

**ACF PERFORMANCE PROGRESS REPORT  
COVER PAGE  
ACF-OGM-SF-PPR**

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1. Federal Agency and Organization Element to Which Report is Submitted  <b>Administration for Children and Families/ Children's Bureau</b>	2. Federal Grant or Other Identifying Number Assigned by Federal Agency  HHS-2009-ACF-CONT-ACYF-CB-CT.	3a. DUNS  075050765  3b. EIN  726000848	4. Reporting Period End Date <b>4/01/09 to 09/29/09</b>
4. Recipient Organization (Name and complete address including zip code)  Louisiana State University & A&M College 202 Himes Hall Baton Rouge, LA 70803		5. Recipient Identifying Number or Account Number Grant No.: 90CT0147	
6. Project/Grant Period  Start Date: (Month, Day, Year) 10/01/09	End Date: (Month, Day, Year) 09/30/14	7. Reporting Period End Date (Month, Day, Year) 09/30/09	8. Final Report? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  9. Report Frequency <input type="checkbox"/> annual <input checked="" type="checkbox"/> semi-annual <input type="checkbox"/> quarterly <input type="checkbox"/> other (If other, describe: _____) _____
10. Performance Narrative			
11. Other Attachments <i>(attach other documents as needed or as instructed by the awarding Federal Agency)</i>			
<b>12. Certification: I certify to the best of my knowledge and belief that this report is correct and complete for performance of activities for the purposes set forth in the award documents.</b>			
12a. Typed or Printed Name and Title of Authorized Certifying Official  James L. Bates, Director of the Office of Sponsored Programs		12c. Telephone (area code, number and extension) (225) 578-2760	12d. Email Address osp@lsu.edu
12b. Signature of Authorized Certifying Official		12e. Date Report Submitted (Month, Day, Year) 04/24/09	
13. Agency use only			

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Program Indicators			
(1) Item	(2) Activity Description	(3) Indicator	(4) Explanation
B-01	Major activities and accomplishments during this period		See Attached
B-02	<b>Problems</b>		See Attached
B-03	<b>Significant findings and events</b>		See Attached

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Program Indicators			
(1) Item	(2) Activity Description	(3) Indicator	(4) Explanation
B-04	<b>Dissemination activities</b>		See Attached
B-05	<b>Other Activities</b>		See Attached
B-06	<b>Activities planned for next reporting period</b>		See Attached

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**Louisiana Child Welfare Comprehensive Workforce Project**  
**Child Welfare Training: National Child Welfare Workforce**  
**Initiatives**

**Child Welfare Comprehensive Workforce Grant**  
**HHS-2008-ACF-ACYF-CT-0047 - CFDA Number: 93.648**

**Semi- Annual Report**  
**04/01/09 to 09/29/09**

**B-01 Major activities and accomplishments during this period**

- Since awarding of the cooperative agreement on October 1, 2008 the LCWCWP project has built on previous child welfare training program knowledge from a committed and current partnership between LSU; OCS; and the Louisiana University Child Welfare Training Partnership, which includes three historically Black Universities. The Training Partnership which includes all seven Universities, OCS, and LCWCWP staff meet monthly. We have had agreement with consortium members on BSW level courses on Louisiana Child Welfare Core Competencies (which the group developed, based on Competencies developed by our colleagues at the University of North Carolina and CALSWAC and agreed upon) and common BSW courses that are anchored in the agreed upon competencies and meet criteria for OCS New Worker Orientation. These competencies were developed and completed by all Universities in July, 2009 and are posted on the LCWCWP website. The group is currently rewriting courses to meet needs identified in the competency process (and those will be posted on a secure website at the lead University, NSU and on the LCWCWP website) All schools launched the competencies in August, 2009. The Louisiana Child Welfare Core Competencies were shared with all Louisiana Child Welfare Scholars, IV-E

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students, Field Instructors, and OCS staff at two different semester start up meetings on August 11 for students and instructors in the Southern region of the state at SELU; and on August 11<sup>th</sup> for students and field instructors in the Northern part of the state at Grambling. All seven universities, their IVE and Louisiana CW Scholars and OCS Field Instructors participated in this day long process – the schedule for the day is posted on the LCWCWP website. The LCWCWP staff have supported the development of the curriculum in multiple ways. The next project for this group is to start reviewing the MSW competencies and adding them to the Louisiana Child Welfare Competencies university staff were asked to begin look at these at our September meeting, this project will be a priority for year 2 of the LCWCW Project.

