



DCYF's State-Approved Training Program

What is the State-Approved Training Program?

The Washington State Department of Children, Youth, and Families (DCYF) state-approved training program supports professionals in growing their knowledge and skills so they can improve and sustain quality practices in programs that serve children, youth, and families. State-approved training is offered by talented and diverse trainers across the state through community-based organizations, online, on-the-job, independent learning, or a combination of these approaches.

Trainer Approval

Trainers have significant influence over the knowledge, skills, and abilities of professionals. Given the impact trainers have, we need to make sure that they can provide high-quality learning experiences. To offer in-service-eligible learning, trainers go through an application process in which they share their professional and educational backgrounds as well as experience facilitating adult learning. This information helps us decide the content areas and levels they will train.

Provisional Approval

Occasionally, trainer applicants do not demonstrate proficiency in all trainer standard areas during the application process. They may be provisionally accepted to be state-approved trainers for six months. This acceptance allows trainers to participate in targeted professional development to build their knowledge and skills.

Recruitment and Retention of Diverse Trainers

One of the priorities for our program is to build a trainer workforce that reflects the linguistic and cultural diversity of the providers served. We will develop partnerships with organizations that will support us with recruiting diverse trainers throughout the state.



Washington State Department of
CHILDREN, YOUTH & FAMILIES

Ensuring High-Quality Training Delivery

We want to make sure that our trainers provide high-quality learning opportunities to professionals. To do this, we randomly observe trainers to see if they are meeting the Trainer Standards. For more information, please review the publication *Introducing the Trainer Standards* (EPS_0060) available online at www.dcyf.wa.gov/sites/default/files/pubs/EPS_0060.pdf. Trainer observations allow us to provide trainers with individualized feedback for their professional growth, keep a pulse on how the professional development system is performing, and helps us respond to trainer's learning needs. We also review how training information is entered into our professional development registry so that we can see the user's perspective as they look for relevant trainings.

Trainer Professional Growth

Beginning in 2023, trainers will need to complete 15 in-service (STARS) hours as part of their professional development requirement. They can do this by building their content knowledge in the areas that they train or by participating in training that is aligned with the Trainer Standards. All trainers will need to make sure that five hours annually are devoted to anti-bias and anti-racist approaches in learning.

Trainers may also be invited to complete a Trainer Standards self-assessment to develop an action plan for strengthening their practice available online: www.dcyf.wa.gov/sites/default/files/pdf/WA_Trainer_Competencies.pdf



Continuous Quality Improvement

We are committed to regular outreach and engagement efforts that allow our trainers, training program administrators, and training participants to inform program development and revision. The goal of our dialogues is to become more transparent about the feedback that we receive from our outreach efforts and how that feedback impacts our program.

Looking Into the Future

DCYF is revising the training program to ensure that it is data-driven, reflects the needs of all stakeholders, advances racial equity, mitigates unintended consequences, and holds our team accountable to continuous quality improvement. We invite you to learn about our community feedback driven revision plan: www.dcyf.wa.gov/sites/default/files/pdf/SAT-Data-Report.pdf.

For more information, contact the Professional Development Team at training@dcyf.wa.gov.

If you would like copies of this document in an alternative format or language, please contact DCYF Constituent Relations (1-800-723-4831 | 360-902-8060, ConstRelations@dcyf.wa.gov).