

**Goal 1: To develop, implement, and evaluate competency-based training program for child welfare workers and supervisors in 33 rural counties in Missouri.**

**Objective 1.1:** Hire the MTP Project Director within 90 days of the project start date.

**Objective 1.2:** Hire 3 Graduate Assistants within 90 days of the project start date.

**Objective 1.3:** Develop and analyze a needs assessment of child welfare workers and supervisors by March 2004.

**Objective 1.4:** Conduct at least 2 focus groups with agency administrators and community groups in each rural cluster (total of 8) to provide input into training needs by April 2004.

**Objective 1.5:** Research at least 5 other curriculum resources to identify curriculum that can be adapted for use in the proposed project with 90 days of the project start date.

**Objective 1.6:** Develop up to 3 learning modules in one of four Southwest Region clusters in Year 1 and up to 5 learning modules in Years 2-4.

**Objective 1.8:** Conduct on-going evaluation using multiple evaluation techniques (e.g. pre- and Post-tests and participant surveys) within 30 days of each field tested learning module.

**Objective 1.9:** Within 60 days of field testing, revise learning modules for delivery to remaining clusters in years 2-5. Field testing and revision of learning modules will be an on-going task during each year of the grant period.

**Objective 1.10:** By the end of Year 5, at least 8 agency staff within the Southwest Region will be trained as trainers to deliver 100% of the learning modules on-site. A training staff specialist at the state level will work with the Southwest Region agency staff to ensure statewide use of the training module.

**Objective 1.11:** By the end of the grant period, up to 18 learning modules will be developed, field tested, evaluated, revised, and published for dissemination.

**Objective 1.12:** Within 180 days of the project start date, develop an MTP website for training schedules and syllabi, discussion boards, information about participants, program contact information, and dissemination of training materials.

**Goal 2: To improve the direct (i.e., with children and families) and indirect (i.e., with communities and other agencies) skills/competencies of Southwest Region rural child welfare frontline workers and supervisors.**

**Objective 2.1:** Train 85% of all children welfare workers and supervisors in the Southwest Region by Year 5 of the grant period.

**Objective 2.2:** Access to MTP staff and other child welfare workers will be provided to 100% of all program participants via the MTP website (e.g. discussion boards and email) within 180 days of the project start date.

**Objective 2.3:** MTP staff will conduct on-site visits to program participants within 60 days of training sessions to provide participants with ongoing guidance and evaluation of performance.

**Goal 3: Develop relationships with community members and leaders and other related agencies (including faith-based organizations) to increase resource development and collaborative activities.**

**Objective 3.1:** At least one (1) focus group comprised of child welfare workers and supervisors, community members and leaders, and faith-based and other related organizations will be conducted in 100% of the 31 rural counties to identify barriers to services and needs not addressed in Year 1 and 2.

**Objective 3.2:** Assist frontline workers and supervisors in each of the 31 counties to identify and develop collaborations with new helping networks (e.g. community leaders, other related agencies, faith-based organizations, etc.) to address barriers to services and unmet needs by the end of Year 5.

**Goal 4: Increase awareness of and access to child welfare services in 31 rural Missouri counties (Southwest Region—Area IV).**

**Objective 4.1:** By the end of Year 5, child welfare workers and supervisors in 31 counties will be trained to develop written marketing materials accessible to various ethnic populations.

**Objective 4.2:** By the end of Year 5, child welfare workers and supervisors in 31 counties will be prepared to train members of the CD/Community Network to develop and implement an outreach plan to raise public awareness of services and access to those services.

**Objective 4.3:** By the end of Year 5, child welfare workers and supervisors in 31 counties will be trained to evaluate strategies to improve public awareness and access to services.