WELCOME!!

to the

INAUGURAL SVAA LEADERSHIP SYMPOSIUM

September 19-21, 2016
Overview & Announcements

• Format of Workshops
  • Panel presentations
  • Table discussions – rotated table seating
  • Reports back to full group

• Message & Idea Boards

• Reserved Lunch Tables for Networking

• Photo & Video Release Form - in packets

• Evaluations
Framing the SVAA Vision: Upholding Values & Ideals

Janet Fine, Sharron Fletcher & Andrea Van Liew
Learning Objectives

• To better understand OVC’s initial and current vision and values for SVAAs and lessons learned from the history of their establishment

• To identify roles and responsibilities of Steering Committees and Academic Partners and key considerations for their composition and function

• To explore ways in which Communities of Practice can be created to address the needs of SVAAs and their trainees
Development of SVAAs

Why they started

OVC Support

Today
OVC’s Vision for SVAAs

Provide comprehensive, academically-based, fundamental education and training for victim assistance service providers, victim advocates, criminal justice personnel, and allied professionals who routinely deal with crime victims.

• Establish an SVAA in every state to provide foundation-level education/training for victim assistance providers and allied professionals
• Encourage victim assistance course of study in colleges and universities nationwide
• Integrate victim studies into post-secondary curricula
• Create certificate and/or degree programs
Evolution of SVAAs

1995 - National Victim Assistance Academy developed

1998 - co-sponsors state-level academy in Michigan


2000-2013 - 45 state academies funded
To build and institutionalize capacity through an infusion of technology, training, and innovation to ensure that the field is equipped to meet the needs of crime victims in the 21\textsuperscript{st} century.
Drivers of Change

2013 – Vision 21 Launches
2014 – SVAA Program Assessment Completed
2015 – SVAA TTA Project & VOCA Discretionary Training Solicitations released
2015 & 2016 – Significant increases in VOCA funding
OVC no longer directly funds SVAAs; however, states have funding to support academies and training through:

- VOCA discretionary training $
- VOCA administrative $
- Other sources

OVC funds SVAA Resource Center to provide dedicated training and technical assistance to SVAAs
Core Concepts & Foundational Elements

- **Communities of Practice**
  - What does this mean and why is it relevant for SVAAs?

- **Values Statement**
  - Impetus
  - Multi-Purpose
Steering Committees – Guiding SVAA Development

• Purpose & Role
  • At outset
  • Ongoing

• Composition

• Needs Assessment – critical component

Our distinguished advisory board provides unique experience to help guide our strategies.
Vermont Victim Assistance Academy

- Developed out of VS 2000, pilot in 2001, launched in 2002
- Revision Process in 2013 – took a year off to Revamp!
- Revisions included:
  - Expansion to 8 full days
  - Development of CORE Trainer team
  - Development of 10 CORE Concepts
  - Participant MOU, Support for Learning Letter & Transfer of Learning/Action Planning
Role of the Academic Partner

**VVAA Accreditation**

- **Vermont Association of Social Workers – Continuing Education Units (CEU’s)**
- **Vermont State Colleges – 3 to 6 college credits – minimal fee – 3 credits for classroom, up to 3 credits for field practicum**
- **National Victim Advocate Credential – National Office of Victim Assistance (NOVA)**
• Andrea Van Liew, Director
Community Engagement and Training Department
Vermont Center for Crime Victim Services
58 South Main St. Suite 1
Waterbury VT 05676-1599
(802) 241-1250 x 113
andrea.vanliew@ccvs.vermont.gov
Discussion Questions

• Are there “must haves” for members of the Steering Committee? Other interesting additions? How should Steering Committees steer?

• Does the draft Values Statement reflect those of your SVAA? Anything missing? How can such a statement serve your SVAA and your state's victim services delivery?

