

DEPARTMENT OF SOCIAL SERVICES

CHILDREN'S DIVISION

P. O. BOX 88

JEFFERSON CITY, MISSOURI

July 9, 2013

What's Inside:Training
Requirement for
New Staff

M E M O R A N D U M

TO: REGIONAL EXECUTIVE STAFF, CIRCUIT MANAGERS, AND CHILDREN'S DIVISION STAFF

FROM: CANDACE A. SHIVELY, DIRECTOR

SUBJECT: *DISPARITY AND DISPROPORTIONALITY IN CHILD WELFARE*
TRAINING REQUIREMENT FOR NEW FRONTLINE STAFF

DISCUSSION:

The purpose of this memorandum is to introduce a new training requirement for all frontline staff entitled *Disparity and Disproportionality in Child Welfare*. This training requirement is a result of a recommendation made by the Workgroup for Racial Equity.

The workgroup, comprised of representatives from each region of the state, developed a statewide strategic plan to address equity in child welfare practice and service provision. The strategic plan includes the implementation of a statewide training curriculum to address disparity and disproportionality in the child welfare system. As recommended by the workgroup, this training course is now required for all new frontline staff within their first year of employment following completion of Child Welfare Practice Training (CWPT). This training is also required for any Children's Division frontline staff who did not complete *Racial Awareness* training during the 2011-2012 Workgroup for Racial Equity statewide initiative.

This six-hour course is offered on a regular basis in each training region of the state and is posted on the Employee Learning Center (ELC). Contracted staff may enroll by contacting Carolyn Baker at 573-751-2427 or Carolyn.Baker@dss.mo.gov.

NECESSARY ACTION

1. Review this memorandum with all Children's Division staff.
2. All questions should be cleared through normal supervisory channels and directed to:

PDS CONTACT Lori Masek 573-751-4344 Lori.Masek@dss.mo.gov	PROGRAM MANAGER Christy Collins, MS 573-751-9603 Christy.Collins@dss.mo.gov
CHILD WELFARE MANUAL REVISIONS N/A	
FORMS AND INSTRUCTIONS N/A	
REFERENCE DOCUMENTS AND RESOURCES N/A	
RELATED STATUTE N/A	
ADMINISTRATIVE RULE N/A	
COUNCIL ON ACCREDITATION (COA) STANDARDS N/A	
CHILD AND FAMILY SERVICES REVIEW (CFSR) N/A	
PROTECTIVE FACTORS - N/A Parental Resilience Social Connections Knowledge of Parenting and Child Development Concrete Support in Times of Need Social and Emotional Competence of Children	
FACES REQUIREMENTS N/A	