- The LCWCW Project used funds to purchase books and videos on child welfare topics for each of the seven Universities and each of the ten OCS Regional Training Departments to support their efforts in developing competent current curriculum in child welfare.
- Supervision Support for OCS Supervisory Staff – there are several imitative that have been launched and sponsored by the LCWCWP during this first year of funding. The first is the OCS Foundational Supervision Training course, which in September completed its fourth cohort for new OCS supervisors. The LCWCW Project funded travel and training fees for two of these cohorts this year. The project is also being evaluated by our Project evaluator. The second supervisory initiative is the coaching and mentoring for supervisors, which was piloted in March, 2009 in one Region, Lake Charles. As a part of this pilot, OCS staff and LCWCWP staff interviewed and hired 12 coaches, including retired OCS staff; and hired consultant Marsha Salus to assist with this pilot, based on work she has conducted with Louisiana in the area of supervision and coaching for the past two years. The pilot was very successful and cohort two of this coaching and mentoring will be rolled out in November with a new group of supervisors and coaches. The third initiative

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is a statewide Supervisory teleconference series, where all supervisors in all ten Regions call in, once a month, for a teleconference hosted by LCWCWP Project Director, Gary Mallon, to focus on a range of activities and to hear from a range of national speakers – the call engages over 170 participants from around the state in focusing on Supervisory Issues. The fourth initiative to begin in January is a clinical case conference format of supervision, using a model designed by two consultants hired by OCS, the staff and the consultants will look in an in-depth way at clinical case supervision. Participants will be challenges to look through the lens of developmental disabilities, mental health, substance abuse, child abuse, and domestic violence. The LCWCW Project is supporting this effort in several ways including identification of speakers and funding parts of the project. The final and fifth supervisory initiative is the development of an in depth ten session course on supervision, developed by Gary Mallon LCWCWP Project Director and given to the seven universities to incorporate into their curriculum for students in BSW and MSW programs, it is the hope of the LCWCWP Project that the course will be taught by one of the faculty from one of the seven universities and offered to OCS Supervisors. All schedules and projects from these activities are posted on the LCWCWP website.

- Retention Support Activities for OCS – Staff Development and Appreciation Days - have been sponsored in six of the ten Regions, with the goal of creating supportive and sustaining environments in each OCS Region. In October, Regions were surveyed to determine what activities they would find most supportive for their staff – Requests were a little slow in coming, but by September 30, 2009 we had conducted six sessions, two in each Region. These have been very successful and have focused on Unpacking the NO of Adolescent Permanency and Appropriate Use of APPLA as a Permanency Goal, this topic was chosen after reviewing the number of APPLA cases in regions and deciding that staff needed additional focus in this area –

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therefore, a staff development approach, with training, conducted by Gary Mallon Project Director, with breakfast, lunch, and snacks built it, and recognition of staff in the end – made these days very successful. Our project evaluator and assistant developed an instrument to evaluate these events; results will be presented in the first year evaluation report and posted on-line. All schedules and products from these days are posted on the LCWCWP website. In year two of the project – Lafayette, Thibodaux Shreveport and Monroe, and will be the first four Regions to have staff development and appreciation, and then after completing those, we will begin the process all over again with a different theme – probably Practices to Engage Families or Practices that are Family Centered.

