

Executive Summary

Course Title: *Taking a Look Inside Your New Toolbox: An Orientation to Structured Decision Making for County Implementation Teams (AKA Implementing SDM)*

Outline of Training:

This half-day course is designed to give county implementation team members an initial orientation to the Structured Decision Making (SDM) model as developed by the Children's Research Center. The course uses a combination of lecture, demonstration and discussion to provide participants with the following:

- *A basic understanding of the SDM model and its goal of reducing child maltreatment.*
- *An overview of the various SDM tools used at key decision points in the life of a child welfare referral/case.*
- *An introduction to the SDM implementation pyramid, the “road map” for the stages of SDM implementation in the county.*
- *The rationale for SDM implementation, and the benefits of the SDM model to child welfare staff at every level of the county child welfare system.*

The format of the course will be primarily lecture and demonstration, utilizing a PowerPoint presentation and the SDM application training website. The SDM tools will be demonstrated in part using a case vignette. Participants will also receive an advance copy of the curriculum for the full SDM training, which will be delivered at a later date. Given the target audience for this training, there will also be a generous allotment of time for questions and discussion.

Target Audience: *The target audience for this training is members of the county's SDM implementation team. This group ideally contains team members from all levels of the county's child welfare system, including child welfare workers, child welfare supervisors, and child welfare managers.*

Outcome Objectives for Participants:

As a result of this training, participants will be able to:

- *Identify the purpose of the SDM model and articulate the rationale for SDM implementation in the county.*
- *List at least three of the SDM decision making tools, and the decision-making point at which each of the three tools would be used.*
- *State at least one benefit of the SDM tool for each of these members of the agency's child welfare team: (a) child welfare worker, (b) child welfare supervisor and (c) child welfare manager.*
- *Identify the stages of the SDM implementation pyramid and list three ways that implementation team members can contribute to a successful implementation of SDM in the county.*

Ways that Supervisors can support the Transfer of Learning from the classroom to the job...

BEFORE the training

Supervisors can remind participants of their key role in the county's implementation of SDM. Supervisors can ask participants to make notes during the training, paying particular attention to information that may be of interest to their unit. Supervisors can discuss the learning objectives with the participants and identify one objective they would like to discuss in depth after the training.

AFTER the training

Supervisors can meet with participants after the training to discuss what information the participants would like to share with the supervisor and their unit. Supervisors can ask participants for their advice as to how the supervisor can support the successful implementation of SDM. Supervisors can work with participants to develop a brief unit meeting presentation on the SDM model and how it may benefit the unit.