• Is building a Community of Practice part of your SVAA's framework? If so, how do you support its implementation? How do academic institutions fit into and contribute to your Community of Practice? How do they inform SVAA evolution?
State Victim Assistance Academy
Resource Center

Designing the Academy Framework to Maximize the Professional Development of Students

Katherine Manners, Nancy Lewis & Brooke Marshall
Learning Objectives

• Advantages and challenges of blended learning

• Integrating learning through mentoring programs

• Impact of these on student’s professional development
Blended Learning

• Nancy Lewis, Executive Director
Blended Learning

The Colorado Victim Assistance Academy

1999
Blended Learning

• Clear Outcome of Purpose for Academy
• Clear Outcome Objectives for Classes
• Instructors Training on Adult Learning
• Combination of Knowledge & Skills Learning
• Nancy Lewis, Executive Director
  1325 S Colorado Blvd, Suite 508-B
  Denver, CO 80222
  office  303 861-1160
  cell    303 475-2496
  nansutton@aol.com
  www.coloradocrimevictims.org
• Integrating Learning Through Mentoring Models

• Impact on Student’s Professional Development
  • Katherine Manners, M.Ed., LMFT
Goals of a Mentoring Model:

• Process and debrief material
• Discuss and ask clarifying questions
• Synthesize material and how it applies to work
• Identify self care while at the Academy and at work
Mentor Groups

• Group makeup

• Mentor diversity

• Confidentiality

• Mentor debriefing meeting

• Community of Practice:
  • Building relationships, networking and support
Initial Introductions

• Mentor introduction & work history

• Introducing the mentoring group.
  • Share the goals
  • Logistics and purpose: content and process
  • Consistent membership
  • Mentor availability, back up
  • Confidentiality

• Introductions: go rounds
Getting to Know One Another

• Ice breaker: Name game
• Tell us about your work
• WHEN, HOW and WHY you got into victim services work?
• How did you end up at Academy?
  • What are your hopes or expectations?
Mentor Group Meeting Prompts

• Overall impression of the day?

• What stood out for you?
  • Positive/Negative

• How will this apply to your work?

• Anything particularly upsetting or disturbing to you?

• What are you going to do this evening to relax and unwind?
Mentor: “A wise and trusted counselor or teacher.”

• Focus on student development:
  • Learning, not teaching.
    • Questioning skills are most important

• Role:
  • Build rapport
  • Ask questions eliciting their wisdom
  • Listen
  • Encourage reflection on their own experience.
  • Respect their own and others’ experience and insight.
  • Empower critical thinking
Follow Along Consultation

- Brooke Marshall, J.D.
- Co-Director MVAA
Objectives

• Create supportive network of service providers within the first years of service
• Provide forum to support transfer of learning from the Academy
• Provide access to coaching/mentoring for new victim service providers to mitigate vicarious trauma and reduce compassion fatigue
• Increase the level of professionalism and competency within the victim service field
• Create standards for statewide victim advocate certification
Process of Determining Interest

• Conducted needs assessment Spring 2016
  • Solicited interest in follow-along consultation program
  • Solicited interest in a Certificate of Behavioral Health
• 27 attended week-long residential 2016 Academy
• 24 attendees signed up to participate for Follow-Along Consultation
• 7 currently participating in inaugural follow-along program
• Support training process and transfer of learning occurring at annual the Montana Victim Advocate Academy
• Provide training in advanced topical skills and knowledge
• Inform statewide efforts about professionalization and standardization of victim advocates training
• Lay foundation for advanced academy curriculum
Logistics

- Funding to support Follow-Along Consultation includes two consultants – University of Montana School of Social Work
- Determined forum
- Sent Doodle Poll on best time to regularly videoconference
- Share case studies for challenging cases & receive feedback from UM faculty and colleagues
- Additional training topics
- Participation Agreement & Confidentiality Form
- Evaluation Component
Brooke Marshall, J.D.
• Co-Director, Montana Victim Advocate Academy
• Assoc. Director, Institute for Educational Research & Service
• Phyllis J. Washington College of Education & Human Sciences
• University of Montana
(406) 243-5764 (work)
(406) 317-2750 (cell)
Brooke.Marshall@mso.umt.edu

Nancy Berg, B.A.
• Co-Director, Montana Victim Advocate Academy
• Manager, Professional Development Projects
• College of Education & Human Sciences
• University of Montana
(406) 243-4973 (work)
Nancy.Berg@mso.umt.edu
www.iers.umt.edu
Discussion Questions

• Does your Academy utilize online learning? How is it implemented and what are the pros and cons?

