

**THE ANNIE E. CASEY FOUNDATION/
CASEY FAMILY SERVICES**

**2012 PROFESSIONAL DEVELOPMENT
AND LEARNING SERIES CALENDAR**



DEAR COLLEAGUE:

John W. Gardner, one of the seminal thinkers of the modern society, said: “One of the reasons people stop learning is that they become less and less willing to risk failure.” The tough conditions we find today in our communities require that we ramp up our learning to better understand what works to improve those conditions – and along the way, minimize the risk of failure. It is in that spirit that the Annie E. Casey Foundation is pleased to offer its 2012 Professional Development and Learning Series.

The Learning Series is structured to help you and your organization get ahead by providing access to new skills and knowledge that can expand your learning, improve the impact of your programs, and demonstrably contribute to organizational development.

Casey is introducing a number of exciting enhancements to the series in 2012. By popular demand, workshops on evidence-based programs and effective case management practices will return. In addition, two team-based learning tracks on results accountability and workforce development practice are being offered. Each track will focus on improving program impact and is designed for organizations able to send a team of staff for the entire series of workshops. You will find more information on these two tracks on pages 2 and 3.

WELCOME

In addition to workshops, Casey is continuing its popular Lunch and Learn sessions this year with roundtables on the Elm City Fellowship, health care reform in Connecticut (and what it means for nonprofits), and the Department of Children and Families' rollout of a new practice model. The Lunch and Learn sessions are highly interactive, and participants are encouraged to come ready to engage with the knowledgeable presenters.

There continues to be strong demand for training workshops, and Casey is gratified that attendees continue to provide positive feedback about both the quality of the training and the trainers.

Casey looks forward to seeing you throughout the year and welcome your feedback about the training content, as well as additional resources the Foundation might offer.

JOHN E. PADILLA

Associate Director

YOLANDA CALDERA-DURANT

Program Associate

TERESA RIVERA

Administrative Assistant

NEW WORKSHOPS FOR 2012

New! Professional Learning Series: Building a Results Culture for Nonprofits

This four-course series is designed for teams of three to five people from the same nonprofit to work together to apply the Results-Based Accountability™ framework in their organization as a way of working to achieve better results for the people they serve. Participants will increase their competency and their team's ability to accelerate the use of RBA practices across their organization's programs. The series will cover the basics of results accountability, developing performance measures, data collection, using results in collaborative work, and more. The individual sessions in this series each build on previous learning so teams are expected to attend all four sessions and remain intact throughout the learning series to gain maximum benefit. The Foundation recommends that the teams of people who participate consist of staff in leadership, frontline, and data management roles. The curriculum includes a range of learning and application activities, along with resources and tools that participants will be able to use in their organization. Participants must commit to attending the entire series.

February 9: Session 1

April 19: Session 2

June 21: Session 3

September 5: Session 4

Presenter: Phyllis Rozansky, Principal
Pathways to Results, LLC

New! Workforce Development Learning Series

This new series of workshops is for workforce practitioners serving job seekers in a community-based setting. Participants will gain new skills they can use to improve service delivery, learn to engage participants and employers, and learn about emerging trends in the field. The series is intended to build the program capacity of practitioners to provide high-quality workforce development services through use of a cohort learning model and experiential learning. Interested organizations will designate a team of three to four individuals who are expected to attend the entire series. The coursework is designed as sequential learning with each session building on the previous one. Participants must commit to attending the entire series.

February 23: An Overview of Workforce Development Basics

March 7: Effective Program Design

March 8 + 9: Motivational Interviewing – Two-Day Session

April 4: Motivating and Engaging the Hard-to-Serve in Workforce Development Programs

April 18: The Essentials of Job Development

May 23: Teaching Job Retention and Job Advancement Skills

Contact John Padilla or Yolanda Caldera-Durant with questions about the workshop series.

FEBRUARY

9 Professional Learning Series: Building a Results Culture for Nonprofits – Session 1
9 a.m. to 3:30 p.m.

16 Juvenile Detention Alternatives Initiative as a Strategy for Juvenile Justice
9 a.m. to noon

23 Workforce Development Learning Series: An Overview of Workforce Development Basics
10 a.m. to 2 p.m.

27 Lunch and Learn: Elm City Fellowship for Children and Families Information Session
noon to 1:30 p.m.

MARCH

7 Workforce Development Learning Series: Effective Program Design
10 a.m. to 4 p.m.

8+9 Workforce Development Learning Series: Motivational Interviewing – Two-Day Session
10 a.m. to 4 p.m.

