

NEW JERSEY CHILD WELFARE TRAINING PARTNERSHIP



FISCAL YEAR 2018

HALF-YEAR AND YEAR-END REPORT



NEW JERSEY DEPARTMENT
OF CHILDREN AND FAMILIES



RUTGERS
School of Social Work

STOCKTON UNIVERSITY | CHILD WELFARE
EDUCATION INSTITUTE

Developed by Rutgers School of Social Work, Institute for Families
on behalf of the New Jersey Child Welfare Training Partnership

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NJ Child Welfare Training Partnership

OVERVIEW

The New Jersey Child Welfare Training Partnership (NJCWTP) is a collaborative effort between the New Jersey Department of Children and Families (DCF) Office of Training and Professional Development (OTPD) and a university partnership that includes the Institute for Families at Rutgers School of Social Work (Rutgers) and the Child Welfare Education Institute at Stockton University (Stockton). Established in 2007, the Partnership assists DCF in providing professional development to staff, largely within the Division of Child Protection and Permanency (DCP&P). The initial focus of the Partnership's training was to implement change in the state's culture of child welfare practice, supporting movement from a case management service delivery model to the state's current strength-based, family-centered, and child-focused model.

The NJCWTP builds the skills and knowledge of more than 5,000 professionals dedicated to the safety, permanency, and well-being of children and families across the state. Training classes are offered year-round at training locations throughout the state, largely in DCP&P local offices and at the DCF Professional Center in New Brunswick. New DCP&P workers attend pre-service trainings that prepare them for their role with families. Courses explore the history and mandate of child protection in NJ, the process of assessing risks and safety concerns, child development, and electronic records systems. Essential/mandatory courses are required trainings that offer fundamental information on building skills critical to child welfare professionals and their work with families. These courses especially prepare workers for the overlapping issues between child welfare, mental health, domestic violence, and substance use. Elective courses supplement the learning required of all workers with topics relevant to effective support of vulnerable families while addressing targeted issues that put the safety of children at risk.



While essential/mandatory courses are required by DCF/DCP&P for specific roles and functions, elective courses are generally attended at a supervisor's recommendation or a worker's choice. Due to the curriculum development efforts by the University Partnership, DCP&P staff enjoy a variety of course offerings to fulfill their annual training requirement. Additionally, the Training Partnership has provided trainings for DCF-contracted community providers when practice efforts with external vendors overlap or when there is an aim for integration. These topics have included Protective Factors, Youth Thrive, and Human Trafficking.

This FY 2018 half-year and year-end report presents data on training courses delivered from January to June 2018. Additionally, it documents year-end summaries, contractual deliverables, and performance progress of the University Partnership.

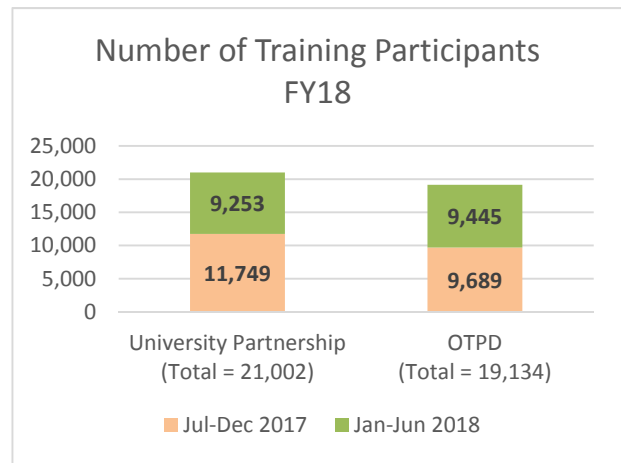
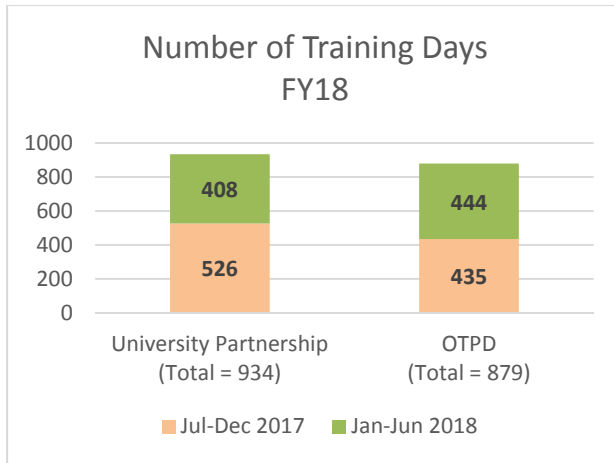
Training Days and Attendance

January 2018 to June 2018: During the second half of FY 2018, the University Partnership and OTPD delivered 69 and 45 unique course titles, respectively. There were 11 course titles that both delivered/co-trained (e.g., Batterer’s Intervention Training, First Responders, Human Trafficking). In total, the NJCWTP delivered 101 unique course titles to DCF learners through 477 total classes and 852 training days. For OTPD, the most frequently run course was Car Seat Safety – 003 delivered 39 times. For the University Partnership, the most frequently run course was LGBTQI Cultural Competency – 223 delivered 13 times.

July 2017 to June 2018: For all of FY 2018, the University Partnership and OTPD delivered 92 and 52 unique course titles, respectively. There were 14 course titles that both delivered/co-trained. In total, the NJCWTP delivered 129 unique course titles to DCF learners through 1,051 total classes and 1,813 training days. For OTPD, the most frequently run course was Car Seat Safety – 003 delivered 87 times. For the University Partnership, the most frequently run course was Youth Thrive – 099 & 199 delivered 42 times.

Summary of Training Activity				
	FY18: July- December		FY18: January- June	
	University Partnership	OTPD	University Partnership	OTPD
Unique Course Titles Conducted	86	43	69	45
Total Number of Classes	362	212	247	230
Number of Training Days	526	435	408	444
Participants*	11,749	9,689	9,253	9,445

*Duplicated



FY18: Total Training Days by Month			
Month	University Partnership	OTPD	Total
July 2017	83	53	136
August 2017	97	85.5	182.5
September 2017	93	67	160
October 2017	113	87	200
November 2017	74	72	146
December 2017	66	70.5	136.5
January 2018	50	77	127
February 2018	52	79	131
March 2018	72	56	128
April 2018	65	80	145
May 2018	86	73	159
June 2018	83	79	162
Total	934	879	1,813

Between January 2018 and June 2018, a total of 9,253 duplicated participants completed trainings conducted by the University Partnership. During the same time-frame, 9,445 duplicated participants completed trainings held by OTPD. Total attendees is defined as the sum of the attendees for all training days, which may include the trainers. (Those who attended multiple training days throughout FY18 are counted as a participant in each course they attended.)

Participants* by Month and Provider			
Month	University Partnership	OTPD	Total
July 2017	1642	1021	2663
August 2017	2211	1774	3985
September 2017	2015	1467	3482
October 2017	2524	1942	4466
November 2017	1772	1739	3511
December 2017	1585	1746	3331
January 2018	1044	1706	2750
February 2018	1181	1770	2951
March 2018	1582	1088	2670
April 2018	1541	1878	3419
May 2018	1931	1582	3513
June 2018	1974	1421	3395
Total	21,002	19,134	40,136

* Duplicated participants

In alignment with contractual deliverables, the University Partnership continues to offer foundational courses for new CP&P workers and elective courses for all department professionals. The table below reflects a breakdown of preservice/essential/mandatory and elective courses conducted since 2015.

Training Courses Conducted						
	Jan to June 2018	July to Dec 2017	Jan to June 2017	July to Dec 2016	Jan to June 2016	July to Dec 2015
<i>Preservice/Essential/Mandatory Classes</i>						
OTPD	213	198	168	225	219	194
University Partnership	168	219	183	247	204	139
<i>Elective Courses</i>						
OTPD	17	14	11	15	38	51
University Partnership	79	143	172	124	206	194

Note, a number of courses are multi-day trainings.

Training Course Offerings

The following tables present the total number of trainings conducted during FY 2018 by course title. Some courses were facilitated over multiple days and are therefore counted towards multiple training days in the tables presented earlier in this report.

ESSENTIAL/MANDATORY COURSES	NUMBER OF OFFERINGS			
	University Partnership		OTPD	
	FY18	FY18	FY18	FY18
	July-Dec	Jan-Jun	July-Dec	Jan-Jun
<i>*Administrative Hearings – 019</i>			2	6
Batterer’s Intervention Training – 045	1	8		8
Bringing the Protective Factors to Life – 554	4	5		
Car Seat Safety – 003			48	39
Child Protection & Early Intervention: Working Together for Young Children – 229	6	1		
Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Days 1 & 2 – 031	9	8		
Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Days 3 & 4 – 032	9	8		
Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Days 1 & 2 – 033	10	9		
Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Days 3 & 4 – 034	10	9		
Concurrent Permanency Planning – 038	9	7		
CPM 3 – 023	9	6		
CPM 4 – 024	2			
CPM 5 – 025	2	1		
Disaster Preparedness/Emergency Response – 027				3
Domestic Violence – 040			1	10
Domestic Violence Policy & the DCP&P Case Practice Protocol – 041	11	8		
<i>* Drug Awareness</i>			1	
Educational Stability – 030			1	7
First Responders in Child Welfare Module 1: Including Four-Tiers & SDM – 257	5	9	6	4
First Responders in Child Welfare Module 2: Including Four-Tiers & SDM – 258	6	9	6	4
First Responders in Child Welfare Module 3: Including Four-Tiers & SDM – 259	6	9	7	4
Human Trafficking: Education and Awareness – 260	3		8	2
Human Trafficking 2: Engagement and Interviewing the Potential Victim – 271	5		7	2
Human Trafficking: Survivor Identification and Engagement – 261		4		1
<i>*Hybrid Pre-service CSOC</i>			2	6
Hybrid Pre-service Mod 1 – Understanding Child Welfare			9	8
Hybrid Pre-service Mod 2 – Cultivating Awareness Promoting Working Safety, Well-being & Success			9	7
Hybrid Pre-service Mod 3 – Focusing on Families: From Screening to Closing			7	7

** Note: Courses noted in italics denote a training that is facilitated by a guest presenter external to University Partnership/OTPD*

ESSENTIAL/MANDATORY COURSES	NUMBER OF OFFERINGS			
	University Partnership		OTPD	
	FY18 July- Dec	FY18 Jan- Jun	FY18 July- Dec	FY18 Jan- Jun
<i>*Hybrid Pre-service Mod 3 – Focusing on Families: From Screening to Closing / Testifying in Court</i>			1	
Hybrid Pre-service Mod 4 – Computer Applications			4	7
Hybrid Pre-service Mod 4 – Computer Applications (SDM/NJS)			3	
Hybrid Pre-service Mod 5 – Child Development: Identifying Abuse and Neglect			8	7
Hybrid Pre-service Mod 6 – Making Visits Matter (CPM 2)			7	8
Hybrid Pre-service Mod 7/Simulation – 5 Day			1	
Pre-service Mod 7 – 7 Day				3
Pre-service Mod 7/Simulation – 6 Day				1
Pre-service Mod 7/Simulation – 7 Day			4	
Pre-service Mod 7/Simulation – 9 Day			1	2
<i>*Hybrid Pre-service Mod 7 Simulation/Worker2Worker – 6 Day</i>			2	
Pre-service Mod 7 Simulation/Worker2Worker – 7 Day				1
<i>*Hybrid Pre-service Parent Advocacy</i>			1	5
<i>*Hybrid Pre-service NJ Parent Link</i>			1	7
Hybrid Pre-service Orientation			10	
<i>*Hybrid Pre-service Testifying in Court</i>			4	7
LGBTQI Cultural Competency – 223		13		
Mental Health Screening Tools – 036	1		10	7
Mental Illness – 035	9	7		
New Worker Orientation: Welcome to DCF! – 001			9	14
Overview of the Office of Resource Families, Resource Family Licensing, Adoption Operations, and Interstate Services – 550	1	2		1
Safety Awareness – 265	5	6	6	6
Substance Abuse 1: Understanding Substance Abuse and Child Welfare – 015	6	4	3	3
Substance Abuse 2: Substance Abuse Disorders, Treatment and Recovery – 016	6	4	3	3
Substance Abuse 3: Mental Illness – 017	6	3	3	4
Substance Abuse 4: Case Planning – 018	6	3	3	4
Using Genograms and Ecomaps – 013	7	7		
<i>*Worker2Worker – 029</i>			1	5
Youth Thrive Day 1 – 099	33	9		
Youth Thrive Days 2 and 3 – 199	33	9		

* Note: Courses noted in italics denote a training that is facilitated by a guest presenter external to University Partnership/OTPD

ELECTIVE COURSES	NUMBER OF OFFERINGS			
	University Partnership		OTPD	
	FY18	FY18	FY18	FY18
	July-Dec	Jan-Jun	July-Dec	Jan-Jun
Advanced Skills for Engaging and Teaming with Families – 276	6	2		
Aligning Our Values – 264	1	1		
Animal Abuse as a Risk Factor for Child Maltreatment Family Violence – 280	1	1		
Building Resiliency in Children: Why Some Bounce Back and Some Never Do – 242	2	2		
Child Protective Services and the Legal System: Module 1 of 2		1		
Child Protective Services and the Legal System: Module 2 of 2		1		
Children in Court (CIC) Supervisory Practices in Child Welfare – 158			3	2
Coaching the Challenging Employee – 305	1	1		
Compulsive Hoarding: Issues and Strategies – 166	2			
Continuous Quality Improvement (CQI) – 177		1		
Coping with Vicarious Traumatization for Workers – 245	2	2		
CPR and First Aid – 128	12	7		
Critical Thinking for Ethical Practice in Public Child Welfare – 133	1			
Cultural Competency – 134			1	2
Defensive Driving: A Classroom Based Course on Crash Avoidance – 253	3	4		
Difficult Conversations: A Survival Guide for Supervisors – 167	2			
Difficult Conversations: A Survival Guide for Workers – 168	1	1		
Documentation for Child Welfare Professionals – 141				2
Domestic Violence Training for Supervisors – 345	3	1		
Engagement of Non-Residential Fathers – 149			1	2
Enhancing Visitation: A Caseworker’s Guide to Improving Visit Quality for Children and Families – 150	1			
Everyday Self Defense for Social Workers – 273	6			
Everyone has a Story – 262	1	4		
Excel Training: Beginners Level – 152	3	1		
Excel Training: Intermediate Level – 153	3	1		
Executive Writing Skills – 346	1	1		
Family Preservations Services: New Worker Training: Day 1 – 501	3	2		
Family Preservations Services: New Worker Training: Day 2 – 502	3	2		
Family Preservations Services: New Worker Training: Day 3 – 503	3	2		
Family Preservations Services: New Worker Training: Day 4 – 504	3	2		
Family Preservations Services: New Worker Training: Day 5 – 505	3	2		
Family Preservations Services: New Worker Training: Day 6 – 506	3	2		
Family Systems Theory – 160	1			
Fostering Youth Participation in Court – 268	2	2		
Gang Identification, Trends, and the Psychology of Gang Members – 163	1	1		
Girls and Gangs – 164	1			
Grandparents Stepping In: Assessing Older Adults as Surrogate Caregivers: Mod 1 of 3 – 112	1			
Grandparents Stepping In: Assessing Older Adults as Surrogate Caregivers: Mod 2 of 3 – 113	1			

ELECTIVE COURSES	NUMBER OF OFFERINGS			
	University Partnership		OTPD	
	FY18	FY18	FY18	FY18
	July-Dec	Jan-Jun	July-Dec	Jan-Jun
Grandparents Stepping In: Assessing Older Adults as Surrogate Caregivers: Mod 3 of 3 – 114	1			
Human Trafficking from a Child Welfare Perspective: Hybrid – 281	2	4		
Impact of Parental Incarceration on Children in the Child Welfare System – 216	1	1		
Impact of Substance Abuse on Parenting – 217	2	3		
The Importance of Fathers in Child Welfare – 247		2		
Infant Care Basics for Non-Parenting Professionals – 171	1			
Legal Writing Guidelines for the Litigation Unit – 575	2	1		
Lifebook Work for Child Welfare Professionals – 269	5			
Managing Your Personal and Professional Boundaries – 176	1	2		
Missing and Exploited Youth – 200	1	1		
Normal Sexual Development through the Child Welfare Lens – 183	1			
Pediatric Health & Red Flags – 230			1	4
Psychopharmacology for Human Service Workers – 246	1	1		
Social Emotional Foundations of Early Learning: An Infant Mental Health Approach – 218	1	1		
SPRU Training for Workers – 255			3	1
Strengthening Casework Documentation: Day 1 – 142	7	1		
Strengthening Casework Documentation: Day 2 – 143	7	1		
Student Bullying: What Caseworkers Need to Know & Do – 209	3	1		
Supervising Workers on Family Reunification	3			
Supervisors Building Workers' Resiliency – 350	2			
Supervisory Practices in CW Mod 1 – 301			1	1
Supervisory Practices in CW Mod 2 – 302			2	1
Supervisory Practices in CW Mod 3 – 303			1	2
Technology Addiction – 215	1	1		
Testifying in Court – 156	6	6		
Toddler Care Basics for Non-Parenting Professionals – 263	1	1		
TPYS & CLSA – 239	2	2		
Understanding Types of Mental Health Assessment & Evaluation – 267	2	1		
What Every Caseworker Needs to Know About Education and Special Education for Children in the Child Welfare System – 228	2	3		
Working with Arab-Americans and Muslim Families – 231	3	1		
Working with Immigrant Families – 070	2			
Working with Parents with Cognitive Challenges – 232	3	2		
Working with Veterans and Military Families – 234	2	2		

Training Evaluation: Knowledge Gain

The Training Partnership utilizes two methods, both based on Kirkpatrick's Model of Training Evaluation, to evaluate the delivery and impact of training course content from the trainee perspective. The first method is satisfaction surveys which measure the degree to which participants find the training favorable, engaging, and relevant to their practice (Level 1). Further



detail and the results of the satisfaction surveys are provided later in this report. The second method is pre/posttests, which measure whether participants acquired knowledge due to their experience in the training (Level 2). Participants are asked to complete a multiple choice test before participating in a training. After a training is completed, the same multiple choice test is re-administered. Tests are created by the course writers, instructors, and/or Rutgers' evaluation team. The majority of tests consist of 20 questions. Pre/posttests are currently administered in paper format. Each test is unique to the course objectives. For the purposes of this report, the participants' knowledge gain was computed as the difference in average test scores (percent correct) before and after each training session.

The goal of Rutgers' evaluation team is to write pre/posttest questions that strike the correct balance between difficulty, clarity, and adherence to learning objectives. Rutgers strives to conduct fair tests that reflect the material being taught. Rutgers regularly reviews tests that are either new or in need of revision due to an updated curriculum and/or poor test performance. A revision committee regularly meets to discuss improvements to pre/posttests used in training courses. Depending on the needs of each test, the revision committee includes members of the Rutgers' evaluation team, university partners, trainers, and curriculum writers. The goal of these revisions is to strengthen tests and accurately assess knowledge gain.

Reporting Period Results

In the second half of FY 2018, there were 67 courses in which pre/posttests were administered, comprising 24 essential/mandatory and 43 elective courses. Passing scores for posttests are set by OTPD. For essential/mandatory classes, a learner must score 80% or higher on their posttest before being asked to revisit the assessment or class experience. For elective classes, a learner must score 70% or higher. All tests for essential/mandatory courses had average passing scores. Among the elective courses offered between January and June, 42 out of 43 tests had average passing scores. Posttest results show the majority of tests have average passing scores. The overall average pretest score was 59%, and the average posttest score was 86%. On average, there was a +27 point increase from pretest to posttest. A comprehensive listing of all pre/posttest scores are in Appendix A. Separated by course type, these tables present overall scores, number of test takers, and point change. In some cases, the number of learners completing the pretest and posttest differ. Most commonly, the number of pretest responses is lower. This is most likely due to participants not completing the pretest due to late arrival.

The test revision committee completed 12 test revisions between January 2018 and June 2018, as illustrated in the following table. (A total of 25 revisions were completed in FY 2018.) Pre/posttests are selected for review and revision based on several channels. There is ongoing oversight of courses that have particularly low posttest scores. Learners may provide comments on their satisfaction surveys about any test item that appears misaligned or difficult. Additionally, facilitators may provide feedback on test items through their trainer feedback reports after each assignment. In each case, data are examined by the Rutgers' evaluation team to better understand why tests do not perform well. For example, analyses are conducted by trainer, time period, and test item to understand trends and how improvements can be made.

Pre/Posttests Revisions by Committee					
July 2017	142 - Strengthening CW Doc: Enhancement Class for CWs and Sups: Mod 1 of 2	143 - Strengthening CW Doc: Enhancement Class for CWs and Sups: Mod 2 of 2	168 - Difficult Conversations with Workers		
August 2017	138 - Customer Service for CW Staff	114 - Grandparents Stepping In: Assessing Older Adults as Surrogate Caregivers: Mod 3 of 3	223 - Cultural Competency LGBTQI		
September 2017	123 - CPS and the Legal System: Mod 1 of 2	124 - CPS and the Legal System: Mod 2 of 2	70 - Working with Immigrant Families, Mod 2 of 2: Providing Culturally Relevant Services	Overview of the Office of Res Fams, Res Fam Licensing, Adoption Ops, and Interstate Services - 550	803 - Adoption of Older Children
October 2017	166 - Compulsive Hoarding: Issues and Strategies				
November 2017	247 - Fathers are Important: A CW's Guide to Working with Fathers				
December 2017					
January 2018					
February 2018	246 - Psychopharmacology	247 - Fathers are Important: A CW's Guide to Working with Fathers	177 - Continuous Quality Improvement		
March 2018	107 - AFSW	268 - Fostering Youth Participation in Court			
April 2018	209 - Student Bullying	259 - First Responders for Workers – Module 3			
May 2018	257 - First Responders for Workers – Module 1	258 - First Responders for Workers – Module 2	261 - Human Trafficking		
June 2018	223 - LGBTQI Cultural Competency	247 - Fathers are Important: A CW's Guide to Working with Fathers			

Reporting Period Notes:

Some Partnership courses do not have pre/posttests due to the nature of the class content. Examples of courses without pre/posttests are New Worker's Orientation: Welcome to DCF! - 001, Excel Training: Beginners Level - 152, Administrative Hearings - 19, and Everyday Self-Defense for Social Workers - 273.

Training Evaluation: Participant Satisfaction

Each training class participant is asked to complete an evaluation survey at the end of the workshop to assess their satisfaction with the learning experience. The survey focuses on assessing satisfaction with the training experience and solicits feedback on the training, materials, and instructor(s). The same evaluation survey is administered at the end of each course in paper format and distributed by instructors to course participants after completion of the training session.

Satisfaction with the workshop is rated on a four-point, Likert-type scale with responses ranging from one (strongly disagree) to four (strongly agree). The satisfaction survey includes ten items, listed below.

1. *The trainer was able to engage participants.*
2. *The trainer demonstrated expertise related to the training topic through her/his knowledge, skills, and practice experience.*
3. *The trainer's presentation was clear, concise, and organized, resulting in an effective training.*
4. *The trainer was able to answer participants' questions.*
5. *The content of the curriculum/training materials provided me with knowledge and skills I will need to meet my responsibilities in this area of work.*
6. *The instructional materials (PowerPoint slides, handouts, and participant manual) were helpful to building participants' knowledge and skills in this topic.*
7. *The activities (role plays, small group exercises, lectures, and discussions) were helpful to building participants' knowledge and skills in this topic.*
8. *The training curriculum provided different instructional activities in a way that will enable participants to use the information with children and families.*
9. *Children and families will benefit from knowledge and skills participants gained during this training.*
10. *Overall, the training was a useful experience.*

The survey also invites comments from participants through an open-ended question: "*Please provide any additional comments on your training experience.*"

University Partnership trainers ask participants to place their completed survey into a large manila envelope, which is subsequently sealed and returned to the University Partnership. Similarly, OTPD trainers ask participants to place their completed survey into a large manila envelope, which is then sealed and delivered to the front office at the Professional Center. Rutgers reviews and electronically inputs all satisfaction surveys, qualitative comments, and pre/posttests for University Partnership courses before analysis. After scanning their own satisfaction surveys and pre/posttests, OTPD forwards the data to Rutgers for analysis and reporting. Quantitative data are analyzed primarily using frequencies and means.

Training team staff review participants' comments on these surveys (by review of all handwritten paper copies) and address any areas where improvements can be made, such as

trainer delivery, preparedness, and pre/posttest questions. The Partnership has responded with immediacy when a majority of trainees has expressed a common sentiment regarding a training.

Summary of Findings

There were 7,904 participant responses* from satisfaction surveys representing 96 course titles included in this half year reporting period. Possible scores range from 1 (strongly disagree – low satisfaction) to 4 (strongly agree – high satisfaction). On average, trainees reported high levels of satisfaction with the trainings, materials, and trainers. Only small differences were documented. The overall mean satisfaction ratings for all courses ranged from 3.68 (instructional activities were varied) to 3.76 (the trainer demonstrated expertise related to the training topic through their knowledge, skills, and practice experience). Essential/mandatory trainings and elective trainings had an average score of 3.72.

