

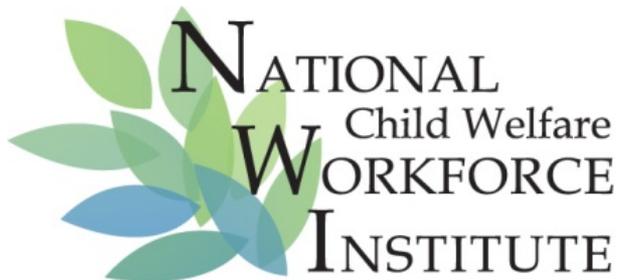
What Are We Learning from NCWWI?



October 15, 2015

CSWE Child Welfare Track Annual Meeting

Mary McCarthy and Anna de Guzman



Changing ...

Leading ...

Learning ...

Agenda

1. NCWWI Introduction
2. Workforce Development Framework
3. Evaluation Overview
4. Workforce Conversation
5. Thank You and Stay Connected

NCWWI Priorities

- **Learning:** Fostering continuous learning that is interactive, reflective and relevant
- **Leading:** Cultivating diverse leadership at multiple levels within child welfare systems
- **Changing:** Supporting change through workforce development and organizational capacity building

NCWWI
Leadership development for implementation of
change initiatives

Leadership
Academies

Advisory
Committee

12
Traineeships

LAMM
national
with small
cohorts
from
states

LAS
national
and state
focused

Traineeship PI's &
faculty

Peer Networks

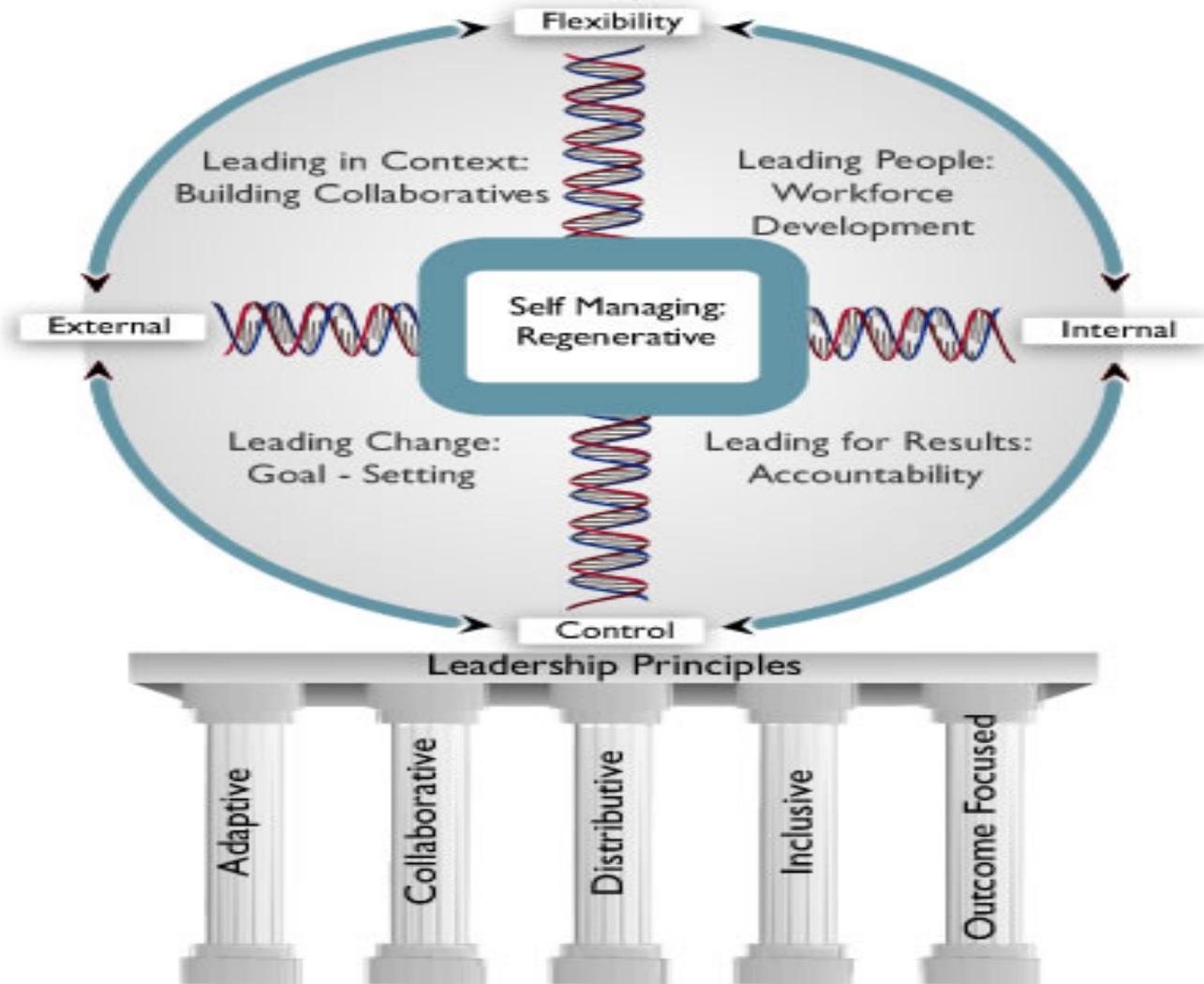
Workforce transition and
retention
Curriculum Development