12 Workload Management for Busy Nonprofits
9 a.m. to noon

APRIL

4 Workforce Development Learning Series:
Motivating and Engaging the Hard-to-Serve in
Workforce Development Programs

10 a.m. to 4 p.m.

5 Introduction to DataHaven

10 a.m. to 4 p.m.

18 Workforce Development Learning Series:
The Essentials of Job Development

10 a.m. to 4 p.m.

19 Professional Learning Series: Building a Results Culture
for Nonprofits – Session 2

9 a.m. to 3:30 p.m.

MAY

23 Workforce Development Learning Series:
Teaching Job Retention and Job Advancement Skills

10 a.m. to 4 p.m.

24 How Nonprofits can Build Corporate Collaborations
to Further Their Mission

10 a.m. to 4 p.m.

JUNE

6 Lunch and Learn: Nonprofits and Health Care Reform
noon to 1:30 p.m.

7 Effective Case Management Practices
10 a.m. to 4 p.m.

21 Professional Learning Series: Building a Results Culture
for Nonprofits – Session 3
9 a.m. to 3:30 p.m.

SEPTEMBER

5 Professional Learning Series: Building a Results Culture
for Nonprofits – Session 4
9 a.m. to 3:30 p.m.

OCTOBER

18 Lunch and Learn: Update on Connecticut Department
of Children and Families
noon to 2 p.m.

29+30 Evidence-Based Programs and How They Lead to
Positive Outcomes – Two-Day Session
9 a.m. to 4 p.m. - Day One
9 a.m. to noon - Day Two

NOVEMBER

5 Lunch and Learn: Overview of the Annie E. Casey Foundation's Evidence2Success Database of Evidence-Based Programs and Practices

noon to 1:30 p.m.

15 Working Across Generations in the Social Sector

1 p.m. to 4 p.m.

DECEMBER

5+6 Motivational Interviewing – Two-Day Session

10 a.m. to 4 p.m.



FEBRUARY

9 9 a.m. to 3:30 p.m.

Building a Results Culture for Nonprofits - Session 1

This is the first in a four-part series on applying Results-Based Accountability. See page 2 for a complete description and presenter information.

16 9 a.m. to noon

Juvenile Detention Alternatives Initiative as a Strategy for Juvenile Justice

More than 120 jurisdictions in more than half the states participate in the Juvenile Detention Alternatives Initiative (JDAI), a multifaceted system reform process designed to safely reduce reliance on secure detention and transform juvenile justice policy and practice. This session will examine: detention reform as a platform for system change; the JDAI process and its eight core strategies; results and innovations from two decades of practice; and expanding the Foundation's juvenile justice work to the deep end of the system.

Presenter: Gail Mumford, Senior Associate

Juvenile Justice Strategy Group, The Annie E. Casey Foundation

23 10 a.m. to 2 p.m.

Workforce Development Learning Series: An Overview of Workforce Development Basics

This introductory workshop provides an overview of the workforce development field, including the Workforce Investment Act (WIA), and reviews the core elements of a comprehensive approach to serving job seekers. Participants will learn about the history of workforce development in the United States, what we know works from serving low-skilled, multibarriered populations, and how to incorporate performance management into their workforce programs. Additional topics include understanding the core elements of workforce program design, and developing appropriate workforce strategies for sectoral approaches, bridge programs, and transitional work models.

Presenter: John Padilla, Associate Director

The Annie E. Casey Foundation

27 noon to 1:30 p.m.

Lunch and Learn: Elm City Fellowship for Children and Families Information Session

The Elm City Fellowship for Children and Families, a leadership development initiative of the Annie E. Casey Foundation and its direct service agency, Casey Family Services, is an executive training program designed to foster leadership within New Haven's nonprofit and public sectors. The Fellowship explicitly strives to increase the pool of diverse, visionary leaders with the confidence and competence to create supports and systems that help families achieve better outcomes. Come learn about the Fellowship model, selection criteria and participant benefits.