- Using an instrument customized for Louisiana, based on Susan Kanak's model, the LCWCWP project staff completed a comprehensive assessment of the Louisiana child welfare system's workforce practices and training needs.
- Based on the above, and with input from our stakeholders, the LCWCWP project staff is designed and implemented for year two a statewide comprehensive workforce plan which will address issues related to staff recruitment, training, supervision, management, and retention. This report which came from the focus group data was presented to the Secretary for Social Services and Ass't Secretary and their staff in a meeting on June 19<sup>th</sup> and provides the basis for our work in the second year of this project. That report, along with an Executive Summary is posted on line at the LCWCWP website
- Louisiana Child Welfare Scholars (Trainees) were selected by each school in August and are being provided with value added components to their BSW/MSW degree which will include intensive supervision, support, and mentoring. Their Field Instructors also received this additional support at our orientation meetings in August, but will come together again throughout the

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year. This intensive work is supported in two areas of the state North for three Universities: Grambling, North Eastern and North Western which will be coordinated by Jacqueline Garrison from Grambling; and in the Southern part of the state with the remaining three universities: SUNO, SUBR, LSU, and South Eastern which will be coordinated by Corrie Hebert - for all IV-E students/Louisiana Child Welfare Scholars students.

- In meetings held in January, 2009 in Baton Rouge and at the NASW Louisiana Annual Meeting in March, 2009, the LCWCWP project staff collaborated & actively engaged with a wide range of key stakeholders & systems throughout State. Collaborations have occurred nationally at the DC meetings with other workforce grantees, at National Workforce Advisory Board Meetings; and in individual teleconferences with workforce colleagues, particularly the staff of the workforce project at the University of North Carolina.
- With the assistance of our Program Evaluator, Professor Carol Plummer, from LSU, we have designed and conducted a rigorous project specific evaluation plan which will examine baseline data from OCS staff gathered in cooperation with the OCS QA and HR staff; from BSW/MSW Students; from focus groups with OCS staff and Statewide stakeholders conducted in all ten Regions; and from OCS participants in our pilot coaching, mentoring, and supervision program in Lake Charles. The LCWCWP project staff is also participating in trainee cross-site evaluation with colleagues, participating in monthly teleconference calls and working with the University of North Carolina on cross site program evaluation. The first year evaluation of the LCWCWP will be posted on line and provided with this report.
- In November, 2008, the LCWCWP project launched our [www.lcwcwp.org](http://www.lcwcwp.org) website which enables the project to engage in a wide range of project dissemination activities. We continue to update and upgrade our LCWCWP

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website weekly.

**B-02 Problems**

- We were a little slow in developing a project specific site evaluation strategy, but this was corrected by January and we are satisfied at this point that we have an adequate strategy for evaluation.
- Subcontracting issues with Universities were slow and cumbersome to negotiate in some cases, but completed by August.
- There have been challenges as well with budget modification issues, the contracting process and understanding the workings of a cooperative agreement but we are working to resolve these issues and making progress.

**B-03 Significant findings and events**

- In a two day meeting with OCS staff, LCWCWP staff, and NRCOI consultants in January, 2009, we customized Susan Kanak's instrument to assess the Louisiana Training system.
- In mid February we conducted ten focus groups, in five Northern Regions of the State; two in each Region - one with OCS line caseworkers; the other with OCS supervisors.
- In mid March we conducted ten additional focus groups, in the five Southern Regions of the State, two in each Region - one with OCS line caseworkers; the other with OCS supervisors.
- Four additional focus groups – one with OCS Training staff; two with diverse Statewide stakeholders; and the final group with OCS Administrative staff were held in May.
- Data from these focus groups were analyzed and served as the basis for LCWCWP comprehensive work plan in year two.
- Preliminary findings suggested that there is a great need to completely overhaul and develop a new training system for Louisiana's child welfare workforce – issues with courts; issues with supervision, and issues with paperwork load are key themes that have emerged. We are in year two focusing on Supervision, Redevelopment of the Training system, and will start in January focusing on the Court/Legal system issues.

