



North Carolina Department of Health and Human Services
Division of Social Services

325 N. Salisbury Street • MSC 2412 • Raleigh, North Carolina 27699-2412
Courier # 56-20-25

Michael F. Easley, Governor
Director
Carmen Hooker Odom, Secretary

Pheon E. Beal,
(919) 733-3055

April 11, 2003

Dear County Director of Social Services

Attention: Directors, Child Welfare Program Administrators/Program Managers and
Child Welfare Supervisors

**Re: MRS Training for Child Welfare Administrators, Managers and Supervisors:
Cornerstone Two: "What is Good for Families is Good for Workers"**

We are very pleased to announce Cornerstone Two: *"What is Good for Families is Good for Workers."* This four-day skills based training is designed for child welfare program administrators, program managers and supervisors, exploring the relationship between parallel process, the supervisor's role as coach, and family-centered practice. It is the belief that if a supervisor behaviorally embraces the principles of family-centered practice, he or she provide "worker-centered" supervision, thus modeling effective work with families. Participants will be provided the opportunity to explore the six principles of partnership to include: everyone desires respect, everyone needs to be heard, everyone has strengths, judgments can wait, partners share power and partnership is a process. The training will include learning the solution-focused skills of scaling, miracle and exception questions in supervisors' work with social workers.

All counties are urged to send their child welfare administrators, managers and supervisors to this training in preparation for or as a part of the implementation of MRS. Regardless of whether counties are currently piloting MRS or are planning on joining the MRS project in the next fiscal year or the following one, all supervisors will be required to have completed this training. We are making every effort at making this training geographically accessible to you this Summer. Once the two rounds of this training are completed, this training will be offered on a limited basis at the five regional training centers.

This training will occur in two, 2-day sessions, beginning at 9:00 a.m. and ending at 4:00 p.m. In **Session One**, participants will primarily focus on the knowledge and skill associated with principles one -three and **Session Two** will focus on principles four-six. Throughout the four days of training, participants will be provided with ample opportunity to practice the skills discussed and demonstrated throughout the training. At the conclusion of each two-day session, administrators and supervisors are provided with the opportunity to complete an application plan that identifies specific skills and strategies they will practice in the agency.

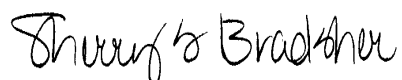
“What is Good for Families is Good for Workers” will be held in multiple locations throughout the state from May through September 2003. Given the large number of child welfare administrators and supervisors to be trained and the need for agencies to maintain adequate supervisory coverage, this training will be offered in two separate rounds. The first round of training events will begin in May and June, offered at sixteen different locations. Please note on the attached matrix, that in most cases, several counties have been clustered with a centralized training site. To ensure equal access to the training by all counties, the number of participants from any one county at a training site will be limited to a certain number. If registration for a particular training event has not reached the maximum number of participants, then additional registrations will be accepted from counties, beyond their allotted number of staff, on a first come first serve basis. Even though the training is planned to be geographically accessible, participants may attend any location they choose, regardless of what county they are from.

Please remember that Round Two of the Cornerstone Two training will be offered during July, August and September 2003. The announcement of the Round Two dates will be forthcoming. Therefore, all child welfare administrators and supervisors will have an opportunity to attend this training by early Fall 2003. Given the design of the curriculum, participants must commit to attend all four days in a particular location. As each day is built upon the foundation created the previous day, if one day is missed of a two-day session, the participant must repeat both days of that session.

Attached is a matrix that identifies the county clusters, dates of training, location of training, registration closing date and the registrar for that particular training event. Registrations may be completed on-line or may be faxed to the appropriate registrar. For on-line registration or to download a registration form please go to <http://www.ncswtrain.org>. and click on Upcoming Training, then click on *What is Good for Families is Good for Workers*.

We look forward to your attendance and participation in Cornerstone Two: “*What is Good for Families is Good for Workers.*” This is a most exciting, yet challenging time in child welfare as we all strive to learn new skills to enhance our work with families, social work staff and the community. If you should have any questions, please feel free to contact Rebecca Brigham, Program Administrator for Staff Development at (919) 733-7672 **OR** email at Rebecca.Brigham@ncmail.net.