Panelists: John Padilla, Associate Director
The Annie E. Casey Foundation

Cynthia Rojas, Elm City Fellow
Clifford Beers Clinic

Eliza Halsey, Elm City Fellow
Public Allies, Inc.

Malwin Davila, Elm City Fellow
William Caspar Graustein Memorial Fund

7 10 a.m. to 4 p.m.

Workforce Development Learning Series: Effective Program Design

There are a wide variety of models and program designs that are used to increase the effectiveness of attaching hard-to-serve populations to the labor force. A few examples include: Work First, Sheltered Workshops, Job Search Readiness Training, among others. Within each model is a mix of services offered in various degrees of intensity, such as counseling, work supports, job development, post-placement counseling, educational services, assessment and case management. This session will provide an overview of the long-term results of the models and guidance on best practices for the future.

Presenter: Jodie Sue Kelly
Cygnnet Associates

8+9 10 a.m. to 4 p.m.

Workforce Development Learning Series: Motivational Interviewing

Motivational Interviewing is a client-centered, evidence-based directive method for enhancing a person's intrinsic motivation to change by exploring and resolving their ambivalence. The method differs from more "coercive" or externally driven methods for motivating change as it does not impose change that may be inconsistent with the person's own values, beliefs, or wishes; but rather supports change in a manner that is consistent with the person's own values and concerns. This hands-on, intensive two-day training will discuss a new effective approach in working with challenging populations and provide participants with an opportunity to explore creative ways of integrating a variety of approaches into an effective therapeutic intervention.

Presenter: Stephen Andrew
Health Education & Training Institute

12 9 a.m. to noon

Workload Management for Busy Nonprofits

Nonprofit employees continue to face the reality of technology's increased role in completing their day-to-day job responsibilities. Social media, the fast pace of mobile computing, and the multigenerational workforce's response to it can bring daily challenges that only those in a learning orientation can navigate with success. This requires employees to be diligent in managing time and efficiently completing tasks. This half-day workshop will assist participants in developing skills to increase efficiency, productivity, and results in the workplace. Specifically, participants will learn:

- how teams work and how this warrants the need for workload management;
- tips to minimize stress;
- to improve task management by reducing distractions and prioritizing;
- email management techniques to increase productivity and de-clutter one's inbox;
- daily planning strategies to schedule workload and task planning; and
- team tools to increase communication about workload with coworkers and clients.

Presenter: Kenya Rutland
KJR Consulting

4 10 a.m. to 4 p.m.

Workforce Development Learning Series: Motivating and Engaging the Hard-to-Serve in Workforce Development Programs

Individuals who participate in workforce programs are often not only hard to serve but also are hard to motivate. Most are struggling with lengthy unemployment, which has been exacerbated by the slowly recovering job market, and have a hard time getting charged up. Mandated clients are often resistant because they feel forced to make changes that they did not choose for themselves. Building motivation starts on the first minute of the first day. This session will give you tips, tools and strategies for building motivation and engagement into the program design and services even among mandated clients. You will leave with practical ideas that you can implement right away.

Presenter: Jodie Sue Kelly
Cygnets Associates

5 10 a.m. to 4 p.m.

Introduction to DataHaven

Access to information and an ability to use it effectively is an essential element of community building. Sharing data promotes civic engagement and effective decision-making because it puts information into the hands of community residents and enables them to become more effective advocates for the issues most important to them. This training will familiarize participants with the DataHaven website, a public interactive information resource available to all organizations and citizens interested in understanding the Greater New Haven and Valley Region.

Presenter: Mark Abraham, Executive Director
Regional Data Collaborative for Greater New Haven

18 10 a.m. to 4 p.m.

Workforce Development Learning Series: The Essentials of Job Development

Yes, it is a challenging time for job developers! Their job is complex and demanding. It's a balancing act, one that must satisfy the organization, the employer, and job seekers. It requires quickly learning what employers and job seekers want, what they need, and brokering a deal that pleases both of them, and then doing what it takes to make that deal last. This fast-paced session will cover proven techniques for selling your clients, identifying good matches between employers and job seekers, and other tools that help you get to YES!

Presenter: Dick Gaither, President
Job Search Training Systems, Inc.