• What is the role of the Academy in individual professional development?

• How does your Academy translate learning into practice?
State Victim Assistance Academy
Resource Center

Refining Your Program’s Content & Faculty: Recipes for Success

Lisa Tieszen & Kevin Becker
Learning Objectives

- To explore the broad range of considerations in creating a framework for your Academy
- To understand how curriculum development fits into the Academy framework
- To increase understanding of trauma-informed care and its relevance to Academies
- To learn about models of faculty recruitment, development and coaching
OVC Framework Guidelines

- History of Victim Rights Movement/State Laws
- Academic Partnerships
- Training needs assessment
- Steering Committee
- 40 hour curriculum/faculty development
- Trauma-informed
- Culturally relevant
- Evaluation Process
- Financial plan
What are our Vision & Mission?
What principles are important?
What is our Model?
  - use of blended learning
  - mentoring
  - across systems/time
Target Audience?
Overall Goal: Improve services to crime victims

Overall Objective: Help crime victim service providers better understand the victim’s experience
Academy Objectives

• Understanding the victim’s experience across time and systems

• Shaping of attitudes and values (interdisciplinary, victim-centered, multicultural, coordinated, holistic)

• Focus on STS & Career Longevity
MA Framework

• Core Competencies/Systems
  • Victim Advocacy
  • Mental Health
  • Criminal Justice

• Additional Competencies/Systems
  • Faith/Spirituality
  • Journalism/Media
  • Cultural Competence
  • Restorative Justice
  • Health/Medical Care
  • Victim Compensation
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<tr>
<th>Day</th>
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<td><strong>DAY CHAIR: LISA T</strong></td>
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<td>8:30-10:15 Working with Diverse Victim Populations</td>
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<td>1:15-3:00 Mental Health Victim Advocacy &amp; Criminal Justice</td>
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<td>3:00-3:15 Afternoon Break</td>
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<td>3:15-4:30 Medical/Health Care</td>
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<td>4:30-5:15 Mentoring Groups</td>
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<td>Tuesday (7/24):</td>
<td>Assault &amp; Hate Crime 48 hrs. - 2 mos.</td>
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<td><strong>DAY CHAIR: KEVIN B</strong></td>
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<td>Wednesday (7/25):</td>
<td>Violence in the Community 2 – 12 Months</td>
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<td><strong>DAY CHAIR: KATHERINE M</strong></td>
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<td>3:00-3:15 Afternoon Break</td>
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<td>3:15-4:30 Faith/Spirituality for Advocates &amp; Survivors</td>
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<td>4:30-5:15 Mentoring Groups</td>
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<td>Thursday (7/26):</td>
<td>Child Abuse 12+ Month</td>
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<td><strong>DAY CHAIR: JANET F</strong></td>
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<td>3:15-4:30 Secondary Traumatic Stress</td>
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<td>4:30-5:15 Mentoring Groups</td>
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Developing the Faculty

• Recruitment
  • Knowledge of content & field
  • Experience & relevance
  • Willingness to engage students in creative ways
  • Diversity
Developing the Faculty

• Integration into overall Academy
  • Shared mission & goals
  • Understand role of victim advocates/service providers
  • Communication is key

• Guidance/Coaching
  • Setting goals/objectives
  • Utilizing adult learning principles
  • Respect, value, direct, as needed
Trauma-informed Care

What is it?

Why is it relevant for advocates/providers & Academies?

Isn’t this too clinical?

• Helps advocates/providers to understand the victim’s experience & reactions
• Enables them to relate and respond to victims/survivors in more informed & helpful way
“Trauma-informed care is a strengths based framework that is grounded in an understanding of and responsiveness to the impact of trauma, that emphasizes physical, psychological and emotional safety for both providers and survivors, and that creates opportunities for survivors to rebuild a sense of control and empowerment.”

1. Understanding trauma and its impact
2. Promoting physical and emotional safety
3. Ensuring cultural relevance
4. Supporting client control, choice and autonomy
5. Integrating care & promoting healing

Department of Labor, 2010
Understanding Victim Trauma

• Biological  Body: fight, flight, freeze  
               Brain: can anyone say amygdala?

