The Kempe Center

COLORADO CHILD WELFARE TRAINING SYSTEM

Quarterly Report Q1 SFY 2027

COLORADO
Office of Children, Youth & Families
Division of Child Welfare

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1. Child Welfare Staff Completions Overview

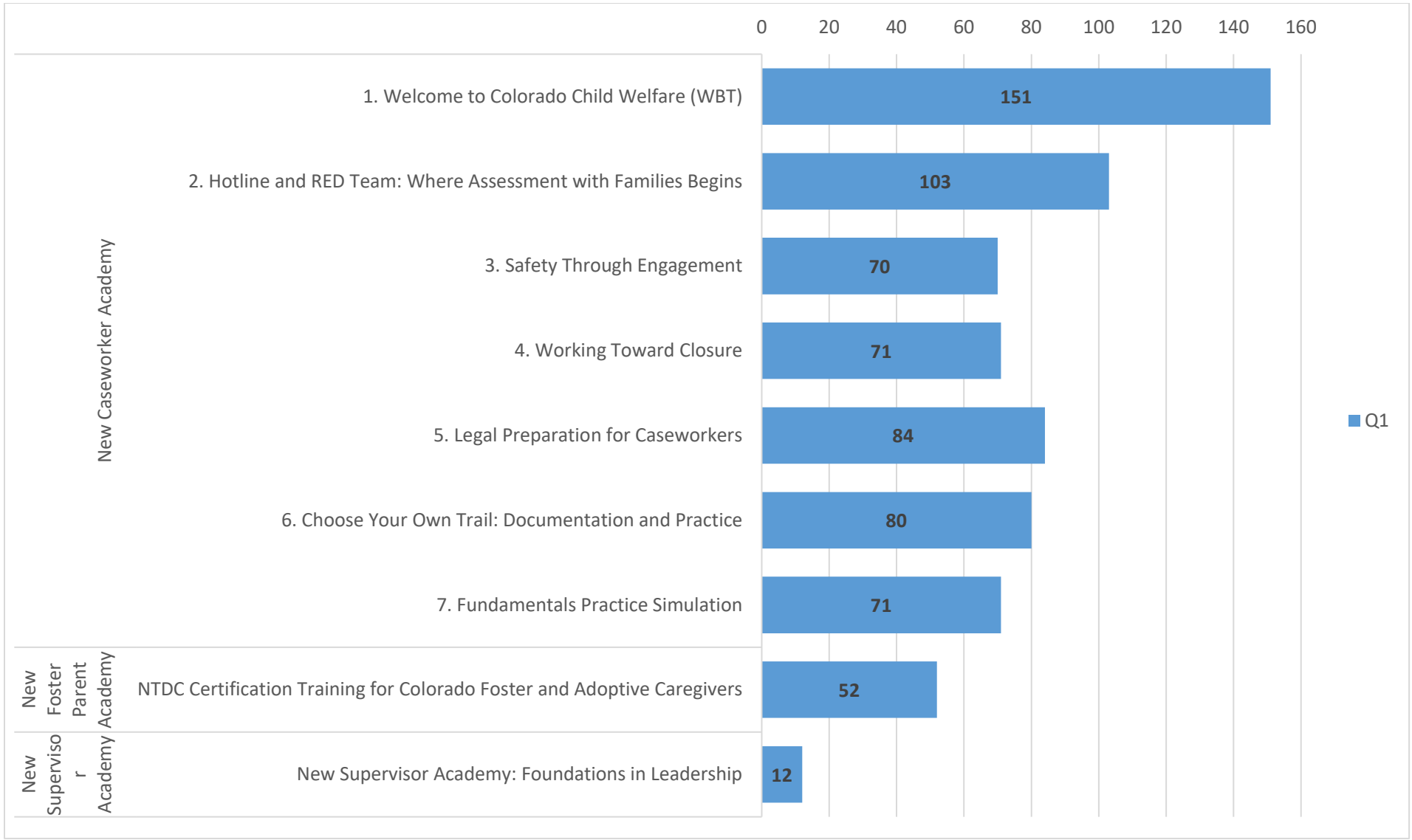
The data in this section presents course completions (duplicated at the learner-level) and unique learner counts (de-duplicated), and training hours accrued by county, grouped by county size, **year-to-date** for the 2027 Colorado state fiscal year. These counts are inclusive of all course types (e.g. pre-service and in-service). These counts include **county and tribal child welfare staff only**.

County	Course Completions	Unique Learners	Training Credit Hours
Large	**2,495**	**867**	**9,777**
Adams	309	109	957
Arapahoe	409	166	1,536
Boulder	138	42	338
Denver	417	110	2,351
Douglas	53	24	160
El Paso	497	132	2,325
Jefferson	219	102	504
Larimer	81	26	441
Mesa	124	59	399
Pueblo	80	34	218
Weld	168	63	551
Medium	**703**	**182**	**2,723**
Alamosa	17	5	76
Broomfield	26	12	38
Chaffee	10	6	19
Conejos	13	3	32
Delta	33	8	366
Eagle	56	14	151
Fremont	106	23	332
Garfield	66	13	221
Huerfano	24	6	141
La Plata	41	9	253
Las Animas	7	4	7
Logan	36	10	64
Moffat	1	1	2
Montezuma	23	9	125
Montrose	59	15	252
Morgan	34	11	85
Otero	38	8	143
Park	22	3	32
Prowers	29	9	123
Rio Grande	11	3	10
Saguache	18	3	103
Summit	18	2	40
Teller	15	5	112
Small	**240**	**60**	**935**
Archuleta	44	8	140
Baca	0	0	0
Bent	8	1	48
Cheyenne	4	1	13
Clear Creek	5	2	7
Costilla	4	2	51
Crowley	1	1	3
Custer	0	0	0
Dolores	5	2	20
Elbert	12	4	46
Gilpin	9	3	89
Grand	4	3	18
Gunnison	2	2	9
Kiowa	10	2	12
Kit Carson	20	4	108
Lake	1	1	3
Lincoln	0	0	0
Ouray	0	0	0
Phillips	17	2	40
Pitkin	1	1	1
Rio Blanco	21	4	30
Routt	20	6	119
San Miguel	1	1	1
Sedgwick	0	0	0
Washington	23	5	133
Yuma	28	5	49
Grand Total	**3,438**	**1,109**	**13,435**