19 9 a.m. to 3:30 p.m.

Building a Results Culture for Nonprofits - Session 2

This is the second in a four-part series on applying Results-Based Accountability. See page 2 for a complete description and presenter information.

23 10 a.m. to 4 p.m.

Workforce Development Learning Series: Teaching Job Retention and Job Advancement Skills

While it is a challenge, helping hard-to-serve populations get a job is the easier part of moving clients toward self-sufficiency. The much more difficult part is teaching them how to keep a job and move up in the job. Training and job placement just aren't enough to help low-income people reach self-sufficiency. Studies show the vast majority are unemployed or stuck in dead-end jobs a year after leaving job-training programs. This session will focus on innovative strategies that move low income people farther and faster toward self-sufficiency. This session will provide hands-on activities that can be taught in a classroom setting and build job retention skills, and will cover key conversations that case managers need to have.

Presenter: Jodie Sue Kelly
Cygnnet Associates

24 10 a.m. to 4 p.m.

How Nonprofits can Build Corporate Collaborations to Further Their Mission

Nonprofits are engaged in a range of relationships with business – from philanthropic contributions, in-kind giving, sponsorships, cause-related marketing – all the way to licensing and business partnerships to generate revenue. Many nonprofits approach corporate giving on a transactional, non-strategic basis, procuring limited one time gifts; others are successful in achieving strategic partnerships with corporations yielding significant multiyear benefits. This workshop will help you understand the range of relationships possible with corporate partners and what they are looking for in long-lasting, mission-aligned relationships. You will hear from several Connecticut-based nonprofits engaged in successful corporate alliances on how they got started and the valuable lessons they have learned.

Presenter: Gautam Ramchandani
Global Source

6 noon to 1:30 p.m.

Lunch and Learn: Nonprofits and Health Care Reform

Implementation of health care reform is well underway in Connecticut, overseen by several new organizations including the SustiNet Health Care Cabinet, Office of Health Reform and the Innovation Connecticut Health Insurance Exchange. Federal health care reform, the Patient Protection and Affordable Care Act (ACA), and state health reform seek the same results. Nonprofits should be aware of the efforts underway in Connecticut to achieve these goals and how they will have an impact on their mission and on the clients they serve. In addition, as employers, nonprofits are directly affected by the high cost of insuring their employees.

Presenter: Frances Padilla, Executive Vice President
Universal Health Care Foundation

7 10 a.m. to 4 p.m.

Effective Case Management Practices

This session, offered again by popular demand, will clarify and illustrate effective practices in case management that Casey Family Services uses. Specifically, the session will focus on helping participants understand and learn comprehensive participant assessment, effective referral methods, and overall impactful case management. The target audience for this session are nonprofits that serve disadvantaged children, youth, and families; former offenders; the unemployed; and other challenging populations.

Presenters: Stephanie Gostelli, Manager of Staff Development and Training
Casey Family Services

Jennifer Agostin, Senior Program Associate
Casey Family Services

21 9 a.m. to 3:30 p.m.

Building a Results Culture for Nonprofits - Session 3

This is the third in a four-part series on applying Results-Based Accountability. See page 2 for a complete description and presenter information.

SEPTEMBER/OCTOBER

5 9 a.m. to 3:30 p.m.

Building a Results Culture for Nonprofits - Session 4

This is the fourth in a four-part series on applying Results-Based Accountability. See page 2 for a complete description and presenter information.

18 noon to 2 p.m.

Lunch and Learn: Update on Connecticut Department of Children and Families

The Connecticut Department of Children and Families is under new leadership and has undergone many changes in the way that services are delivered to children and families. Join us to hear from Commissioner Joette Katz about how these changes are unfolding to better serve children and families involved in the child welfare system.

Presenter: Commissioner Joette Katz
Connecticut Department of Children and Families

29+30 9 a.m. to 4 p.m. and 9 a.m. to noon

Evidence-based Programs and How They Lead to Positive Outcomes

The Annie E. Casey Foundation is working to help systems and communities develop and use evidence-based programs and practices. This workshop led by Casey will provide participants with the following:

- an explanation of how evidence-based programs (EBPs) are defined
- examples of how organizations (e.g., nonprofits, government agencies) use EBPs
- strategies nonprofits can use to demonstrate program effectiveness
- the link between Results-Based Accountability and EBPs

Attendance at both sessions is required.