• Psychological  One’s mental & emotional state; sense of self

• Social  Victim’s relationship with others
Understanding Victim Trauma

Victim

- Early experiences
- Current traumatic events
- Chronic experience of violence or trauma
Discussion Questions

• What are the current goals for your Academy? Is there an overarching framework that guides your planning and implementation?

• How are you recruiting and retaining faculty? How do you train and support your faculty?

• How are you integrating one or more of these concepts: “evidence-based,” “trauma-informed,” and “culturally relevant” into your Academy?
State Victim Assistance Academy
Resource Center

Keeping Up With the Times & Moving Ahead

Kevin Becker, Kathy Walsh & Jennifer Howard

SVAA Leadership Symposium 2016
NCVC National Training Institute, Philadelphia, PA
Learning Objectives

• To identify and explore strategies for sustaining your SVAA through federal, state and local partners and resources.

• To evaluate the role of professional certification and academic credit for SVAA students.
“Everything is Political”
Senator Tommy Burks and Charlotte Burks

- Tommy Burks legislator from 1970 – 1998
- Murdered by his opponent on October 19, 1998
- Charlotte Burks first TN State Senator to win as a write-in candidate
Senator Tommy Burks
Victim Assistance Academy

- Created with a 3 year federal grant
- Partnership with TN Coalition to End Domestic & Sexual Violence and UTC
- 40 Hour Curriculum developed from National Victim Assistance Academy and updated annually
- Sustained with an annual $100,000 grant from the TN Criminal Injuries Fund
Academy held on UTC campus
Grant provides scholarships for 50 students to attend the Academy annually
Instructors include UTC faculty, Coalition Staff, and other experts in the field of law, victim’s comp, child abuse, etc.
Attendees can earn college credit
Benefits of Attending the Academy

• Provides consistent basic training on domestic violence, sexual assault, human trafficking, child abuse, impact of trauma, legal advocacy, building a CCR

• Promotes collaboration among victim service providers

• Improves community response to victims of crime
Kathy Walsh
kwalsh@tncoalition.org
www.tncoalition.org
615-396-9406
NACP HISTORY

• The National Advocate Credentialing Program® (NACP), developed through the cooperative effort of multiple national and state victim assistance organizations, was launched in 2003 as the first voluntary credentialing program available to crime victim advocates nationwide.

• NACP promotes a minimum of forty hours of pre-service training for advocates, recognizes the advocate’s years of experience, whether volunteer or paid, and requires continuing education for all advocates credentialed under the program.

• National Organization for Victim Assistance serves as the secretariat of NACP, the NACP Application Review Committee is made up of Victim Service Providers.
SVAA Pre-Approval as a NACP Introductory Advocacy Training

- Submit training curricula to nacp@trynova.org
- Training must be a minimum of 40 hours
- Training must cover a minimum of 10 core topics
- Curricula should be resubmitted every 2 years to maintain pre-approval
- Once pre-approved, applicants can use your training to apply for Provisional Level (or a higher level, as is appropriate)

- Advocacy/Role of the Advocate
- Cultural Sensitivity/Competency
- Case Management
- Ethics/Confidentiality
- Civil/Criminal Justice System
- History of Victim Services
- Crime Victims Compensation
- Trauma of Victimization
- Crisis Intervention
- Victims’ Rights
Pre-approved Trainings (as of 9.1.16)