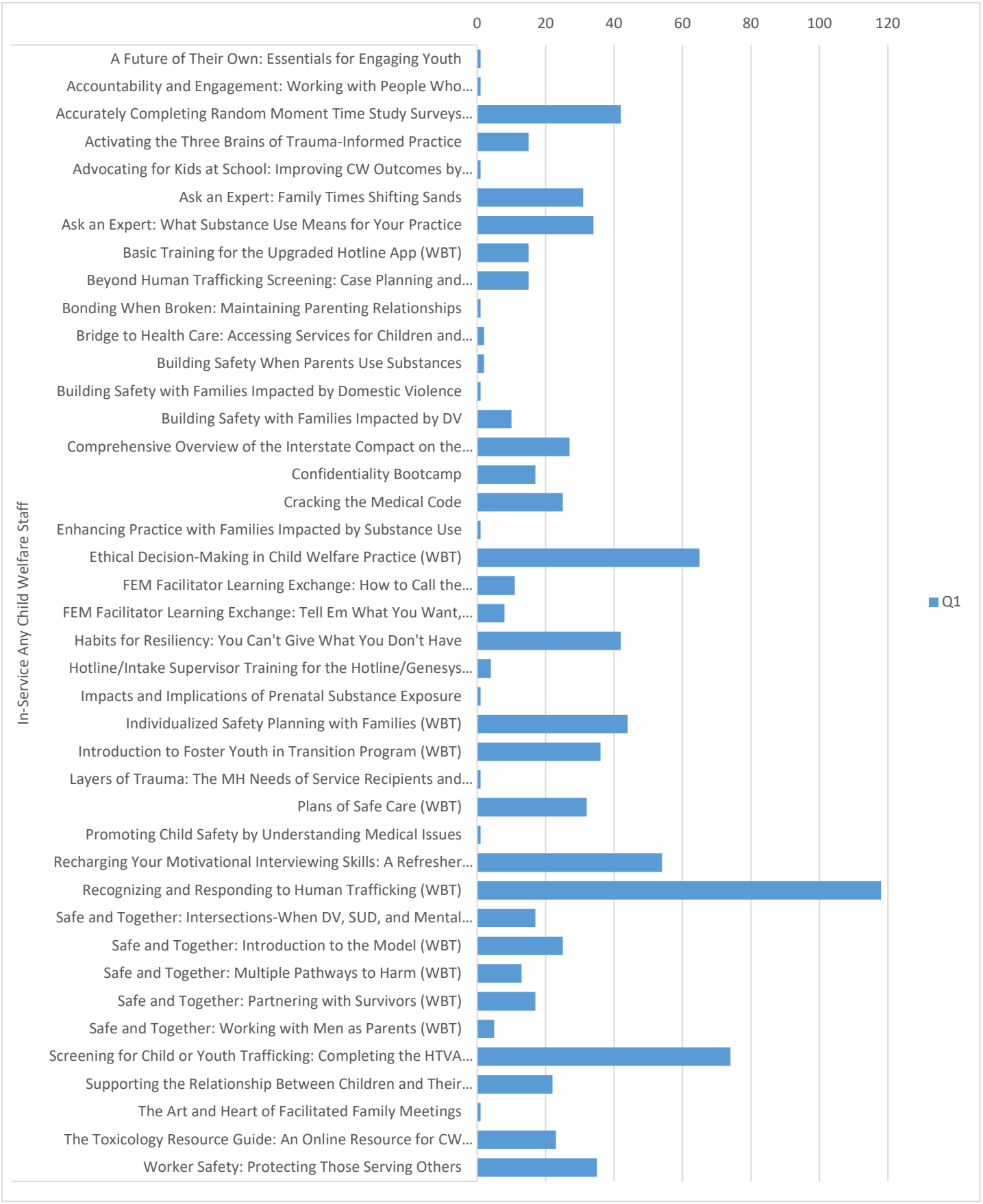
2. CWTS Completions by Course Type

The data in this section presents course completions (duplicated at the learner-level) **by quarter** for this fiscal year. These counts are presented by course type and are inclusive of **all learner types** (e.g. child welfare staff, foster parents, community providers, etc.).

