The Texas Alliance of Child and Family Services
Training & Curriculum Development Specialist

BACKGROUND: The Texas Alliance of Child and Family Services (TACFS) seeks a full-time Training and Curriculum Development Specialist. TACFS is Texas' leading network of mission-driven organizations that have embraced the call to serve vulnerable children, youth, and families in their communities. TACFS members across Texas work to prevent and address child trauma through services including prevention and early intervention, family preservation, residential/foster care services, adoption, post-adoption, youth and young adult transition services, mental health, education, substance misuse, and other programs designed to promote safety and reduce risk for children, youth, and families. Our mission is to strengthen and continuously improve the services, practices, and care for at-risk children, youth, and families. We achieve this mission through research and education, collaboration, and advocacy. TACFS is committed to growing an organization rooted in equity and inclusivity, where we readily acknowledge, accept, embrace, and celebrate the collective sum of the differences each of us brings to the environment.

The Texas Center for Child & Family Studies is a 501(c)(3) (The Center) and a supporting organization of TACFS. The Center strives to support and initiate the development of high-quality child welfare services to ensure the best possible care for all Texas children. The mission is to provide education, research, and training to strengthen the capacity of organizations and systems of care to deliver high quality support services to children and families in Texas. Please visit our website for more information: tacfs.org

The TACFS team is mission-driven, highly motivated, energetic, and supportive of new and different ways of meeting the needs of the organization and our vast and diverse network of member organizations. The organization was established 1976 and we are continuously evolving in response to the dynamic nature of the work we do. Our overall strategic aim is to support our members so they can do what they do best - care for children and families. And we strive to support the overall child, youth and family serving system, including national and state partners. TACFS strives to commit to initiatives that aim to promote the growth and sustainability of organizations led by Black, Indigenous, and people of color, striving to equitably support our member organizations and community partners regardless of size or composition of leadership.

This position will join the growing TACFS Learning Team in developing and delivering a wide variety of professional trainings and learning collaboratives in various formats (virtual, in-person, e-learning) to child welfare professionals serving children, youth, and families across the continuum of child wellbeing to support the success and stability of the child welfare system in Texas. Specifically, this position will lead our work with Texas Single Source

Continuum Contractors (SSCCs) in the development and delivery of child welfare supervisor training to support child welfare professional certification. The SSCCs have developed a joint plan titled Building Capacity for Children in Out-of-Home Care to address the lack of capacity for children in out-of-home care in the Texas child welfare system. This joint plan includes each of the four current SSCCs: 2INgage, Belong, Our Community Our Kids, and St. Francis. One component of the plan, "Define the Importance of a Stable Workforce in Capacity Building" underscores that "a stable permanency workforce supports effective use of capacity by moving children quickly to permanency, advocating for less restrictive care settings, and promoting continuity of care." The correlation between a stable workforce and effective use of capacity is a critical part of capacity building. The goal is to develop supervisors' knowledge and skills in the core competency domains of Leadership, Communication Skills, Performance Management, and Child Welfare Foundation, contributing to the stability of workforce to positively impact capacity.

This project includes the credentialing of supervisors in coordination with the National Certification Board for Child Welfare Professionals (NCBCWP). The NCBCWP has created a Certified Child Welfare Supervisor (CCWS) credential. A nationally validated credential, the CCWS defines the scope of service of a child welfare supervisor, regardless of employer, geography, or discipline. Texas is one of several states leading the national movement, (supported in part by the US Department of Health and Human Services Children's Bureau) to professionalize the child welfare workforce through credentialing. Individuals holding the CCWS credential will have demonstrated their knowledge and skill in providing child welfare services in a manner that strives to meet federal, state, and local child safety, permanency, and well-being goals. The Center is partnering with the SSCCs to launch the certification of supervisors in Texas by acting as a hub, overall project manager, curriculum developer, and training facilitator for the Texas certification process.

REPORTING: The Training and Curriculum Development Specialist will report to the Vice President of Learning and will work collaboratively with other TACFS staff, SSCC staff, NCBWCP staff, the TACFS Board and membership, and with other stakeholders including community providers, and state and national partners.

