6, 2022

Completions: 7 of 7

2022 SESSION 3 Pre-Service Training - March 21, 2022

Completions: 17 of 17

2022 SESSION 2 Pre-Service Training - February 22, 2022

Completions: 19 of 19

2022 SESSION 1 Clinical Supervisory Training - January 31, 2022

Completions: 13 of 14

2022 Session 1 Pre-Service Training January 18, 2022

Completions: 24 of 24

Employee Safety Training (car seats, safe sleep, hot car, etc.)

Completions: 611

Keep It Safe

Completions: 387

Active Shooter

Completions: 202

Mandated Reporter

Completions: 541

2021

Pre-Service Training December 6, 2021 Session 12

Completions: 13 of 14

Pre-Service Training November 22, 2021

Completions: 16 of 16

Clinical Supervisory October 25, 2021

Completions: 11 of 14

Pre-Service Training October 25, 2021

Completions: 10 of 12

Pre-Service Training September 20, 2021

Completions: 15 of 17

Pre-Service Training September 6, 2021 (Hinds County Class)

Completions: 8 of 10

Pre-Service Training August 16, 2021

Completions: 28 of 30

Clinical Supervisory July 19, 2021

Completions: 15 of 15

Pre-Service Training July 19, 2021

Completions: 16 of 16

Pre-Service Training June 21, 2021

Completions: 14 of 14

Pre-Service Training May 17, 2021

Completions: 17 of 18

Clinical Supervisory May 3, 2021 Class

Completions: 24 of 24

Pre-Service Training April 19, 2021

Completions: 17 of 19

Pre-Service Training March 22, 2021

Completions: 21 of 21

Pre-Service Training February 22, 2021

Completions: 17 of 17

Clinical Supervisory February 1, 2021 Class

Completions: 12 of 12

Pre-Service Training January 25, 2021

Completions: 25 of 27

**Employee Safety Training (car seats,
safe sleep, hot car, etc.)**

Completions: 216

Keep It Safe

Completions: 192,

Active Shooter

Completions: 33

Mandated Reporter

Completions: 15

2020

Pre-Service Training December 21, 2020

Completions: 16 of 19

Pre-Service Training November 16, 2020

Completions: 16 of 18

Pre-Service Training October 26, 2020

Completions: 22 of 24

Clinical Supervisory October 19, 2020 Class

Completions: 11 of 11

Pre-Service Training September 21, 2020

Completions: 23 of 24

Pre-Service Training August 24, 2020

Completions: 26 of 26

Clinical Supervisory July 13, 2020 Class

Completions: 19 of 19

Pre-Service Training June 8, 2020 - COVID 2 Class

Completions: 25 of 25

Pre-Service Training June 8, 2020 - COVID 1 Class

Completions: 24 of 26

Clinical Supervisory April 20, 2020 Class

Completions: 14 of 14

Pre-Service Training February 24, 2020 Class

Completions: 21 of 21

Clinical Supervisory January 13, 2020 Class

Completions: 11 of 12

Pre-Service Training January 6, 2020 Class

Completions: 35 of 37

**Employee Safety Training (car seats,
safe sleep, hot car, etc.)**

Completions: 524

Keep It Safe

Completions: 509

Completions: 59

Mandated Reporter

Completions: 521

Active Shooter