2a. Pre-Service

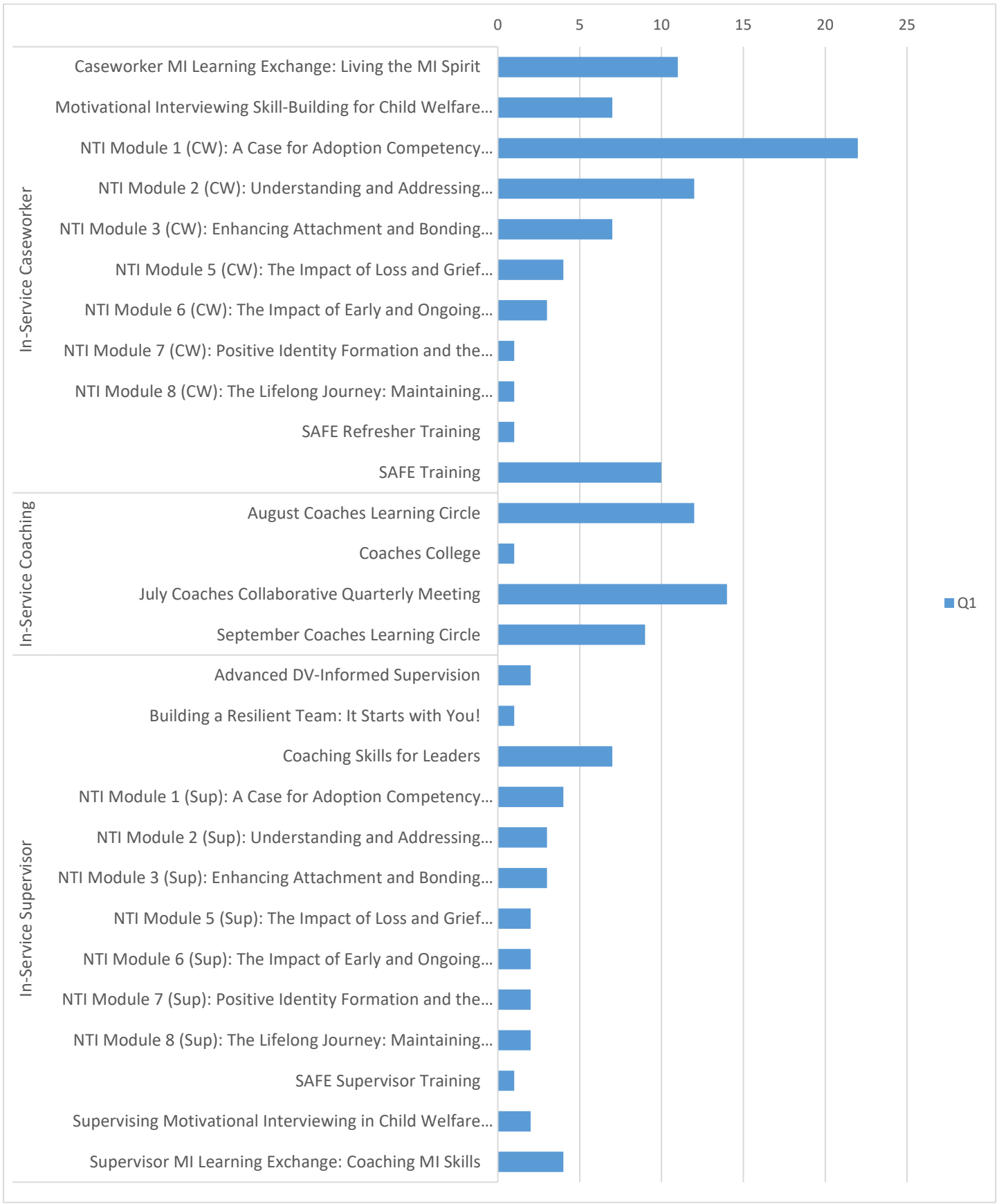


2b. In-Service: Any Child Welfare Staff (excludes Edu. Rights for Students in Foster Care[1])

