



## Colorado Differential Response System Expansion Plan

Projected Completion Date	Resources, Contact Person, Trainer/ Coach, Person Responsible	Description & Intended Audience	Social Work Practices Addressed	Actual Completion Date(s)
<b>STAGE 1</b> <b>Introduction &amp; Planning</b>				
<b>Counties will receive training that provides an introduction of Differential Response and submit County Implementation Plan</b>				
a) DR Kick Off Training	February	CDHS Intake Administrator, CDHS Referral and Assessment Specialists	<p><b>Description:</b> DR Kick Off is a four day training including a Coaching Day, Leadership Day and three days of an overview of Colorado’s DR Model</p> <p><b>Intended Audience:</b> Administrators, Supervisors and Caseworkers</p>	All Social Work Practices addressed
b) Implementation Planning	March	CDHS Referral and Assessment Specialist	<p><b>Description:</b> Implementation Planning is meant to facilitate critical thinking and planning for how to best implement the DR Organizational Processes and Practice Skills.</p> <p><b>Intended Audience:</b> New Round County DR Implementation Teams</p>	All Social Work Practices addressed

STAGE 2 Training & Capacity Building	Counties will begin to educate and train their staff, as well as consider and plan for how to build internal capacity for DR when they have fully implemented and "Go Live".				
a) Taking New Steps Training	April – December	County Staff, CDHS Intake Administrator, CDHS Referral and Assessment Specialists	<p><b>Description:</b> The Taking New Steps Training is a three-hour to one day training intended to serve as an orientation to Colorado’s DR Model. It can be trained by County staff who attended the Kick Off, or by CDHS-CW staff upon request. This training will include Rule changes and CO-specific efforts</p> <p><b>Intended Audience:</b> County Staff, External/Community Stakeholders</p>	All Social Work Practices addressed	
b) RED Team & Enhanced Screening Training	Available through June, 2014	CDHS Referral and Assessment Specialists, Kempe	<p><b>Description:</b> The RED Team and Enhanced Screening Training is a two day training that converts Enhanced Screening and RED Team.</p> <p><b>Intended Audience:</b> Screeners, Supervisors, Caseworkers (early adopters)</p>	A rigorous and balanced assessment, The Consultation and Information Sharing Framework, Participation of Extended Networks	
<p>The current RED Team and Enhanced Screening statewide training will end in June 2014. Beginning in July 2014 an overview of RED Teams and Enhanced Screening will be included in the Training Academy in both the New Worker and New Supervisor training. The comprehensive Enhanced Screening training will become part of the Hotline Staff Certification training. CDHS Referral and Assessment Specialists will provide onsite technical assistance, support, and coaching to counties based on request and when monitoring of data reflects any concern.</p>					

c) Facilitation Training	April - December	(Sonja Parker Annually) CDHS Referral and Assessment Specialists, Train the Trainer County Staff, Kempe	<b>Description:</b> The Facilitation Training is a two day training including Facilitation training related to Family Meetings, Group Supervision and RED Team <b>Intended Audience:</b> Family Meeting Facilitators, Supervisors, Lead Workers	A rigorous and balanced assessment, The Consultation and Information Sharing Framework, Participation of Extended Networks, Strategies for including children, Risk and Goal Statements, Behaviorally based safety and support plans	
Additional facilitation training is provided throughout the state as part of the IV-E Waiver and Facilitated Family Engagement Meeting efforts. CDHS will provide counties with updates about the availability of the training. These trainings are provided by a variety of sources to include CDHS, county, and contracted staff.					
d) Supervisor Group Supervision Training	July - December	CDHS Referral and Assessment Specialists, Train the Trainer County Staff, Kempe	<b>Description:</b> This Group Supervision Training is a one day training to provide supervisors with the fundamentals and facilitation of Group Supervision. <b>Intended Audience:</b> Supervisors	All Social Work Practices addressed	
e) Group Supervision 201	July - December	CDHS Referral and Assessment Specialists, Train the Trainer County Staff, Kempe	<b>Description:</b> The Group Supervision, Framework, Risk and Goal Statements, Rigorous and Balanced Assessment Training is a more in depth (follow up from the new worker training) two day training to provide caseworkers with additional skills to participate in the stated processes <b>Intended Audience:</b> Caseworkers	All Social Work Practices addressed	
Both the d & e training curriculum will be developed in partnership with Kempe and provided through the training academy.					

d) Trails	March - December	CDHS Assessment and Referral Specialists, CDHS Trails Team	<p><b>Description:</b> The Trails Webinar is a three-hour training including an introduction to FAR Case Management in Trails. It is currently provided in a classroom or onsite setting. An web based training is being developed for county staff to complete as needed.</p> <p><b>Intended Audience:</b> Caseworkers, Supervisors</p>	N/A	
e) Practice Skills and Implementation Training	March - December	CDHS Assessment and Referral Specialists, Train the Trainer County Staff	<p><b>Description:</b> Practice Skills Training is intended to be a differentiated "stand and deliver" or coaching approach to technical assistance. Counties will consult with CDHS Staff to determine the most effective and meaningful use of these two days prior to scheduling.</p> <p><b>Intended Audience:</b> Caseworkers, Supervisors, Administration, County Implementation Teams, External Stakeholders</p>	All Social Work Practices addressed	