Presenter: Renée Wilson-Simmons, Associate Director, Evidence-Based Practice Group
The Annie E. Casey Foundation

Yanique Redwood, Senior Associate, Evidence-Based Practice Group
The Annie E. Casey Foundation

NOVEMBER

5 noon to 1:30 p.m.

Lunch and Learn: Overview of the Annie E. Casey Foundation's Evidence2Success Database of Evidence Based Programs and Practices

The Annie E. Casey Foundation is launching its Evidence2Success online database to help nonprofits and communities learn about evidence-based practices and programs to launch in their specific areas to achieve positive outcomes. This session will help you learn more about this powerful database and its potential impact in New Haven and beyond.

Presenter: Abel Ortiz, Manager, Evidence-Based Practice Group
The Annie E. Casey Foundation

15 1 p.m. to 4 p.m.

Working Across Generations in the Social Sector

Join us for a half-day session designed to help you foster better communication, connection, and collaboration among the different members of your multigenerational staff team. We will explore some of the common stereotypes that different generations hold about one another, develop strategies for breaking through these barriers and practice new methods of bringing together the experience, and reflections of older, accomplished social changemakers with the questions and ambitions of those interested in taking on new levels of leadership within the sector. Teams of participants from the same nonprofit are encouraged to attend.

Presenter: Michelle Cote, Director
The Purpose Project

5 + 6 10 a.m. to 4 p.m.

Motivational Interviewing

Motivational Interviewing is a client-centered, evidence based directive method for enhancing intrinsic motivation to change by exploring and resolving ambivalence. The method differs from more “coercive” or externally – driven methods for motivating change as it does not impose change (that may be inconsistent with the person’s own values, beliefs or wishes); but rather supports change in a manner that is consistent with the person’s own values and concerns. This hands-on, intensive two day training will discuss a new effective approach in working with challenging populations and provide participants with an opportunity to explore creative ways of integrating a variety of approaches into an effective therapeutic intervention.

Presenter: Stephen R. Andrew
Health Education & Training Institute



PRESENTER BIOS

Mark Abraham, executive director of DataHaven, is responsible for the management and development of DataHaven, and for delivery of its multiple products and services in support of civic research, planning and action.

Jennifer Agostin, senior program associate for Casey Family Services, has more than 20 years of experience in the human services field. She has worked with traumatized adults and children in the fields of poverty and homelessness, residential treatment, foster care, reunification, and adoption.

Stephen R. Andrew, consultant, trainer and chief energizing officer at the Health Education & Training Institute, is a former substance abuse coordinator for a public school system, the former executive director of an adolescent prevention treatment agency, and founder of a recovery camp for adults and families.

Michelle Cote, director of the Purpose Project, is a graduate of the University of Connecticut, where her studies focused on the interface between sustainable development, the environment, and social change. Michelle has spent the past three years working in the nonprofit sector for Aid to Artisans, an organization specializing in the development of craft enterprises around the world.

Dick Gaither is the president of Job Search Training Systems, Inc., and has earned the title of “Wizard of Work.” Dick is the National Association of Workforce Development Professional’s 2008 Career Professional of the Year, a former WIA board member, and a recipient of the prestigious Wegman Award, which is the highest honor for a job search trainer.

Stephanie Gostelli is manager of staff development and training at Casey Family Services. She is responsible for developing and implementing curricula for Casey’s direct services staff. Stephanie has a B.S. from Southern Connecticut State University and a master of social work from Columbia University School of Social Work.

The Hon. Joette Katz, Connecticut Department of Children and Families commissioner, retired from the Connecticut Supreme Court in January 2011.

Since that time, she has served as the Commissioner of the Department of Children and Families for the State of Connecticut, where she is responsible for more than 4,700 children of whom the department has custody and guardianship and oversees services to 36,000 children and 16,000 families who need society's help.

Jodie Sue Kelly has been active in social services for more than three decades as a service provider, trainer, program operations specialist, and independent consultant. She currently heads Cygnet Associates, a consulting firm specializing in the application of market-driven strategies to employment and training performance issues.