Analyses of satisfaction scores by course title and type are presented below. While there is not much variation across the aggregate satisfaction ratings for courses, there is greater variation in the satisfaction ratings by individual learner or individual class. For this reason, each satisfaction survey is reviewed, and cohorts of courses are manually reviewed for comments and experiences.

** While approximately 19,000 duplicated participants were trained between January and June, only 7,904 satisfaction surveys were received. Several factors may be attributed to this difference. Participants who attend multi-day courses complete only one satisfaction survey at the end of the last training day. Second, surveys may not have been reported to Rutgers in time to be included in this report. Finally, in some cases, trainees may not have filled out a survey.*

A summary of the satisfaction survey comments from the University Partnership courses are provided in Appendix C. Common themes are reported in this summary, including those that are favorable and those that raise areas for improvement or immediate attention. Comments are provided verbatim. Exceptions include removal of information that would identify individual trainers or participants. Satisfaction comments for courses conducted by the OTPD are not included in Appendix C.

Trainer Feedback Report

On January 1, 2017, the University Partnership implemented a trainer feedback report, an online form that all Partnership trainers are to complete within 48 hours of the last training day. The tool documents each facilitator's feedback about the curriculum content, course delivery, and engagement of participants. Partnership staff monitor responses in order to keep abreast of issues that need immediate attention, and they track those responses that guide ongoing improvement efforts. Trainers' responses reflect information about training sites and needed updates to curricula (e.g. policy updates, statistics, videos) and pre/posttest questions.

Between January 2018 and June 2018, facilitators completed 361 trainer feedback reports for the 477 classes conducted during this period. Of the 361 reports submitted, 256 (71%) were completed by University Partnership trainers for the 247 classes conducted, and 105 (29%) were completed by OTPD trainers for the 230 classes conducted. The University Partnership had 9 more trainer feedback reports than courses delivered, which was due to co-trainings when both trainers completed a trainer feedback report.

As of April 1, 2018, the University Partnership implemented an updated version of the trainer feedback report based on trainer feedback requesting a more streamlined form with fewer questions and more opportunities for comments. The new version is designed to document trainers' experiences with greater efficiency and detail. A copy of this tool is provided in Appendix E. Snapshots of the quantitative results from both versions of the trainer feedback report are presented below. The number of respondents varies by question, since some respondents did not answer every question either as a result of the skip logic of the survey or the respondent's choice not to answer all questions.

Trainer Feedback Report Results (Original Version)

Report Items	Results	
	FY18: Jul-Dec	FY18: Jan-Mar
Did you receive course materials in sufficient time before the training date?	No: 16 Yes: 465 (95%)	No: 2 Yes: 129 (98%)
Did you have all the materials needed for the training?	No: 34 Yes: 447 (93%)	No: 14 Yes: 117 (89%)
Did you encounter any problems or challenges with the technology/audiovisual equipment needed for training delivery?	No: 428 Yes: 53 (11%)	No: 104 Yes: 27 (21%)
Was the venue/space conducive to training and learning?	No: 36 Yes: 445 (93%)	No: 11 Yes: 120 (92%)
Do you want to give additional feedback on this course topic/curriculum?	No: 359 Yes: 53 (13%)	No: 94 Yes: 12 (11%)
Did you think there needs to be any changes to the POWERPOINT slides?	No: 95 Yes: 27 (22%)	No: 24 Yes: 13 (35%)
Does the INSTRUCTOR GUIDE need any changes?	No: 90 Yes: 32 (26%)	No: 23 Yes: 14 (38%)
Does the PARTICIPANT GUIDE need any changes?	No: 88 Yes: 34 (28%)	No: 27 Yes: 10 (37%)
Did the PRE/POSTTEST present any challenges or need any improvements?	No: 102 Yes: 20 (16%)	No: 30 Yes: 7 (19%)
Do the HANDOUTS need any improvements or additions?	No: 82 Yes: 18 (18%)	No: 20 Yes: 13 (39%)
Were the VIDEOS effective teaching tools?	No: 12 Yes: 73 (86%)	No: 6 Yes: 21 (78%)
Are there any other updates or changes to the curriculum that you want to offer?	No: 90 Yes: 32 (26%)	No: 26 Yes: 11 (30%)
Do you feel the course reflects applicable and current DCF practice and policies?	No: 18 Yes: 104 (85%)	No: 5 Yes: 32 (86%)
Do you feel that the course reflects appropriate evidence-based practices?	No: 7 Yes: 115 (94%)	No: 1 Yes: 36 (97%)
Do you feel that the course includes up-to-date data/statistics?	No: 34 Yes: 88 (72%)	No: 11 Yes: 26 (70%)
Do you feel that the course is an appropriate length?	No: 23 Yes: 99 (81%)	No: 7 Yes: 30 (81%)
In your experience, was the course effective in reaching different types of learners?	No: 13 Yes: 109 (89%)	No: 7 Yes: 30 (81%)
Do you feel that the course provides tools to use in their everyday work with families?	No: 6 Yes: 116 (95%)	No: 3 Yes: 34 (92%)
Do you feel that the course provides an appropriate overview of the subject matter?	No: 3 Yes: 199 (99%)	No: 3 Yes: 34 (92%)
Were you able to answer all questions asked during the training?	No: 15 Yes: 466 (97%)	No: 5 Yes: 126 (96%)
Were there any individual or group participants who stood out as exceptional learners or child welfare professionals (as advocates, leaders, ambassadors)?	No: 344 Yes: 137 (28%)	No: 107 Yes: 24 (18%)
Were there any challenges experienced with your learners during this session?	No: 408 Yes: 73 (15%)	No: 124 Yes: 7 (5%)

New Trainer Feedback Report Results (Revised Version)

Report Items	Results
	FY18: Apr-Jun
Did you receive course materials at least 7 days prior to the training date?	No: 23 Yes: 207 (90%)
Did you have all the materials needed for the training?	No: 17 Yes: 213 (93%)
Did you encounter any problems or challenges with the technology/audiovisual equipment needed for training delivery?	No: 189 Yes: 41 (18%)
Was the venue/space conducive to training and learning?	No: 20 Yes: 210 (91%)
Were you able to answer all questions asked during the training?	No: 14 Yes: 216 (94%)
Was this a co-training?	No: 154 Yes: 76 (33%)
Were there any participants who stood out as exceptional learners or child welfare professionals (as advocates, leaders, ambassadors)?	No: 174 Yes: 54 (23%)
Were there any challenges experienced with your learners during this session?	No: 199 Yes: 29 (13%)
Have you already provided feedback on this course topic/curriculum?	No: 41 Yes: 189 (82%)
Do you want to give additional feedback on this course topic/curriculum?	No: 190 Yes: 40 (17%)
Do you have recommended changes to the POWERPOINT slides?	No: 21 Yes: 19 (48%)
Do you have recommended changes to the INSTRUCTOR GUIDE?	No: 21 Yes: 19 (48%)
Do you have recommended changes to the PARTICIPANT GUIDE?	No: 20 Yes: 20 (50%)
Do you have recommended changes to the course HANDOUTS?	No: 18 Yes: 14 (44%)
Does the PRE/POSTTEST present any challenges or need any improvements?	No: 20 Yes: 20 (50%)
Do you have recommended changes to the VIDEOS used in this course?	No: 18 Yes: 17 (49%)
Are there any other updates or changes to the curriculum that you want to offer?	No: 28 Yes: 12 (30%)
Do you feel the course reflects applicable and current DCF practice and policies?	No: 12 Yes: 28 (70%)
Do you feel that the course reflects appropriate evidence-based practices?	No: 6 Yes: 34 (85%)
Do you feel that the course includes up-to-date data/statistics?	No: 17 Yes: 23 (58%)
Do you feel that the course is an appropriate length?	No: 10 Yes: 30 (75%)
Do you feel that the course provides workers with tools to use in their everyday work with families?	No: 7 Yes: 33 (83%)

University Partnership Deliverables

12 Month Activities

While this six-month report provides an overview of all levels of service for the New Jersey Child Welfare Training Partnership, the following tables offer additional details on the activities and progress of contract deliverables assigned to the University Partnership.

GOAL: Deliver 700 days of professional development to support the knowledge and skills of the NJDCF & DCP&P workforce through a scheduled series of essential/mandatory courses and elective courses determined by OTPD.	
ACTIVITY	PROCESS
Schedule Class	Assign target courses for delivery throughout the 21 counties, rotating geographic location and frequency to support access by learners across the state
Identify Trainer	Identify trainer with appropriate subject matter expertise and child welfare experience to deliver the course based on the topic, location and availability
Training Room Reservation	Work with the Office of Training and Professional Development, DCP&P Local Offices, or Rutgers Training Rooms to reserve and confirm venues to host trainings at least 4 weeks prior to scheduled date
Post Course on TAWS	Post course/trainer information on TAWS, and support trainers to navigate the Learning Management System
Oversee Inventory	Purchase supplies, organize binders, and manage equipment required to deliver all trainings and prepare all course materials
Prepare Training Material	Ensure facilitators are fully prepared with training materials by printing and delivering participant education materials and evaluation materials to the trainer at least 2 weeks prior each course
Technical Assistance & Site Support	Support onsite venue issues, troubleshoot material preparation, and respond to any other support needed by trainers prior to and on the date of the training
Process all Post-Training Rosters and Evaluation Materials	Ensure that all training materials, including rosters and evaluation materials are received and processed within five days following a course Take attendance for all courses on TAWS; input all pre/post tests and satisfaction surveys
Conduct Trainer Observation	Develop a Continuous Quality Improvement program to observe and coach all per diem trainers
Process Trainer Payment	Maintain a tracking process to confirm training and payment
12 MONTH OUTPUT: A total of 934 training days were coordinated and delivered, representing 387 essential/mandatory courses and 222 elective courses in more than 20 different venues around the state. Attendance has been updated and all evaluation materials have been analyzed in this report.	

GOAL: Coordinate a series of specialized training courses targeted at designated communities of learners.

ACTIVITY	FISCAL YEAR TARGET	12 MONTH OUTPUT
FPS New Worker training	Two series of 6 day FPS New Worker	Offered five 6-day series of FPS New Worker training to prepare new Family Preservation Workers to their roles and responsibilities supporting child welfare involved families. 500 duplicated participants completed all six days.
Master Supervisors Certificate	5 classes	Delivered five courses for DCP&P workers accepted to the Master Supervisors Certificate reaching a total of 99 participants (duplicated numbers). Courses included: a two day course titled Domestic Violence Training for Supervisors (10 participants each day), Supervising Workers in Family Reunification (28 participants), Excel Training: Beginners Level (10 participants), Excel Training Intermediate Level (15 participants) and Supervisors Building Workers' Resiliency (25 participants)
CPR (Cardiopulmonary Resuscitation) and First Aid	12 classes	Facilitated 19 courses certifying a total of 149 participants. Coordinate CPR mannequins and first aid supplies at the Professional Center, Kramer Hall, and the Bergen /Hudson Local Office.
Defensive Driving	N/A	Delivered 7 NJ Motor Vehicle-approved driver safety course on highway crash avoidance techniques. Responsible for DD Certificates for each participant after each class.

GOAL: Coordinate a series of courses in collaboration with the Office of Adolescents

ACTIVITY	FISCAL YEAR TARGET	6 MONTH OUTPUT
Convene Adolescent Trainings to increase workers' comprehension of adolescent development, the impact of trauma, and planning and support for teenagers who are engaged with CP&P	Youth Thrive: Adolescent Protective Factors - Day One - 99	Assigned Lead trainer and Young Professional, confirmed location, ordered materials, emailed OAS to confirm offering and allow for community providers; 42 trainings reached 919 DCP&P workers and community providers
	Youth Thrive: Adolescent Protective Factors - Days Two and Three - 199	Assigned Lead trainer and Young Professional for 42 trainings reaching 730 participants on Day 2 and 720 on Day 3
	4 Transitional Plan for Youth Success (TPYS) and Casey Life Skills Assessment (CSLA) - 239	Delivered 4 trainings, reaching a total of 91 participants
	4 What Every Caseworker Should Know About Education - 228	Facilitated 5 trainings , were located throughout the state reaching a total of 245 duplicated participants

GOAL: Manage a per diem trainer pool to support OTPD in meeting the needs of the DCP&P workforce in supporting families and children.

ACTIVITY	PROCESS
Recruit Potential Trainers	Provide ongoing recruitment based on specific topic needs. Recruit on general boards, spread word-of-mouth information about the position, and post position on professional associate websites
Interview Candidates	Invite candidate for a phone screening interview and in-person interview with a panel of 3 people
Onboard Trainers	Onboard subject matter experts to the NJCWTP. Provide an in-person orientation to orient them to their role as a per diem consultants and administer all documents associated with the contracts
Assign Courses	Invite trainer to observe or attend a TtT/Pilot for the courses they will be facilitating

12 MONTH OUTPUT: Currently support 75+ facilitators who represent professionals with strong facilitation skills, knowledge in child welfare, and an array of subject matter knowledge comprising more than 100+ course topics.

GOAL: Host DCF's Learning Management System (TAWS - Training Academy Website) and support development of the site with programming expertise

12 MONTH OUTPUT
Scheduled over 10 in-person/conference call meetings with internal and external stakeholders to prepare for server transfer and other developments.
Held 2 Joint Application Design meetings which included AADs, AAs, DCF/RU IT, RU/SU staff, and OTPD staff to discuss the design, layout, and possible features that will be included in the LMS upgrade. Approximately 20 people attended each session.
Rutgers developed a development site to test features and the transfer of information before the LMS was transferred onto the Rutgers server. Selected 12 users (trainers & OTPD administrative staff) to test TAWs usage for migration.
Created a "self-administration" feature that allows users to update their profile to reflect their current DCP&P employment status.
Developed communication and instructions for new site access for all internal and external users.
Scheduled and executed TAWS migration to Rutgers Server. Rutgers IT & DCF IT supported a blackout period on September 1-6 to sensitively transfer information onto the Rutgers server.
Created a Production site, the live version of the site that is outward facing and available for all external DCF users. The production site: TAWS on Rutgers server went live at 9am on Wednesday, September 6th.
Rutgers IT & DCF IT supported access for all internal & external users.

GOAL: Support development and deployment of new training courses

ACTIVITY	PROCESS
Develop Set of Curriculum Materials	Identify Learning Goals
	Select lead writer
	Meet with interested team/person to guide development stake holders
	Conduct focus group
	Develop Outline
	Develop Instructor/Participant Guide Draft
	Solicit and receive feedback on all drafts
	Complete Instructor Guide
	Complete Participant Guide
	Create PowerPoint
	Organize Appendices
	Solicit and receive feedback/reviews on all final draft
	Format Power Point, Participant, Guide and Appendices
	Prepare Pre/Post-test instrument
	Create Packing Slip
Save all final documents and share with stakeholders	
Host Train the Trainer (TtT) or Pilot Session for the New Content	Select trainer
	Confirm training room that works with all parties involved
	Prepare and make copies of material for the session
	Deliver TtT or Pilot training
	Review Pilot feedback and make revisions
	Edit Instructor, Participant Guide and PowerPoint based on feedback
	Finalize Product Format
	Prepare and Deliver Trainer's training materials for facilitation (Flash Drive and printed copies)
	Process payment for trainer and all participants
Develop Pre/Post Test Items for All Courses	Develop Pre/Post Test Items
	Select Committee to review test
	Committee meets to review test
	Update test based on feedback
	Format test

GOAL: Collaborate with DCF to create new learning and training the courses in response to needs identified by DCF/OTPD

ACTIVITY	12 MONTH OUTPUT
LGBTQI 2 day	<p>Finalized 2 day course on LGBTQI Cultural Competency including considerations on intervention within case practice for DCF. Course materials included a full set of instructor guides, participant guides, and supporting resources</p> <p>Facilitated a 3-day TtT on November 20, 21 and 28 with ten trainers participating</p>
Human Trafficking	<p>Updated content originating in the two separate Human Trafficking courses (covering 3 days) and refined the content to be presented in one new Human Trafficking course covering foundational and engagement concepts over two days</p>
Overview of the Office of Resource Families, Resource Family Licensing, Adoption Operations, and Interstate Services	<p>Finalized one day course that orients new workers to the roles and responsibilities of the Office of Licensing, Resource Families, Adoption Operations, and Interstate Services</p> <p>Held focus group, hosted a series of conference calls and face-to-face meetings to review drafts. Full Curriculum Set was completed</p> <p>Facilitated a Pilot on October 25</p>
New course for OOL Inspectors	<p>Develop a Hard Outline and draft to orient new OOL Inspectors for their role supporting resource family homes</p>
New course for Office of Resources	<p>Develop a Hard Outline and draft to orient new Resource Workers for their role supporting resource family homes</p>
Assistant Family Service Workers	<p>Redeveloped the training for new AFSW (Assistant Family Service Workers) by combining two historical modules into a one 5-day course</p> <p>Hosted focus group with AFSWs and central office staff</p> <p>Completed final drafts of this five day course.</p>
Fundamental Elements of DCF CQI Framework	<p>Created a draft to orient the workforce on the fundamental elements of DCF CQI framework.</p>
First Responders for Supervisors	<p>Developed a Hard Outline for First Responders for Supervisors course to guide supervisors in overseeing the investigations and decision-making processes conducted by First Responders</p>
Fathers are Important: A Caseworker's Guide to Working with Fathers	<p>Finalized a one day course designed to help Department of Children and Families (DCF) staff understand the importance of fathers, whether they live in our out of the home, and help them see that the efforts to engage them are valuable to children in the long term</p>
Advanced Skills for Engaging and Teaming with Families	<p>Held pilot and updated content covering foundational and engagement concepts of working with families into a 2 day course</p>

GOAL: Analyze training data and report on training levels of service.

ACTIVITY	PROCESS/12 MONTH OUTPUT
Training Evaluation & Prepare Evaluation Reports	Develop and maintain online survey to collect trainer feedback after each course
	Provided bi-weekly review of all Trainer Feedback Reports to monitor unique data around each class offering, including delivery, curriculum and materials, facilitation experience, and learner response
	Communicate with trainers or DCF as needed for follow-up identified in reports
	Provide review of course satisfaction surveys and present in six-month report
Analyze Results of All Course Pre/Post Tests and Course Satisfaction Surveys	Scan/Input the quantitative and qualitative data
	Provide data verification and quality assurance for all courses
	Analyze the results of all course pre/posttest Provide exchange of data analysis with OTPD for worker transcripts and communication with local offices Report test data through Comparative Analysis, Condensed Item Analysis in six-month report
	Prepare quarterly report on all training levels of service and content development updates
	Prepare 6 month report that presents all training evaluation data, including pre/post performance, and qualitative and qualitative information from all classes

Adoption Certificate: Child Welfare Track

The Child Welfare Track of the Adoption Certificate Program offers selected CP&P staff an opportunity to increase their knowledge and skills through the completion of a non-clinical training certificate program. This program focuses on the core issues facing adoptive families and on attachment-based, family-focused work with children and families. Eligible participants must successfully complete six required workshops. Rutgers provides six classes per cohort during the contract year, and each class can accommodate up to 30 participants. CP&P staff are able to complete the training workshops within a single contract year. Each course delivers five hours of adoption-specific content using a variety of adult learning methods. The table below presents course titles, training dates, and attendance. Course evaluation materials, satisfaction survey results, and pre/posttests results for Level 100 and 200 courses are included in Appendix F.

CWT Adoption Certificate		
Courses	Date	Attendance
Level 100		
Psychology of Adoption – 801	9/18/17	20
Kinship Adoption – 802	10/10/17	20
Adoption of Older Children – 803	10/23/17	19
Supporting Attachment in Adoptive Families – 804	2/13/18	20
Adoption Recruitment/Placement Supports – 805	5/7/18	15
Preparing Children for Adoption – 806	5/17/18	17
Level 200		
Creating a Meaningful Life Story – 854	9/22/17	23
Helping Adoptive Families Navigate the Processes of Placement – 808	10/17/17	20
Conceptualizing Crisis when Working with Adoptive Families – 855	10/24/17	17
Factual Witness Training – 851	3/20/18	19
Cultural Competency LGBTQI – 8223	4/4/18 & 4/5/18	11
Adoption Ethics: Putting Practice to the Challenge – 856	5/30/18	10
Trauma Informed Response w Adoptive Families – 852	6/1/18	14

Appendix A: Pre/Posttest Scores

Pre/Posttest Scores for Essential/Mandatory Courses						
Course	FY18: July – December			FY18: January – June		
	Pretest Score %	Posttest Score %	Difference	Pretest Score %	Posttest Score %	Difference
Batterer's Intervention Training – 045	72.39 (n=46)	81.67 (n=42)	+9.28	54.06 (n=117)	87.39 (n=115)	+33.33
Car Seat Safety – 003	65.39 (n=334)	93.40 (n=346)	+28.01	63.81 (n=309)	92.71 (n=327)	+28.90
Child Protection and Early Intervention – 229	58.25 (n=123)	90.36 (n=126)	+32.11	60.45 (n=123)	83.41 (n=126)	+22.96
Child Sexual Abuse, Module 1, Days 1 & 2 – 031, Version 1	62.59 (n=147)	87.52 (n=145)	+24.93	63.82 (n=190)	88.75 (n=188)	+24.93
Child Sexual Abuse, Module 1, Days 1 & 2 – 031, Version 2	47.90 (n=53)	85.58 (n=52)	+37.68	N/A	N/A	N/A
Child Sexual Abuse, Module 1, Days 3 & 4 – 032, Version 1	51.71 (n=167)	82.67 (n=161)	+30.96	54.10 (n=173)	86.27 (n=181)	+32.17
Child Sexual Abuse, Module 1, Days 3 & 4 – 032, Version 2	52.99 (n=26)	85.04 (n=26)	+32.05	N/A	N/A	N/A
Child Sexual Abuse, Module 2, Days 1 & 2 – 033	52.41 (n=189)	93.36 (n=189)	+40.95	52.30 (n=159)	90.63 (n=150)	+38.33
Child Sexual Abuse, Module 2, Days 3 & 4 – 034	59.27 (n=186)	91.52 (n=184)	+32.25	60.49 (n=143)	87.53 (n=144)	+27.04
Concurrent Permanency Planning – 038	50.49 (n=216)	86.55 (n=210)	+36.06	49.03 (n=159)	87.26 (n=157)	+38.23
Continuous Quality Improvement (CQI) – 177	N/A	N/A	N/A	70.00 (n=18)	85.00 (n=18)	+15.00
CPM 3 – 023	59.41 (n=185)	89.89 (n=177)	+30.48	58.65 (n=152)	91.07 (n=149)	+32.42
CPM 4 – 024	56.76 (n=34)	77.73 (n=33)	+20.97	N/A	N/A	N/A
CPM 5 – 025	70.76 (n=33)	81.21 (n=33)	+10.45	70.71 (n=7)	80.71 (n=7)	+10.00
Cultural Competency LGBTQI – 223	81.25 (n=8)	94.38 (n=8)	+13.13	66.36 (n=236)	87.63 (n=234)	+21.27
Domestic Violence – 040	70.03 (n=288)	93.81 (n=281)	+23.78	71.14 (n=236)	94.77 (n=237)	+23.63

Pre/Posttest Scores for Essential/Mandatory Courses

Course	FY18: July – December			FY18: January – June		
	Pretest Score %	Posttest Score %	Difference	Pretest Score %	Posttest Score %	Difference
Domestic Violence Policy and the DCP&P Case Practice Protocol – 041	51.84 (n=263)	82.40 (n=269)	+30.56	54.47 (n=174)	80.82 (n=181)	+26.35
Educational Stability – 030	50.32 (n=155)	95.45 (n=165)	+45.13	51.39 (n=166)	97.08 (n=168)	+45.69
Human Trafficking 1: Education and Awareness – 260	59.34 (n=235)	91.14 (n=246)	+31.80	N/A	N/A	N/A
Human Trafficking 2: Engagement & Interviewing the Potential Victim – 271	53.94 (n=235)	86.11 (n=234)	+32.17	N/A	N/A	N/A
Mental Health Screening Tool – 036	54.91 (n=170)	85.80 (n=174)	+30.89	54.89 (n=177)	88.08 (n=177)	+33.19
Mental Illness – 035	66.47 (n=215)	99.72 (n=214)	+33.25	75.42 (n=153)	99.93 (n=151)	+24.51
Overview of the Office of Resource Families, Resource Family Licensing, Adoption Operations, and Interstate Services - 550	57.86 (n=21)	90.71 (n=21)	+32.85	65.41 (n=49)	88.83 (n=47)	+23.42
Safety Awareness for the CW Professional – 265	66.17 (n=150)	92.42 (n=151)	+26.25	68.51 (n=138)	92.30 (n=135)	+23.79
Substance Abuse, Modules 1 & 2 – 015, 016	51.51 (n=252)	84.92 (n=245)	+33.41	52.65 (n=183)	89.89 (n=182)	+37.24
Substance Abuse, Modules 3 & 4 – 017, 018	55.41 (n=145)	81.70 (n=144)	+26.29	53.59 (n=149)	85.87 (n=149)	+32.28
Using Genograms and Ecomaps – 013	49.77 (n=154)	91.10 (n=154)	+41.33	46.98 (n=167)	92.47 (n=168)	+45.49
Youth Thrive Day 1 – 099	56.73 (n=666)	82.23 (n=665)	+25.50	56.58 (n=167)	84.29 (n=168)	+27.71
Youth Thrive Days 2 & 3 – 199	59.26 (n=653)	86.81 (n=649)	+27.55	58.96 (n=164)	90.78 (n=160)	+31.82

