

THE
ACADEMY

FOR PROFESSIONAL EXCELLENCE

SAN DIEGO STATE UNIVERSITY SCHOOL OF SOCIAL WORK

PUBLIC CHILD WELFARE TRAINING ACADEMY (PCWTA)

CULTURAL RESPONSIVENESS ACADEMY (CRA)



INSPIRING INNOVATIVE SOLUTIONS
IN HEALTH AND HUMAN SERVICES

INTRODUCTION

- The purpose of the Cultural Responsiveness Academy (CRA) is to provide integrated training on cultural responsiveness for the purpose of improving cultural awareness of staff providing services to families involved with Child Welfare Services
- Goal is reducing the negative impact of bias in decision-making which can lead to disproportionality and disparate services.
- Current series focuses on the African American population

PROGRAM DESIGN

- Curriculum Development
- Training
- Coaching
- Practice
- Evaluation

CURRICULUM DEVELOPMENT

- Curriculum workgroup made up of members from CAPCC/ F & E Committee, and CWS staff
- Curriculum developed by Trainers working in teams of 2-3 people
- Initial draft of curriculum is reviewed by Program Coordinator and workgroup, and changes are forwarded to Trainers to complete the final draft

TOPICS

- Introduction to the CRA
- African American Experience and Worldview
- Impact of Trauma on African American Families
- Identifying and Managing Bias
- Engaging African American Families
- Succession Planning and Coaching
- Cross Cultural Supervision
- Customer Care

TRAINING

- There are 3 training tracks targeting all levels of the workforce in order to encourage change throughout the organization
 - Protective Services Program Manager/Policy Analyst
 - Protective Services Supervisor/Senior Protective Services Worker/Protective Services Worker
 - Support Staff (Office Admin and Social Worker 1-3)
- PCWTA Trainers

COACHING

- Coaching will be provided to the participants to support the transfer of learning and development of skills.
- Support and guidance in completion of the practicum project

PRACTICE

- Practicum project provides an opportunity for the participants to apply their skills and knowledge learned in the classroom

EVALUATION

- Asses knowledge increase in the trainee and transfer of learning from the classroom to practice.
- Pre-assessment Survey

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THANK YOU

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