

Academy and In-Service Board Charter Idaho Child Welfare Partnership

Challenge: Prior to the development of Academy, the child welfare program in Idaho was found, by Federal reviewers, to be out of compliance with national training standards. A Performance Improvement Plan was developed to address the training needs for new child welfare workers and their supervisors.

Purpose: To ensure that all new CFS social worker and clinician employees receive consistent standardized training to prepare them to fulfill their new job responsibilities; to provide ongoing training to seasoned social workers and clinicians to assist them with their professional development, and; to provide training for supervisors that will prepare them specifically for supervision of a child welfare workforce.

Partnership activities are based on the following premises:

1. Collaboration is the most effective means of achieving long term systems improvement.
2. Communication between partners is strengthened and services improved through on-going collaboration within the partnership.
3. Addressing the overrepresentation of children of color in the child welfare system is essential.

Partnership Goals: To improve Child Welfare practice in Idaho by:

1. Improving retention
2. Providing quality education
3. Using data to inform practice
4. Integrating best practice into the workforce
5. Providing quality training programs
6. Improving recruitment
7. Mitigating disparate outcomes for children and youth of color

Delegated Authority: The Board has the authority to research options, make recommendations and, after consulting with the Operations Board, implement recommendations related to day to day operations. Recommendations that represent changes and expansion of the partnership will require Administrative Board review and approval.

The Board has authorization to appoint standing or special work groups to address special assignments or projects.

Board Membership:

BSU CWC Director (Convener)
Academy Coordinator
CFS Manager
University Designee
PET Manager
Program Manager: Liaison to Program Committee
Casey Deputy Director
ICWRTC Director

Children's Mental Health Representative

Duties: Pursue the goals of the Partnership through collaboration and attention to communication; oversee the development and implementation of a competency based management system; analyze CQI results to inform Core Academy, Advanced Academy and In-Service Trainings; pursue fiscal sustainability strategies to support an effective CFS training system; develop plans to address disproportionality through training systems.

Roles and Responsibilities: The BSU Center is designated the Convener of this board. The Convener is responsible for arranging meetings and conference calls, taking minutes, distributing minutes and reports and working with the Chair to develop the agenda. The Convener is not necessarily the Chair of the Board.

The Board's selected Chair is responsible for developing the agenda, running the meeting, making assignments and serving as a liaison to the Partnership Operations and Outcomes Group.

CFS Managers assigned to the Board are responsible for serving as liaisons to the CFS Program Committee. This entails providing updates on Board discussion and recommendations, seeking input from the Program Committee on recommendations, coordination of implementation issues and problem solving.

Meeting Norms: The group will negotiate its own norms based on the "Principles for Partnership for Family Centered Practice." These principles are as follows: everyone desires respect; everyone needs to be heard; everyone has strengths; judgments can wait; partners share power; and partnership is a process.

Meeting Frequency: This Board will meet at least annually with additional conference calls on a monthly basis. When possible, the annual meeting will be held in conjunction with the Partnership meeting.

Reporting Requirements: Monthly Board meeting minutes will be posted to the Partnership Web page and will serve as the reporting documents to the Administrative Board. Minutes will include progress on tasks, concerns, recommendations, and need for problem resolution. Reports on improvement projects and outcome measures will also be submitted as needed to the Evaluation Board. Liaisons to the Program Committee will make progress reports as part of a standing committee agenda item. Format and timelines for other reports will be negotiated at a future date.

Fiscal Responsibility: Travel, per diem and lodging expenses will be the responsibility of the work group member's respective Region, Bureau or University Partner. The Division will assume costs associated with meetings, such as meeting room, equipment rental and refreshments.