Pre/Posttest Scores for Elective Courses

Course	FY18: July – December			FY18: January – June		
	Pretest Score %	Posttest Score %	Difference	Pretest Score %	Posttest Score %	Difference
Advanced Skills for Engaging and Teaming with Families – 276	59.60 (n=139)	89.22 (n=135)	+29.62	66.88 (n=40)	91.14 (n=35)	+24.26
Aligning Our Values – 264	50.24 (n=21)	81.67 (n=21)	+31.43	60.63 (n=8)	82.50 (n=8)	+21.87
Animal Abuse as a Risk Factor for Child Maltreatment – 280	43.81 (n=21)	69.80 (n=25)	+25.99	43.81 (n=21)	69.80 (n=25)	+25.99
Building Resiliency in Children: Why Some Bounce Back and Some Never Do – 242	47.62 (n=49)	83.22 (n=49)	+35.60	45.16 (n=39)	85.75 (n=39)	+40.59
Child Protective Services and the Legal System Days 1 & 2 – 123	N/A	N/A	N/A	78.93 (n=29)	87.93 (n=29)	+9.00
Child Protective Services and the Legal System Days 3 & 4 – 124	N/A	N/A	N/A	46.96 (n=23)	80.00 (n=29)	+33.04
Coaching the Challenging Employee – 305	45.19 (n=15)	75.79 (n=14)	+30.60	50.00 (n=7)	79.63 (n=6)	+29.63
Compulsive Hoarding: <i>Symposium</i> – 166	45.84 (n=113)	74.12 (n=113)	+28.28	N/A	N/A	N/A
Coping with Vicarious Traumatization for Workers – 245	56.63 (n=40)	77.05 (n=39)	+20.42	60.63 (n=24)	80.21 (n=24)	+19.58
Cultural Competency – 134	N/A	N/A	N/A	68.62 (n=47)	91.43 (n=42)	+22.81
Defensive Driving – 253	47.97 (n=82)	92.30 (n=83)	+44.33	52.82 (n=59)	93.41 (n=59)	+40.59
Difficult Conversations: A Survival Guide for Supervisors – 167	41.31 (n=39)	74.22 (n=39)	+32.91	N/A	N/A	N/A
Difficult Conversations: A Survival Guide for Workers – 168	41.50 (n=20)	94.00 (n=20)	+52.50	39.37 (n=23)	70.29 (n=23)	+30.92
Documentation for Child Welfare Professionals – 141	N/A	N/A	N/A	77.75 (n=47)	90.95 (n=42)	+13.20
Domestic Violence Training for Supervisors – 345	43.71 (n=38)	82.46 (n=38)	+38.75	43.06 (n=20)	79.32 (n=18)	+36.26
Enhancing Visitation – 150	73.51 (n=21)	97.02 (n=21)	+23.51	N/A	N/A	N/A
Ethics Matter – 133	73.08 (n=26)	95.30 (n=26)	+22.22	N/A	N/A	N/A
Everyone Has a Story – 262	59.23 (n=13)	87.50 (n=12)	+28.27	54.86 (n=22)	86.43 (n=21)	+31.57

Pre/Posttest Scores for Elective Courses

Course	FY18: July – December			FY18: January – June		
	Pretest Score %	Posttest Score %	Difference	Pretest Score %	Posttest Score %	Difference
Executive Writing Skills – 346	69.74 (n=19)	79.74 (n=19)	+10.00	N/A	N/A	N/A
Family Systems Theory – 160	65.38 (n=26)	93.27 (n=26)	+27.89	N/A	N/A	N/A
Family Preservation Services: New Worker Training: Module 1 of 3 – 501, 502	62.73 (n=50)	74.34 (n=48)	+11.61	64.84 (n=34)	77.01 (n=35)	+12.17
Family Preservation Services: New Worker Training: Module 2 of 3 – 503, 504	65.63 (n=48)	75.83 (n=48)	+10.20	53.62 (n=29)	56.25 (n=28)	+2.63
Family Preservation Services: New Worker Training: Module 3 of 3 – 505, 506	62.50 (n=48)	72.11 (n=48)	+9.61	66.93 (n=21)	78.33 (n=20)	+11.40
First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 – 257	65.58 (n=251)	85.76 (n=262)	+20.18	67.48 (n=332)	91.39 (n=338)	+23.91
First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 – 258	50.51 (n=274)	77.49 (n=281)	+26.98	46.67 (n=258)	83.48 (n=253)	+36.81
First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 – 259	63.17 (n=240)	83.10 (n=239)	+19.93	62.67 (n=277)	86.45 (n=272)	+23.78
Fostering Youth Participation in Court – 268	63.33 (n=42)	89.76 (n=42)	+26.43	62.50 (n=28)	92.10 (n=31)	+29.60
Gang Identification, Trends, and the Psychology of Gang Members – 163	72.22 (n=10)	88.89 (n=11)	+16.67	73.61 (n=20)	88.89 (n=20)	+15.28
Girls and Gangs – 164	59.92 (n=28)	86.90 (n=28)	+26.98	N/A	N/A	N/A
Grandparents Stepping In: Assessing Older Caregivers, Mod 1 – 112	63.33 (n=24)	84.17 (n=24)	+20.84	N/A	N/A	N/A
Grandparents Stepping In: Assessing Older Caregivers, Mod 2 – 113	59.76 (n=21)	77.14 (n=21)	+17.38	N/A	N/A	N/A
Grandparents Stepping In: Assessing Older Caregivers, Mod 3 – 114	49.00 (n=25)	72.60 (n=25)	+23.60	N/A	N/A	N/A
Human Trafficking: Survivor Identification and Engagement – 261	N/A	N/A	N/A	49.38 (n=88)	89.12 (n=85)	+39.74
Impact of Parental Incarceration on Children in the Child Welfare System – 216	60.63 (n=53)	83.65 (n=53)	+23.02	55.52 (n=58)	80.62 (n=65)	+25.10
Impact of Substance Abuse on Parenting – 217	43.75 (n=40)	91.00 (n=40)	+47.25	43.40 (n=75)	91.28 (n=75)	+47.88
Infant Care Basics for Non-Parenting Professionals – 171	78.20 (n=25)	90.80 (n=25)	+12.60	N/A	N/A	N/A

Pre/Posttest Scores for Elective Courses

Course	FY18: July – December			FY18: January – June		
	Pretest Score %	Posttest Score %	Difference	Pretest Score %	Posttest Score %	Difference
Legal Writing Guidelines – 575	68.06 (n=31)	91.61 (n=31)	+23.55	68.67 (n=15)	86.79 (n=14)	+18.12
Lifebook Work for Child Welfare Professionals – 269	69.12 (n=74)	86.37 (n=73)	+17.25	N/A	N/A	N/A
Managing Your Personal and Professional Boundaries – 176	52.42 (n=23)	76.09 (n=23)	+23.67	51.23 (n=45)	90.78 (n=47)	+39.55
Missing and Exploited Youth – 200	52.12 (n=26)	88.85 (n=26)	+36.73	52.71 (n=24)	88.75 (n=24)	+36.04
Normal Sexual Development through the Child Welfare Lens – 183	60.73 (n=29)	88.70 (n=29)	+27.97	N/A	N/A	N/A
Psychopharmacology – 246	48.30 (n=56)	91.81 (n=58)	+43.51	50.78 (n=32)	85.78 (n=32)	+35.00
Social Emotional Foundations of Early Learning: An Infant Mental Health Approach – 218	75.00 (n=20)	94.72 (n=20)	+19.72	72.52 (n=18)	90.12 (n=18)	+17.60
SPRU Training for Workers – 255		93.28 (n=75)		N/A	N/A	N/A
Strengthening Casework Documentation: Day 1 – 142	64.65 (n=144)	78.26 (n=144)	+13.61	56.67 (n=15)	78.33 (n=15)	+21.66
Strengthening Casework Documentation: Day 2 – 143	65.53 (n=122)	79.76 (n=126)	+14.23	58.00 (n=10)	77.50 (n=10)	+19.50
Student Bullying: What Caseworkers Need to Know & Do – 209	69.08 (n=60)	92.46 (n=61)	+23.38	65.00 (n=29)	84.14 (n=29)	+19.14
Supervisors Building Workers' Resiliency – 350	66.49 (n=37)	88.92 (n=37)	+22.43	N/A	N/A	N/A
Supervising Workers on Family Reunification – 312, Version 1	90.00 (n=37)	98.51 (n=37)	+8.51	N/A	N/A	N/A
Supervising Workers on Family Reunification – 312, Version 2	68.25 (n=27)	86.60 (n=27)	+18.35	N/A	N/A	N/A
Supervisory Practices in CW Mod 1 – 301	78.28 (n=49)	88.34 (n=49)	+10.06	N/A	N/A	N/A
Technology Addiction – 215	62.81 (n=16)	95.00 (n=16)	+32.19	68.26 (n=23)	92.17 (n=23)	+23.91
Testifying in Court – 156	60.93 (n=91)	86.11 (n=90)	+25.18	59.55 (n=67)	88.79 (n=66)	+29.24
The Importance of Fathers in Child Welfare – 247	N/A	N/A	N/A	66.84 (n=19)	97.37 (n=19)	+30.53

Pre/Posttest Scores for Elective Courses

Course	FY18: July – December			FY18: January – June		
	Pretest Score %	Posttest Score %	Difference	Pretest Score %	Posttest Score %	Difference
Toddler Care Basics for Non-Parenting Professionals – 263	49.00 (n=15)	91.33 (n=15)	+42.33	56.35 (n=26)	83.75 (n=24)	+27.40
TPYS & CLSA – 239	58.07 (n=44)	86.55 (n=42)	+28.48	60.65 (n=46)	82.07 (n=46)	+21.42
Understanding Types of Mental Health Assessment & Evaluation – 267	56.02 (n=38)	83.58 (n=38)	+27.56	60.82 (n=22)	88.31 (n=22)	+27.49
What Every Caseworker Needs to Know About Education and Special Education for Children in the Child Welfare System – 228	58.47 (n=42)	83.89 (n=40)	+25.42	60.56 (n=71)	86.75 (n=70)	+26.19
Working with Arab-Americans and Muslim Families – 231	65.32 (n=74)	91.38 (n=69)	+26.06	64.01 (n=23)	92.22 (n=25)	+28.21
Working with Immigrant Families, Mod 2: Providing Culturally Relevant Services – 070	48.39 (n=38)	75.38 (n=37)	+26.99	N/A	N/A	N/A
Working with Parents with Cognitive Challenges – 232	70.97 (n=67)	88.81 (n=67)	+17.84	73.00 (n=45)	91.44 (n=45)	+18.44
Working with Veterans and Military Families – 234	51.83 (n=41)	88.90 (n=41)	+37.07	52.20 (n=41)	91.71 (n=41)	+39.51

Appendix B: Participant Satisfaction Scores

Participant Satisfaction Scores for All Courses by Course Type January-June 2018

Course	N	Trainer engaged participants	Trainer demonstrated expertise	Trainer clear, concise, organized	Trainer able to answer questions	Knowledge and skills provided	Instructional materials were helpful	Instructional activities were helpful	Instructional activities were varied	Children/families will benefit	Training was a useful experience
All Courses	7,904	3.73	3.74	3.72	3.73	3.71	3.70	3.69	3.68	3.72	3.73
By Course Type											
Essential/Mandatory	5,433	3.73	3.74	3.72	3.73	3.71	3.70	3.69	3.69	3.73	3.72
Electives	2,471	3.73	3.75	3.73	3.74	3.71	3.69	3.68	3.68	3.72	3.74

Participant Satisfaction Scores for Essential/Mandatory Training Courses

Course	N	Trainer engaged participants	Trainer demonstrated expertise	Trainer clear, concise, organized	Trainer able to answer questions	Knowledge and skills provided	Instructional materials were helpful	Instructional activities were helpful	Instructional activities were varied	Children/families will benefit	Training was a useful experience
Administrative Hearing - 019	110	3.73	3.77	3.74	3.75	3.75	3.75	3.74	3.74	3.75	3.78
Batterers Intervention - 045	174	3.37	3.45	3.39	3.45	3.35	3.28	3.23	3.20	3.35	3.36
Bringing the Protective Factors to Life - 554	146	3.73	3.69	3.72	3.72	3.64	3.62	3.64	3.64	3.66	3.73
Car Seat Safety - 003	191	3.87	3.90	3.89	3.91	3.88	3.87	3.90	3.87	3.91	3.92
Child Protection and Early Intervention - 229	22	3.64	3.73	3.64	3.59	3.59	3.64	3.55	3.59	3.64	3.64
Child Sexual Abuse Mod 1 Days 1 & 2 - 031	154	3.84	3.83	3.84	3.82	3.84	3.84	3.85	3.84	3.86	3.84
Child Sexual Abuse Mod 1 Days 3 & 4 - 032	202	3.81	3.81	3.80	3.80	3.80	3.79	3.80	3.79	3.80	3.82
Child Sexual Abuse Mod 2 Days 1 & 2 - 033	147	3.76	3.76	3.76	3.75	3.73	3.71	3.74	3.75	3.75	3.73
Child Sexual Abuse Mod 2 Days 3 & 4 - 034	140	3.78	3.75	3.74	3.74	3.77	3.72	3.73	3.74	3.76	3.76
Con Perm Planning - 038	157	3.67	3.66	3.61	3.67	3.66	3.66	3.61	3.63	3.66	3.64
CPM 2 - 022	138	3.79	3.78	3.77	3.78	3.73	3.74	3.78	3.72	3.77	3.75
CPM 3 - 023	148	3.85	3.86	3.82	3.84	3.85	3.84	3.84	3.83	3.84	3.84
CPM 5 - 025	7	3.14	3.29	3.14	3.29	2.86	3.00	2.86	3.00	2.86	2.86
CSOC - 020	101	3.70	3.72	3.70	3.68	3.68	3.68	3.69	3.67	3.71	3.72
Cultural Competency LGBTQI - 223	242	3.73	3.77	3.67	3.68	3.67	3.63	3.56	3.59	3.70	3.69
DCP&P Case Practice Protocol - 041	179	3.70	3.73	3.73	3.72	3.70	3.70	3.68	3.66	3.73	3.72
Disaster Preparedness/Emergency Response - 027	90	3.77	3.76	3.77	3.76	3.77	3.77	3.77	3.74	3.77	3.77
Domestic Violence - 040	202	3.83	3.83	3.82	3.84	3.82	3.80	3.81	3.80	3.82	3.82
Educational Stability - 030	129	3.94	3.96	3.96	3.96	3.96	3.95	3.96	3.96	3.96	3.92
Human Trafficking 1 - 260	43	3.79	3.74	3.79	3.81	3.79	3.78	3.76	3.79	3.81	3.81
Human Trafficking 2 - 261	107	3.58	3.59	3.58	3.61	3.48	3.44	3.42	3.43	3.50	3.48

Course	N	Trainer engaged participants	Trainer demonstrated expertise	Trainer clear, concise, organized	Trainer able to answer questions	Knowledge and skills provided	Instructional materials were helpful	Instructional activities were helpful	Instructional activities were varied	Children/families will benefit	Training was a useful experience
Human Trafficking 2 - Engagement and Interviewing the Potential Victim - 271	61	3.87	3.87	3.84	3.87	3.82	3.84	3.67	3.80	3.89	3.84
Intro to Testifying in Court - 026	88	3.99	3.99	3.99	3.99	3.99	3.99	3.98	3.99	3.98	3.99
Mental Illness - 035	127	3.94	3.98	3.92	3.92	3.93	3.91	3.90	3.89	3.94	3.94
MHST - 036	155	3.50	3.48	3.42	3.47	3.45	3.39	3.41	3.33	3.48	3.43
Mod 1/Preservice - 002	126	3.78	3.74	3.75	3.80	3.71	3.71	3.66	3.71	3.80	3.75
Mod 2/Preservice - 006	77	3.64	3.65	3.59	3.65	3.67	3.66	3.68	3.67	3.65	3.61
Mod 3/Preservice - 007	137	3.56	3.54	3.51	3.52	3.57	3.53	3.54	3.55	3.58	3.57
Mod 4/Preservice - 008	46	2.93	2.72	2.80	2.98	2.91	2.80	2.96	2.87	2.96	2.80
Mod 5/Preservice - 009	165	3.56	3.51	3.45	3.49	3.56	3.58	3.52	3.55	3.55	3.51
Mod 7/Preservice - 012	130	3.86	3.88	3.86	3.84	3.85	3.85	3.85	3.85	3.85	3.86
NJ Parent Link - 014	63	3.63	3.63	3.63	3.60	3.52	3.60	3.56	3.56	3.60	3.52
Orientation - 001	174	3.77	3.79	3.71	3.76	3.71	3.71	3.70	3.68	3.72	3.72
Parent Advocacy - 042	113	3.77	3.75	3.75	3.78	3.78	3.75	3.78	3.78	3.78	3.75
Safety Awareness - 265	230	3.93	3.95	3.91	3.92	3.91	3.90	3.89	3.89	3.89	3.91
Substance Abuse - 015 & 016	82	3.91	3.93	3.91	3.90	3.89	3.84	3.87	3.88	3.91	3.91
Substance Abuse - 017 & 018	255	3.74	3.75	3.72	3.72	3.71	3.71	3.70	3.71	3.74	3.72
Using Genograms and Ecomaps - 013	196	3.68	3.69	3.67	3.69	3.68	3.68	3.68	3.69	3.67	3.68
Worker2Worker - 029	50	3.71	3.68	3.72	3.70	3.70	3.71	3.70	3.72	3.71	3.65
Youth Thrive Day 1 - 099	161	3.71	3.75	3.71	3.73	3.66	3.66	3.60	3.60	3.67	3.70
Youth Thrive Days 2&3 - 199	160	3.75	3.77	3.74	3.79	3.71	3.71	3.71	3.67	3.75	3.73

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Participant Satisfaction Scores for Elective Courses

Course	N	Trainer engaged participants	Trainer demonstrated expertise	Trainer clear, concise, organized	Trainer able to answer questions	Knowledge and skills provided	Instructional materials were helpful	Instructional activities were helpful	Instructional activities were varied	Children/families will benefit	Training was a useful experience
Aligning Our Values - 264	8	3.88	4.00	3.88	3.88	3.88	3.88	3.88	3.88	3.88	3.88
Animal Abuse - 280	22	3.64	3.64	3.64	3.64	3.59	3.59	3.59	3.59	3.67	3.62
Building Resiliency in Children - 242	39	3.67	3.77	3.69	3.69	3.67	3.54	3.64	3.64	3.69	3.67
Child Protective Services and the Legal System Mod 1 - 123	28	3.79	3.82	3.79	3.75	3.71	3.68	3.64	3.64	3.68	3.68
Child Protective Services and the Legal System Mod 2 - 124	28	3.68	3.71	3.68	3.68	3.68	3.64	3.64	3.71	3.71	3.68
Children in Court: Document Search - 158	34	3.29	3.32	3.29	3.38	3.47	3.47	3.38	3.21	3.44	3.42
Coaching the Challenging Employee - 305	6	3.67	3.83	3.50	3.67	3.67	3.67	3.50	3.50	3.33	3.83
Continuous Quality Improvement - 017	17	3.47	3.18	3.31	3.35	3.35	3.29	3.18	3.18	3.29	3.29
Coping with Vicarious Traumatization for Workers - 245	40	3.90	3.88	3.88	3.83	3.85	3.78	3.85	3.77	3.78	3.85
CPR and First Aid - 128	41	3.76	3.73	3.80	3.76	3.76	3.80	3.85	3.80	3.78	3.83
Cultural Competency - 134	41	3.87	3.90	3.88	3.90	3.83	3.88	3.88	3.85	3.85	3.88
Defensive Driving - 253	77	3.83	3.80	3.78	3.79	3.79	3.76	3.71	3.71	3.75	3.83
Difficult Conversations: Workers - 168	23	3.57	3.57	3.57	3.57	3.26	3.22	3.22	3.22	3.32	3.23
Documentation for Child Welfare Professionals - 141	21	3.57	3.57	3.52	3.47	3.57	3.57	3.57	3.48	3.48	3.57
Domestic Violence for Supervisors - 345	19	3.74	3.74	3.63	3.63	3.58	3.58	3.42	3.58	3.74	3.68
Engagement of Non-Residential Fathers - 149	48	3.56	3.58	3.54	3.58	3.58	3.54	3.60	3.56	3.56	3.60

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Everyday Self Defense for Social Workers - 273	106	3.75	3.75	3.76	3.71	3.67	3.62	3.72	3.68	3.58	3.73
Everyone Has a Story - 262	19	3.47	3.42	3.42	3.53	3.53	3.42	3.42	3.37	3.42	3.44
Excel Training: Beginners - 152	22	3.77	3.77	3.68	3.77	3.73	3.73	3.65	3.82	3.80	3.82
Excel Training: Intermediate - 153	22	3.73	3.64	3.64	3.77	3.68	3.62	3.57	3.57	3.48	3.73
First Responders Mod 1 - 257	239	3.69	3.72	3.68	3.72	3.66	3.66	3.64	3.64	3.70	3.71
First Responders Mod 2 - 258	238	3.68	3.68	3.67	3.69	3.69	3.67	3.67	3.66	3.70	3.72
First Responders Mod 3 - 259	225	3.67	3.72	3.69	3.67	3.70	3.68	3.63	3.67	3.74	3.71
Fostering Youth Participation in Court - 268	29	3.62	3.62	3.62	3.66	3.48	3.52	3.48	3.41	3.55	3.64
FPS, Day 1	34	3.76	3.82	3.79	3.85	3.76	3.70	3.74	3.62	3.79	3.67
FPS, Day 2	36	3.83	3.89	3.83	3.83	3.78	3.78	3.81	3.75	3.83	3.83
FPS, Day 3	12	3.92	3.92	4.00	4.00	4.00	3.92	4.00	4.00	4.00	4.00
Gang Identification, Trends, and the Psychology of Gang Members - 163	19	3.89	4.00	4.00	3.95	3.89	3.95	3.84	3.84	3.95	3.89
HTT From a Child Welfare Perspective (HT Hybrid) - 281	32	3.78	3.78	3.78	3.75	3.72	3.78	3.66	3.63	3.75	3.78
Impact of Parental Incarceration - 216	56	3.61	3.59	3.55	3.59	3.59	3.57	3.57	3.61	3.58	3.60
Impact of Substance Abuse on Parenting - 217	73	3.85	3.84	3.81	3.82	3.81	3.75	3.74	3.74	3.82	3.82
Importance of Fathers in Child Welfare - 247	35	3.66	3.69	3.71	3.63	3.71	3.63	3.60	3.60	3.69	3.69
Legal Writing Guidelines - 575	11	3.73	3.82	3.82	3.64	3.27	3.36	3.45	3.27	3.45	3.36

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Course	N	Trainer engaged participants	Trainer demonstrated expertise	Trainer clear, concise, organized	Trainer able to answer questions	Knowledge and skills provided	Instructional materials were helpful	Instructional activities were helpful	Instructional activities were varied	Children/families will benefit	Training was a useful experience
Managing Your Personal and Professional Boundaries - 176	20	3.75	3.75	3.70	3.70	3.70	3.45	3.55	3.60	3.65	3.70
Missing and Exploited Youth - 200	24	3.67	3.67	3.71	3.67	3.79	3.70	3.63	3.71	3.67	3.75
Overview of the Office of Resource Families, Resource Family Licensing, Adoption Operations, and Interstate Services - 550	45	3.38	3.36	3.31	3.29	3.24	3.29	3.22	3.24	3.27	3.30
PRIDE TtT Session - 192	17	3.82	3.82	3.76	3.82	3.71	3.76	3.71	3.76	3.76	3.76
Psychopharmacology - 246	31	3.58	3.74	3.68	3.74	3.68	3.68	3.45	3.48	3.55	3.71
Red Flags Child Health Program - 230	150	3.93	3.91	3.90	3.89	3.91	3.93	3.91	3.89	3.93	3.93
Social Emotional Foundations of Early Learning: An Infant Mental Health Approach - 218	18	3.83	3.89	3.89	3.83	3.78	3.83	3.72	3.72	3.89	3.89
Strengthening CW Documentation Day 1 - 142	15	3.33	3.60	3.53	3.40	3.47	3.47	3.40	3.40	3.60	3.53
Strengthening CW Documentation Day 2 - 143	10	3.00	3.60	3.60	3.60	3.60	3.50	3.50	3.40	3.60	3.50
Student Bullying - 209	28	3.64	3.68	3.75	3.75	3.78	3.74	3.67	3.78	3.74	3.78
Supervisory Practice in CW - Mod 1 - 301	24	4.00	4.00	3.96	4.00	3.88	3.79	3.79	3.75	3.83	3.87
Supervisory Practice in CW - Mod 3 - 303	15	4.00	3.93	3.87	4.00	3.80	3.87	3.73	3.87	3.87	3.87
Technology Addiction - 215	22	4.00	3.95	4.00	3.95	3.91	3.95	4.00	3.95	3.91	3.95
Testifying in Court - 156	101	3.88	3.87	3.88	3.86	3.85	3.86	3.86	3.87	3.85	3.90

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Course	N	Trainer engaged participants	Trainer demonstrated expertise	Trainer clear, concise, organized	Trainer able to answer questions	Knowledge and skills provided	Instructional materials were helpful	Instructional activities were helpful	Instructional activities were varied	Children/families will benefit	Training was a useful experience
Toddler Care Basics - 263	24	3.71	3.71	3.67	3.71	3.67	3.71	3.71	3.75	3.71	3.75
Transitional Planning for Youth Success and Casey Life Skills Assessment - 239	46	4.00	3.98	3.93	3.93	3.85	3.87	3.85	3.80	3.89	3.93
Understanding Types of Mental Health Assessment & Evaluation - 267	22	3.82	3.82	3.82	3.95	3.86	3.86	3.82	3.77	3.77	3.77
Working with Arab-Americans and Muslim Families - 231	24	3.96	3.96	3.88	3.96	3.88	3.79	3.75	3.79	3.88	3.92
Working with Parents with Cognitive Challenges - 232	45	3.71	3.76	3.71	3.80	3.78	3.76	3.78	3.78	3.78	3.78
Working with Veterans and Military Families - 234	38	3.71	3.74	3.71	3.74	3.71	3.71	3.71	3.71	3.68	3.71

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Appendix C: Participant Satisfaction Comments

Participant Satisfaction Comments for Essential/Mandatory Courses

Batterer's Intervention Training - 045

- Trainer was:
 - Nice
 - Knowledgeable
 - Interesting
 - Beneficial
 - Awesome
 - Informative
- Training was:
 - Informative
 - Helpful
 - Great
 - Repetitive
 - Drawn out
 - Practical
 - Well presented
 - Limited
- Go to questions are very helpful and provide a different way to obtain info without putting victim at risky by using their disclosures to get info from batterer
- The trainers were great and well informed. It would have been beneficial to have a previous batterer present to share their experiences and also a person from BIP programs to present services
- DAG, paralegals, and judges need this training
- Provide this training to CWS, Supervisors, LOM
- Trainers failed to engage trainees in a way that would promote participation & build development to working with batterers
- My training experience was very helpful and helped look at domestic violence cases from a different perspective.