STAGE 3 Reflection & Assessment	Counties will implement the DR Organizational Processes and Practice Skills, consistently working toward best practice and model fidelity, with the support of multiple coaching sources.				
a) RED Team Coaching	March - December	CDHS Assessment and Referral Specialists, Train the Trainer County Staff	<p><b>Description:</b> Following the RED Team and Enhanced Screening Training, Counties will be visited, observed and provided coaching on RED Team Implementation.</p> <p><b>Intended Audience:</b> Caseworkers, Supervisors, County Practice Leaders/Coaches, Administration</p>	A rigorous and balanced assessment, The Consultation and Information Sharing Framework, Participation of Extended Networks	
b) Enhanced Screening Coaching	March – December	CDHS Assessment and Referral Specialists, Train the Trainer County Staff	<p><b>Description:</b> Following the Hotline Certification Training, Counties will be visited, observed and provided coaching on Enhanced Screening Implementation.</p> <p><b>Intended Audience:</b> Caseworkers, Supervisors, County Practice Leaders/Coaches, Administration</p>	A rigorous and balanced assessment, The Consultation and Information Sharing Framework, Participation of Extended Networks	
c) General Practice Coaching	March - December	CDHS Assessment and Referral Specialists, Train the Trainer County Staff	<p><b>Description:</b> Counties will be visited, observed and provided coaching on both their DR Organizational Processes and Practice Skills Implementation.</p> <p><b>Intended Audience:</b> Caseworkers, Supervisors, County Practice Leaders/Coaches, Administration</p>	All Social Work Practices addressed	
d) Family Centered Social Work Training	March - December	County Staff	<p><b>Description:</b> Counties must secure and provide training to all staff related to Social Work Skills and the six Practice Skills of Differential Response.</p> <p><b>Intended Audience:</b> County Staff, External Stakeholders</p>	All Social Work Practices need to be addressed	

<p>e) County Readiness Assessment Process</p>	<p>March - December</p>	<p>CDHS Intake Administrator, CDHS Assessment and Referral Specialists, Train the Trainer County Staff, County Staff</p>	<p><b>Description:</b> When Counties have fully implemented the DR Organizational Processes (with the exception of the dual track), they will inform CDHS. A Readiness Assessment Team will then observe the county's work to ensure model fidelity and preparedness. Additionally, the county will complete a self-assessment and then meet with the team to determine DR readiness.</p> <p><b>Intended Audience:</b> Counties, DR Readiness Assessment Team</p>	
<p><b>STAGE 4 "Go Live"</b></p>	<p><b>Counties will be evaluated for model fidelity and when approved, begin using dual tracks, as well as celebrate all of their hard work!</b></p>			

ADDITIONAL SUPPORTS	Counties will have access to additional training, support, coaching and mentoring throughout the year to supplement the above effort.			
Differential Response 1 Day Training	Quarterly	CDHS Assessment and Referral Specialists	This monthly training is available to counties. ½ day, general overview for any county staff. ½ day, Trails, page by page, over the shoulder training, for Intake Staff and Supervisors	
Differential Response Leadership Council	Monthly	County Department Leadership, CDHS Intake Administrator, CDHS Assessment and Referral Specialists, Rob Sawyer	This monthly meeting provides a forum to County DR Leadership to discuss practice concerns, fidelity issues, challenges and successes while implementing the DR process. CDHS also utilizes this meeting to communicate and consult with the counties about Volume VII, data, practice, etc.	
Differential Response Consolidated Workgroup	Monthly	County Department Staff, CDHS Intake Administrator, CDHS Assessment and Referral Specialists	This monthly meeting provides a forum for County DR Staff to discuss practice concerns, fidelity issues, challenges and successes while implementing the DR process. CDHS also utilizes this meeting to communicate and consult with the counties about Volume VII, data, practice, etc.	
Readiness Technical Assistance	Ongoing	Rob Sawyer	Rob Sawyer, a national expert in DR, is available for onsite technical assistance regarding county readiness to implement DR. Mr. Sawyer also attends the DRLC monthly.	
Partnering for Safety and Family Engagement	April	Sonja Parker	Sonja Parker, an international expert, will provide a training on "Partnering for Safety," a collaborative, safety-focused and family-centered approach to child protection assessment and planning.	April 2014
Framework, RED Team, Group Supervision, Family Engagement	June	Sue Lohrbach	Sue Lohrbach, a national expert in DR, will provide counties with training on using the Framework for RED Teams and Group Supervision, and core concepts of family engagement.	June 2014