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**B-04        Dissemination Activities**

- All of our LCWCWP products are posted on our website at [www.lcwcwp.org](http://www.lcwcwp.org) where they can be disseminated by anyone accessing the website. The website posts child welfare core competencies, child welfare curriculum, LCWCWP core projects; LCWCWP Project Objectives; Louisiana Child Welfare Scholars; and links to all T & TA Network members and LCWCWP partners. The website is a work in progress. As materials are developed they will be posted in the site, the site is monitored daily by LCWCWP staff. Since launching the website we have had more than 2,000 hits.

**B- 05        Other Activities**

- LCWCWP staff participated in several meetings in Washington, DC - the project start up meeting with Children's Bureau staff and other workforce grantees in October, 2008, and the discretionary grantee meeting in February, 2009.
- LCWCWP staff participated in the National Workforce Institute Advisory Board Meeting in Baltimore, MD in January, and attended the second meeting in Baltimore on May 4<sup>th</sup> & 5<sup>th</sup>.
- LCWCWP staff participated in a Workforce Conference hosted by the American Humane Association in Santa Fe in December, 2008.
- LCWCWP staff met with faculty in all seven universities in October, December, February, May, August, and September at Consortium meeting at the OCS offices.
- Dr. Mallon met with all seven universities partnering with us in this project. Dr. Mallon met with faculty and current IV-E students at Northwestern University in Natchitoches, in January; with LSU faculty and current IV-E students in Baton Rouge in March; with Southeastern faculty and current IV-E students in Hammond in March; and with Grambling and Northeastern University faculty and current IV-E students in Ruston, in March, with the Dean of the School of Social Work at SUNO in April, and with the faculty and students at Northeastern again in May.
- LCWCWP staff participates in monthly teleconference calls with colleagues and FPO to discuss Workforce Issues; and participate in cross-site evaluation calls on a monthly basis.
- Dr. Mallon was the keynote presenter at the Louisiana Foster and Adoptive Parents Conference at Shreveport, Louisiana in February to discuss the LCWCWP Project and to solicit input from these stakeholders.

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- Dr. Mallon was a keynote presenter at the NASW-Louisiana Statewide Conference in April, 2008 to discuss the LCWCWP Project and to solicit input from these stakeholders. The LCWCWP Project supported several University partners and students at this conference.
- Dr. Mallon was a keynote presenter at the OCS Covington Region/ Foster Parents Conference at Southeastern Louisiana University Conference on April 24<sup>th</sup> to discuss the LCWCWP Project and to solicit input from these stakeholders.
- On April 14 & May 14<sup>th</sup>, Dr. Mallon met in all day intensive TA sessions with supervisory staff at Lake Charles, a Region which had been under scrutiny due to high profile cases, these meetings were set up to facilitate relationship building between the LCWCW Project staff and OCS staff.
- On May 20<sup>th</sup>, Dr. Mallon was the keynote speaker at the Northeastern University Conference in Monroe, to discuss the LCWCW Project.
- On May 21<sup>st</sup>, Dr. Mallon and LCWCWP staff met with consultant Marsha Salus to discuss progress on the coaching/mentoring/supervision projects.
- On June 2nd Dr. Mallon met with OCS staff to discuss the preliminary development of a web-based training platform for OCS Staff Training. This work continued through the summer months.
- On June 3<sup>rd</sup> & 4<sup>th</sup>, Dr. Mallon conducted two days of OCS Staff Development and Appreciation in the Alexandria Region – it was the first which focused on APPLA and Unpacking the No of Permanency – breakfast, lunch, and snacks were provided for all participants – the program was evaluated by our project evaluator.
- On June 23<sup>rd</sup> the LCWCWP staff met with Ass't Secretary Kaaren Hebert and her staff to de-brief and plan as a result of our meeting on June 19<sup>th</sup>, with Secretary Nichols and staff to discuss the findings from our statewide focus groups. We prioritized at that meeting: supervisory initiatives, web-based training platform, legal and judicial training for all OCS staff; continued staff development and appreciation – as the priorities for year two.
- On June 24th & 25<sup>th</sup>, Dr. Mallon conducted two days of OCS Staff Development and Appreciation in the Orleans Region – the days focused on APPLA and Unpacking the No of Permanency – breakfast, lunch, and snacks were provided for all participants – the program was evaluated by our project evaluator.