Bringing the Protective Factors to Life - 554

- Trainer was:
 - Amazing
 - Engaging
 - Knowledgeable
 - Relatable
 - Professional
 - Organized
 - Helpful
- Training was:
 - Interesting
 - Informative
 - Just fine
 - Enjoyable
 - Educational
 - Interactive
 - Effective
 - Dynamic
 - Presented well
 - Engaging
 - One of the best
- The training was not informative regarding the pilot program. The majority of the training contained information DCPD were already knowledgeable of through previous trainings. Training would be more beneficial to community providers
- Not having a posttest made the ability to engage, talk much better. The self (inventory) plan from was very effective. Training w/partners & providers was great opportunity.
- Enjoyed group discussions and activities with other service providers

- I really understand the importance of the protective factors in the work we are doing. I thought all the videos were informative, relevant, & powerful. I thought the small table discussions were valuable. I really enjoyed the pocketbook activity and the activity on day 1 - getting to find what makes us similar in groups of 3, 4, & 5.
- The trainers created a collaborative environment conducive to participation and sharing of knowledge and experiences
- I enjoyed the videos and discussion about ACE, Maybe provide the ACE questionnaire so worker know exactly what constitutes ACEs
- Very important training. I feels it illustrates the importance of protective factors for ourselves as workers and for the various families we work with.

Case Practice Module 3: Facilitating the Family Team Meeting Process - 023

- Trainer was:
 - Engaging
 - Interesting
 - Phenomenal
 - Knowledgeable
 - Helpful
 - Honest
 - Resourceful
 - Passionate
 - Competent
 - The best
 - Terrific
 - Very experienced
 - Organized
 - Wonderful
 - Informative
 - Relatable
- Training was:
 - Interesting
 - Informative
 - Terrific
 - Fun
 - Comfortable
 - Helpful
 - The most beneficial
 - Amazing
 - Too long
- The trainer helped to put things in a different perspective and encourage a different way of thinking when working with families and for the wellbeing of the workers
- The trainer's personal experience as a case workers gave me a great level of respect as they taught. I felt the trainer's competence gave them a sense of respect and understanding of the actual work that happens. I wish and hope I can have them as a trainer again. I really learned more here than I did in preservice
- The trainer is very kind, compassionate and knowledgeable. This trainer is such an asset to DCPD and should train other trainers. I'm personally thankful for such a great teacher
- Going/saying things/repeating was very helpful. Not only for test but for memory/field work. Enjoyed role plays. Had many skills/techniques. Very down to earth, easy to follow.

Case Practice Module 5: Planning and Intervention - 025

- Training was:
 - Redundant
 - Very informative
- Very good video of the story of Olga
- Good training for all DCPD staff

Child Protection and Early Intervention - 229

- Trainer was:
 - Engaging
 - Great
 - Interesting
- Training was:

- Informative
- Useful
- Practicable
- Great
- A lot of information; however, we needed to know

Child Sexual Abuse, Module 1 - 031, 032

- Trainer was:
 - Informative
 - Interesting
 - Educated
 - Pleasant
 - Knowledgeable
 - Awesome
 - Engaging
 - Professional
 - Approachable
 - Not loud enough
 - Enjoyable
 - Personable
 - Experienced
 - Funny
 - Outgoing
 - Energetic
- Training was:
 - Informative
 - Overwhelming
 - Well presented
 - Helpful
 - Resourceful
 - Insightful
 - Excellent
 - Long
 - Well organized
 - Intense
 - Necessary
 - Fun
 - Enjoyable
 - Shocking
- Training had:
 - Great examples
 - Great movies
 - Helpful videos
 - Great discussions
 - Difficult material
 - Good time management
- This class was one of the most informative well-managed. Instructors were knowledgeable and provided many insights and useful tips. This class increased my understanding of DCPD role and impact of families in sex abuse cases
- Powerful and great dynamic between both instructors
- Great instructor! Very educated on topic, very interesting, very considerate of others and their views/feelings!
- The test should not try to trick us
- Video & discussions were great!
- I did not agree w/the co-teacher approach to this course. It can be taught by one instructor. But overall it was a very informative class.

Child Sexual Abuse, Module 2 - 033, 034

- Trainer was:
 - Knowledgeable
 - Engaging
 - Informative
 - Organized
 - Passionate
 - Awesome
 - Unclear
 - Nice
 - Respectful
- Training was:
 - Informative
 - Educational
 - Important
 - Too short
 - Excellent
 - Off topic

- Repetitive
- Training had:
 - Videos that were long, outdated, and disengaging, but were informative
 - Great scenarios/examples
- The videos too lengthy - material is important but can be presented in more interactive, easier to understand manner
- Trainers speak to all learning styles and offer great subject knowledge. They are experts in their field. I enjoyed the class
- The videos should be available online @ training academy website
- Instructors both made even a challenging topic interesting, informative and instructive.

Concurrent Permanency Planning - 038

- Trainer was:

<ul style="list-style-type: none"> ○ Knowledgeable ○ Funny ○ Organized ○ Informative ○ Engaging ○ Awesome ○ Interactive ○ Well prepared 	<ul style="list-style-type: none"> ○ Clear ○ Thorough ○ Biased ○ Opinionated ○ To the point ○ Nice ○ Not engaging
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------
- Training was:

<ul style="list-style-type: none"> ○ Informative ○ Long ○ Much needed ○ Awesome 	<ul style="list-style-type: none"> ○ Cut and dry ○ Interesting ○ Exciting ○ Beneficial
---------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------
- Training had:
 - Good discussions
 - Too much information for 3 days
 - Lots of information
- This course was beneficial as it touched on everyone's perspective --RP, birth parents, case worker, and child when planning for the permanency. The trainer was knowledgeable and had stories that pertained to the material
- Trainers need updated info from CPP regarding changes in policy, practice and upcoming implementations of things
- So much useful information that I will be able to implement in my cases/case plans. Amazing instructor
- Course should be updated. It needs to teach the standards of concurrent planning and what needs to be done rather than what not to do.
- Shorten concurrent planning to 1 day and send workers home with the book as a resource. Present more info that is practical and translates policy into the reality of case work
- I really enjoyed the videos

Continuous Quality Improvement - 177

- Trainer was engaging.
- Training was:

<ul style="list-style-type: none"> ○ Overwhelming ○ Confusing ○ Not engaging 	<ul style="list-style-type: none"> ○ Helpful ○ Interesting ○ Well-constructed
---------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------
- Lots of spelling errors

- The training didn't prepare for this test
- More tie-ins to practice. More explanation of how/where CQI falls in PIP practice
- Material was difficult to keep up with at times. I could see how the material would be difficult to digest for a new worker. Some terms really need to be further explained.
- As a whole, training is helpful to give a broad overview to the front line staff on why it is important to manage by data.
- Videos provided additional understanding that was easy to follow and understand.

Cultural Competency LGBTQI - 223

- Trainer was:
 - A pleasure
 - Amazing
 - Approachable
 - Awesome
 - Clear
 - Concise
 - Dismissive
 - Effective
 - Eloquent
 - Engaging
 - Experienced
 - Fabulous
 - Genuine
 - Honest
 - Informative
 - Knowledgeable
 - Personable
 - Phenomenal
 - Polite
 - Receptive
 - Respectful
 - Super
 - The best
 - Unprepared
 - Well written
 - Wonderful
- Training was:
 - A lot of information
 - Applicative
 - Confusing
 - Current
 - Detailed
 - Difficult to follow
 - Dull
 - Easy to follow
 - Easy to understand
 - Educational
 - Effective
 - Engaging
 - Enjoyable
 - Enlightening
 - Excellent
 - Fabulous
 - Fantastic
 - Fun
 - Informative
 - Insightful
 - Interesting
 - Necessary
 - Overwhelming
 - Practicable
 - Relevant
 - Safe
 - Slow
 - Too long
 - Too short
 - Unrealistic
 - Useful
 - Wonderful
- The test did not correlate in an understandable way to the curriculum, which can negatively impact learning.
- Test & some info uses a therapeutic lens rather than DCPD which leads to confusion & some conflicting direction& info
- The books & information need to be combined; too much back and forth and kind of out of order.
- Some of the activities did not make sense or felt pointless but could be tweaked. The trainer took feedback on this.
- The amount of vocabulary overwhelming.
- Should be condensed into one day.

- Need a 3rd [day] - a lot of information but didn't really talk enough about applying these skills. Instructor was very knowledgeable and had so much more information she could have given us
- Please close caption the videos
- There was no discussion about the parents' perspective & how we can work w/them when they were struggling with child.
- Discuss more about LGBTQ parents
- The glossary and appendix extremely useful resources in the community provided are useful
- Very informative & current. Glad to know it will be for all staff as well.
- Small class size was good for this type of training.
- Should be provided to resource parents
- I have learned so much and will take back everything. I learned to teach my unity friends and most importantly my children/family. Trainers were knowledgeable and allowed us to share our views and stories
- Training needs to be longer and focus on case practice more & policy and how to transmit information to staff.
- I disagree on the need to document every youth's LGBTQI/SOGIE status, at least w/current NJ Spirit access & limitations. Nothing in NJS is 100% confidential!
- Videos were very helpful in illustrating the youth/child's perspective on being LGBTQ and the struggles they faced.
- All the videos are from 2005. More recent videos would be better.
- The trainer did an awesome job in trying to make something that is confusing clear enough that I better understand some of the concepts/terms etc. She was respectful, honest and made it safe for everyone to participate.
- I would have liked to go over how to actually get this info from the youth, not just read on our own in our own time. Maybe she could have role played some of it. Especially how to link them to safe space liaison without making them feel uncomfortable. And asking those questions etc.
- A lot of information presented. Maybe provide info to workers prior to training (appendix).
- The only thing that was concerning for me personally is in the 1st day we went around to give our own pronouns. On page 14 of the booklet it says the instructor will introduce themselves and their pronouns and after it say the instructor will NOT ask you to provide yours. I think it is important that one may not know someone's struggles in the room. For example, my pronouns are she/her/he/him but I only said she/her because I did not want to voice that to colleagues just yet.
- PowerPoint handout would have been useful to follow along w/presentation.
- More information on how to have actual conversation w/our youth, how to help them come out to their family, etc. would have been extremely helpful
- I think having an LGBTQI youth/adult who was in foster care come in and speak about their experiences and how to approach them would be beneficial.
- The issues were presented in a positive way with positive outcomes. I don't think that's the norm and more realistic case scenarios should be presented. No real guidance was given specific to DCP&P practice + policies. Overall knowledge is useful, but we need to be able to effectively incorporate it into our work
- The flash cards are a great tool + should be provided to all supervisors and case work supervisors to work along with the case worker in assessing and identifying the need for LGBTQI services

Domestic Violence Policy and the DCP&P Case Practice Protocol - 041

- Trainer was:
 - Honest
 - Fun
 - Interesting
 - Knowledgeable
 - Helpful
 - Awesome
 - Passionate
 - On time
- Training was:
 - Helpful
 - Amazing

- Perfect
- Interesting
- Informative
- Enjoyable
- Engaging
- Well-constructed
- Repetitive
- Great training but some of the questions and answers are not clear
- Informative but repetitive from DV training in foundation courses
- Great course, should be extended for 2 days to include videos. Trainers were knowledgeable and presented materials in a very clean and concise manner
- Should be a requirement for all new caseworkers
- Trainings at local offices need to occur more often
- This training was a good refresher course. However stats and (his/him/he) should be updated to identify gender abuse.
- Not suitable for seasoned workers. I expected more on policy/protocol, not an introduction of domestic violence.
- It would be interesting to hear a survivor of DV.

First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 - 257

- Trainer was:
 - Knowledgeable
 - Patient
 - Engaging
 - Thorough
 - Personable
 - Wonderful
 - Exceptional
 - Open-minded
 - Polite
 - Competent
 - Informative
- Training was:
 - Not as helpful as it could have been
 - Wonderful
 - Informative
 - Much needed
 - Useful
 - Educational
 - Interesting
 - Comfortable
 - A refresher
 - Excellent
 - Thorough
 - Dragged out
 - Started late
- The trainer was wonderful, but the class would be more useful if you just told us how to do the job. Videos were helpful, while having us come up with how the pre-investigative conference should go was not.
- I feel the trainer was wonderful. The trainer was able to break the information down so we could understand it. + was able to refer to the material later. Exceptional. Thank you.
- The video of interviews was very useful would like more for reference/example

First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 – 258

- Trainer was:
 - Knowledgeable
 - Nice
 - Excellent
 - Best
 - Thorough
 - Interactive
 - Insightful
 - Energetic
 - Engaging
 - Expert
 - Informative
 - Helpful
 - Experienced
 - Informed
 - Organized
 - Off topic
 - A pleasure
 - Difficult to follow

- Training was:
 - Educational
 - Useful
 - Awesome
 - Magnificent
 - Enjoyable
 - Clear
 - Concise
 - Detailed
 - Informational
 - Challenging
 - Important
 - Whatever
- Better time management
- Too many activities. The activities took away from the learning. Less activities
- The trainer is very thorough and knowledgeable. The trainer substantiated all information with examples which makes the material easy to understand
- Excellent class but needs more days to cover material with time. Great information
- Training could be condensed for seasoned workers. Useful for newer workers. Redundancy
- Confusing test, some questions not clear
- The training was a great refresher and helpful with showing how 1st responders protocol has been updated - Hopefully the system/tools will eventually be used consistently throughout all local offices

First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 - 259

- Trainer was:
 - Opinionated
 - Rude/Impolite
 - Informative
 - Unprofessional
 - Condescending
 - Knowledgeable
 - Good at staying on task/keeping a good pace
 - A favorite
 - The best
 - Humorous
 - Interactive
 - Experienced
 - Fun
 - Real
 - Awesome
 - Informed
 - Enjoyable
 - Engaging
- Training was:
 - Educational
 - Informative
 - Helpful
 - Interesting
 - A lot of material
 - Well explained
 - Applicable
 - Enjoyable
 - Boring
 - Interactive
 - Insightful
 - Excellent
 - Best experience
 - Repetitive
 - Not useful
 - Long
 - Some review
 - Valuable
- I felt the trainer to be very unprofessional & not polite when people answered questions wrong. When explaining children to have developmental delays the trainer described them as annoying
- A lot of material but easily comprehended through exercises and class discussions
- Please advocate for this class to be mandatory during preservice!
- Should be a smaller class setting
- I always take the time to appreciate the pauses taken to make sure we understand the material. It is a lot of information, which can feel overwhelming. However the trainer recognizes and breaks the material down to the most basic level possible
- Liked that the trainer investigated the answer to some questions + reported back at the next session. Let us know results of post-test!

- A lot of good information and will definitely help me in my job.

Human Trafficking – Survivor Identification - 261

- Trainer was:
 - Involved
 - Empowering
 - Knowledgeable
 - Awesome
 - The best
 - Knowledgeable
 - Trained
 - Unorganized
 - Informed
 - Helpful
- Training was:
 - Not engaging
 - Not interesting
 - Boring
 - Awful
 - Disappointing
 - Disorganized
 - Useful
 - Repetitive/Redundant
 - Draining
 - Bad
 - Useless
 - On schedule
 - Nice
 - Excellent
 - A+
 - Enjoyable
 - Best to date
 - Dry
 - Very long
 - Too much material
- Training needs:
 - More videos/activities
 - Better videos/activities
 - More discussion
 - Three days, rather than two
 - More examples
 - To be more interactive
- This was not what I expected and disappointed in the training. This was not about human trafficking. This was a trauma focused training. Please change for other students and re-enroll me
- Information was redundant. Minimal information on actual trafficking (examples, etc.) Vignettes were vague and lacked context/detail. Useless. No video clips with survivors. Trauma was overdone and his several training. Would have learned more from any number of Netflix docs
- The activities were confusing.
- It would be very helpful to have the information in the power point
- On the second day the people who were observing the class were rude.

Human Trafficking II - 271

- Trainer was:
 - A great facilitator
 - An expert
 - Engaging
 - A great presenter
 - Perfect
- Training was:
 - Excellent
 - Thorough
 - Helpful
 - Practicable
 - Informative
- It has set the standard of the level of detail a class should have. I learned a lot and I am feeling confident that I can use this material in my professional life

- Leaving the training with much more knowledge and skills to be able to provide necessary programs and information/resources to my students/clients

Human Trafficking From a Child Welfare Perspective (HT Hybrid) - 281

- Trainer was:
 - Knowledgeable
 - Insightful
 - Informed
 - Excellent
 - Educative
 - Fantastic
 - Amazing
 - Engaging
- Training was:
 - Engaging
 - Informative
 - Valuable
 - Thorough
 - Enjoyable
 - Clear
 - Concise
 - Intimate
 - Safe
 - Stirring
 - The best
 - Resourceful
 - Interactive
 - Immersive
 - Insightful
 - Educative
 - Amazing
- The trainer was well informed and an excellent presenter. I was happy the trainer used videos and provided ample handouts. I'd recommend this training to all that work with teens.
- This training was incredibly valuable. It has made me more inclined and interested in working more directly with this population
- I have learned a lot about this topic. I did not know too much before the training and now I think I can recognize the red flags and other signals. Thank you
- It was a very insightful training and I appreciated the fact that we could talk about our feelings about the material that may have been extremely upsetting involving child sex trafficking. As well as ending with how to self-care considering the work we do, which was a nice way to end the sessions

Mental Illness - 035

- Trainer was:
 - On topic
 - Engaging
 - Awesome
 - Knowledgeable
 - Clear
 - Informative
 - Humorous
 - Knowledgeable
 - Experienced
 - Real
 - Entertaining
 - Wonderful
 - Insightful
 - Intriguing
 - Best trainer yet
 - Amazing
 - An expert
- Training was:
 - Useful
 - Fluid
 - Informative
 - Interesting
 - Relatable
 - Intriguing
 - Too short
 - Practical
 - Engaging
 - Relevant
 - One of the best
 - Awesome
 - Enjoyable
 - Much needed

- I found it very useful for learning when the trainer would relate the classroom material to real life situations. I also enjoyed the fluidity of the course without the use of a PowerPoint; I felt I retained information better
- This is the second time I have attended this training and each time I understand more about the gravity of mental health in the lives of the clients I work with. The training was very beneficial and helped me understand the importance of community resources such as the screening centers. The training also shows the importance of supervision from supervisors when making important decisions about these serious cases
- I really enjoyed this training due to the trainer's style and presentation. I have previously attended trainers, where the trainer was knowledgeable but the presentation was lacking
- Great instructor, ability to use life and work experience to teach class harbored a great learning environment and helped me to better understand the course material. One of the best trainers and classes offered at the training academy
- The lecture was presented as a conversation and was very easy to follow
- I wish this class was held longer than one day. This information is so much more relevant for someone being in the field dealing with families first hand. It is ridiculous there are other trainings that are three plus days and are completely irrelevant; and those trainings that are relevant are only one day. This instructor was very good and very knowledgeable. Everyone should take this course, yearly. No PowerPoint was the best thing ever.
- The facilitator provided practical & procedural knowledge that will be immediately helpful & applied to my caseload.

Overview of the Office of Resource Families, Resource Family Licensing, Adoption Operations, and Interstate Services - 550

- Trainer was great.
- Training was:
 - Informative
 - Educational
 - Helpful
 - Unclear
 - Great review
 - Excellent
 - Detailed
- Trainers had different presentation styles and knowledge about the topic. Two separate evaluations would be helpful when training the staff more clarity may be needed so they are not left confused
- Great flow of delivery. Trainer stayed true to content material. Training worthwhile.
- Remain solution-focused and positive when training this material!
- Important for new workers to get intro into the world of resources

Safety Awareness - 265

- Trainer was:
 - Engaging
 - Awesome
 - Knowledgeable
 - Kind
 - Thoughtful
 - Funny
 - Effective
 - Experienced
 - Wonderful
 - Thorough
 - Entertaining
 - Not boring
 - Easy to follow
 - Helpful
 - Relatable
 - Very professional
- Training was:
 - Helpful
 - Informative
 - Fun
 - Eye opening
 - Interesting
 - Real
 - Interactive
 - Enjoyable
 - Valuable
 - Educational

- Great
- Excellent
- Wonderful
- Beneficial
- Gave concrete examples and guided us through various situations. The trainer brings so much experience to the table, much appreciated! Hope to have another class with the trainer in the future
- I learned valuable skills from this training that I believe will greatly help me in the field
- Great discussion
- The trainer was extremely helpful in having the class gain a better understanding of how to handle various dangerous situations. The trainer especially aided me in gaining better strategies to use when presented with personal questions
- I think this training may be overwhelming for some people as their first training so maybe implementing it after the first couple weeks may be more beneficial since we would have field experience to draw from.

Substance Abuse, Module 1 and 2 - 015, 016

- Trainer was:
 - Awesome
 - Knowledgeable
 - Engaging
 - Passionate
 - Insightful
 - Experienced
 - Upbeat
 - Patient
 - Kind
 - A joy
 - Wonderful
- Training was:
 - Informative
 - Amazing
 - Interesting
 - Helpful
- The trainer has a wealth of knowledge on the topic that expanded on the material. The trainer really ensured we got information we could use rather than just went through the material. The trainer was able to answer all of our questions. I learned more in this training than in any prior trainings. This was info we actually need and will help in the field. Best trainer yet
- The trainer also made the environment comfortable by flexing the opportunity to stretch, stand, etc.
- Awesome instructor. DCPD would benefit from them to teach other courses!
- This was very informative. the ideas help provide a different approach to my cases

Substance Abuse, Module 3 and 4 – 017, 018

- Trainer was:
 - Homophobic
 - Excellent presenter
 - Passionate
 - Great
 - Informative
 - Very pleasant
 - Well prepared
 - Engaging
 - Rocks
 - Genuine
 - Compassionate
 - An asset to DCP&P
 - Clear
 - Precise
 - Attentive
- Training was/had:
 - Educational
 - Great discussions
 - Informative
 - Practicable
 - Vague
 - Excellent
 - Insightful
 - Wonderful

- The trainer would do well to receive some training on LGBTQ language. They made some very homophobic remarks regarding boys needing men and women for girls. When asked about same sex families, they repeated boys need men and girls need women. The trainer made me feel my family was devalued.
- The videos were good. Gave a lot of insight
- Training could be much shorter
- Individuals w/masters in mental health counseling should not have to take this training.
- Excellent Presentation, its clear presenter has vast knowledge of the subject.
- This training needs to be redone. Focused more on resources available, not that it is a disease. Although that is important, it is not the most important thing in our work. We need to know resources available.