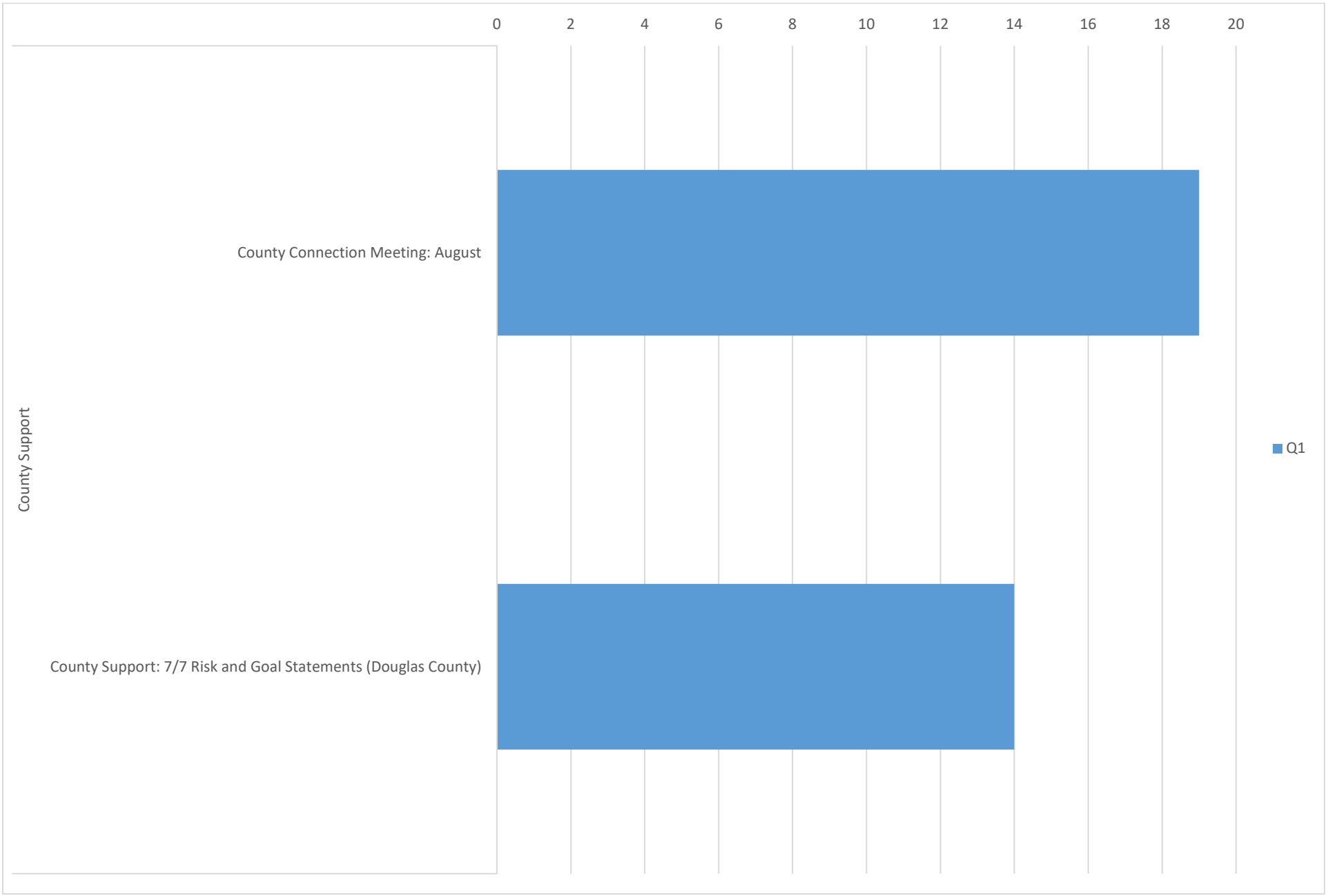


[1] Educational Rights for Students in Foster Care: Q1-210

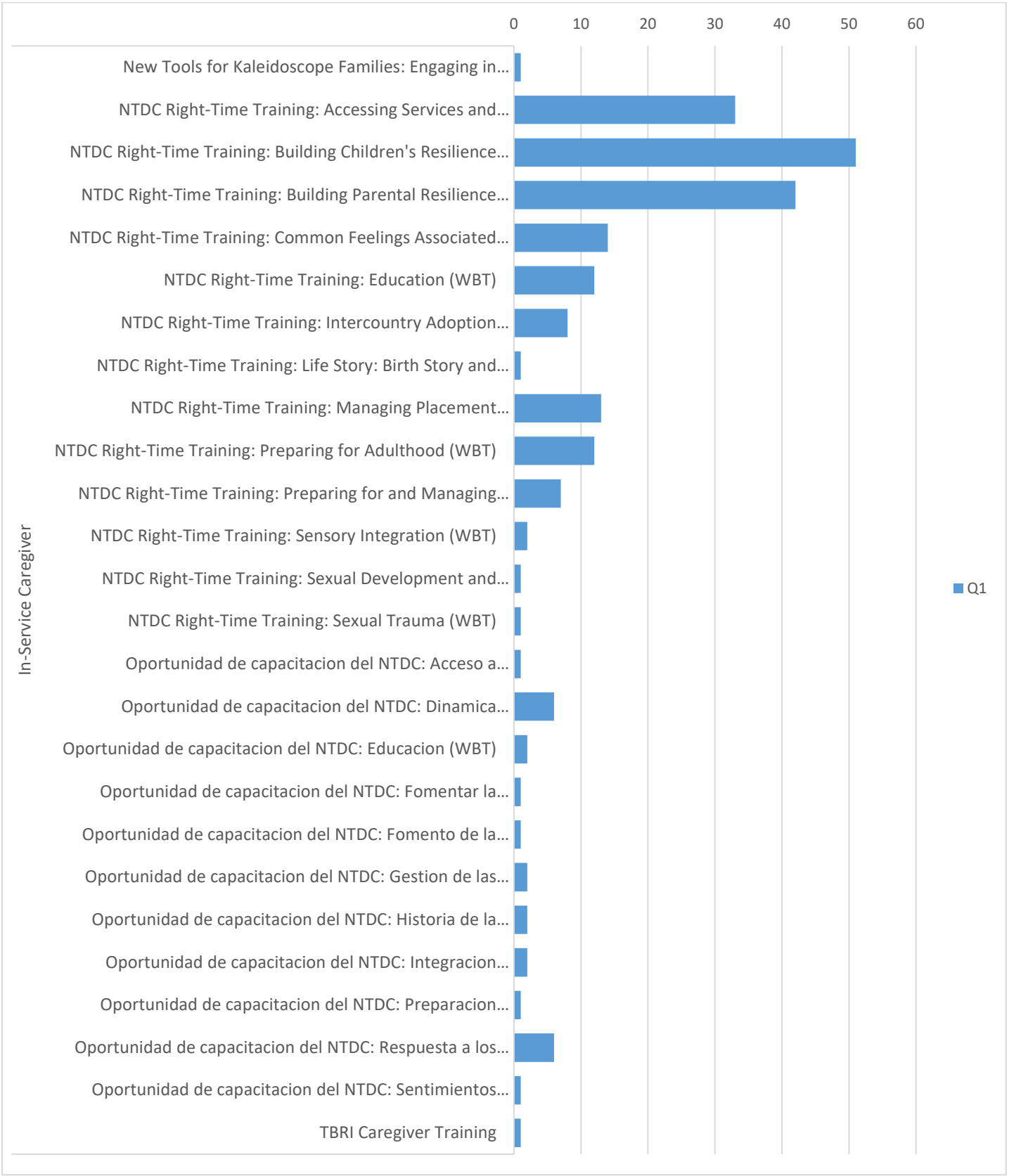
2c. In-Service: Caseworker, Coaching, & Supervisor



