



**National Training and  
Development Curriculum**  
FOR FOSTER AND ADOPTIVE PARENTS



THE RESULTS ARE IN:

# AN EVALUATION OF THE NATIONAL TRAINING AND DEVELOPMENT CURRICULUM



*The different levels of information we are receiving is great. I am learning so much and just having these conversations have opened my eyes to a lot of things about fostering.*

NTDC PARTICIPANT

The National Training and Development Curriculum (NTDC) is a new, interactive classroom and online curriculum that provides parents who are fostering and adopting with essential information, knowledge and tools about parenting children who have experienced trauma, grief or loss. Once a child is placed in the home, the NTDC also helps to build skills by providing ongoing learning and opportunities and resources for parents as the child in their care grows and enters new developmental stages. The NTDC is based on research and input from experts and individuals who have lived through the experience of fostering and adopting.

The NTDC is being evaluated rigorously in eight pilot sites across the country, including one tribal nation. It will be available for free to all states, counties, tribal nations, territories and private child welfare agencies, beginning in Spring 2022.

Preliminary findings (including data collected between August 2020 and June 2021) are extremely positive. Additional outcome data will be available as the project gets closer to launch in 2022.

## WHO IS ATTENDING NTDC TRAININGS?

A total of **4,204** parents who are **fostering, adopting or caring for relatives (kinship caregivers)** participated in the trainings. Of these, 1,593 volunteered to be a part of the evaluation. The participants are from Colorado, Florida, Georgia, Illinois, Missouri, Oklahoma, Salt River Pima-Maricopa Indian Community and Kansas.

## WHO IS TEACHING THE CURRICULUM?

A total of **118 facilitators**. Of these, 55 are professional trainers; 38 are parents who are fostering, adopting or kinship caregivers; and 25 are both professional trainers and parents. They have gone through train-the-trainer instruction and have taught a cohort using the NTDC.

## HOW WELL IS THE CURRICULUM BEING IMPLEMENTED?

- » **Fidelity is strong.** Facilitators report completing on average 93% of curriculum activities.
- » **Facilitators feel confident** in their abilities to train the main objectives in the NTDC, rating themselves with an average 4.4 on a 5-point scale.
- » **Facilitators feel strongly about the benefits** of the NTDC as a comprehensive, trauma-informed curriculum.

*"The best thing about NTDC is that it offers current, research-based information for prospective foster, adoptive and kin caregivers."*

NTDC FACILITATOR



# ARE PARTICIPANTS LEARNING?

## RESULTS FROM CLASSROOM-BASED TRAINING

- » **Participant competency gains are high.** Participant post-tests showed improvement in 18 out of 18 themes with significant increase from pre to post-test. The highest improvement came in the following themes:
  - Mental Health Considerations – Increase of 48% from pre to post-test
  - Trauma Related Behaviors – Increase of 43% from pre to post-test
  - Impact of Substance Use – Increase of 24% from pre to post-test
- » **Participants are satisfied** with the content being delivered. Participants rated their satisfaction using a 6-point Likert scale (survey or questionnaire commonly used in social science research that expresses the intensity of a response, not just a 'yes' or 'no' answer) . A score closer to 6 indicates greater satisfaction.
  - Overall average satisfaction with the curriculum was 5.3. The average response for each theme ranged from 5.2 to 5.5, meaning that the average satisfaction for each individual theme was never lower than 5.2.
  - Participants overall liked the pace of the training (not rushed or boring, was organized and easy to follow) 5.3 out of 6.
- » **What participants liked the most were** videos, engagement, stories shared by individuals with experience fostering and adopting, resources provided and discussion and interaction during class.
- » Participants felt that **skills being taught were important.**
  - **Participants recognize the content as highly important.** They gave an average importance rating of 9.7 out of 10. The Separation, Grief and Loss skill of recognizing the signs of grief and loss underlying children's behavior was rated highest in importance.
  - **Participants feel confident.** They scored their confidence rating at 9.0 out of 10.
  - **Participants were very likely to use skills gained.** They gave an average rating of 9.4 out of 10 to this likelihood.

100%

Participant post-tests showed improvement in 18 out of 18 themes.



## RESULTS FROM RIGHT-TIME TRAINING

- » Right-Time trainings had a positive impact on participants' self-reported competency levels.
  - **Average rate of perceived competency increased on all questions.** Statistically significant changes were observed from pre- to post-test on 90% of individual questions and 100% of themes.
  - **Participants improved their accuracy in answering questions from the pre to the post-tests.** Participants showed statistically significant improvement, from 77.5% to 82.3% in overall accuracy, after reviewing the Right-Time theme.
  - **Satisfaction was high.** Overall, participants reported that they agreed that Right-Time trainings were relevant to their needs as well as applicable to real life and that they would recommend it to other parents. They indicated that they planned to use the information and skills learned.

"I liked the interactive aspect of the training. We were not just being lectured at. We were part of the presentation and we are encouraged to participate."

NTDC PARTICIPANT

"The training is very informative and provides many resources to help us once we become parents to look back on."

NTDC PARTICIPANT

"There is a lot of stuff I didn't have any idea about that I have learned so far in the trainings."

NTDC PARTICIPANT

## FEEDBACK ON REMOTE TRAINING

- » Almost all of the participants included in this evaluation took the NTDC on a remote platform.
  - **Participants' experiences with the online setting are positive.** Participants report with an average rating of 5.6 on a 6-point scale that they are comfortable using online technology.
  - **Participants did not feel that the virtual implementation of the NTDC impeded their learning.** Overall scores were 2.2 on a 6-point scale in which a rating of 1 would indicate that it did not impede learning at all.



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