Using Genograms and Ecomaps - 013

- Trainer was:
 - Excellent
 - Passionate
 - Knowledgeable
 - Unprepared
 - Not knowledgeable
 - Contradictive
- Training was:
 - Excellent
 - Informative
 - Well-presented
 - Interactive
 - Engaging
 - Useful
 - Interesting
 - Educative
 - Enjoyable
 - Unorganized
 - Not useful
 - Too long
- The class could have been shorter and less drawn out
- Training was way too tailored to people knowing nothing about genograms & ecomaps. We were hired w/ BSWs/MSWs we know the basics--this training was a waste of time, court should be full day & this half day if that
- This class should be done in the computer room where we can make use of the actual computer application
- Good activities to process knowledge of learned skills
- Instructor became contradictive at times & had difficulty engaging class. PowerPoint unclear/out of order. Needs to be reorganized for clarity & order.

Youth Thrive: Day 1 - 099

- Trainer was:
 - Energetic
 - Engaging
 - Knowledgeable
 - Amazing
- Training was:
 - Helpful
 - Informative
 - Pleasant
 - Interesting
 - Well presented
 - Engaging
 - Encouraging participation
 - Great
 - Well organized
 - Entertaining
- This was very eye opening in dealing with a youth right now who is clearly traumatized and this helped with understanding some of his responses
- Having two trainers, someone with experience working in the system and someone with experience participating in the system was an excellent and effective choice
- Very informative about the brain and development
- Liked the videos helped cover the material to real life

- Most useful training in a long time. Both presenters were dynamic, able to hold attention and engage group w/both personality and personal experience. Appreciated the research to back up the information.
- Day 1 is great and I am looking forward to the remaining training. So far I am able to have a better understanding of the adolescents that we encounter through CP&P and why they may respond the way they do
- Learning a lot

Youth Thrive: Days 2 and 3 - 199

- Trainer was:
 - A good team
 - Engaging
 - Energetic
 - Knowledgeable
 - Informative
 - Relatable
 - Happy
 - Creative
 - Dynamic
 - Amazing
- Training was:
 - Relevant
 - Enjoyable
 - Informative
 - Helpful
 - Too long
 - Interactive
 - Fun
 - The best
 - Well presented
 - Immediately useful
 - Valuable
- Receiving feedback from someone who was previously in foster care provides insight we don't usually have. Being able to ask questions back to that individual and not only see a video is additionally helpful
- This training opened my eyes to things I think we tend to overlook when working with a youth for so long. I am really struggling with a youth on any caseload now and this really gave me some things to be able to address/approach differently. Thank you
- I think it should be offered to the entire DCP/Staff/Agency
- Resource Parents need to be offered this training

Participant Satisfaction Comments for Elective Courses

Advanced Skills for Engaging and Teaming With Families - 276

- Trainer was:
 - Knowledgeable
 - Experienced
 - Disorganized
- Training was:
 - Helpful
 - Insightful
 - Draining
 - Redundant
 - Long
 - Poor
- Could have been one day. No test required

Aligning Our Values - 264

- Trainer was:
 - Fabulous
 - Excellent
- Training was:
 - One of the better trainings
 - Amazing
- Information discussed is helpful for everyday work - specifically supervision.

Animal Abuse as a Risk Factor for Child Maltreatment and Family Violence - 280

- Trainer was:
 - Knowledgeable
 - Very informed
- Training was:
 - Useful
 - Informative
 - Enjoyable
 - Important
 - Excellent
 - Repetitive
 - Long
 - Relevant
 - Well presented
 - Essential
- All staff should be required to take it.
- The information provided was insightful, esp. with regards to NJ laws and resources. However presentation seemed lengthy/Dry.
- It is relevant to the work that I do daily and all information discussed will be implemented and is useful

Building Resiliency in Children: Why Some Bounce Back and Some Never Do - 242

- Trainer was:
 - Excellent
 - Professional
 - Personable
 - Interesting
 - Engaging
 - Understanding
 - Experienced
 - Entertaining
 - Rude
 - Knowledgeable
- Training was:
 - Excellent
 - Wonderful
 - Insightful
 - Informative
 - Useful
 - Enjoyable
 - One of the best

- Having this knowledge makes me want to do my job more diligently and I am a very diligent worker. This drives it through the roof
- This should be a mandatory state wide for all DCPD staff for a better insight of working with our families and meeting their needs. And just how strong our children are.
- PowerPoint should be in book
- The training was awesome. It should be offered at LOs. The trainer was well-informed and knew what she was talking about. The PowerPoint, videos, and activities were helpful. Great takeaways & skill building
- I love the videos. I like the group work

Child Protective Services and the Legal System: Module 1 of 2 - 123

- Trainer was:
 - Engaging
 - Knowledgeable
 - Great presenter
 - Super
 - Expert
 - Informative
- Training was:
 - Informative
 - Enjoyable
 - Great
 - Useful
- This was a great training, but PowerPoint could be updated
- Training was useful but definitely could have been done in 2 days and not 4 days.
- Training was very good and should be part of new worker training.

Child Protective Services and the Legal System: Module 2 of 2 - 124

- Trainer was:
 - Great
 - Knowledgeable
 - Thorough
- Training was:
 - Great
 - Informative
 - Helpful
 - Relevant
 - One of the best
- This training should be no longer than 2 days.
- Very informative. Enjoyed examples

Coaching the Challenge Employee - 305

- Trainer was:
 - Kind
 - Respectful
- Training was:
 - Good
 - Helpful
 - Applicable
- I appreciate some additional tools, "thinking outside the box"
- Should be mandatory for all management

Coping with Vicarious Traumatization for Workers - 245

- Trainer was:
 - Easy going
 - Expert
 - Funny
 - Engaging
 - Knowledgeable
 - Excellent
- Training was:
 - Engaging
 - Interesting
 - Helpful
 - Excellent
 - Enjoyable
 - Easy to learn & understand
 - Positive
 - Best
- Trainer was very easy going and very expert at the topic that we were getting trained for. I am more ready to cope
- Class should be mandatory
- The test was difficult and confusing

CPR and First Aid - 128

- Trainer was:
 - Excellent
 - Informative
 - Engaging
 - Patient
 - Resourceful
- Training was:
 - Great
 - Informative
 - Useful
 - Interesting
 - Relevant
 - Engaging
 - Too long
- Overall relatable material that can be used in daily activities or needs/situations
- More hands on practice with doing CPR on dummies
- I feel happy and confident
- This training should be part of pre-service. All employees should take this training. mandatory

Defensive Driving: A Classroom Based Course on Crash Avoidance - 253

- Trainer was:
 - Personable
 - Engaging
 - Knowledgeable
 - Insightful
 - Wonderful
- Training was:
 - Good
 - Helpful
 - Enjoyable
 - Interesting
 - Informative
- So happy this class is offered
- the video's need to be more current
- Should be mandatory for all caseload carrying staff
- It was a good refresher

Difficult Conversations: A Survival Guide for Workers - 168

- Trainer was excellent.
- Training was:
 - Helpful
 - Awful
 - Excellent
- The trainer is wonderful - the material not so much. Pre/posttest are not good measures for a well-rounded CPP worker

Domestic Violence Training for Supervisors - 345

- Trainer was:
 - Knowledgeable
 - Good
 - Informative
 - Engaging
- Training was:
 - Helpful
 - Insightful
 - Excellent
 - Detailed
 - On point
 - Wonderful
- The training was excellent, related to the job, provides very useful techniques, development strategies to enhance my workers in regards to addressing DV
- Participant manual needs page numbers
- Information regarding supervision is helpful and effective across all areas of child welfare not just DV
- Valuable info looking forward to implement some of these skills during supervision
- I believe it should be provided to our DAG's as well as to other staff even if they are not caseload carry
- More videos/movies of actual interviewing for good and bad reference
- More discussion on what scenarios may require more DCPD intervention (i.e. litigation or removal) may be helpful. Safety planning and promoting protective factors should be the first course of action, but clarity on when other interventions must be pursued isn't always clear to me.

Everyday Self Defense - 273

- Trainer was:
 - Great
 - Experienced
 - Educated
 - Sincere
 - Passionate
 - Knowledgeable
 - Professional
 - Informative
 - Interactive
- Training was:
 - Amazing
 - Helpful
 - Enjoyable
 - Needed
 - Different
 - Informative
 - Useful
 - Practical
 - Beneficial
 - Hands on
 - Confidence builder
 - Fun
 - Important
- Great class, amazing experience! Productive information, good techniques. Highly recommend this course
- This training should be mandatory for all DCF workers
- Could use if in a situation. Should be taken one time a year for refresher.

- Should be given early in one's career
- It was a useful reminder to maintain a steady balance when engaging w/tense individuals & resistant families. Gained new techniques regarding the use of your instincts & environment to stay safe.
- The training should be more than 1 day. There is so much more to learn about self-defense, especially with the size of the classes.
- A co-facilitator may have been helpful (large group)

Everyone Has a Story - 262

- Trainer was passionate.
- Training was:
 - Great
 - Helpful
 - Applicable
- I feel like the second day of this training is unnecessary due to sitting around sharing a "client's story." I feel like the second day of this training did not have any educational value unfortunately

Excel Training: Beginners Level - 152

- Trainer was:
 - Patient
 - Helpful
 - Informative
 - Excellent
 - Too fast
 - Enjoyable
- Training was:
 - Excellent
 - Useful
 - Enjoyable
 - Well explained
 - Easy to follow
 - Fast paced
- This training was extremely helpful! the trainer was very patient and helpful as she gave one on one instruction when needed
- Great training to assist with day to day duties
- Great refresher and learning tricks
- Need more classes for Outlook & Excel.
- Learning how to create a spreadsheet with formulas will be a great tool for tracking tasks and deadlines. This should be mandatory for workers

Family Preservation Services: New Worker Training: Module 1 of 3, Day 1 - 501

- Trainer was:
 - Engaging
 - Supportive
 - Energetic
 - Knowledgeable
 - Helpful
- Training was:
 - Helpful
 - Interactive
 - Thorough
 - Informative
 - Enjoyable
 - Excellent
- This is an excellent training experience and I found it very helpful to practice the techniques explored
- Good role plays
- I wish this had been available four months ago when I started
- Two days a week plus homework is too much!
- I really learned a lot

Family Preservation Services: New Worker Training: Module 2 of 3, Day 3 - 503

- Trainer was:
 - Willing
 - Helpful
 - Engaging
 - Wonderful
 - Knowledgeable
 - Prepared
 - Easy to get along with
- Training was:
 - Useful
 - Long
 - Beneficial
 - Enjoyable
 - Informative
 - Educational
 - My favorite
 - Most important
 - Well organized
 - Well presented
 - Clear
 - Interactive
 - Great
- Great teacher, really helped apply information in a constructive and useful way
- Will use these skills in the field

Family Preservation Services: New Worker Training: Module 3 of 3, Day 5 - 505

- Trainer was:
 - Informative
 - Very good
 - Engaged
 - Knowledgeable
- Training was:
 - Fun
 - Positive
 - Useful
 - Excellent
- Great tools and different ways to present info to families. Great practical examples that can be used in the field

Fostering Youth Participation in Court - 268

- Trainer was:
 - Excellent
 - Engaging
 - Informative
 - Enjoyable
 - Knowledgeable
- Training was:
 - Great
 - Informative
 - Interactive
- This training should be incorporated for new workers.

Gang Identification - 163

- Trainer was:
 - Knowledgeable
 - Great
 - Real/Frank

- Realistic
- Engaging
- Training was:
 - Engaging
 - Well-rounded
 - Excellent
 - Enjoyable
 - Helpful
- Trainer went above my expectations. Trainer made material very real and applicable

Impact of Parental Incarceration on Children in the Child Welfare System - 216

- Trainer was:
 - Awesome
 - Knowledgeable
 - Passionate
 - Engaging
 - Very competent
- Training was:
 - Engaging
 - Informative
 - Excellent
 - Helpful
 - Repetitive
 - Off topic
 - Well-articulated
- This was very informative and gave new perspectives on incarcerated parents. The training should be 2 days to have more time to discuss the parents and not just the children and to talk more about parents in and out of jail
- Was not able to get a break in afternoon which made it difficult to concentrate
- Personal stories helped to remind me that this is something that impacts various families.
- Loved the video clips and personal stories

Impact of Substance Abuse on Parenting - 217

- Trainer was:
 - Engaging
 - Knowledgeable
 - Wonderful
 - Excellent
 - Interactive
 - Insightful
 - Helpful
- Training was:
 - Informative
 - Wonderful
 - One of the best
 - Useful
 - Interesting
 - Well-presented
- Excellent! Could be a 2 day training
- This is very informative and I learned a lot. This should be required for new trainers before getting drug/alcohol cases. I feel like these past years if I knew about this I could have helped more.
- I truly enjoyed the trainer and becoming more knowledgeable regarding substance abuse & how it impacts our families.

The Importance of Fathers in Child Welfare - 247

- Trainer was:
 - Excellent
 - Experienced
 - Expert
 - Helpful
 - Great
 - Nonjudgement

- Enjoyable
- Training was:
 - Dry
 - Drawn out
 - Informative
 - Excellent
- Great
- Helpful
- Confusing
- The test questions were inappropriate and not thought out.
- Really need to work on more activities for successful father in all counties
- Great training conceptually, but DCP&P is not ready or situated yet to do this! The reality in my LO right now is focused on covering for staff or LOA and staff changes. We really need to rethink or prioritize and ALIGN them with the realities we see in our LOs (Areas using our case Practice Model as a guide. Services for fathers are either non-existent or severely limited. You've got a division of women for crying at child. How about a Division on Men (or fathers)??

Legal Writing Guidelines - 575

- Training was excellent.
- Very good training, not only for litigation staff, but for intake workers as well
- Better examples of complaints would be helpful. More writing samples
- Please provide amplifiers. Cannot hear speakers. HOH

Managing Your Personal and Professional Boundaries - 176

- Trainer was:
 - Lovely
 - Engaging
 - Knowledgeable
- Training was:
 - Good
 - Applicable
 - Interesting
 - Okay
- A new course! Good to see

Missing and Exploited Youth - 200

- Trainer was:
 - Knowledgeable
 - Resourceful
 - Passionate
- Training was:
 - Excellent
 - Informative
 - Practicable
 - Valuable
 - Enjoyable
 - Interesting
 - Helpful
- Training had very interesting topics that will definitely help me in assessing the many children we serve who are on numerous psychotropic meds

Psychopharmacology - 246

- Trainer was:
 - Knowledgeable
 - Great

- Engaging
- Welcoming
- Training was:
 - Informative
 - Too dense
 - Helpful
 - Excellent
 - Well presented
- This training contained too much information for one day. There were no activities that related to our scope of work
- Good use of videos to demonstrate different side effects of medications and conditions

Social Emotional Foundations of Early Learning: An Infant Mental Health Approach - 218

- Trainer was:
 - Knowledgeable
 - Engaging
 - Very good
 - Transparent
 - Interactive
- Training was:

<ul style="list-style-type: none"> ○ Useful ○ Too much info ○ Comfortable ○ Excellent 	<ul style="list-style-type: none"> ○ Interesting ○ Informative ○ Practical
---------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------
- Provided a lot of useful and practical examples
- Group activities and videos were great

Strengthening Casework Documentation: An Enhancement Class for Caseworkers and Supervisors: Module 1 of 2 - 142

- Trainer was:
 - Great
 - Well spoken
- Training was:
 - Informative
 - Helpful
- Good examples & videos by the trainer. I learned a good amount of additional material to use during my daily case work.
- Training will help me be more concise and factual when writing
- Too much writing

Strengthening Casework Documentation: An Enhancement Class for Caseworkers and Supervisors: Module 2 of 2 - 143

- Trainer was:
 - The Bomb
 - Good
 - Patient
- This also should be used in pre-service. And also be a 1 day mandatory training.

Student Bullying - 209

- Trainer was:
 - Great
 - Knowledgeable
 - Informative
 - Nice
- Training was:
 - Helpful
 - Interesting
 - Important
 - Informative
 - Awesome
- Trainer was quite tolerant of student's resistance to accepting bullying today. Should include more group activities to practice techniques. Need to know more of how to advocate for our kids at school
- New information and relevant to current time and events
- It provided more appropriate methods to address bullying with victim and bully. Didn't think that "zero tolerance" was bad, provided positive alternate methods to address climate
- Need to train school officials

Technology Addiction - 215

- Trainer was:
 - Excellent
 - Informative
 - Knowledgeable
 - Interesting
 - Interactive
- Training was:
 - Informative
 - Excellent
 - Enjoyable
 - Useful
- This training will benefit workers as they engage their families. Also the families could use the knowledge to help improve family communication
- Excellent training and trainer. This training should be extended to two to three days
- This was a great course that will benefit my personal life as well as clients. I would love additional training on this topic. This should be a mandatory course

Testifying in Court - 156

- Trainer was:

<ul style="list-style-type: none"> ○ Knowledgeable ○ Thorough ○ Engaging ○ Helpful ○ Experienced ○ Terrific 	<ul style="list-style-type: none"> ○ Well Informed ○ Competent ○ Exceptional ○ Easy to understand ○ Encouraging
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- Training was:

<ul style="list-style-type: none"> ○ Engaging ○ Exciting ○ Useful ○ Informative 	<ul style="list-style-type: none"> ○ Awesome ○ Educational ○ Insightful ○ Enjoyable
---------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------

- Enjoyed the mock testifying
- The training was enjoyable because it was a direct correlation relative to my job duties as a CPS worker
- Train the DAGs in the local offices
- This training should be given to new workers as it would be very helpful before you need to start testifying. Trainers still used words I've never heard of and couldn't spell if I tried but were aware and gave great explanations
- Trainers worked well together in presenting the material. Court exercise was very helpful
- Actually testifying during the training helped me learn what area I need to work on

Toddler Care Basics for Non-Parenting Professionals - 263

- Trainer was:
 - Very pleasant
 - Great
 - Knowledgeable
- Training was:
 - Informative
 - Enjoyable
 - Useful
 - Excellent
- Great course, would recommend all to take

Transitional Planning for Youth Success and Casey Life Skills Assessment - 239

- Trainer was:

○ Awesome	○ Funny
○ Engaging	○ Interactive
○ Knowledgeable	○ Personable
○ Amazing	○ Insightful
○ Informative	○ Great speaker
○ Fun	○ Clear
- Training was:

○ Informative	○ Very satisfactory
○ Great	○ Very relevant
○ Enjoyable	○ Helpful
- Please let supervisors know their staff needs them on board with this. Excellent training
- The information we obtained pertaining to TPYS and CLSA was very helpful.
- a great tool for future work with adolescents
- Trainer was the first trainer I've had for this topic that has presented the information in a fun, engaging way. He kept my interest and helped me see the information in a new way that will be utilized with my youth
- This training should be mandatory for all staff especially permanency adolescent and adoption workers

Understanding Types of Mental Health Assessment and Evaluation - 267

- Trainer was:
 - Knowledgeable
 - Wonderful
 - Excellent
 - Humorous
- Training was:

○ Very informative	○ Useful
○ Informative	○ Best ever

- Insightful
- Dry material
- Great training. I hope providers will become more familiar with the policies and techniques discussed in order to better serve the children
- This should be a mandatory training to Sups and casework sups. It was great

What Every Caseworker Needs to Know About Education and Special Education for Children in the Child Welfare System - 228

- Trainer was:
 - Rude
 - Unfair
 - Boring
 - Fantastic
 - Not engaging
 - Strict
 - Inflexible
 - Engaging
 - Dry
 - Awesome
 - Knowledgeable
- Training was:
 - Useful
 - Informative
 - Well presented
 - Awesome
 - Educational
 - Knowledgeable
- This training should be mandatory for all case workers and supervisors
- Education stability should be considered in the special education curriculum. It is very confusing when one is asked to disregard the Ed. Stability Statute

Working with Arab-American and Muslim Families - 231

- Trainer was:
 - Excellent
 - Knowledgeable
 - Relatable
 - Understanding
- Training was:
 - Relaxed
 - Informative
 - Excellent
 - Beneficial
- I feel I learned a lot about Muslim/Arab families. Made me feel very comfortable to ask questions
- provided an open dialogue as well to set aside the ethnocentric views
- Best training! Extremely smart and educated. Related well with class would love to have her teach something else
- The training met all my expectations to learn about this lecture

Working with Parents with Cognitive Challenges - 232

- Trainer was:
 - Personable
 - Informative
 - Great
 - Knowledgeable
 - Passionate
- Training was:
 - Informative
 - Useful
 - Interesting
 - Excellent

- Very interactive
- Enjoyable
- I appreciated all of the extra hand outs and additions to the course.
- I feel this training should be mandatory

Working with Veterans and Military Families - 234

- Trainer was:
 - Great
 - Knowledgeable
 - Clear
- Training was:
 - Powerful
 - Worthwhile
 - Informative
 - Unique
 - Interesting
 - Excellent
 - Helpful
 - Interactive
- Videos very helpful & enlightening
- Training needs to link to DCPD work more
- This training will help me with working with military families in the future at this time I have not had the experience, I will know the services and resources that would be able to assist them.
- Should be offered more.



