WEBINAR

Nan Beeler is the assistant director of the Institute for Human Services, and the State Coordinator of the Ohio Child Welfare Training Program. She has been with the training program since its inception in 1985, and is one of the primary authors of the OCWTP’s competencies.  She currently focuses on the management of curriculum and trainer develop efforts, training needs assessment, and over all coordination of the OCWTP. She has consulted and trained throughout the US and Canada to develop and implement competency-based training systems.

Christina L. Carter has been with the Institute for Human Services since 1995, working in the areas of distance learning, instructional design, LMS management, and training needs assessment. She holds a Master of Science in Instructional Design and Performance Technology. Christina recently oversaw the development and rollout of a new online individual training needs assessment process for Ohio child welfare workers, to be used in conjunction with individual development plans housed in a statewide LMS.

Kyle Hoffman is a policy analyst and project manager with the Institute for Human Services for the Ohio Child Welfare Training Program. Ms. Hoffman focuses on statewide training assessment and working with county agencies to support the application of training content into every day practice. Ms. Hoffman’s previous experience with the Ohio Department of Job and Family Services included collaborating with the state legislature and statewide advocacy organizations on child welfare policy and budget issues.

Melissa Palmer has been employed at Franklin County Children Services since 2000. Over the course of her tenure with FCCS, she has served the agency and the children and families of Franklin County as an Adolescent Ongoing Child Welfare Caseworker, a Baby and Toddler Ongoing Unit Supervisor, an Intake Alternative Response Unit Supervisor, and currently as Leadership Developer in the Professional Development Department. She has also served in the capacity of University Partnership Program (UPP) Field Instructor with The Ohio State University. Ms. Palmer is also a Licensed Independent Social Worker-with Supervisory designation (LISW-S) in Ohio.

Sheila Shafer is the Deputy Director of Programs for Athens County Children Services, including Intake, Alternative Response, Family Services, Adoption, Placement Services, Family Support and School Outreach. She is an Ohio licensed Social Worker and an Ohio Certified Public Manager. She has 27 years of service in child protective services.

Kristin C. Waltz, MSW, LCSW (State of NC) is the supervisor of School Outreach and Prevention for Athens County Children Services. She supervises a unit of five school-based
Caseworkers. Kristin was a licensed School Social Worker and Clinical Social Worker in North Carolina for 14 years prior to returning to child welfare in Ohio, where she began her practice as a Family Services Caseworker. Ms. Waltz received her BSW from Ohio University and her MSW from the University of North Carolina Greensboro/ North Carolina A&T.

**LEARNING EXCHANGE**

**Carol Fox** has worked for the Rhode Island Department of Children, Youth and Families for the past 18+ years. She began her career as a Social Caseworker II and was then promoted to the position of Clinical Social Worker in the Division of Children's Behavioral Health as a member of the Care Management Team. She then earned a promotion to Caseworker II Supervisor in 2007. She holds a BA in Sociology/Psychology and an MA in Rehabilitation Counseling. She has represented RI DCYF as a member on the RI Governor’s Counsel on Behavioral Health, as well as at the National Training Institute for State Mental Health Coordinators Conference in Washington, DC, and the Breakthrough Series Collaborative on Safety and Risk Assessments for New England States. Carol is a panel member for new hire training at the Child Welfare Institute. Carol enjoys participating in change initiatives and training new hires and has found tools like the Individual Learning Needs Assessment “very helpful.”

**Lori Herz** is a Research Associate from the University of Rhode Island Center for Human Services. She has a BS in Business Administration and an MA in Education. Lori has worked with human service professionals for over 18 years providing curriculum and instructional design consultation, development and implementation to support agency policy and practice initiatives. Lori also teaches new hires in the RI Child Welfare Institute’s core training program and facilitates strategic planning, supervisory forums, teambuilding retreats and a variety of workshops. Her areas of expertise include: program planning, adult learning, meeting facilitation, professional development, evaluation, supervision and leadership, and the Rhode Island Children’s Information System (RICHIST). Lori spearheaded the development and implementation of an individual learning needs assessment and planning process for new hires of the RI Department of Children, Youth and Families (DCYF). She has also co-authored three practice guides: (1) *Building Effective Training Systems for Child Welfare Agencies* and (2) *Project Management Guide for Human Services* and (3) *Pathways to Safety, Permanency and Well-Being Supervisory Practice Guide.*