2d. In-Service: County Support

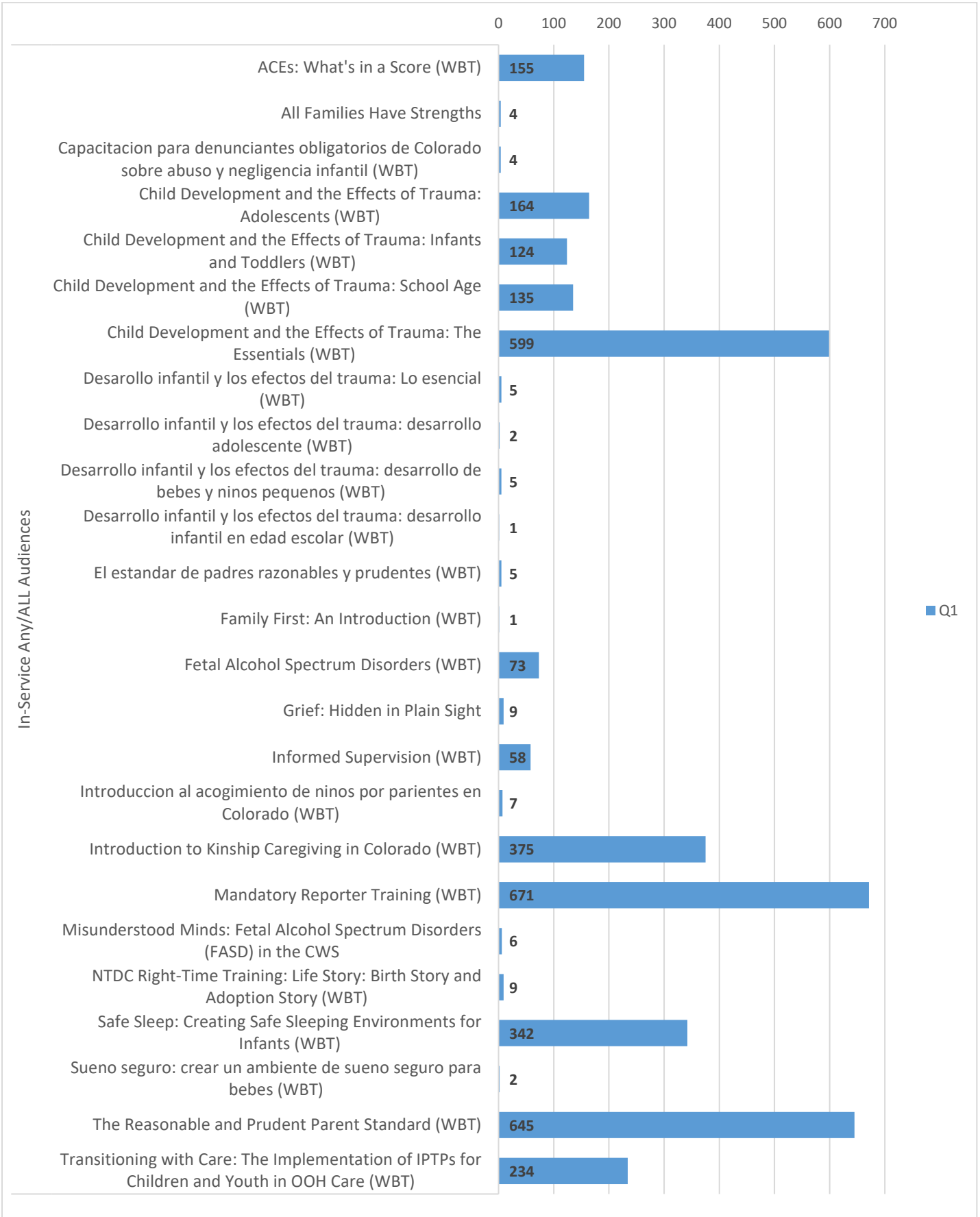


2e. In-Service: Caregiver (excludes NTDC: Family Dynamics[2] & NTDC: Responding to Children in Crisis[3])



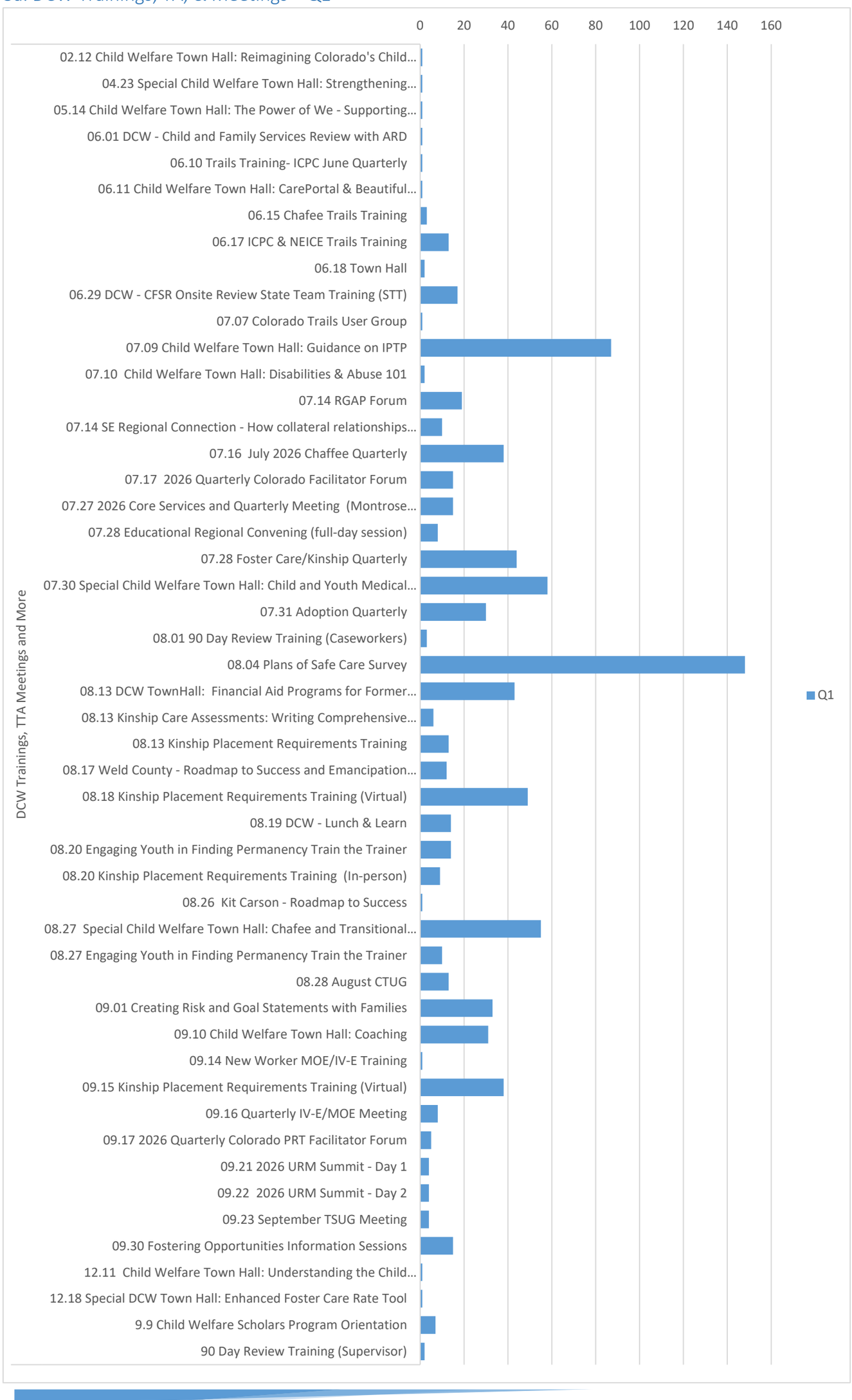
[2] NTDC Right-Time Training: Family Dynamics (WBT): Q1-351
[3] NTDC Right-Time Training: Responding to Children in Crisis (WBT): Q1-357