Appendix D: University Partnership Monthly Reports

Half-Year and Year-End Report: Fiscal Year 2018

Rutgers School of Social Work, Institute for Families, NJ Child Welfare Training Partnership

FY18 Monthly Report Summary

School	Month	# Courses Delivered (Essential / Mandatory & Elective Courses)	# of Training Days (Essential / Mandatory & Elective Courses)	# Training Related Days	Total # of All Training Days (TD +TRD)	# Participants (Day 1)	# Participants (Day 2)	# Participants (Day 3)	# Participants (Day 4)	# Participants (Day 5)	# Participants (Day 6)
Rutgers	January-18	17	23	2	25	381	108	0	0	0	0
Stockton	January-18	14	27	6	33	291	208	56	0	0	0
Total for NJCWTP		31	50	8	58	672	316	56	0	0	0
YTD Total for NJCWTP		397	576	93	669	8806	3498	489	0	0	0

FY18 Monthly Training Details - ESSENTIAL / MANDATORY COURSES

ESSENTIAL / MANDATORY COURSES: 24						TRAINING DAYS: 41.0						
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
013 - Using Genograms and Ecomaps	Rutgers	24686	1/3/18	1/3/18	Professional Center at DCF	1.0	Hans, Tracy	26	24			24
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Rutgers	24633	1/3/18	1/5/18	Professional Center at DCF	2.0	Hubbard, Tawanda, Billups, Dena	33	27	17		44
035 - Mental Illness	Rutgers	24416	1/5/18	1/5/18	Professional Center at DCF	1.0	Romer, James	30	17			17
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Rutgers	24633	1/8/18	1/10/18	Professional Center at DCF	2.0	Hubbard, Tawanda, Billups, Dena	33	18	17		35
041 - Domestic Violence Policy & the DCP&P Case Practice Protocol	Rutgers	24417	1/16/18	1/16/18	Professional Center at DCF	1.0	Pannepacker, Jenna	33	20			20
265 - Safety Awareness for the Child Welfare Professional	Rutgers	25034	1/16/18	1/17/18	Professional Center at DCF	2.0	Spiler, Gabriel (Gabe)	19	18	18		36
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Rutgers	24634	1/22/18	1/24/18	Professional Center at DCF	2.0	Einhorn, Lynne, Billups, Dena	24	18	17		35
015 - Substance Abuse Module 1 of 4: Understanding Substance Abuse and Child Welfare	Rutgers	24415	1/25/18	1/25/18	Professional Center at DCF	1.0	Shapiro, Alan	32	29			29
016 - Substance Abuse Module 2 of 4: Substance Abuse Disorders, Treatment and Recovery	Rutgers	24415	1/26/18	1/26/18	Professional Center at DCF	1.0	Shapiro, Alan	32	30			30
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Rutgers	24634	1/29/18	1/31/18	Professional Center at DCF	2.0	Einhorn, Lynne, Billups, Dena	24	18	18		36
017 - Substance Abuse Module 3 of 4: Mental Illness	Rutgers	24415	1/30/18	1/30/18	Professional Center at DCF	1.0	Shapiro, Alan	32	27			27
018 - Substance Abuse Module 4 of 4: Case Planning	Rutgers	24415	1/31/18	1/31/18	Professional Center at DCF	1.0	Shapiro, Alan	32	28			28
015 - Substance Abuse Module 1 of 4: Understanding Substance Abuse and Child Welfare	Rutgers	24562	1/31/18	1/31/18	Professional Center at DCF	1.0	Kruger, John	34	30			30
099 - Youth Thrive: Adolescent Protective Factors: Module 1 of 2	Stockton	24834	1/17/18	1/17/18	C/G/S Area Office	1.0	Apel, Jessica, Johnson, Aasim	29	23			23
199 - Youth Thrive: Adolescent Protective Factors: Module 2 of 2	Stockton	24834	1/18/18	1/19/18	C/G/S Area Office	2.0	Apel, Jessica, Johnson, Aasim	29	23	23		46
099 - Youth Thrive: Adolescent Protective Factors: Module 1 of 2	Stockton	24909	1/17/18	1/17/18	Camden East LO	1.0	Hiers, Noel, Daniel, Leah	13	11			11
199 - Youth Thrive: Adolescent Protective Factors: Module 2 of 2	Stockton	24909	1/18/18	1/19/18	Camden East LO	2.0	Hiers, Noel, Daniel, Leah	13	11	11		22
038 - Concurrent Permanency Planning	Stockton	24418	1/17/18	1/19/18	Professional Center at DCF	3.0	LaCrosse, Don	18	12	12	11	35
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	24381	1/18/18	1/19/18	Professional Center at DCF	2.0	King Lewis, Tamu	35	29	29		58
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	24381	1/24/18	1/25/18	Professional Center at DCF	2.0	Doman-Wells, Christine	35	28	28		56
038 - Concurrent Permanency Planning	Stockton	24420	1/23/18	1/25/18	Professional Center at DCF	3.0	Oldis, David	27	22	22	22	66
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	24384	1/24/18	1/25/18	Professional Center at DCF	2.0	Apel, Jessica	35	28	26		54
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	24384	1/29/18	1/30/18	Professional Center at DCF	2.0	Apel, Jessica	35	27	26		53
023 - Case Practice Module 3: Facilitating the Family Team Meeting Process	Stockton	24375	1/8/18	1/10/18	Professional Center at DCF	3.0	O'Brien, Carole	30	25	24	23	72

FY18 Monthly Training Details - ELECTIVE COURSES

ELECTIVE COURSES: 7						TRAINING DAYS: 9.0						
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
281 - Human Trafficking from a Child Welfare Perspective (HT Hybrid)	Rutgers	24084	1/10/18	1/11/18	Professional Center at DCF	2.0	McNeil-Haber, Fawn	33	21	21		42
253 - Defensive Driving: A Classroom Based Course on Crash Avoidance	Rutgers	24493	1/25/18	1/25/18	Morris East LO	1.0	Wenner, Deborah	26	22			22
128 - CPR (Cardiopulmonary Resuscitation) and First Aid	Rutgers	25098	1/30/18	1/30/18	Hudson West LO	1.0	O'Brien, Carole	11	8			8
239 - Transitional Planning for Youth Success and Casey Life Skills Assessment	Rutgers	25145	1/22/18	1/22/18	Professional Center at DCF	1.0	Mack, Tony	32	26			26
231 - Working with Arab-American and Muslim Families	Stockton	24949	1/17/18	1/17/18	Burlington East LO	1.0	Seyam, Rehan	32	26			26
305 - Coaching the Challenge Employee	Stockton	24960	1/22/18	1/29/18	Krammer Hall, Stockton University	2.0	LaCrosse, Don	9	8	7		15
242 - Building Resiliency in Children: Why Some Bounce Back and Some Never Do	Stockton	24962	1/23/18	1/23/18	Camden East LO	1.0	Stanislaski, Patricia (Pat)	33	18			18

FY18 Monthly Training Details - TRAINING RELATED DAYS

TOTAL TRAINING RELATED DAYS: 8.0												
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)					
223 - LGBTQI Cultural Competency	Rutgers		1/24/18	1/24/18		1.0	Rodriguez, Paula					
223 - LGBTQI Cultural Competency	Rutgers		1/24/18	1/24/18		1.0	Post, Tracey					
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	24381	1/18/18	1/19/18	Professional Center at DCF	2.0	O'Hanlon, Erin					
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	24384	1/24/18	1/25/18	Professional Center at DCF	2.0	Curcio, Susan					
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	24384	1/29/18	1/30/18	Professional Center at DCF	2.0	Curcio, Susan					

FY18 Monthly Report Summary

School	Month	# Courses Delivered (Essential / Mandatory & Elective Courses)	# of Training Days (Essential / Mandatory & Elective Courses)	# Training Related Days	Total # of All Training Days (TD +TRD)	# Participants (Day 1)	# Participants (Day 2)	# Participants (Day 3)	# Participants (Day 4)	# Participants (Day 5)	# Participants (Day 6)
Rutgers	February-18	20	28	5	33	411	124	0	0	0	0
Stockton	February-18	13	24	8	32	336	247	63	0	0	0
Total for NJCWTP		33	52	13	65	747	371	63	0	0	0
YTD Total for NJCWTP		430	628	106	734	9553	3869	552	0	0	0

FY18 Monthly Training Details - ESSENTIAL / MANDATORY COURSES

ESSENTIAL / MANDATORY COURSES: 22						TRAINING DAYS: 35.0						
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
016 - Substance Abuse Module 2 of 4: Substance Abuse Disorders, Treatment and Recovery	Rutgers	24562	2/1/18	2/1/18	Professional Center at DCF	1.0	Kruger, John	34	30			30
035 - Mental Illness	Rutgers	24459	2/2/18	2/2/18	Professional Center at DCF	1.0	Romer, James	22	16			16
013 - Using Genograms and Ecomaps	Rutgers	24946	2/9/18	2/9/18	Professional Center at DCF	1.0	Sherman, Patricia	27	26			26
550 - New Worker Pre-Service Overview of the Work of Deputy Director: Office of Resource Families, Office of Licensing, Adoption Operations, and Interstate Services	Rutgers	25120	2/12/18	2/12/18	Professional Center at DCF	1.0	Doman-Wells, Christine	14	14			14
041 - Domestic Violence Policy & the DCP&P Case Practice Protocol	Rutgers	24464	2/15/18	2/15/18	Professional Center at DCF	1.0	Pannepacker, Jenna	34	26			26
041 - Domestic Violence Policy & the DCP&P Case Practice Protocol	Rutgers	25011	2/20/18	2/20/18	Professional Center at DCF	1.0	Pannepacker, Jenna	31	24			24
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Rutgers	24699	2/21/18	2/23/18	Professional Center at DCF	2.0	Einhorn, Lynne, Billups, Dena	22	14	14		28
013 - Using Genograms and Ecomaps	Rutgers	24839	2/26/18	2/26/18	Professional Center at DCF	1.0	Sherman, Patricia	35	31			31
223 - LGBTQI Cultural Competency	Rutgers	25436	2/26/18	2/27/18	Union Central LO	2.0	Rodriguez, Paula	18	15	13		28
550 - New Worker Pre-Service Overview of the Work of Deputy Director: Office of Resource Families, Office of Licensing, Adoption Operations, and Interstate Services	Rutgers	25500	2/27/18	2/27/18	Professional Center at DCF	1.0	Doman-Wells, Christine	67	43			43
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Rutgers	24699	2/28/18	2/28/18	Professional Center at DCF	1.0	Einhorn, Lynne, Billups, Dena	22	13			13
099 - Youth Thrive: Adolescent Protective Factors: Module 1 of 2	Rutgers	25111	2/5/18	2/5/18	Morris East LO	1.0	Arrington, Betty, Seruya, Krystal	20	16			16
199 - Youth Thrive: Adolescent Protective Factors: Module 2 of 2	Rutgers	25111	2/12/18	2/13/18	Morris East LO	2.0	Arrington, Betty, Seruya, Krystal	20	14	13		27
023 - Case Practice Module 3: Facilitating the Family Team Meeting Process	Stockton	24425	2/6/18	2/26/18	Professional Center at DCF	3.0	Spiler, Gabriel (Gabe)	37	34	33	34	101
554 - Bringing the Protective Factors to Life	Stockton	25171	2/8/18	2/9/18	Krammer Hall, Stockton University	2.0	Doman-Wells, Christine	39	34	32		66
265 - Safety Awareness for the Child Welfare Professional	Stockton	24854	2/12/18	2/13/18	Krammer Hall, Stockton University	2.0	Apel, Jessica	31	25	25		50
099 - Youth Thrive: Adolescent Protective Factors: Module 1 of 2	Stockton	24835	2/13/18	2/13/18	C/G/S Area Office	1.0	Cochran, Craig	31	28			28
199 - Youth Thrive: Adolescent Protective Factors: Module 2 of 2	Stockton	24835	2/14/18	2/15/18	C/G/S Area Office	2.0	Cochran, Craig	31	28	28		56
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	24427	2/13/18	2/14/18	Professional Center at DCF	2.0	Doman-Wells, Christine	34	30	29		59
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	24427	2/20/18	2/21/18	Professional Center at DCF	2.0	Doman-Wells, Christine	34	28	29		57
554 - Bringing the Protective Factors to Life	Stockton	25172	2/22/18	2/23/18	Krammer Hall, Stockton University	2.0	Doman-Wells, Christine	32	29	29		58
038 - Concurrent Permanency Planning	Stockton	24465	2/26/18	2/28/18	Professional Center at DCF	3.0	LaCrosse, Don	33	29	28	29	86

Half-Year and Year-End Report: Fiscal Year 2018

Rutgers School of Social Work, Institute for Families, NJ Child Welfare Training Partnership

FY18 Monthly Training Details - ELECTIVE COURSES

ELECTIVE COURSES: 11						TRAINING DAYS: 17.0						
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
156 - Testifying in Court	Rutgers	25148	2/1/18	2/2/18	Professional Center at DCF	2.0	DelRusso, Joe, Curcio, Susan	15	12	12		24
281 - Human Trafficking from a Child Welfare Perspective (HT Hybrid)	Rutgers	25403	2/1/18	2/8/18	Professional Center at DCF	2.0	McNeil-Haber, Fawn	34	20	20		40
276 - Advanced Skills for Engaging and Teaming with Families	Rutgers	25099	2/6/18	2/14/18	Sussex LO	2.0	McKenna, Patricia	22	19	14		33
163 - Gang Identification, Trends, and the Psychology of Gang Members	Rutgers	25101	2/16/18	2/16/18	Professional Center at DCF	1.0	Farrell, John (Jack)	29	20			20
156 - Testifying in Court	Rutgers	25149	2/22/18	2/23/18	Professional Center at DCF	2.0	Carlton, Lauren, Curcio, Susan	14	13	13		26
245 - Coping With Vicarious Traumatization for Workers	Rutgers	25150	2/26/18	2/26/18	Professional Center at DCF	1.0	Lomangino-DiMauro, Dawne	31	20			20
200 - Missing and Exploited Youth	Rutgers	25103	2/27/18	2/28/18	Bergen Central LO	2.0	Hans, Tracy	29	25	25		50
156 - Testifying in Court	Stockton	24950	2/5/18	2/6/18	Krammer Hall, Stockton University	2.0	Curcio, Susan	22	14	14		28
128 - CPR (Cardiopulmonary Resuscitation) and First Aid	Stockton	24873	2/13/18	2/13/18	Camden East LO	1.0	O'Brien, Carole	10	9			9
176 - Managing Your Personal and Professional Boundaries	Stockton	24986	2/23/18	2/23/18	Warren LO	1.0	Rubenstein, Tina	32	27			27
177 - Continuous Quality Improvement	Stockton	25420	2/26/18	2/26/18	Krammer Hall, Stockton University	1.0	Fenton, Janyce	26	21			21

FY18 Monthly Training Details - TRAINING RELATED DAYS

TOTAL TRAINING RELATED DAYS: 13.0												
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)					
New Inspector OOL Training Outline	Rutgers		2/9/18	2/9/18		1.0	Rubenstein, Tina					
550 - New Worker Pre-Service Overview of the Work of Deputy Director: Office of Resource Families, Office of Licensing, Adoption Operations, and Interstate Services	Rutgers	25120	2/12/18	2/12/18	Professional Center at DCF	1.0	Rubenstein, Tina					
223 - LGBTQI Cultural Competency	Rutgers	25436	2/26/18	2/27/18	Professional Center at DCF	2.0	Breslau, Leslie					
550 - New Worker Pre-Service Overview of the Work of Deputy Director: Office of Resource Families, Office of Licensing, Adoption Operations, and Interstate Services	Rutgers		2/28/18	2/28/18		1.0	Doman-Wells, Christine					
156 - Testifying in Court	Stockton	24950	2/5/18	2/6/18	Krammer Hall, Stockton University	2.0	Pearce, Nora					
197 - RFSW Trainer Workshop – For New RFSW Trainers	Stockton	24835	2/14/18	2/15/18	C/G/S Area Office	2.0	Tucker, Charlie					
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	24427	2/13/18	2/14/18	Professional Center at DCF	2.0	Lewis, Tamu					
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	24427	2/20/18	2/21/18	Professional Center at DCF	2.0	Lewis, Tamu					

Half-Year and Year-End Report: Fiscal Year 2018

Rutgers School of Social Work, Institute for Families, NJ Child Welfare Training Partnership

March-18

New Jersey Child Welfare Training Partnership

FY18 Monthly Report Summary

School	Month	# Courses Delivered (Essential / Mandatory & Elective Courses)	# of Training Days		Total # of All Training Days (TD +TRD)	# Participants (Day 1)	# Participants (Day 2)	# Participants (Day 3)	# Participants (Day 4)	# Participants (Day 5)	# Participants (Day 6)
			(Essential/ Mandatory & Elective Courses)	# Training Related Days							
Rutgers	March-18	22	31	3	34	467	221	0	0	0	0
Stockton	March-18	23	41	8	49	501	395	20	0	0	0
Total for NJCWTP		45	72	11	83	968	616	20	0	0	0
YTD Total for NJCWTP		475	700	117	817	10521	4485	572	0	0	0

Half-Year and Year-End Report: Fiscal Year 2018

Rutgers School of Social Work, Institute for Families, NJ Child Welfare Training Partnership

FY18 Monthly Training Details - ESSENTIAL / MANDATORY COURSES

ESSENTIAL / MANDATORY COURSES: 26						TRAINING DAYS: 46.0						
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
035 - Mental Illness	Rutgers	25259	3/2/18	3/2/18	Professional Center at DCF	1.0	Romer, James	25	22			22
501 - Family Preservation Services: New Worker Training: Module 1 of 3	Rutgers	25463	3/6/18	3/13/18	Stockton's Manahawkin Instructional	2.0	Ricigliano, Susan	20	17	18		35
265 - Safety Awareness for the Child Welfare Professional	Rutgers	25036	3/13/18	3/14/18	Professional Center at DCF	2.0	Arrington, Betty	25	25	25		50
502- Family Preservation Services: New Worker Training, Day Two	Rutgers	25464	3/15/18	3/23/18	Stockton's Manahawkin Instructional	2.0	Ricigliano, Susan	17	16	17		33
035 - Mental Illness	Rutgers	24460	3/16/18	3/16/18	Professional Center at DCF	1.0	Romer, James	30	26			26
013 - Using Genograms and Ecomaps	Rutgers	25002	3/23/18	3/23/18	Professional Center at DCF	1.0	Hans, Tracy	22	18			18
503 - Family Preservation Services: New Worker Training: Module 2 of 3	Rutgers	25465	3/27/18	3/29/18	Stockton's Manahawkin Instructional	2.0	Ricigliano, Susan	9	9	9		18
099 - Youth Thrive: Adolescent Protective Factors: Module 1 of 2	Rutgers	25114	3/5/18	3/5/18	Morris East LO	1.0	Arrington, Betty, Seruya, Krystal	27	20			20
199 - Youth Thrive: Adolescent Protective Factors: Module 2 of 2	Rutgers	25114	3/6/18	3/27/18	Morris East LO	2.0	Arrington, Betty, Seruya, Krystal	27	20	17		37
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Rutgers	24699	3/2/18	3/2/18	Professional Center at DCF	1.0	Einhorn, Lynne, Billups, Dena	22	0	13		13
257 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 of 3	Stockton	25352	3/1/18	3/2/18	Professional Center at DCF	2.0	Arrington, Betty	34	33	32		65
265 - Safety Awareness for the Child Welfare Professional	Stockton	24855	3/5/18	3/6/18	C/G/S Area Office	2.0	Apel, Jessica	36	30	31		61
257 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 of 3	Stockton	25354	3/5/18	3/6/18	Professional Center at DCF	3.0	Fenton, Janyce	37	32	32		64
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25311	3/6/18	3/12/18	Professional Center at DCF	2.0	Doman-Wells, Christine, O'Hanlon-Keys, Erin	16	9	10		19
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3	Stockton	25311	3/13/18	3/13/18	Professional Center at DCF	1.0	Doman-Wells, Christine	16	7	7		14
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25313	3/12/18	3/13/18	Professional Center at DCF	2.0	Apel, Jessica, Sartori, Maria	25	22	21		43
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	25313	3/19/18	3/20/18	Professional Center at DCF	2.0	Apel, Jessica, Sartori, Maria	25	21	20		41
258 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 of 3	Stockton	25366	3/9/18	3/23/18	Professional Center at DCF	2.0	Arrington, Betty	34	31	29		60
258 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 of 3	Stockton	25369	3/12/18	3/13/18	Professional Center at DCF	2.0	Fenton, Janyce	36	32	29		61
099 - Youth Thrive: Adolescent Protective Factors: Module 1 of 2	Stockton	24910	3/12/18	3/12/18	Camden East LO	1.0	Cochran, Craig, Tucker, Charlie	25	20			20
199 - Youth Thrive: Adolescent Protective Factors: Module 2 of 2	Stockton	24910	3/13/18	3/14/18	Camden East LO	2.0	Cochran, Craig, Tucker, Charlie	25	20	20		40
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Stockton	25324	3/14/18	3/15/18	Professional Center at DCF	2.0	Hubbard, Tawanda, Curcio, Susan	27	18	19		37
554 - Bringing the Protective Factors to Life	Stockton	25173	3/9/18	3/27/18	Krammer Hall, Stockton University	1.0	Doman-Wells, Christine	44	37	36		73
025 - Case Practice Module 5: Planning and Intervention	Stockton	24881	3/19/18	3/20/18	Camden East LO	2.0	O'Brien, Carole	13	8	8		16
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Stockton	25389	3/19/18	3/20/18	Professional Center at DCF	2.0	Fenton, Janyce	37	29	29		58
038 - Concurrent Permanency Planning	Stockton	25241	3/26/18	3/28/18	Professional Center at DCF	3.0	Fenton, Janyce	25	20	20	20	60

Half-Year and Year-End Report: Fiscal Year 2018

Rutgers School of Social Work, Institute for Families, NJ Child Welfare Training Partnership

FY18 Monthly Training Details - ELECTIVE COURSES

ELECTIVE COURSES: 19						TRAINING DAYS: 26.0						
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
215 - Technology Addiction	Rutgers	25209	3/1/18	3/1/18	Professional Center at DCF	1.0	Kruger, John	32	23			23
262 - Everyone Has a Story	Rutgers	25227	3/14/18	4/10/18	Bergen Central LO	1.0	Rubenstein, Tina	30	24	22		46
261 - Human Trafficking: Survivor Identification and Engagement	Rutgers	25305	3/12/18	3/16/18	Professional Center at DCF	2.0	Hans, Tracy	30	24	22		46
267 - Understanding Types of Mental Health Assessment and Evaluation	Rutgers	25415	3/19/18	3/19/18	Professional Center at DCF	1.0	Cahill, Janet	29	23			23
209 - Student Bullying: What Caseworkers Need to Know & Do	Rutgers	25104	3/20/18	3/20/18	Parsippany Training Site	1.0	Forlenza Wesley, Judeth	34	30			30
280 - Animal Abuse as a Risk Factor for Child Maltreatment and Family Violence	Rutgers	25182	3/23/18	3/23/18	Union Central LO	1.0	Akrow, Phil	30	24			24
253 - Defensive Driving: A Classroom Based Course on Crash Avoidance	Rutgers	25288	3/26/18	3/26/18	Parsippany Training Site	1.0	O'Brien, Carole	26	22			22
217 - Impact of Substance Abuse on Parenting	Rutgers	25211	3/26/18	3/26/18	Professional Center at DCF	1.0	Kruger, John	31	24			24
239 - Transitional Planning for Youth Success and Casey Life Skills Assessment	Rutgers	25146	3/15/18	3/15/18	Bergen Central LO	1.0	Mack, Tony	31	21			21
257 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 of 3	Rutgers	25489	3/12/18	3/16/18	Professional Center at DCF	2.0	Niedt, Kathy	33	28	28		56
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Rutgers	25496	3/26/18	3/27/18	Professional Center at DCF	2.0	Niedt, Kathy	32	24	24		48
258 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 of 3	Rutgers	25490	3/19/18	3/20/18	Professional Center at DCF	2.0	Niedt, Kathy	33	27	26		53
253 - Defensive Driving: A Classroom Based Course on Crash Avoidance	Stockton	24878	3/1/18	3/1/18	Krammer Hall, Stockton University	1.0	Oldis, David	26	20			20
045 - Batterer's Intervention Training	Stockton	25470	3/1/18	3/2/18	Monmouth North LO	2.0	Lomangino-DiMauro, Dawne	23	21	21		42
128 - CPR (Cardiopulmonary Resuscitation) and First Aid	Stockton	24874	3/13/18	3/13/18	Krammer Hall, Stockton University	1.0	Maguire Librizzi, Linda	9	3			3
273 - Everyday Self Defense for Social Workers	Stockton	25455	3/19/18	3/19/18	Professional Center at DCF	1.0	Nelson, Janet	36	32			32
045 - Batterer's Intervention Training	Stockton	25471	3/19/18	3/20/18	Monmouth North LO	2.0	Lomangino-DiMauro, Dawne	22	19	19		38
217 - Impact of Substance Abuse on Parenting	Stockton	25454	3/19/18	3/19/18	Mercer North LO	1.0	Kruger, John	34	25			25
045 - Batterer's Intervention Training	Stockton	25472	3/28/18	3/29/18	Burlington East LO	2.0	Doman-Wells, Christine	13	12	12		24

TOTAL TRAINING RELATED DAYS: 11.0												
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)					
209 - Student Bullying: What Caseworkers Need to Know & Do	Rutgers		3/5/18	3/5/18		1.0	O'Brien, Carole					
261 - Human Trafficking: Survivor Identification and Engagement	Rutgers		3/10/18	3/10/18		1.0	Hans, Tracy					
185 - Office of Licensing Inspectors Training	Rutgers		3/16/18	3/16/18		1.0	Rubenstein, Tina					
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25311	3/6/18	3/12/18	Professional Center at DCF	2.0	O'Hanlon, Erin					
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25313	3/12/18	3/13/18	Professional Center at DCF	2.0	Sartori, Maria					
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Stockton	25324	3/14/18	3/15/18	Professional Center at DCF	2.0	Lane, Tamu					
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25313	3/19/18	3/20/18	Professional Center at DCF	2.0	Sartori, Maria					

Half-Year and Year-End Report: Fiscal Year 2018

Rutgers School of Social Work, Institute for Families, NJ Child Welfare Training Partnership

April-18

New Jersey Child Welfare Training Partnership

FY18 Monthly Report Summary

School	Month	# Courses Delivered	# of Training Days		Total # of All Training Days (TD +TRD)	# Participants (Day 1)	# Participants (Day 2)	# Participants (Day 3)	# Participants (Day 4)	# Participants (Day 5)	# Participants (Day 6)
		(Essential / Mandatory & Elective Courses)	(Essential / Mandatory & Elective Courses)	# Training Related Days							
Rutgers	April-18	15	20	1	21	345	71	50	0	0	0
Stockton	April-18	26	45	12	57	616	428	31	0	0	0
Total for NJCWTP		41	65	13	78	961	499	81	0	0	0
YTD Total for NJCWTP		516	765	130	895	11482	4984	653	0	0	0