KNOWLEDGE ASSESSMENT & MANAGEMENT & DISSEMINATION

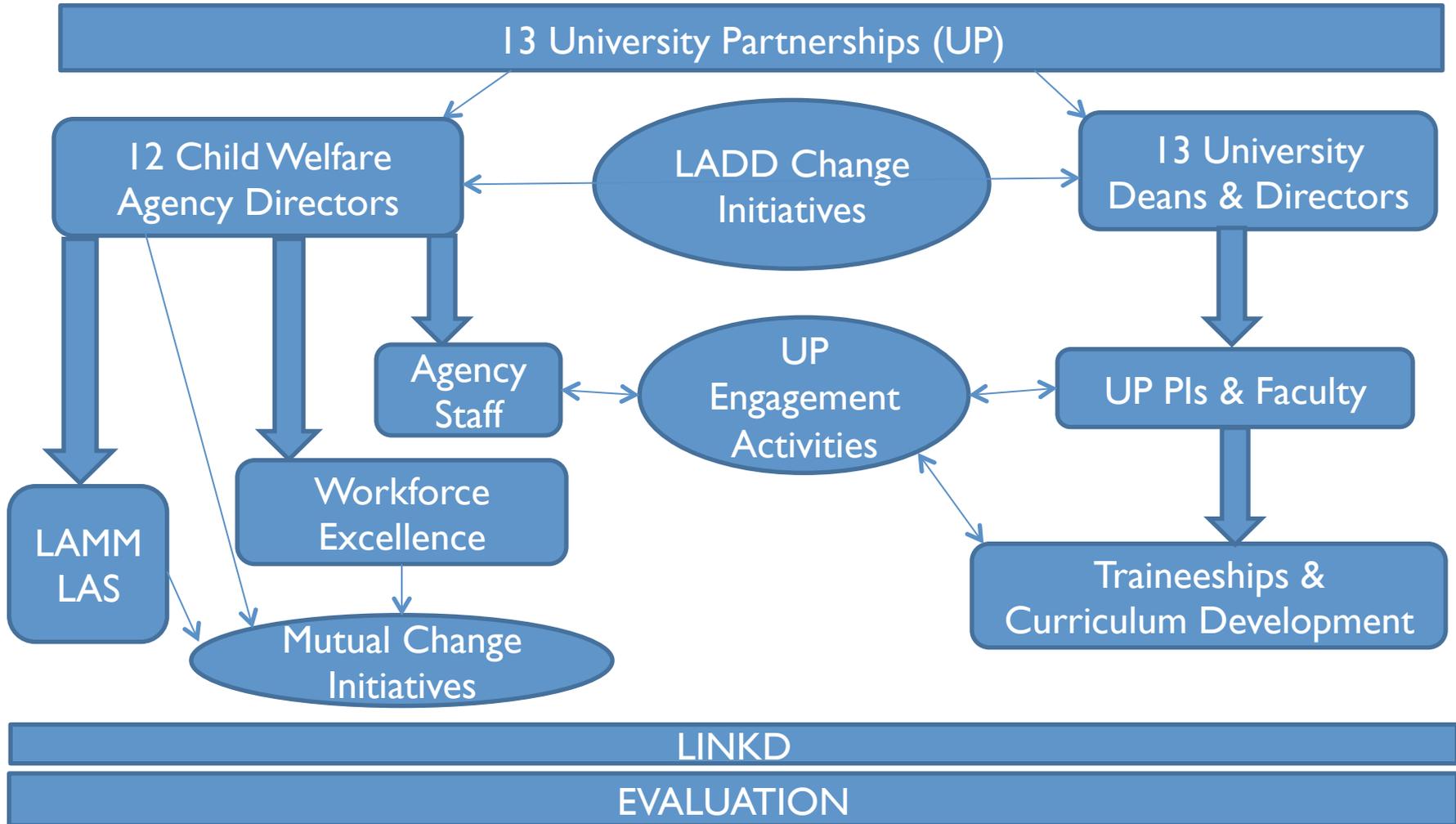
EVALUATION



National Child Welfare Workforce Institute Leadership Model



NCWWI Approach: Leadership & Workforce Development for Implementation of Change

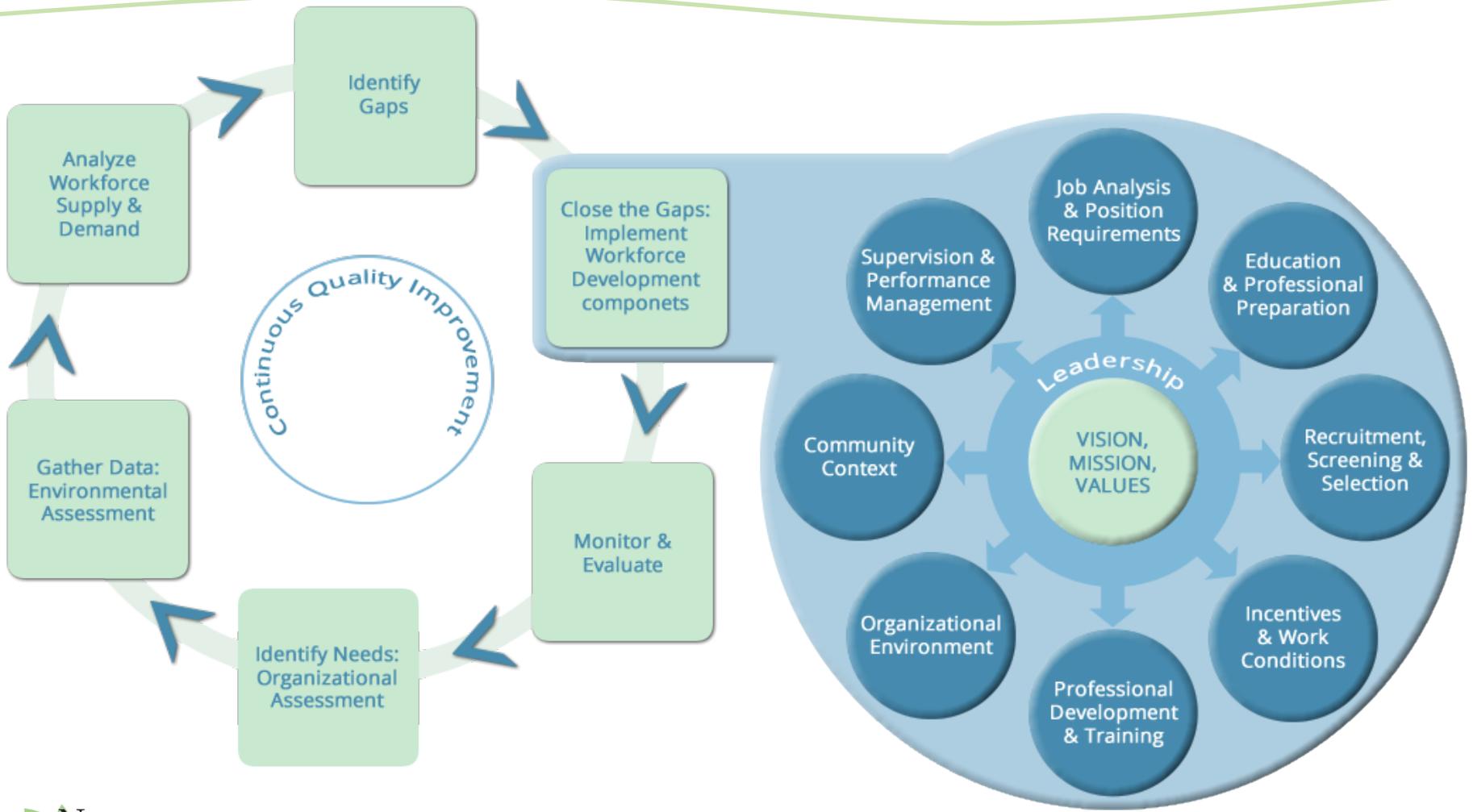


NCWWI Core Components

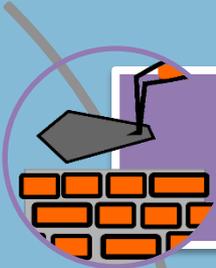
- ✓ 13 University-agency Partnerships (UPs)
- ✓ Leadership Academies: SSW Deans & CW Agency Directors (LADD), Middle Managers (LAMM), Supervisors (LAS)
- ✓ Organizational Intervention