2f. In-Service Any/All Audiences



3. DCW Completions

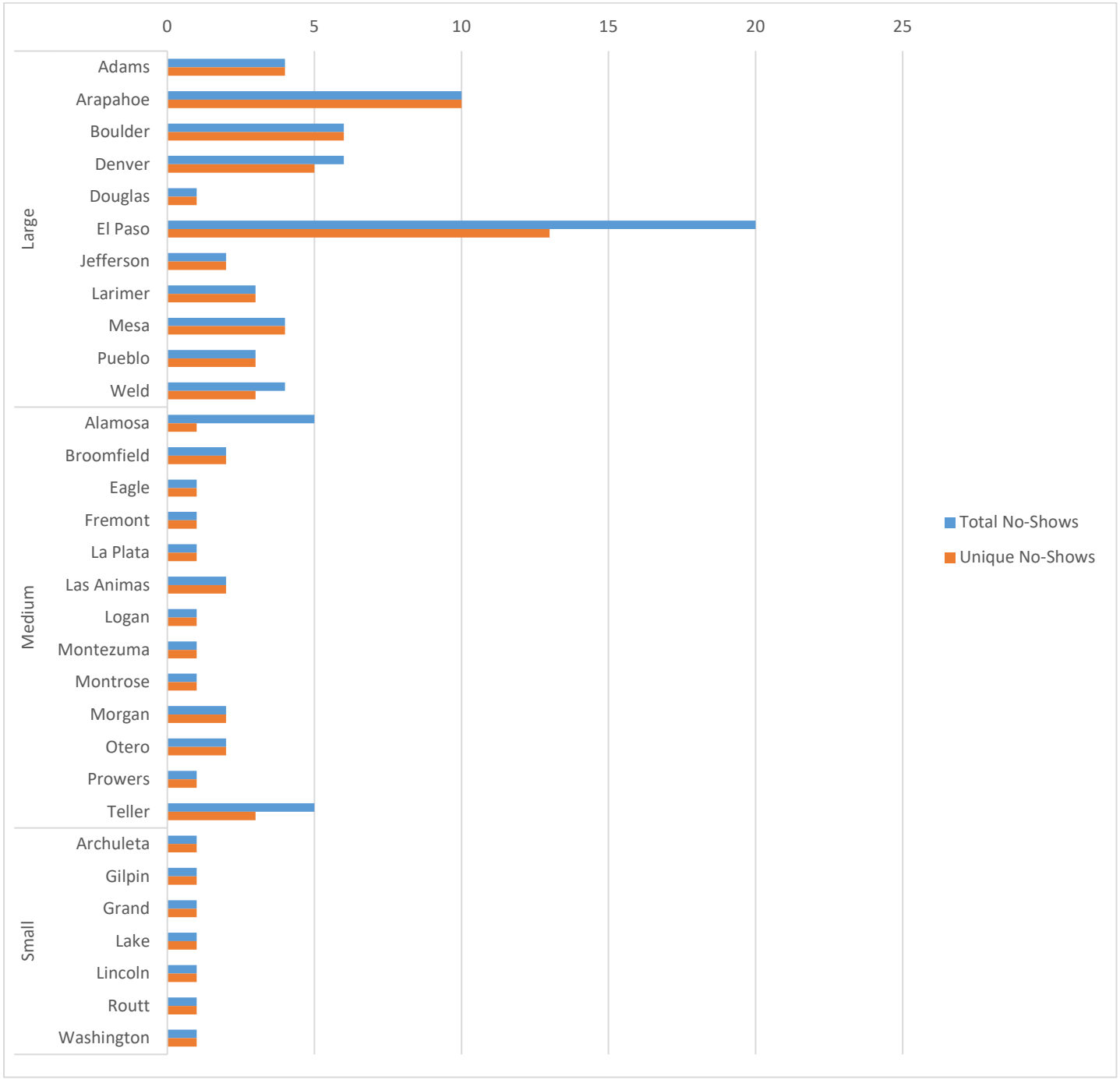
3a. DCW Trainings, TA, & Meetings – Q1



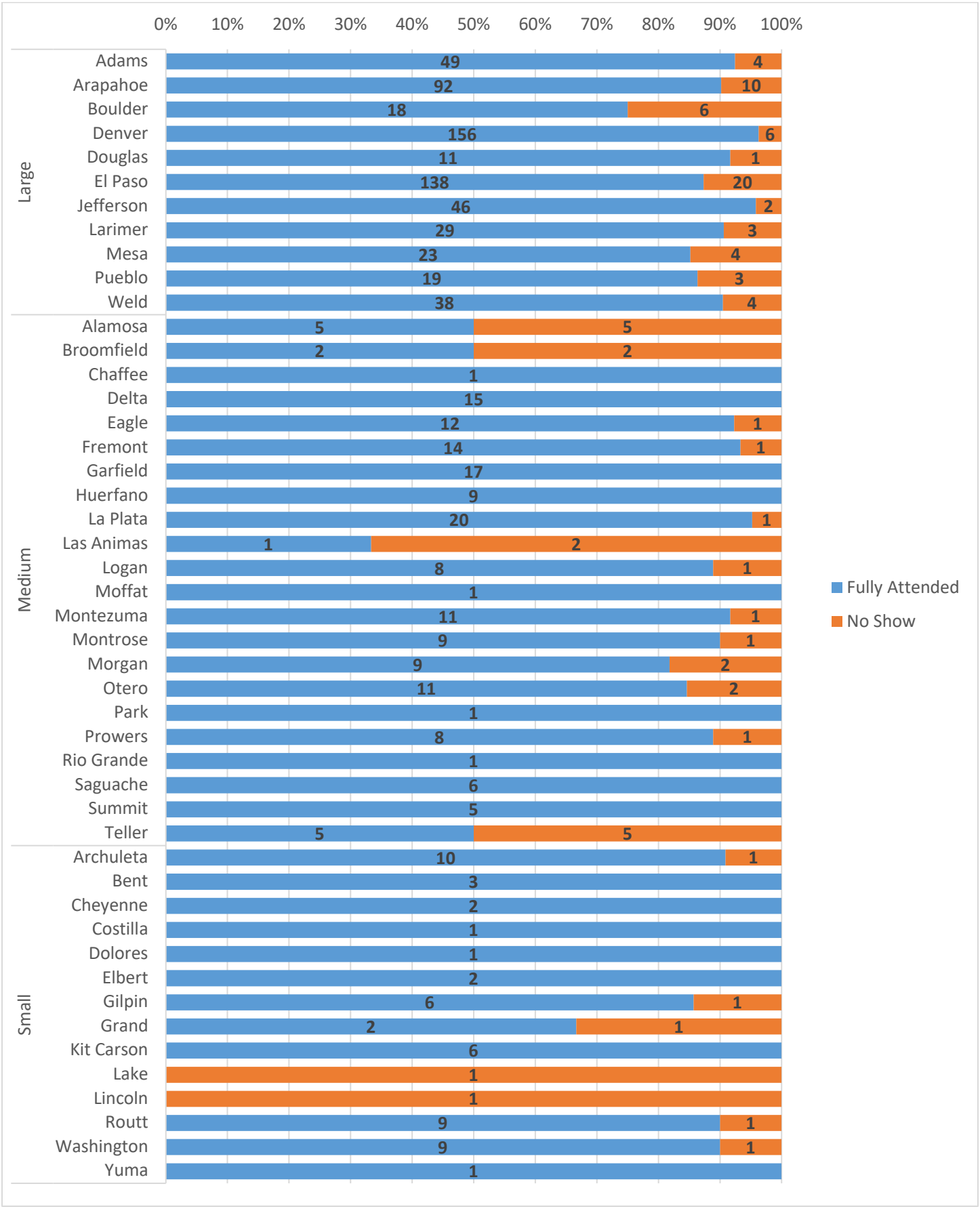
4. Attendance Report – In-Person and Hybrid Courses

The attendance data reported in this section is limited to **county child welfare staff only**. The attendance data is for in-person and hybrid learning experiences only, where face-to-face attendance is tracked by the course facilitator. The figure in subsection 4a illustrates the duplicated and unique learner counts of no-shows at the county level **year-to-date** for the fiscal year; this figure illustrates the degree to which a county is experiencing issues with repeat no-show offenders at the learner-level. The figure presented in subsection 4b provides illustrates the proportion of no-shows to fully attended learners at the county level **year-to-date** for the fiscal year; this figure demonstrates the degree to which any given county may be experiencing issues with no-show learners generally.