FY18 Monthly Training Details - ESSENTIAL / MANDATORY COURSES

ESSENTIAL / MANDATORY COURSES: 27												TRAINING DAYS: 48.0	
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL	
023 - Case Practice Module 3: Facilitating the Family Team Meeting Process	Rutgers	25407	4/2/18	4/5/18	Professional Center at DCF	3.0	Spiler, Gabriel (Gabe)	26	20	21	22	63	
035 - Mental Illness	Rutgers	25260	4/5/18	4/5/18	Professional Center at DCF	1.0	Romer, James	32	26			26	
013 - Using Genograms and Ecomaps	Rutgers	25201	4/13/18	4/13/18	Professional Center at DCF	1.0	Hans, Tracy	25	25			25	
229 - Child Protection and Early Intervention: Working Together for Young Children	Rutgers	25195	4/19/18	4/19/18	Union West LO	1.0	Guarnieri, Jeanne	33	24			24	
041 - Domestic Violence Policy & the DCP&P Case Practice Protocol	Rutgers	25254	4/20/18	4/20/18	Professional Center at DCF	1.0	Lischick, Cynthia	30	23			23	
023 - Case Practice Module 3: Facilitating the Family Team Meeting Process	Rutgers	25412	4/23/18	4/25/18	Professional Center at DCF	3.0	Arrington, Betty	35	32	30	28	90	
041 - Domestic Violence Policy & the DCP&P Case Practice Protocol	Rutgers	25255	4/26/18	4/26/18	Professional Center at DCF	1.0	King Lewis, Tamu	32	24			24	
013 - Using Genograms and Ecomaps	Rutgers	25835	4/27/18	4/27/18	Professional Center at DCF	1.0	Hans, Tracy	26	25			25	
099 - Youth Thrive: Adolescent Protective Factors: Module 1 of 2	Stockton	24911	4/9/18	4/9/18	Krammer Hall, Stockton University	1.0	Cochran, Craig, Tucker, Charlie	35	26			26	
199 - Youth Thrive: Adolescent Protective Factors: Module 2 of 2	Stockton	24911	4/10/18	4/11/18	Krammer Hall, Stockton University	2.0	Cochran, Craig, Tucker, Charlie	35	27	28		55	
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25312	4/16/18	4/17/18	Professional Center at DCF	2.0	Apel, Jessica	37	28	28		56	
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	25312	4/23/18	4/24/18	Professional Center at DCF	2.0	Apel, Jessica	37	27	27		54	
257 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 of 3	Stockton	25358	4/16/18	4/17/18	Professional Center at DCF	2.0	Fenton, Janyce	32	28	26		54	
258 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 of 3	Stockton	25370	4/23/18	4/24/18	Professional Center at DCF	2.0	Fenton, Janyce	32	27	26		53	
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Stockton	25392	4/30/18	4/30/18	Professional Center at DCF	1.0	Fenton, Janyce	38	31			31	
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Stockton	25317	4/16/18	4/18/18	Professional Center at DCF	2.0	Einhorn, Lynne	31	20	20		40	
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25317	4/23/18	4/25/18	Professional Center at DCF	2.0	Einhorn, Lynne	31	19	18		37	
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Stockton	25318	4/17/18	4/18/18	Professional Center at DCF	2.0	Sartori, Maria	30	21	20		41	
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25318	4/24/18	4/25/18	Professional Center at DCF	2.0	Sartori, Maria	30	19	20		39	
257 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 of 3	Stockton	25360	4/17/18	4/18/18	Professional Center at DCF	2.0	Spiler, Gabriel (Gabe)	36	33	34		67	
258 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 of 3	Stockton	25373	4/24/18	4/25/18	Professional Center at DCF	2.0	Spiler, Gabriel (Gabe)	35	32	32		64	
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Stockton	25394	4/30/18	4/30/18	Professional Center at DCF	1.0	Spiler, Gabriel (Gabe)	36	32			32	
038 - Concurrent Permanency Planning	Stockton	25242	4/24/18	4/26/18	Professional Center at DCF	3.0	LaCrosse, Don	32	30	31	31	92	
045 - Batterer's Intervention Training	Stockton	25473	4/3/18	4/4/18	Monmouth North LO	2.0	Rubenstein, Tina	25	22	22		44	
045 - Batterer's Intervention Training	Stockton	25474	4/12/18	4/13/18	Monmouth North LO	2.0	Rubenstein, Tina	25	20	20		40	
045 - Batterer's Intervention Training	Stockton	25475	4/16/18	4/17/18	Burlington East LO	2.0	Doman-Wells, Christine	19	14	14		28	
045 - Batterer's Intervention Training	Stockton	25476	4/23/18	4/24/18	Burlington West LO	2.0	Lomangino-DiMauro, Dawne	21	16	16		32	

FY18 Monthly Training Details - ELECTIVE COURSES

ELECTIVE COURSES: 14						TRAINING DAYS: 17.0						
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
128 - CPR (Cardiopulmonary Resuscitation) and First Aid	Rutgers	25623	4/3/18	4/3/18	Hudson West LO	1.0	Maguire Librizzi, Linda	10	9			9
232 - Working with Parents with Cognitive Challenges	Rutgers	25197	4/5/18	4/5/18	Parsippany Training Site	1.0	Guarnieri, Jeanne	30	26			26
262 - Everyone Has a Story	Rutgers	25227	4/10/18	4/10/18	Bergen Central LO	1.0	Rubenstein, Tina	31	22			22
168 - Difficult Conversations: A Survival Guide for Workers	Rutgers	25624	4/11/18	4/11/18	Morris East LO	1.0	Rubenstein, Tina	31	24			24
281 - Human Trafficking from a Child Welfare Perspective (HT Hybrid)	Rutgers	25228	4/11/18	4/12/18	Professional Center at DCF	2.0	McNeil-Haber, Fawn	36	20	20		40
176 - Managing Your Personal and Professional Boundaries	Rutgers	25332	4/18/18	4/18/18	Parsippany Training Site	1.0	Rubenstein, Tina	31	22			22
242 - Building Resiliency in Children: Why Some Bounce Back and Some Never Do	Rutgers	25596	4/23/18	4/23/18	Professional Center at DCF	1.0	Stanislaski, Patricia (Pat)	30	23			23
246 - Psychopharmacology for Human Service Workers	Stockton	25483	4/2/18	4/2/18	Professional Center at DCF	1.0	Springer, Joseph	59	32			32
156 - Testifying in Court	Stockton	25536	4/2/18	4/3/18	Krammer Hall, Stockton University	2.0	Pearce, Nora	28	23	23		46
142 - Strengthening Casework Documentation: An Enhancement Class for Caseworkers and Supervisors: Module 1 of 2	Stockton	25453	4/3/18	4/3/18	Mercer North LO	1.0	Marable, Jr., Ed	26	16			16
128 - CPR (Cardiopulmonary Resuscitation) and First Aid	Stockton	24875	4/9/18	4/6/18	Krammer Hall, Stockton University	1.0	Apel, Jessica	9	7			7
276 - Advanced Skills in Engaging and Teaming	Stockton	24879	4/16/18	4/17/18	Krammer Hall, Stockton University	2.0	O'Brien, Carole	33	23	23		46
247 - Importance of Fathers in Child Welfare	Stockton	25720	4/23/18	4/23/18	Krammer Hall, Stockton University	1.0	Oldis, David	28	22			22
232 - Working with Parents with Cognitive Challenges	Stockton	24963	4/24/18	4/24/18	Krammer Hall, Stockton University	1.0	Stanislaski, Patricia (Pat)	31	21			21

TOTAL TRAINING RELATED DAYS: 14.0												
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)					
New Inspector OOL Training Final Draft	Rutgers		4/20/18	4/20/18		1.0	Rubenstein, Tina					
156 - Testifying in Court	Stockton	25536	4/2/18	4/3/18	Krammer Hall, Stockton University	2.0	Landsman, Lisa					
Observe Safe Training	Stockton		4/10/18	4/11/18	Burlington East LO	2.0	Doman-Wells, Christine					
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25312	4/16/18	4/17/18	Professional Center at DCF	2.0	Curcio, Susan					
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	25312	4/23/18	4/24/18	Professional Center at DCF	2.0	Curcio, Susan					
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Stockton	25318	4/17/18	4/18/18	Professional Center at DCF	2.0	Billups, Dena					
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25318	4/24/18	4/25/18	Professional Center at DCF	2.0	Billups, Dena					
247 - Importance of Fathers in Child Welfare	Stockton	25720	4/23/18	4/23/18	Krammer Hall, Stockton University	1.0	Cochran, Craig					

FY18 Monthly Report Summary

School	Month	# Courses Delivered	# of Training Days		Total # of All Training Days (TD +TRD)	# Participants (Day 1)	# Participants (Day 2)	# Participants (Day 3)	# Participants (Day 4)	# Participants (Day 5)	# Participants (Day 6)
		(Essential / Mandatory & Elective Courses)	(Essential / Mandatory & Elective Courses)	# Training Related Days							
Rutgers	May-18	30	49	4	53	653	321	49	0	0	0
Stockton	May-18	23	37	9	46	469	439	0	0	0	0
Total for NJCWTP		53	86	13	99	1122	760	49	0	0	0
YTD Total for NJCWTP		569	851	143	994	12604	5744	702	0	0	0

FY18 Monthly Training Details - ESSENTIAL / MANDATORY COURSES

ESSENTIAL / MANDATORY COURSES: 31			TRAINING DAYS: 56.0									
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
035 - Mental Illness	Rutgers	25261	5/1/18	5/1/18	Professional Center at DCF	1.0	Romer, James	33	27			27
023 - Case Practice Module 3: Facilitating the Family Team Meeting Process	Rutgers	25411	5/9/18	5/11/18	Professional Center at DCF	3.0	Spiler, Gabriel (Gabe)	34	31	31	31	93
261 - Human Trafficking: Survivor Identification and Engagement	Rutgers	25306	5/10/18	5/11/18	Professional Center at DCF	2.0	Pannepacker, Jenna	29	21	21		42
501 - Family Preservation Services: New Worker Training: Module 1 of 3	Rutgers	25467	5/14/18	5/16/18	Parsippany Training Site	2.0	Reynolds, Allison	19	19	19		38
223 - LGBTQI Cultural Competency	Rutgers	25786	5/15/18	5/16/18	Bergen Central LO	2.0	Celiero, Gabriela, Stanislaski, Patricia (Pat)	25	22	21		43
023 - Case Practice Module 3: Facilitating the Family Team Meeting Process	Rutgers	25410	5/21/18	5/23/18	Professional Center at DCF	3.0	Spiler, Gabriel (Gabe)	21	17	17	18	52
502 - Family Preservation Services: New Worker Training: Module 2 of 3	Rutgers	25468	5/21/18	5/24/18	Parsippany Training Site	2.0	Reynolds, Allison	21	15	14		29
223 - LGBTQI Cultural Competency	Rutgers	25787	5/22/18	5/23/18	Bergen Central LO	2.0	Rodriguez, Paula	28	24	24		48
265 - Safety Awareness for the Child Welfare Professional	Rutgers	25041	5/22/18	5/23/18	Professional Center at DCF	2.0	Apel, Jessica	25	19	20		39
041 - Domestic Violence Policy & the DCP&P Case Practice Protocol	Rutgers	25257	5/24/18	5/24/18	Professional Center at DCF	1.0	King Lewis, Tamu	32	26			26
041 - Domestic Violence Policy & the DCP&P Case Practice Protocol	Rutgers	25253	5/25/18	5/25/18	Professional Center at DCF	1.0	King Lewis, Tamu	28	19			19
015 - Substance Abuse Module 1 of 4: Understanding Substance Abuse and Child Welfare	Rutgers	25290	5/29/18	5/29/18	Professional Center at DCF	1.0	Shapiro, Alan	37	28			28
261 - Human Trafficking: Survivor Identification and Engagement	Rutgers	25296	5/29/18	5/30/18	Professional Center at DCF	2.0	Hans, Tracy	33	24	23		47
016 - Substance Abuse Module 2 of 4: Substance Abuse Disorders, Treatment and Recovery	Rutgers	25290	5/30/18	5/30/18	Professional Center at DCF	1.0	Shapiro, Alan	37	27			27
503 - Family Preservation Services: New Worker Training: Module 2 of 3	Rutgers	25469	5/30/18	5/31/18	Parsippany Training Site	2.0	Reynolds, Allison	27	13	13		26
099 - Youth Thrive: Adolescent Protective Factors: Module 1 of 2	Rutgers	25758	5/29/18	5/29/18	Morris West LO	1.0	Apel, Jessica, Seruya, Krystal	22	19			19
199 - Youth Thrive: Adolescent Protective Factors: Module 2 of 2	Rutgers	25758	5/30/18	5/31/18	Morris West LO	2.0	Apel, Jessica, Seruya, Krystal	22	19	18		37
554 - Bringing the Protective Factors to Life	Stockton	25769	5/3/18	5/4/18	Atlantic West LO	2.0	Doman-Wells, Christine	34	28	28		56
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Stockton	25321	5/7/18	5/9/18	Professional Center at DCF	2.0	Einhorn, Lynne	31	22	22		44
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25321	5/14/18	5/16/18	Professional Center at DCF	2.0	Einhorn, Lynne	31	22	22		44
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Stockton	25383	5/8/18	5/11/18	Professional Center at DCF	2.0	Oldis, David	34	26	26		52
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25324	5/8/18	5/11/18	Professional Center at DCF	2.0	Curcio, Susan	27	16	16		32
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25314	5/14/18	5/15/18	Professional Center at DCF	2.0	Sartori, Maria	33	28	28		56
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	25314	5/21/18	5/22/18	Professional Center at DCF	2.0	Sartori, Maria	33	28	28		56
257 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 of 3	Stockton	25666	5/17/18	5/18/18	Professional Center at DCF	2.0	Arrington, Betty	29	27	27		54

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258 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 of 3	Stockton	25667	5/24/18	5/25/18	Professional Center at DCF	2.0	Arrington, Betty	26	25	25		50
554 - Bringing the Protective Factors to Life	Stockton	25770	5/23/18	5/24/18	Atlantic West LO	2.0	Doman-Wells, Christine	45	41	40		81
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Stockton	25394	5/1/18	5/1/18	Professional Center at DCF	1.0	Spiler, Gabriel (Gabe)	36	0	32		32
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Stockton	25392	5/1/18	5/1/18	Professional Center at DCF	1.0	Fenton, Janyce	38	0	30		30
045 - Batterer's Intervention Training	Stockton	25477	5/17/18	5/18/18	Burlington East LO	2.0	Lomangino-DiMauro, Dawne	26	20	19		39
223 - LGBTQI Cultural Competency	Stockton	25762	5/2/18	5/3/18	Krammer Hall, Stockton University	2.0	Apel, Jessica	26	25	25		50

FY18 Monthly Training Details - ELECTIVE COURSES

ELECTIVE COURSES: 22		TRAINING DAYS: 30.0										
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
234 - Working with Veterans and Military Families	Rutgers	25213	5/3/18	5/3/18	Professional Center at DCF	1.0	Johnson, Darryll	32	20			20
575 - Legal Writing Guidelines for the Litigation Unit	Rutgers	25626	5/3/18	5/4/18	Professional Center at DCF	2.0	Carlton, Lauren	20	16	15		31
228 - What Every Caseworker Needs to Know About Education and Special Education for Children in the Child Welfare System	Rutgers	25809	5/7/18	5/8/18	Union West LO	2.0	Rosen, Jennifer, Canty-Barmes, Esther, Deanna, Christian, Selecky, Jessica,	36	27	26		53
345 - Domestic Violence Training for Supervisors	Rutgers	25597	5/9/18	5/10/18	Morris East LO	2.0	Rubenstein, Tina	23	21	21		42
218 - Social Emotional Foundations of Early Learning: An Infant Mental Health Approach	Rutgers	25218	5/16/18	5/16/18	Professional Center at DCF	1.0	Doman-Wells, Christine	31	19			19
281 - Human Trafficking from a Child Welfare Perspective (HT Hybrid)	Rutgers	25229	5/16/18	5/17/18	Professional Center at DCF	2.0	McNeil-Haber, Fawn	28	16	14		30
128 - CPR (Cardiopulmonary Resuscitation) and First Aid	Rutgers	25599	5/18/18	5/18/18	Professional Center at DCF	1.0	Moore-Bembry, Natalie	10	8			8
156 - Testifying in Court	Rutgers	25627	5/22/18	5/23/18	Professional Center at DCF	2.0	Curcio, Susan, DelRusso, Joe	16	15	15		30
152 - Excel Training: Beginners Level	Rutgers	25757	5/22/18	5/22/18	Professional Center at DCF	1.0	Orsini, Elizabeth	31	23			23
216 - Impact of Parental Incarceration on Children in the Child Welfare System	Rutgers	25842	5/22/18	5/22/18	Professional Center at DCF	1.0	Adalist-Estrin, Ann	89	66			66
263 - Toddler Care Basics for Non-Parenting Professionals	Rutgers	25823	5/24/18	5/24/18	Professional Center at DCF	1.0	O'Brien, Carole	29	26			26
268 - Fostering Youth Participation in Court	Rutgers	25714	5/30/18	5/30/18	Professional Center at DCF	1.0	Coogan, Mary	20	17			17
264 - Aligning Our Values	Rutgers	25645	5/30/18	5/31/18	Bergen Central LO	2.0	Arrington, Betty	12	9	9		18
217 - Impact of Substance Abuse on Parenting	Stockton	24880	5/1/18	5/1/18	Krammer Hall, Stockton University	1.0	Kruger, John	38	28			28
143 - Strengthening Casework Documentation: An Enhancement Class for Caseworkers and Supervisors: Module 2 of 2	Stockton	25453	5/9/18	5/9/18	Mercer North LO	1.0	Marable, Jr., Ed	26	0	11		11
123 - Child Protective Services and the Legal System: Module 1 of 2	Stockton	25413	5/9/18	5/10/18	Warren LO	2.0	DelRusso, Joe	30	30	30		60
124 - Child Protective Services and the Legal System: Module 2 of 2	Stockton	25413	5/16/18	5/17/18	Warren LO	2.0	DelRusso, Joe	30	30	30		60
245 - Coping With Vicarious Traumatization for Workers	Stockton	24959	5/15/18	5/15/18	Burlington West LO	1.0	Apel, Jessica	36	11			11
128 - CPR (Cardiopulmonary Resuscitation) and First Aid	Stockton	24876	5/21/18	5/21/18	Krammer Hall, Stockton University	1.0	Maguire Librizzi, Linda	12	5			5
253 - Defensive Driving: A Classroom Based Course on Crash Avoidance	Stockton	25929	5/22/18	5/22/18	Burlington East LO	1.0	O'Brien, Carole	29	20			20
268 - Fostering Youth Participation in Court	Stockton	25462	5/22/18	5/22/18	Mercer North LO	1.0	Coogan, Mary	30	15			15
234 - Working with Veterans and Military Families	Stockton	25279	5/24/18	5/24/18	Krammer Hall, Stockton University	1.0	Johnson, Darryll	32	22			22

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TOTAL TRAINING RELATED DAYS: 13.0

Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)
The Essential Role of Resource Family Work in Child Welfare	Rutgers		5/2/18	5/2/18		1.0	Doman-Wells, Christine
New Inspector OOL Meeting	Rutgers		5/7/18	5/7/18		1.0	Doman-Wells, Christine
261 - Human Trafficking: Survivor Identification and Engagement	Rutgers		5/10/18	5/11/18	Professional Center at DCF	2.0	Hans, Tracy
223 - LGBTQI Cultural Competency	Stockton	25762	5/2/18	5/2/18	Krammer Hall, Stockton University	1.0	Hiers, Noel
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25321	5/14/18	5/16/18	Professional Center at DCF	2.0	Billups, Dena
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25324	5/8/18	5/11/18	Professional Center at DCF	2.0	Hubbard, Tawanda
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25314	5/14/18	5/15/18	Professional Center at DCF	2.0	Doman-Wells, Christine
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	25314	5/21/18	5/22/18	Professional Center at DCF	2.0	O'Hanlon, Erin

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School	Month	# Courses Delivered	# of Training Days		Total # of All Training Days (TD +TRD)	# Participants (Day 1)	# Participants (Day 2)	# Participants (Day 3)	# Participants (Day 4)	# Participants (Day 5)	# Participants (Day 6)
		(Essential / Mandatory & Elective Courses)	(Essential / Mandatory & Elective Courses)	# Training Related Days							
Rutgers	June-18	19	28	3	31	507	206	0	0	0	0
Stockton	June-18	29	55	21	76	667	542	52	0	0	0
Total for NJCWTP		48	83	24	107	1174	748	52	0	0	0
YTD Total for NJCWTP		617	934	167	1101	13778	6492	754	0	0	0

FY18 Monthly Training Details - ESSENTIAL / MANDATORY COURSES

ESSENTIAL / MANDATORY COURSES: 41						TRAINING DAYS: 73.0						
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
035 - Mental Illness	Rutgers	25263	6/1/18	6/1/18	Professional Center at DCF	1.0	Romer, James	33	24			24
013 - Using Genograms and Ecomaps	Rutgers	25625	6/1/18	6/1/18	Professional Center at DCF	1.0	Hans, Tracy	29	28			28
015 - Substance Abuse Module 1 of 4: Understanding Substance Abuse and Child Welfare	Rutgers	25658	6/4/18	6/4/18	Professional Center at DCF	1.0	King Lewis, Tamu	40	36			36
016 - Substance Abuse Module 2 of 4: Substance Abuse Disorders, Treatment and Recovery	Rutgers	25658	6/5/18	6/5/18	Professional Center at DCF	1.0	King Lewis, Tamu	40	36			36
265 - Safety Awareness for the Child Welfare Professional	Rutgers	25042	6/5/18	6/6/18	Professional Center at DCF	2.0	Marable, Jr., Ed	28	27	26		53
223 - LGBTQI Cultural Competency	Rutgers	25831	6/5/18	6/6/18	Bergen Central LO	2.0	Celiero, Gabriela	26	23	24		47
017 - Substance Abuse Module 3 of 4: Mental Illness	Rutgers	25658	6/11/18	6/11/18	Professional Center at DCF	1.0	King Lewis, Tamu	40	34			34
018 - Substance Abuse Module 4 of 4: Case Planning	Rutgers	25658	6/12/18	6/12/18	Professional Center at DCF	1.0	King Lewis, Tamu	40	34			34
223 - LGBTQI Cultural Competency	Rutgers	25832	6/14/18	6/15/18	Bergen Central LO	2.0	Rodriguez, Paula	26	24	24		48
223 - LGBTQI Cultural Competency	Rutgers	25855	6/19/18	6/20/18	Bergen Central LO	2.0	Rodriguez, Paula	28	22	22		44
261 - Human Trafficking: Survivor Identification and Engagement	Rutgers	25297	6/19/18	6/20/18	Professional Center at DCF	2.0	Hans, Tracy	35	25	25		50
018 - Substance Abuse Module 4 of 4: Case Planning	Rutgers	25290	6/27/18	6/27/18	Professional Center at DCF	1.0	Shapiro, Alan	37	27			27
223 - LGBTQI Cultural Competency	Rutgers	25892	6/28/18	6/29/18	Morris West LO	2.0	Apel, Jessica	25	19	19		38
041 - Domestic Violence Policy & the DCP&P Case Practice Protocol	Rutgers	25256	6/29/18	6/29/19	Professional Center at DCF	1.0	Lischick, Cynthia	34	29			29
017 - Substance Abuse Module 3 of 4: Mental Illness	Rutgers	25290	6/26/18	6/26/18	Professional Center at DCF	1.0	Shapiro, Alan	37	29			29
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25315	6/4/18	6/5/18	Professional Center at DCF	2.0	Apel, Jessica	37	33	33		66
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	25315	6/11/18	6/12/18	Professional Center at DCF	2.0	Apel, Jessica	37	33	32		65
038 - Concurrent Permanency Planning	Stockton	25244	6/4/18	6/6/18	Professional Center at DCF	3.0	LaCrosse, Don	30	25	25	25	75
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Stockton	25808	6/4/18	6/6/18	Professional Center at DCF	2.0	Einhorn, Lynne	15	10	10		20
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25808	6/11/18	6/13/18	Professional Center at DCF	2.0	Einhorn, Lynne	15	10	10		20
257 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 of 3	Stockton	25662	6/5/18	6/6/18	Professional Center at DCF	2.0	Arrington, Betty	31	29	29		58
257 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 of 3	Stockton	25677	6/5/18	6/6/18	Krammer Hall, Stockton University	2.0	Oldis, David	26	22	21		43
038 - Concurrent Permanency Planning	Stockton	25245	6/5/18	6/7/18	Professional Center at DCF	3.0	Fenton, Janyce	33	28	27	27	82
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Stockton	25322	6/7/18	6/8/18	Professional Center at DCF	2.0	Sartori, Maria	35	26	26		52
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25322	6/14/18	6/15/18	Professional Center at DCF	2.0	Sartori, Maria	35	26	27		53