Sincerely,



Sherry S. Bradsher
Deputy Director

Attachment

cc: Pheon Beal
JoAnn Lamm
Local Business Liaisons
Children's Program Representatives
Team Leaders

CS-08-03

**Cornerstone Two: What is Good for Families Is Good for Workers
Training Dates**

Group	Counties	Dates	Location	Registration Closing Date	Registration
1	Cherokee, Clay, Graham, Jackson, Swain, Macon, Haywood, Transylvania	May 13,14 June 17,18	Watagua Baptist Church, Franklin, NC	May 8, 2003	Lou Decker Asheville Regional Training Center (RTC) Phone: (828) 251-6316 Fax: (828) 251-6261
2	Buncombe, Mitchell, Yancey, Madison, Henderson	May 20,21 June 17,18	Asheville Regional Training Center, Asheville, NC	May 15, 2003	Lou Decker, Asheville RTC
3	McDowell, Rutherford, Burke, Caldwell, Avery, Watauga, Polk	May 1, 2 July 8, 9	St. Matthews Methodist Church Morganton, NC	April 29, 2003	Lou Decker, Asheville RTC
4	Gaston, Lincoln, Catawba and Cleveland	June 2,3 July 10,11	Catawba Valley Community College-East Campus Hickory, NC	May 28, 2003	Lou Decker, Asheville RTC
5	Ashe, Alleghany, Wilkes, Yadkin, Alexander, Iredell, Surry	May 7,8 June 4,5	Wilkesboro United Methodist Church Wilkesboro, NC	May 5, 2003	Amy Campbell, Fayetteville RTC Phone: (910) 677-0460 Fax: (910) 677-0468
6	Cabarrus, Stanly, Union, Rowan	May 21,22 June 24,25	Rowan Cabarrus Community College, Concord, NC	May 16, 2003	Bonnie English, Charlotte RTC Phone: (704) 395-2110 Fax: (704) 395-2101
7	Anson, Richmond, Montgomery, Moore, Randolph	May 14, 15 June 25, 26	Randolph Community Health Department, Asheboro, NC	May 9, 2003	Amy Campbell, Fayetteville RTC
8	Davie, Davidson, Forsyth, Stokes	June 16,17 July 14,15	Greensboro Regional Training Center, Greensboro, NC	June 11, 2003	Bonnie English, Charlotte RTC

Group	Counties	Dates	Location	Registration Closing Date	Registration
9	Rockingham, Caswell, Person, Alamance, Orange, Guilford	May 8, 9 June 16,17	American Red Cross High Point, NC	May 5, 2003	Bonnie English, Charlotte RTC
10	Chatham, Lee, Harnett, Johnston, Wake, Durham	June 10,11 July 22,23	First Presbyterian Church Smithfield, NC	June 5, 2003	Elaine Highsmith, Greensboro RTC Phone: (336) 334-3930 Fax: (336) 334-3936
11	Cumberland, Hoke, Scotland, Robeson	May 19,20 June 23, 24	Fayetteville Regional Training Center Fayetteville, NC	May 14, 2003	Amy Campbell, Fayetteville RTC
12	Columbus, Brunswick, Bladen, Pender, New Hanover and Onslow	May 19, 20 June 23, 24	Onslow County DSS Training Center Jacksonville, NC	May 14, 2003	Amy Campbell, Fayetteville RTC
13	Sampson, Duplin, Wayne, Greene, Lenoir	June 19,20 July 17, 18	Kinston Regional Training Center Kinston, NC	June 13, 2003	Elaine Highsmith, Greensboro RTC
14	Franklin, Granville, Vance, Warren, Nash, Edgecombe, Wilson	May 7, 8 June 11, 12	Nash County Office Building Nashville, NC	May 5, 2003	Betty Williford, Kinston RTC Phone: (252) 520-2413 Fax: (252) 520-2417

Group	Counties	Dates	Location	Registration Closing Date	Registration
15	Halifax, North Hampton, Hertford, Bertie, Martin, Washington, Hyde, Tyrrel, Dare, Gates, Chowan, Perquimans, Pasquotank, Camden, Currituck	May 7,8 June 17,18	Halifax County Agriculture Center Halifax, NC	May 5, 2003	Betty Williford, Kinston RTC
16	Jones, Craven, Carteret, Pamlico, Pitt, Beaufort	May 13, 14 June 17, 18	Craven County DSS	May 8, 2003	Betty Williford, Kinston RTC

RTC= Regional Training Center

Lou Decker	Asheville Regional Training Center	Phone: 828-251-6316	Fax: 828-251-6261	loudecke@bellsouth.net
Bonnie English	Charlotte Regional Training Center	Phone: 704-395-2110	Fax: 704-395-2160	boneng@bellsouth.net
Elaine Highsmith	Greensboro Regional Training Center	Phone 336-334-3930	Fax: 336-334-3936	laineeh@bellsouth.net
Betty Williford	Kinston Regional Training Center	Phone: 252-520-2413	Fax: 252-520-2417	bettywilliford@coastalnet.com
Amy Campbell	Fayetteville Regional Training Center	Phone 910-677-0460	Fax: 910-677-0468	Amy.M.Campbell@ncmail.net