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- On July 9<sup>th</sup>, LCWCWP staff participated in a presentation on the MOODLE system to track training for the state – this was disappointing as the systems tracks data on training which currently does not exist. This feedback was provided to the state staff.
- July was a month for planning and writing. Work was completed on the Child Welfare Competencies for the Universities; Planning for the Supervisory Teleconference Series to begin with all OCS supervisory staff in September; Planning for next levels of supervisory initiatives; Planning and Research on existing legal and judicial curriculum models for our upcoming legal and judicial work; and web-based training platform development.
- On July 19<sup>th</sup> LCWCWP staff met with the Covington Region to discuss and plan for the staff development and appreciation days scheduled for late September.
- At the States and Courts Conference in DC on August 6<sup>th</sup>, Dr. Mallon and Kaaren Hebert met with Jennifer Renne, Director of the ABA's NRC on Legal and Judicial Issues to ask for their assistance with a focus groups for Louisiana judges to solicit their input with respect to developing customized TA for OCS staff in the area of legal and judicial issues. This meeting was followed up in a call with the ABA on August 17<sup>th</sup>.
- In August, LCWCWP staff and Professor Claudia Trische lead University, participated in a meeting in Chicago coordinated with the National Workforce Project. As a result of these meetings, Tyrnisha Spikes from Grambling will be representing our traineeship program by participating in the Student Leadership Group organized by Ginny Strand at Fordham and Professors Barb Pierce and Andrea Savage are participating in the Midwest/West BSW Peer Network organized by Joanne Riebschleger at Michigan State.
- On August 19<sup>th</sup>, Dr. Mallon and LCWCWP staff met with consultant Marsha Salus to discuss progress and future planning on the coaching/mentoring/supervision projects.
- On September 9<sup>th</sup>, we held the first of ten Supervisory Teleconference Series for all Louisiana OCS Supervisory staff – these are all posted on-line at the [www.lcwcwp.org](http://www.lcwcwp.org) website.
- On September 18<sup>th</sup> the LCWCWP staff met with Kaaren Hebert and her staff to finalize plans for year two of the project.

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- On September 24<sup>th</sup> & 25<sup>th</sup>, Dr. Mallon conducted two days of OCS Staff Development and Appreciation in the Jefferson Region – the days focused on APPLA and Unpacking the No of Permanency – breakfast, lunch, and snacks were provided for all participants – the program was evaluated by our project evaluator.
- On September 29<sup>th</sup> & 30<sup>th</sup>, Dr. Mallon conducted two days of OCS Staff Development and Appreciation in the Covington Region – the days focused on APPLA and Unpacking the No of Permanency – breakfast, lunch, and snacks were provided for all participants – the program was evaluated by our project evaluator.
- Our first year evaluation is complete and will be posted on the LCWCWP website along with our first year report.

**B-06            Activities planned for next reporting period**

- Continued collaboration with state and national stakeholders.
- Continue to update website as needed.
- Schedule an Advisory Board Meeting in January, 2010 to update the group on the accomplishments for year one and to discuss the plans for year two.
- Finalization and approval from FPO of our statewide comprehensive workforce plan.
- Focus on a range of supervisory initiatives statewide; development of the web-based training platform; and begin to develop the legal and judicial system modules have been identified as the top three priorities for year two.
- Continued work with OCS Regional Offices staff development and appreciation events beginning with Thibodaux, Lafayette, Shreveport and Monroe, and then restarting with other Regions beginning with East Baton Rouge and moving forward.
- Continued work with Louisiana Child Welfare Scholars, strengthening and supporting them and their supervisors, and identifying next group of students for year two.
- Continued work with University Partners in development of MSW competencies and other child welfare curricula development.
- Continued evaluation of all aspects of the LCWCWP project.