

Ramond A. Kent School of Social Work/University of Louisville

**Credit For Learning**

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**BACKGROUND:** The Credit for Learning Program (CFLP) offers protection and permanency workers the opportunity to fulfill their initial mandated training requirements( new employees) and ongoing mandated/optional training needs (tenured employees) while earning graduate-level credit as non-degree, post-baccalaureate graduate students through the University of Louisville/University of Kentucky/Western Kentucky University. The ultimate goal is to enhance the professional development of public child welfare workers in the Commonwealth of Kentucky.

**METHODOLOGY:**

- University instructors and trainers work together to deliver course and training curriculum. A combination of lecture, group discussion, activities, exercises, video and audiotapes are used to provide instruction/trainings.
- Workers taking the courses for credit or audit complete readings, homework, tests, and papers in order to receive graduate credit.
- Assignments and activities required for courses are tied to casework practice that workers are required to conduct as part of their job/employment
- An evaluation plan for of the Credit For Learning approach is currently being developed

**KEY FINDINGS:**

- Approximately 1000 Cabinet employees have participated in at least 1 CFL course since the program began in 2002
- The number of Cabinet employees pursuing a master's degree in Social Work at UofL has nearly doubled since the program began in 2002.
- Six courses/curriculum important to competency based child welfare practice are currently being implemented: These focus on child protective services, adult protective services, child sexual abuse investigations & management, identifying and referring for mental health substance abuse problems, demonstrating competencies for promoting attachments, parent-child visits, reunification, foster and adoptive care, and implementing best practices in supervising and managing the workforce.

**USEFULNESS TO CABINET:**

- The credit for learning program is supporting CHFS by developing and delivering competency based, evidence based, best practices curriculum critical to professional development of child welfare workers.
- The program is supporting current ASFA and PIP requirements and is helping to increase the number of employees pursuing a Masters degree in social work, which supports the Cabinet's efforts at meeting COA standards in regards to professional development.