Gail Mumford joined the Annie E. Casey Foundation in 2006. She is a senior associate working in the Foundation's Juvenile Justice Strategy Group. Ongoing management and expansion of the Foundation's Juvenile Detention Alternatives Initiative fall directly under her watch.

Abel Ortiz, director/manager of the Evidence-Based Practice Group, joined the Annie E. Casey Foundation in 2006. He scours the field's best learning to help shape and articulate a point of view about what changes are necessary to improve the lives of disadvantaged families and their children.

Frances Padilla is executive vice president at the Universal Health Care Foundation. In this capacity, she provides strategic direction and leadership across all operations, including innovative policy, research, and grant making. Under Frances' leadership, the foundation has employed an activist philanthropy approach to achieving universal access to quality and affordable health care for Connecticut residents.

John E. Padilla is associate director within the Center for Community and Economic Opportunity at the Annie E. Casey Foundation. John is responsible for managing a portfolio of national grants that supports organizations, programs, strategies, and initiatives that improve public policies and infrastructure for the delivery of workforce development training to low-income people.

PRESENTER BIOS *(cont'd)*

Gautam Ramchandani is founder and CEO of GlobalSource, an independent, advisory firm committed to helping clients achieve strategic and financial goals. He is a seasoned executive who is passionate about creating competitive advantage and increased impact through disruptive business models. Gautam has developed innovative strategies for nonprofits facing challenges of declining funding and exponentially increased demand for services.

Yanique Redwood, is senior associate for health and mental health in the Evidence-Based Practice Group at the Annie E. Casey Foundation. She completed a post-doctoral fellowship in Epidemiology with the U.S. Public Health Service, where she was assigned to the National Center for Environmental Health at the Centers for Disease Control and Prevention.

Phyllis Rozansky is a principal at Pathways to Results, LLC, bringing more than 15 years of experience in coaching community, nonprofit, and philanthropic organizations and government agencies in the use of Results-Based Accountability (RBA) practices. In her role as a senior consultant at the Annie E. Casey Foundation, Rozansky coordinates capacity-building work within the Foundation and with its grantees and RBA coaches. She also develops RBA tools and resources for use throughout the Foundation.

Kenya Rutland of KJR Consulting has more than 15 years of training and development experience with a focus on creating healthy, high-performing individuals, groups, and organizations. Kenya's work has included change management, customer service, diversity and inclusion, leadership, and team development. He has worked with various types of organizations including affinity groups, corporations, educational institutions, and government entities.

Renée Wilson-Simmons is associate director of the Evidence-Based Practice Group at the Annie E. Casey Foundation. She also manages the Foundation's adolescent health and development grant making. Before joining the Foundation, she developed and managed a range of projects that addressed the health and safety needs of minority youth living in high-poverty urban areas.

ENROLLMENT

Enrollment for the workshops opens approximately 30 days before the scheduled date. If you are interested in attending a workshop, contact Teresa Rivera at 203.401.6964 or trivera@aecf.org at that time to indicate your interest. You are not confirmed to attend a workshop until you receive a confirmation notice from the Foundation. If for some reason you are unable to attend after you have received confirmation, please inform us in a timely manner as there are often people on the waiting list we would like to accommodate. If you come to a session without having registered, you will not be allowed to participate.



THE ANNIE E. CASEY FOUNDATION

The Annie E. Casey Foundation is a private charitable organization dedicated to helping build better futures for disadvantaged children in the United States. The primary mission of the Foundation is to foster public policies, human-service reforms, and community supports that more effectively meet the needs of today's vulnerable children and families. In pursuit of this goal, the Foundation makes grants that help states, cities, and neighborhoods fashion more innovative, cost-effective responses to these needs.



The Annie E. Casey Foundation
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For more information about the Annie E. Casey Foundation, please visit www.aecf.org.

CASEY FAMILY SERVICES

Established by UPS founder Jim Casey in 1976 as a source for high-quality foster care, Casey Family Services today offers a broad range of permanency-focused services for vulnerable children and families throughout New England and in Baltimore, Maryland. The direct service agency of the Annie E. Casey Foundation, Casey Family Services is committed to ensuring that every child in care has a lifelong connection to a family or caring adult.



Casey Family Services
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For more information about Casey Family Services, please visit www.caseyfamilyservices.org.