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National Indian Child Welfare  
Association

Children's Bureau/ACF/DHHS

## Dear Friends and Colleagues:

Welcome to the Evaluation Team, based at the University of Denver's Butler Institute for Families.

### What our team does

The NCWWI evaluation is structured to monitor program implementation across all components and the five Comprehensive Workforce Projects, gauge effectiveness and harvest new knowledge for policy and practice. The process evaluation focuses on **how** the programs are developed and implemented, while the outcome evaluation for each program area includes rigorous study of individual and system changes that result from the work of the NCWWI. The outcome evaluation includes testing a model of transfer of learning in the field that explores contextual factors that influence how people apply learning from formal professional development and instruction to their jobs. The evaluation design for these program areas include a pre-post-follow-up design that allows for a longitudinal exploration of knowledge and skill acquisition, application of learning to the job, and changes in job performance and resulting systems change.

### How our work benefits and strengthens the field

Thus far, the evaluation has provided project teams and our Children's Bureau partners with timely, valuable feedback that has helped guide the formative development of curriculum and instructional approaches. We have created continual feedback loops to help teams make data-driven decisions that meet the needs of participants and stakeholders. As we begin to gather outcome data, we are learning critical information about how participants in the Leadership Academies are learning and the facilitators and barriers they experience transferring their learning to the job. We are also learning about how our Traineeship students are gaining the skills they need to be effective child welfare practitioners as well as the supports necessary to help them become leaders in the field.

### What's on the horizon

This will be an exciting and busy year for us. Now that the projects are "off the ground" and beginning full implementation, we can gather and analyze data to see how the NCWWI program components are making a difference in the practice of child welfare professionals. We will also be expanding the evaluation to look at different sustainable models for delivering the LAS, and comparing outcomes for supervisors who go through the Leadership Academy with a cohort of peers (state or county supported delivery) versus on their own (self-directed delivery).

***We look forward to connecting with you in the months and years ahead.***

***With warm regards,***

Cathryn Potter, Evaluation Director; (303) 871-2913, [cathryn.potter@du.edu](mailto:cathryn.potter@du.edu)

Robin Leake, Research and Evaluation Manager; (303) 871-6813, [rleake@du.edu](mailto:rleake@du.edu)

Kathryn Schroeder, Research Assistant; (303) 871-6390, [Kathryn.schroeder@du.edu](mailto:Kathryn.schroeder@du.edu)

Miriam Landsman, Evaluator; (319) 335-1257, [Miriam-landsman@uiowa.edu](mailto:Miriam-landsman@uiowa.edu)

Kathleen Coulborn Faller, Evaluator; (734) 998-9700, [kcfaller@umich.edu](mailto:kcfaller@umich.edu)