4a. No-Shows by County



4b. Overall Attendance by County



5. Training Evaluations by Course Type

Training evaluations are administered to all learners at the conclusion of all training experiences. Courses are offered in three modalities: seminar, online/web-based training (WBT), and hybrid. Seminars are fully facilitated, either virtually or in-person. WBTs are fully online and self-directed with no facilitation component. Hybrid courses have both a self-directed WBT component as well as a facilitated component. Questions are answered on a 7-point Likert scale where a 1 is a strongly disagree and a 7 is a strongly agree. Average scores are presented by course and question in the table below. Scores in the agreement range are shaded in green where darker coloration indicates higher levels of agreement. Scores in the disagreement range are shaded in red with darker coloration indicating higher levels of disagreement. Data are only presented for courses which have received greater than five responses for the reporting period. Data reported below are for the **current quarter** only.

Course Type*/Name	Number of Responses	I can readily identify how the information from this course will apply to my job.	I am confident I can apply what I learned in this course to my job.	The pre and post learning assessment was based on material delivered during this course.	This course provided critical information that will enable me to do my job better.	I had enough opport-unities to practice skills and knowledge application during the course.	I felt that the course materials and exercises enhanced my learning.	I was able to relate each of the learning objectives to the learning I achieved.	I was encouraged to critically think about how to apply knowledge & skills from this course to my work.	I was given ample opportunity to have my questions answered.	The duration of this course was appropriate for the amount of material covered.	Overall, I was satisfied with what I learned from this course.
hybrid	**180**	**6.5**	**6.5**	**6.5**	**6.5**	**6.5**	**6.4**	**6.4**	**6.5**	**6.6**	**6.4**	**6.5**
Building Safety with Families Impacted by Domestic Violence	10	6.9	7.0	7.0	6.9	7.0	6.9	6.9	7.0	6.9	6.9	6.8
Cracking the Medical Code: A Collaborative Response to Medical Aspects of Child Maltreatment	24	6.2	6.2	6.2	6.2	6.2	5.9	6.0	6.3	6.2	6.3	6.0
Hotline & RED Team: Where Assessments with Families Begins	98	6.5	6.5	6.4	6.5	6.5	6.5	6.5	6.5	6.6	6.4	6.5
NTDC Certification Training for Colorado Foster and Adoptive Caregivers	48	6.7	6.7	6.8	6.6	6.5	6.5	6.5	6.6	6.7	6.4	6.6
Seminar	**450**	**6.6**	**6.5**	**6.4**	**6.5**	**6.4**	**6.4**	**6.4**	**6.5**	**6.6**	**6.4**	**6.5**
Activating the Three Brains of Trauma-Informed Practice	16	6.4	6.5	6.3	6.3	6.4	6.1	6.1	6.3	6.4	6.1	6.3
Ask an Expert: Family Time's Shifting Sands	14	6.9	6.8	6.5	6.7	6.5	6.8	6.6	6.7	6.9	6.9	6.9
Ask an Expert: What Substance Use Means for Your Practice	23	6.8	6.7	6.4	6.7	6.4	6.6	6.7	6.6	6.8	6.7	6.8
Beyond Human Trafficking Screening: Case Planning and Support	14	6.6	6.6	6.7	6.6	6.6	6.7	6.6	6.7	6.6	6.6	6.7

Course Type*/Name	Number of Responses	I can readily identify how the information from this course will apply to my job.	I am confident I can apply what I learned in this course to my job.	The pre and post learning assessment was based on material delivered during this course.	This course provided critical information that will enable me to do my job better.	I had enough opport-unities to practice skills and knowledge application during the course.	I felt that the course materials and exercises enhanced my learning.	I was able to relate each of the learning objectives to the learning I achieved.	I was encouraged to critically think about how to apply knowledge & skills from this course to my work.	I was given ample opportunity to have my questions answered.	The duration of this course was appropriate for the amount of material covered.	Overall, I was satisfied with what I learned from this course.
Choose Your Own Trail: Documentation and Practice	66	6.4	6.2	6.3	6.3	6.3	6.0	6.0	6.4	6.3	6.2	6.2
Confidentiality Bootcamp	15	6.7	6.6	6.7	6.7	6.5	6.5	6.6	6.6	6.6	6.5	6.6
Grief: Hidden in Plain Sight	9	6.8	6.7	6.8	6.7	6.7	6.6	6.7	6.7	6.8	6.2	6.7
Habits for Resiliency: You Can't Give What You Don't Have	41	6.5	6.4	6.4	6.4	6.3	6.4	6.4	6.5	6.5	6.5	6.5
Legal Preparation for Caseworkers	77	6.7	6.6	6.6	6.7	6.5	6.7	6.6	6.7	6.7	6.5	6.7
Misunderstood Minds: Fetal Alcohol Spectrum Disorders (FASD) in the Child Welfare System	5	6.8	7.0	7.0	6.8	7.0	7.0	6.8	7.0	7.0	7.0	7.0
Motivational Interviewing Skill-Building for Child Welfare Caseworkers	6	6.7	6.7	6.7	6.8	6.5	6.5	6.5	6.5	6.5	6.3	6.7
SAFE Training	8	6.6	6.4	6.0	6.5	6.5	6.4	6.5	6.6	6.5	5.8	6.3
Safety Through Engagement	61	6.5	6.4	6.3	6.4	6.3	6.3	6.3	6.5	6.5	6.2	6.3
Worker Safety: Protecting Those Serving Others	33	6.7	6.7	6.5	6.7	6.4	6.3	6.4	6.5	6.6	6.6	6.6
Working Toward Closure	62	6.4	6.3	6.3	6.4	6.3	6.3	6.3	6.4	6.5	6.2	6.3
Online/WBT	**3,595**	**6.3**	**6.3**	**6.3**	**6.3**	**6.2**	**6.2**	**6.3**	**6.2**	**6.1**	**6.2**	**6.2**
ACEs: What's in a Score	116	6.3	6.2	6.3	6.2	6.2	6.2	6.2	6.2	6.1	6.2	6.2
Child Development and the Effects of Trauma: Adolescents	156	6.2	6.2	6.2	6.2	6.1	6.1	6.2	6.2	6.1	6.1	6.2
Child Development and the Effects of Trauma: Infants and Toddlers	119	6.3	6.3	6.3	6.3	6.2	6.3	6.3	6.3	6.2	6.2	6.3
Child Development and the Effects of Trauma: School Age	105	6.2	6.2	6.2	6.1	6.1	6.1	6.2	6.2	6.0	6.0	6.2
Child Development and the Effects of Trauma: The Essentials	367	6.3	6.3	6.3	6.3	6.2	6.2	6.3	6.2	6.2	6.2	6.3
Comprehensive Overview of the Interstate Compact for the Placement of Children (ICPC)	33	6.2	6.2	6.2	6.2	5.8	6.0	6.0	5.9	6.0	5.9	6.1
Ethical Decision-Making in Child Welfare Practice	52	6.5	6.5	6.5	6.4	6.5	6.4	6.5	6.4	6.3	6.4	6.5