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258 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 of 3	Stockton	25669	6/12/18	6/13/18	Professional Center at DCF	2.0	Arrington, Betty	31	29	28		57
257 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 1 of 3	Stockton	25672	6/13/18	6/14/18	Professional Center at DCF	2.0	Fenton, Janyce	31	25	25		50
258 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 of 3	Stockton	25678	6/19/18	6/20/18	Professional Center at DCF	2.0	Oldis, David	28	22	22		44
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Stockton	25671	6/19/18	6/20/18	Professional Center at DCF	2.0	Arrington, Betty	34	28	28		56
258 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 2 of 3	Stockton	25674	6/20/18	6/21/18	Professional Center at DCF	2.0	Fenton, Janyce	33	27	27		54
247 - Fathers are important	Stockton	26004	6/25/18	6/25/18	Krammer Hall, Stockton University	1.0	Cochran, Craig	34	20			20
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Stockton	25676	6/27/18	6/28/18	Professional Center at DCF	2.0	Fenton, Janyce	31	24	24		48
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Stockton	25668	6/26/18	6/27/18	Professional Center at DCF	2.0	Arrington, Betty	32	26	26		52
259 - First Responders in Child Welfare: Including Four-Tiers and SDM: Module 3 of 3	Stockton	25679	6/26/18	6/27/18	Krammer Hall, Stockton University	2.0	Oldis, David	26	21	19		40
223 - LGBTQI Cultural Competency	Stockton	25825	6/4/18	6/5/18	Burlington West LO	2.0	Breslau, Leslie	20	14	14		28
223 - LGBTQI Cultural Competency	Stockton	25852	6/5/18	6/6/18	Hunterdon LO	2.0	Stanislaski, Patricia (Pat)	16	15	15		30
099 - Youth Thrive: Adolescent Protective Factors: Module 1 of 2	Stockton	25629	6/11/18	6/11/18	Krammer Hall, Stockton University	1.0	Cochran, Craig	28	22			22
199 - Youth Thrive: Adolescent Protective Factors: Module 2 of 2	Stockton	25629	6/12/18	6/13/18	Krammer Hall, Stockton University	2.0	Cochran, Craig	28	21	21		42
223 - LGBTQI Cultural Competency	Stockton	25826	6/19/18	6/20/18	Burlington East LO	2.0	Breslau, Leslie	23	13	12		25
223 - LGBTQI Cultural Competency	Stockton	25763	6/25/18	6/26/18	Krammer Hall, Stockton University	2.0	Apel, Jessica	24	21	21		42
223 - LGBTQI Cultural Competency	Stockton	25851	6/26/18	6/27/18	Atlantic West LO	2.0	Hiers, Noel	25	20	20		40

FY18 Monthly Training Details - ELECTIVE COURSES

ELECTIVE COURSES: 7			TRAINING DAYS: 10.0									
Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)	Enrolled	Attendance Day 1	Attendance Day 2	Attendance Day 3	TOTAL
156 - Testifying in Court	Rutgers	25715	6/7/18	6/8/18	Professional Center at DCF	2.0	Curcio, Susan, Carlton, Lauren	18	13	13		26
228 - What Every Caseworker Needs to Know About Education and Special Education for Children in the Child Welfare System	Rutgers	25824	6/12/18	6/14/18	Essex South LO	2.0	Dragonetti, Penny	32	25	24		49
153 - Excel Training: Intermediate Level	Rutgers	25827	6/13/18	6/13/18	Professional Center at DCF	1.0	Orsini, Elizabeth	29	23			23
228 - What Every Caseworker Needs to Know About Education and Special Education for Children in the Child Welfare System	Rutgers	25975	6/25/18	6/26/18	Union West LO	2.0	Selecky, Jessica, Canty-Barnes, Esther	34	29	29		58
273 - Everyday Self Defense for Social Workers	Stockton	25458	6/18/18	6/18/18	Cherry Hill	1.0	Nelson, Janet	41	29			29
273 - Everyday Self Defense for Social Workers	Stockton	25459	6/19/18	6/19/18	Cherry Hill	1.0	Nelson, Janet	45	30			30
273 - Everyday Self Defense for Social Workers	Stockton	25460	6/21/18	6/21/18	Cherry Hill	1.0	Nelson, Janet	39	18			18

Half-Year and Year-End Report: Fiscal Year 2018

Rutgers School of Social Work, Institute for Families, NJ Child Welfare Training Partnership

TOTAL TRAINING RELATED DAYS: 24.0

Course Info	Provider	Course ID	Start Date	End Date	Training Location	# Days	Trainer(s)
550 - New Worker Pre-Service Overview of the Work of Deputy Director: Office of Resource Families, Office of Licensing, Adoption Operations, and Interstate Services	Rutgers		6/6/18	6/6/18		1.0	Doman-Wells, Christine
550 - New Worker Pre-Service Overview of the Work of Deputy Director: Office of Resource Families, Office of Licensing, Adoption Operations, and Interstate Services	Rutgers		6/20/18	6/20/18		1.0	Doman-Wells, Christine
015 - Substance Abuse Module 1 of 4: Understanding Substance Abuse and Child Welfare	Rutgers		6/30/18	6/30/18		1.0	Forlenza Wesley, Judeth
031 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 1 and 2	Stockton	25315	6/4/18	6/5/18	Professional Center at DCF	4.0	Maria Sartori, Gabe Spiler
032 - Child Sexual Abuse Training for Child Welfare Professionals: Module 1: Day 3 and 4	Stockton	25315	6/11/18	6/12/18	Professional Center at DCF	4.0	Maria Sartori, Gabe Spiler
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Stockton	25808	6/4/18	6/6/18	Professional Center at DCF	2.0	Tawanda Hubbard
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25808	6/11/18	6/13/18	Professional Center at DCF	2.0	Tawanda Hubbard
033 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 1 & 2	Stockton	25322	6/7/18	6/8/18	Professional Center at DCF	2.0	Tamu King-Lewis
034 - Child Sexual Abuse Training for Child Welfare Professionals: Module 2: Day 3 & 4	Stockton	25322	6/14/18	6/15/18	Professional Center at DCF	2.0	Erin O'Hanlon
223 - LGBTQI Cultural Competency	Stockton	25763	6/25/18	6/26/18	Professional Center at DCF	4.0	Ann McCabe, Erin O'Hanlon
247 - Fathers are important	Stockton	26004	6/25/18	6/25/18	Krammer Hall, Stockton University	1.0	Tony Mack

Appendix E: Trainer Feedback Report

NJCWTP: Post-Training Feedback Report for Trainers

- This feedback report provides the New Jersey Child Welfare Training Partnership with information to improve the quality of learning experiences.
- You will be responding with information about the specific training assignment and the overall course or curricula that you facilitated.
- Please complete this report within 48 hours of your assignment. It is a part of your post-training requirements.
- Please complete this Post-Training Feedback Report for each course assignment.
- Thank you for your commitment to supporting our child welfare workforce.
- You are an important partner in developing their skills and knowledge!

If you have questions regarding this Post-Training Feedback Report, please contact childwelfare@ssw.rutgers.edu.

Based on your suggestions and feedback, this form has been updated as of April 1, 2018, to document your valued experiences with greater efficiency and detail.

Course Number and Title:

Select the date your training course began; For multi-day courses, select the first date of class

Location:

This course was scheduled through

- Rutgers
- Stockton
- OTPD
- Do not Know

Course ID Number (5-digit code available on roster):

Instructor:

PREPARATION & LOGISTICS

	Yes	No
Did you receive course materials at least 7 days prior to the training date?	<input type="radio"/>	<input type="radio"/>
Did you have all the materials needed for the training?	<input type="radio"/>	<input type="radio"/>

Describe in detail any obstacles encountered and include any logistical support that would improve your ability to prepare for this course.

Did you encounter any problems or challenges with the technology/audiovisual equipment needed for training delivery?

Yes

No

Please provide detailed description associated with the technology/audiovisual equipment/challenges.

Was the venue/space conducive to training and learning?

Yes

No

What would have made the venue/space a more effective learning environment?

Are there any additional comments related to preparation and logistics?

DELIVERY AND FACILITATION

Were you able to answer all questions asked during the training?

Yes

No

Please report any questions you were not able to answer during the training that require further follow up.

Was this a co-training?

Yes

No

If this was a co-training, use this space to share information about your co-training experience.

PARTICIPANTS

Were there any participants who stood out as exceptional learners or child welfare professionals (as advocates, leaders, ambassadors)?

Yes

No

Please share the names of any participants who stood out as exceptional learners or child welfare professionals so we can celebrate them. Please provide a description of their participation.

Were there any challenges experienced with your learners during this session?

- Yes
- No

How did you address this? What strategies did you use to resolve the issue? Please be as descriptive as possible.

Generally, how was the course received by your learners? Offer behavioral descriptions please

Do you have any additional suggestions for improving this training experience for your learners?

If you have communicated concerns about curriculum content or materials in a previous training assignment's feedback report, you may skip this section.

Have you already provided feedback on this course topic/curriculum?

- Yes
- No

Do you want to give additional feedback on this course topic/curriculum?

- Yes
- No

COURSE MATERIALS

Do you have recommended changes to the POWERPOINT slides?

- Yes
- No

Refer to the specific POWERPOINT slide/s number and share your recommended changes:

Do you have recommended changes to the INSTRUCTOR GUIDE?

- Yes
- No

Refer to the specific section or page number in the INSTRUCTOR GUIDE and tell us your recommendations for change:

Do you have recommended changes to the PARTICIPANT GUIDE?

- Yes
- No

Refer to the specific section or page number in the PARTICIPANT GUIDE and tell us your recommendations for change:

Do you have recommended changes to the course HANDOUTS?

- Yes
- No
- Not applicable

Please specify the title of the HANDOUT that needs updating and/or tell us about additional material that would enhance learning.

Does the PRE/POSTTEST present any challenges or need any improvements?

- Yes
- No

Give detail on the test question that you recommend be improved. Please offer a specific solution for improvement.

Do you have recommended changes to the VIDEOS used in this course?

- Yes
- No
- Not applicable

Please specify which video title you are referring to and how it can be improved. Additionally, tell us about other videos that would enhance learning.

Are there any other updates or changes to the curriculum that you want to offer?

- Yes
- No

Please specify and give explanation of additional updates needed.

COURSE DESIGN

Do you feel the course reflects applicable and current DCF practice and policies?

Yes

No

Tell us how the course could more accurately or responsibly reflect DCF practices and policies. Be as descriptive as possible.

Do you feel that the course reflects appropriate evidence-based practices?

Yes

No

How can the course be improved to incorporate stronger evidence-based child welfare practices? Offer detail in your response.

Do you feel that the course includes up-to-date data/statistics?

Yes

No

Please provide specific examples of where the course does not include up-to-date data/stats. Please be as descriptive as possible.

Do you feel that the course is an appropriate length?

Yes

No

Which areas of the curriculum would you recommend expanding or condensing?

Do you feel that the course provides workers with tools to use in their everyday work with families?

Yes

No

Please share a solution-based response. Be as descriptive as possible.

Any other information you would like to share about the course design?

Please identify any particular areas of the curriculum content that you or the learners struggled with. What are your recommendations for improving that area (data, activity, exercise, policy, pre/posttest)? Please be as descriptive as possible.

Appendix F: Adoption Certificate Evaluation Results

Pre/Posttest Scores			
Course	Pretest Score %	Posttest Score %	Difference
Psychology of Adoption – 801	30.25 (n=20)	75.00 (n=20)	+44.75
Kinship Adoption – 802	60.26 (n=19)	87.63 (n=19)	+27.37
Adoption of Older Children – 803	62.25 (n=20)	85.26 (n=19)	+23.01
Supporting Attachment in Adoptive Families – 804	64.47 (n=19)	82.75 (n=20)	+18.28
Adoption/Recruitment/Placement Supports – 805	52.33 (n=15)	73.33 (n=15)	+21.00
Preparing Children for Adoption – 806	51.76 (n=17)	85.00 (n=17)	+33.24
Helping Adoptive Families Navigate the Processes of Placement – 808	62.25 (n=20)	90.75 (n=20)	+28.50
Factual Witness Training – 851	63.40 (n=19)	74.64 (n=19)	+11.24
Trauma Informed Response when Working with Adoptive Families – 852	67.14 (n=14)	93.21 (n=14)	+26.07
Creating a Meaningful Life Story – Advanced Lifebook Development – 854	76.09 (n=23)	89.35 (n=23)	+13.26
Conceptualizing Crisis Intervention when Working with Adoptive Families – 855	46.47 (n=17)	86.18 (n=17)	+39.71
Adoption Ethics: Putting Practice to the Challenge – 856	64.50 (n=10)	79.44 (n=9)	+14.94
Cultural Competency LGBTQI (ADOPTION) – 8223	73.57 (n=14)	89.17 (n=12)	+15.60

Participant Satisfaction Scores

Course	N	Trainer engaged participants	Trainer demonstrated expertise	Trainer clear, concise, organized	Trainer able to answer questions	Knowledge and skills provided	Instructional materials were helpful	Instructional activities were helpful	Instructional activities were varied	Children/families will benefit	Training was a useful experience
Psychology of Adoption – 801	20	3.58	3.74	3.60	3.70	3.60	3.60	3.55	3.60	3.50	3.65
Kinship Adoption – 802	19	3.63	3.68	3.63	3.74	3.68	3.58	3.63	3.58	3.58	3.68
Adoption of Older Children – 803	17	3.71	3.71	3.71	3.71	3.65	3.69	3.69	3.69	3.69	3.75
Supporting Attachment in Adoptive Families – 804	18	3.94	3.94	3.94	3.94	3.94	3.94	3.94	3.94	3.94	3.94
Adoption/Recruitment/Placement Supports – 805	15	3.47	3.53	3.53	3.53	3.47	3.47	3.47	3.53	3.53	3.53
Preparing Children for Adoption – 806	16	3.63	3.69	3.63	3.69	3.63	3.63	3.50	3.63	3.63	3.67
Helping Adoptive Families Navigate the Processes of Placement – 808	19	3.84	3.89	3.79	3.84	3.79	3.89	3.84	3.84	3.84	3.89
Factual Witness Training – 851	16	3.50	3.44	3.44	3.56	3.56	3.44	3.56	3.56	3.63	3.56
Trauma Informed Response when Working with Adoptive Families – 852	14	3.86	3.93	3.93	3.93	3.93	3.93	3.79	3.86	3.93	3.93
Creating a Meaningful Life Story – Advanced Lifebook Development – 854	23	3.52	3.70	3.57	3.57	3.57	3.39	3.17	3.39	3.57	3.48
Conceptualizing Crisis Intervention when Working with Adoptive Families – 855	17	3.88	3.88	3.88	3.88	3.88	3.82	3.59	3.76	3.76	3.82
Adoption Ethics: Putting Practice to the Challenge – 856	10	4.00	4.00	3.90	4.00	3.90	3.90	4.00	3.90	3.90	3.90
Cultural Competency LGBTQI – 8223	12	3.58	3.83	3.50	3.75	3.50	3.50	3.67	3.42	3.58	3.64
Overall Scores	216	3.69	3.76	3.69	3.75	3.69	3.67	3.62	3.66	3.69	3.72

Participant Comments

Psychology of Adoption - 801

- Sharing stories helped to make training relatable
- Though the video on the 8 core issues of adoption is old, I thought it was still relevant & useful
- Good topic, I would have like more theory less stats
- The group activities and presentations were informative
- This training was very helpful. We need more like them. The trainer was knowledgeable and engaging
- Test is VERY confusing – 2 supposedly correct answers are wrong, others are not clearly taught in order to answer. Also, nothing in the training speaks of how worker's role and influence regarding all of this
- CW should receiving trainings on how to read urine screenings and what drugs are involved, and knowledge of those drugs. We should be aware of current drugs being used in the environments we work and the effects associated with them

Kinship Adoption - 802

- The trainer was great!
- Loved the video
- Trainer was excellent
- This training was an absolute must to take as an adoption workers. The instructor was clear and very helpful in explaining the content and the different between adoption and kinship. The best part of the training was the clinical part of the class, I also thought it was great how instructor incorporate the
- The instructor began class by mentioning how kinship families deny counseling for the children who are in their care because they're family. However I think we can learn about the effects of adoption in long term when the younger children begin to ask questions about their parents and what led to adoption
- Training about drug use, the effects of different drugs, and how to read repots
- believe it not, I did like how the training was upbeat and verbally presented well
- Excellent trainer. The presenter had great examples, kept you engaged and very kind
- Great training. All items on test were not discussed
- Great training. The trainer was very knowledgeable and affable. I'm happy to know that I use a lot of the remedies mentioned
- training was knowledgeable and engaging
- The trainer was great
- confusing in regards to language/syntax especially since the test was using different words than the hangout "challenge" "issues" kinship- not relative KLG to adopt multiple correct answers- what was presented was not always the only way or best way

Adoption of Older Children - 803

- Best trainers in Last three classes – DCPD background is important while teaching these classes
- Loved the game
- Informative, wonderful trainers
- Great activities
- Great info! Great presentation!
- Both trainers were very nice and knowledgeable. Could have benefitted from going over test questions, some things weren't directly covered

- Loved all the interactive activities, kept things interesting
- LGBTQI youth
- I think training in regards to have sufficient conversations with a youth especially revolving (illegible) history, placement, circumstances drugs and sex
- Resources were great
- Consent package check list needs to be updated and taught

Supporting Attachment in Adoptive Families - 804

- This training was helpful and informative
- Entire packet is very informative. Useful tips (will take handout on mvr's)
- The trainer is an excellent trainer and is very engaging with the students
- Very informational and will be used in the field. Very helpful
- Great trainer; well prepared; insightful and helpful information
- Very informative and useful
- Very engaging and very informative
- Great! Really important for all workers not just adoption works with foster parents and ways to work with them
- Lots of great info
- The trainer was great. Great trainer
- Great trainer/funny, informative, comfortable setting. Learned a lot today
- Trainer was excellent and informative
- Training was great, lots of material. but very helpful
- The video in the beginning added so much to this training! very informative
- Activities and discussions were helpful to better understand ways to be supportive to our resource parents and children
- More adoption training opportunities would be appreciated
- More attachment classes

Adoption Recruitment/Placement Supports - 805

- Enjoyed success stories
- Recruiter panel & videos
- Knowledgeable trainers
- They were great!
- Very informative - exercises were appropriate and helpful
- Consent package prep and case closing

Preparing Children for Adoption - 806

- I enjoyed this training. There was a good balance w/ activities and other materials
- Only problem-PowerPoint-use black
- It would be beneficial to incorporate ideas that the child(ren) may reunify, into the trainings
- Excellent training
- The line between therapy & what a worker does was crossed and not discussed. After doing exercise on page 7 you should go over the answer
- The trainer was good
- The trainer is an excellent trainer

- The trainer is an excellent trainer. Very engaging and knowledgeable
- Very good and informative training
- Destressing techniques for workers
- Drug awareness - levels - etc.

Helping Adoptive Families Navigate the Processes of Placement - 808

- It was excellent. The brain breaks were a great idea. I learned a lot that I can apply to my everyday work as an adoption worker
- Love trainings by this trainer!
- The Drive to New Brunswick was brutal! 2.5 hours each way
- The trainer's experience and knowledge on the subject matter made the class more interesting. Due to distance, trainings should start at 9:30 to allow participants to get through traffic
- Love brain breaks
- The trainer is wonderful! So knowledgeable
- The video regarding vulnerability it was very moving and related to the children we work with every day. brain breaks are very helpful
- Very helpful, especially alternative tips to parenting and videos
- Trainer was knowledgeable on the material discussed and presented great examples in order to make the info relatable
- Very informative
- The activities were very helpful. brain breaks were fun
- Great training. videos helped w/ the trainings
- Brain breaks were an interesting way to refocus/redirect attention. the list of alternatives was helpful to share with families
- Good training. others should take it
- This training was excellent, but the room was too cold than too hot and there was a vent making a squeaking sound all day
- This trainer always has a wealth of knowledge in relation to working with the divisions children
- A training to better equip workers with ideas for resource parents to help them manage the children's behaviors
- I think that it would be beneficial to give a similar training directly to resource parents
- Having a lecture from this trainer would be beneficial to all workers and even resource parents
- Facilitating the separate foster/adoptive families
- Lifebook work
- How to stabilize adoptions nearing disruption
- How to maintain healthy connections between birth and adoptive families

Factual Witness Training - 851

- Very helpful but should be provided to every adoption worker. It would be much easier to testify about one's own cases
- Mock trial was helpful
- Good information provide
- Great training would have been more beneficial to me years ago. This was a review for me but trainers were great. Kept me focused

- Training was great. Thank you!
- The trainers were very knowledgeable
- A copy of the report submitted to the court as sample
- Difficulty learning in court practice. Otherwise a great training
- Adoption worker testifying in TPR trials
- Developmental disabilities

Trauma Informed Response when Working with Adoptive Families - 852

- Extremely beneficial information. Should be offered to all staff, not just adoption. Skills are very useful both within home and out of home children & families
- Excellent trainer
- This training was very enlightened & informational. This information really should be provided to all staff and all resource parents. It is imperative for all those in child welfare to learn about trauma focused practice to serve our traumatized children. The trainer was very thorough and knowledgeable. Great training!
- Great & informative tool to utilize with resource parents & children
- This lecturer is great. Enthusiastic and knowledgeable
- Great
- The trainer is great! This training should be required for all staff & parents - birth and resource
- The trainer is a great trainer w/ tons of experience. This trainer provides useful information & techniques to utilize to work w families
- Really excellent! One of the best ever. Thank you
- Specifically a training for working with youth in the middle (crises) of a breakdown
- Substance abuse & mental illness
- More training regarding trauma focused practice
- Other adoption trainings to assist kids in care

Creating a Meaningful Life Story – Advanced Lifebook Development - 854

- Very useful, would love for Lifebook materials to be provided
- Very informative this should be opened to all workers and resource parents
- I think it would be easier to focus and retain information if the training wasn't on a Friday. Otherwise, I thought this was a helpful training
- Very repetitive course. No new info
- Would be great for potential and existing resource parents
- The trainers firsthand knowledge of DCPD was helpful
- Resources were great
- Very helpful! necessary for our line of work
- Overall this training is very important for all DCPD staff. it should be provided for all staff
- Trainer was prepared and obviously skilled in this area. well done
- Excellent presentation!
- More ideas and instruction on Lifebook work
- Mental health
- Trauma focus
- Discuss the challenges and strategies for them

Conceptualizing Crisis Intervention when working with Adoptive Families - 855

- Challenging information but positively thought provoking
- The trainer is a great trainer
- May be a few more examples to relate the topics would be helpful to relate
- Excellent informative training. Do we have any contracted providers who will use the pace system of treatment for our clients.
- Enjoyed the trainers presentation
- Great presentation
- The information regarding the PACE model was informational. I would have liked for it to be discussed more in-depth
- The trainer is wonderful
- Enjoyed the PACE video
- This should be given to all workers -especially intake as someone with adoption skills should be able to talk to the family
- Good info - wish there were more providers as experienced as you
- The trainer was great! the facility needs more parking
- Excellent trainer
- Can't think of anything off hand

Adoption Ethics: Putting Practice to the Challenge - 856

- Regarding video - I think some context is needed so that DCPD staff do not get hung up on "open" adoption concept. Activity of listing policy, law, & ethics -> I would do as a table rather than individual. Great training
- Separate the exercise sheets - it is hard to flip back to the other guides, examples
- Loved the various activities, group work, and video. Kept my attention, was engaging. Workers might need more clear instructions regarding scripted role play activity. Pre/Posttests could maybe focus more on workers skills needed vs. remembering specific codes/standards. Great training!
- This will be a great addition to trainings
- This won't be an easy class but hopefully participants will gain the skill set they need to have better outcomes when having to make difficult decisions
- 1) Thank you for [illegible] and I like the way the training was presented. 2) Would like to see an extra video to compare two different scenarios
- Enjoyed this training
- This is a much needed area of training content

Cultural Competency LGBTQI (ADOPTION) - 8223

- Training was very good. Usually hate trainings because they are boring and repetitive in nature. This could be longer
- The trainer is great and is very engaging!
- More relevant to our work
- Great training!! A lot of information
- There is a lot of information to cover in two days. May consider a series or certification program
- I very much enjoyed this training & looked forward to returning for the 2nd day. I believe the trainer was a great trainer who provided information in a way that made me want to know more & listen attentively. I do believe

this training should be extended as there is more to be shared and information was packed into very full days,
Enjoyed the video clips

- Excellent material, trainer was very engaging
- The trainer is GREAT as is the training - thank you!
- Need a 3rd - a lot of information but didn't really talk enough about applying these skills. Instructor was very knowledgeable and had so much more information they could have given us
- Little bit more adoption work tied into overall theme

The Institute for Families, Rutgers University School of Social Work

Our mission is to support and strengthen families and communities by increasing the capacity of human service professionals and organizations. We support and strengthen child welfare and other human service professionals and organizations to meet best practice standards and effectively and creatively respond to the ever-changing needs of vulnerable children, youth, families, and communities. We develop and disseminate knowledge and information throughout New Jersey and beyond, leading to a greater understanding of a range of social issues and implementation of capacity-building strategies and systems improvements to better address them.

The New Jersey Child Welfare Training Partnership

The Partnership is a collaboration between the New Jersey Department of Children and Families' Office of Training and Professional Development, Rutgers University, and Stockton University. The Partnership is committed to advancing the knowledge and skills of the professionals who support the safety, well-being, and success of children and families. For more information, contact us at childwelfare@ssw.rutgers.edu.

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