- ✓ Targeted Technical Assistance
- ✓ Information-sharing Networks, Knowledge-management & Dissemination (LINKD)
- ✓ Evaluation

More information at: <http://ncwwi.org>

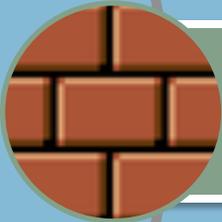
Workforce Development Framework



Evaluation Overview



Formative evaluation



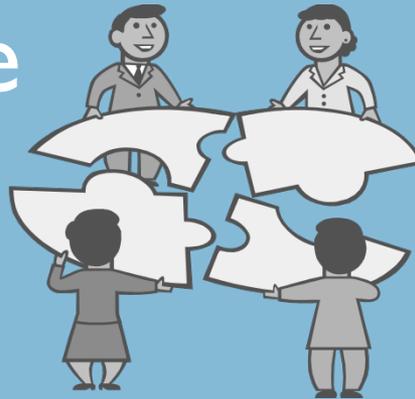
Implementation evaluation



Outcome evaluation

Evaluation: Benefits

- Participatory, collaborative approach
- Just-in-time information
- Longitudinal design
- Guiding decision-making



NCWWI Evaluation Strategies

Student learning and transfer

- UP Evaluation (students & programs)

Evaluation of learning

- LAMM/LAS participants

Evaluation of leadership skills and agency outcomes

- LADD, LAMM, LAS participants

Comprehensive Organizational Health Assessments (COHA)

Evaluation of Organizational Interventions

- Organizational intervention agencies

Discussion

- What are workforce leverage points?
- Where can state funded IV-E partnerships begin to have an impact on workforce development outside of workforce preparation?

Thank You!



Connect with Us

www.NCWWI.org