Course Type*/Name	Number of Responses	I can readily identify how the information from this course will apply to my job.	I am confident I can apply what I learned in this course to my job.	The pre and post learning assessment was based on material delivered during this course.	This course provided critical information that will enable me to do my job better.	I had enough opport-unities to practice skills and knowledge application during the course.	I felt that the course materials and exercises enhanced my learning.	I was able to relate each of the learning objectives to the learning I achieved.	I was encouraged to critically think about how to apply knowledge & skills from this course to my work.	I was given ample opportunity to have my questions answered.	The duration of this course was appropriate for the amount of material covered.	Overall, I was satisfied with what I learned from this course.
Fetal Alcohol Spectrum Disorders	55	6.2	6.2	6.2	6.2	6.2	6.2	6.2	6.2	6.1	6.2	6.2
Individualized Safety Planning with Families	42	6.4	6.3	6.2	6.2	6.0	6.1	6.2	6.2	6.1	6.2	6.2
Introduction to Foster Youth in Transition Program	44	6.2	6.3	6.3	6.2	6.2	6.2	6.2	6.2	5.9	6.0	6.2
Introduction to Kinship Caregiving in Colorado	409	6.4	6.4	6.4	6.4	6.3	6.4	6.3	6.4	6.3	6.2	6.4
Mandatory Reporter	588	6.4	6.4	6.4	6.4	6.3	6.3	6.3	6.3	6.2	6.1	6.3
Plans of Safe Care	32	6.1	6.1	6.1	6.0	5.9	5.9	6.0	5.9	5.8	6.0	5.9
Reasonable and Prudent Parent Standard	522	6.1	6.2	6.1	6.2	6.1	6.1	6.2	6.2	6.0	6.1	6.1
Recharging Your Motivational Interviewing Skills: A Refresher for Child Welfare Professionals	48	6.5	6.5	6.5	6.5	6.4	6.4	6.4	6.4	6.2	6.2	6.4
Recognizing and Responding to Human Trafficking	101	6.2	6.2	6.2	6.3	6.1	6.2	6.2	6.2	5.9	5.8	6.2
Safe and Together: Intersections - When DV, Sub. Abuse, and Mental Health Meet	18	6.3	6.3	6.4	6.3	6.2	6.2	6.3	6.3	6.1	6.2	6.2
Safe and Together: Introduction to the Model	25	6.4	6.3	6.3	6.3	6.2	6.0	6.2	6.3	6.2	6.3	6.3
Safe and Together: Multiple Pathways to Harm	13	6.2	6.2	6.2	6.2	6.1	6.2	6.1	6.2	6.0	6.2	6.2
Safe and Together: Partnering with Survivors	15	6.5	6.5	6.5	6.5	6.5	6.5	6.5	6.6	6.6	6.5	6.5
Safe and Together: Working with Men as Parents	5	6.2	6.2	5.6	6.0	5.8	5.8	6.0	5.8	5.3	6.0	6.0
Safe Sleep: Creating Safe Sleep Environments for Infants	286	6.3	6.4	6.4	6.3	6.3	6.3	6.3	6.3	6.2	6.4	6.3
Screening for Child or Youth Trafficking: Completing the Human Trafficking Vulnerability Assessment	59	6.3	6.3	6.3	6.4	6.2	6.2	6.3	6.3	6.2	6.2	6.3
Transitioning with Care: IPTPs for Children and Youth in Out-of-Home Care	204	6.3	6.2	6.3	6.2	5.7	6.0	6.1	5.8	5.6	6.1	6.2
Welcome to CO Child Welfare	141	6.3	6.2	6.4	6.3	6.0	6.2	6.2	6.1	6.0	6.1	6.2
Grand Total	**4,185**	**6.3**	**6.3**	**6.3**	**6.3**	**6.2**	**6.2**	**6.3**	**6.3**	**6.2**	**6.2**	**6.3**

6. Coaching

CWTS offers two types of coaching services: leadership and system coaching. A leader is defined as anyone who "takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential." Regardless of role or title, anyone who sees themselves in this definition and who has a desire to grow themselves as a leader may access Leadership Coaching services. A system is any group of two or more individuals who work together or whose work is connected in some way. A system might be co-managers, a supervisor and caseworker, a workgroup, or an entire team. In this type of coaching, the entire system is the focus, rather than the individual as is the case in 1:1 coaching. Systems coaching looks at the relationship dynamics present and works to help build more trust, cohesion, and understanding. The table below illustrates the number of individuals, including those who are coached 1:1 or as members of a group or team; hours of coaching; and number of coaching sessions provided by CWTS by quarter for the current SFY.

	Q1	Q2	Q3	Q4
Individuals coached	77			
Total hours of coaching provided	119			
Number of coaching sessions	119			