KEY RESPONSIBILITIES: The Training and Curriculum Development Specialist will have the exciting opportunity to develop and deliver a wide variety of professional trainings to child welfare professionals and caregivers serving children, youth, and families across the continuum of child wellbeing. This position will support the overall aim of TACFS and The Center to assure that child welfare professionals have demonstrated and can provide child welfare services in a competent, ethical, reflective, and professional manner. The Specialist will specifically lead the development and delivery of a competency-based, Texas-specific, 40-hour virtual child welfare supervisor. The Specialist will utilize existing feedback from the Texas Supervisor Curriculum Review Workgroup to update and adapt for a virtual audience the *Supervising for Excellence* curriculum developed by Florida's Center for Child Welfare (2009). The Specialist will co-facilitate with a second Center trainer several rounds of the supervisor training for SSCC permanency supervisors in the fall of 2022 and ongoing. The Specialist will regularly collaborate

with other members of the TACFS Learning Team to develop and deliver a wide variety of innovative trainings to the child welfare workforce across Texas.

Roles and responsibilities include, but are not limited to:
- Working with the VP of Learning , SSCC staff, the Texas Curriculum Review Workgroup, and NCBCWP to develop a competency-based, Texas-specific 40-hour supervisor training
- Developing curriculum to fully meet competency-based learning requirements and to contextualize the content for Texas child welfare supervisors
- Reviewing, revising, and updating materials including PowerPoint slides, Trainer's Guide, Participant Guide, and handouts associated with the curriculum
- Delivering developed training based on needs of SSCCs
- Coordinating and maintaining logistical oversight of the supervisor training including ongoing curriculum revisions, scheduling, preparation, evaluation, and follow-up
- Maintaining data and tracking associated with training delivery
- Interact with the NCWPCB and SSCC credentialing leads to provide information associated with required training for participants
- Provide training, subject matter expertise, technical support, and coordination with the SSCC's credentialing leads and relevant workgroups
- Developing and delivering a train-the -trainer curriculum as requested by SSCCs
- Supporting communication efforts to build momentum and promote certification across the Texas child welfare workforce and with relevant stakeholders
- Actively working with university partners and other training entities to ensure child welfare trainings align with the core competencies and measurement instruments required for certification
- Seeking and creating opportunities to meaningfully work alongside others who have different aspects of diversity, sharing power to impact change
- Incorporating the voices of leaders of color and persons with lived experience in child welfare in training design and delivery
- Supporting the annual Texas Child Care Administrator's Conference including planning, program design, and logistics
- Working with the TACFS team to identify, develop, and facilitate new learning and training opportunities based on emerging child welfare trends, TACFS member needs, and changing state and federal policies and requirements
- Co-facilitating trainings with other Learning Team staff as needed
- Identifying outside trainers and experts to incorporate into the TACFS training portfolio and to further our collaboration with other system partners
- Supporting the ongoing development of the Center's Online Learning Center
- Participating in TACFS team meetings, key project staffings, monthly member calls, and other relevant internal and external convenings
- Other duties as assigned that support TACFS priorities and goals, member priorities, and overall advocacy efforts

Required Qualifications
- A commitment to supporting the mission of TACFS and to support our members and the greater child and youth serving community through capacity building
- Demonstrated experience in related area of child welfare case management and supervision
- Demonstrated success training professionals (virtual and in-person) in the child welfare field
- Strong communication and interpersonal skills, including training/curriculum development and experience with public speaking
- Interest in developing culturally competent and culturally responsive information and services
- Demonstrated understanding of best practices in child welfare
- Ability to successfully work independently and be a team player who enjoys working collaboratively with TACFS staff, member agency staff, and other partners
- A strong desire to support and educate adult learners
- Demonstrated commitment to equity and inclusivity
- Demonstrated ability to lead projects with various external parties
- Detail-oriented with strong project management skills and demonstrated ability to coordinate work and projects with various external parties
- Highly organized, self-motivated, creative, and commitment to integrity

Preferred Qualifications
- Demonstrates a working knowledge of the Community-Based Care (CBC) model
- Experience with online learning systems
- Enjoys developing strong working relationships with various internal and external groups, and values group participation
- Four-year degree in social work, public health, public policy, education, or a related field is preferred. Experience and skills commensurate with degree may be considered
- Goal oriented and a "quick study" who readily adapts as needed
- Experience working with children and families across the continuum of wellbeing

This is a full-time position, with a flexible, accommodating work environment. Some travel may be required. TACFS values our employees and aims to provide compensation and benefits commensurate with experience. TACFS is an equal opportunity employer. TACFS does not discriminate based on race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status, or any other basis covered by appropriate law. All employment is decided based on qualifications, merit, and business need. Please e-mail resume and cover letter to Tiffany Greco, VP of Learning, at tgreco@tacfs.org