<table>
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<tr>
<th>National trainings</th>
<th>Academy</th>
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<tr>
<td>NOVA Victim Assistance Academy</td>
<td>Indiana</td>
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<tr>
<td>RAINN Online Hotline Training</td>
<td>Indiana Coalition Against Sexual Assault</td>
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<tr>
<td>The Center for Legal Studies – Victim Advocacy Certification Course (online)</td>
<td>INSVAA Academy</td>
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<td>OVC – VAT Online Training</td>
<td>Kansas</td>
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<td>The Crisis Center Inc. Rape Response Program (Birmingham, Alabama)</td>
<td>Kansas Academy for Victim Assistance</td>
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<td>Alabama</td>
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<td>Arizona</td>
<td>Kentucky Victim Assistance Academy</td>
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<td>Arizona State Victim Assistance Academy</td>
<td>Louisiana</td>
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<td>Arizona Center Against Sexual Assault</td>
<td>Louisiana State Victim Assistance Academy</td>
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<tr>
<td>California</td>
<td>Maryland</td>
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<tr>
<td>The Victim Services Certificate – California State University, Fresno</td>
<td>Community Advocates for Family &amp; Youth (Capital Heights, MD)</td>
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<td>Colorado</td>
<td>Roper Maryland State Victim Assistance Academy</td>
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<tr>
<td>17th Judicial District Adams County, Voluntary Advocate Academy</td>
<td>Pathways for Change, Inc. Rape Crisis Training Program</td>
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<tr>
<td>District of Columbia</td>
<td>Michigan</td>
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<td>DC Victim Assistance Academy</td>
<td>Prosecuting Attorneys Association of Michigan – Victim Rights Training Program</td>
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<td>Georgia</td>
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<td>Georgia Victim Assistance Academy</td>
<td>Minnesota State Victim Assistance Academy</td>
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<td>Idaho</td>
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<td>Idaho Coalition Against Sexual and Domestic Violence</td>
<td>University of Southern Mississippi/Administration of Justice</td>
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<td>Illinois</td>
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<td>Illinois Victim Assistance</td>
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<td>South Carolina</td>
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<td>Utah State Victim Assistance Academy</td>
<td>Las Vegas Metropolitan Police Department</td>
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<td>Vermont</td>
<td>New Mexico</td>
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<td>Vermont Victim Assistance Academy</td>
<td>New Mexico Basic Victim Assistance Academy</td>
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<td>Virginia</td>
<td>New York</td>
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<td>City of Alexandria Sexual Assault Center Advocate Training</td>
<td>New York State Victim Assistance Academy</td>
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<td>Virginia Victim Assistance Academy</td>
<td>North Carolina</td>
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<td>Domestic Violence Program – Volunteer Training (City of Alexandria)</td>
<td>North Carolina Victim Service Practitioner Certification Academy</td>
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<td>Washington</td>
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<td>Family Support Center &amp; Kids First CAC Victim Assistance Training (Colville, WA)</td>
<td>Ohio BASICS Victim Assistance Academy</td>
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<td>Military</td>
<td>Pennsylvania</td>
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<tr>
<td>United States Coast Guard (USCG) Victim Advocate Training (with 10 hours OVC supplement)</td>
<td>Prosecuting Attorneys Association of Michigan – Victim Rights Training Program</td>
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<td>Pennsylvania</td>
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<td>PAAR Sexual Assault Counselor Training</td>
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<td>Sexual Assault Counselor Training provided by PCAR Centers</td>
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<td>Rhode Island</td>
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<td>Rhode Island State Victim Assistance Academy</td>
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<td>National Guard Bureau Sexual Assault Response Coordinator (SARC) &amp; Victim Advocate Course</td>
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<td>U.S. Air Force Sexual Assault Training Program</td>
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<td>U.S. Army SHARP Foundation Course (80 hours)</td>
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<td>U.S. Army SARC/VA Career Course (7 week)</td>
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<td>U.S. Navy Sexual Assault Victim Advocate Training (40 hours)</td>
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<td></td>
<td>U.S. Marine Corps Sexual Assault Prevention &amp; Response Program Uniformed Victim Advocate Training</td>
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SVAA Graduates Can Apply for NACP

• Deadlines
  • Applications are accepted on a rolling basis
  • Applications are approved 4 times per year
  • Deadlines: January 31, April 30, July 31, October 31

• Levels
  • Provisional – available to your graduates once your training is pre-approved
  • Basic - 3900 hours (2 years) plus additional information as application requires
  • Intermediate - 7800 hours (4 years) plus additional information as application requires
  • Advanced - 15,600 hours (8 years) plus additional information as application requires

• This NCVC training event can be used as advanced training towards a specialty area or as continuing education.
For more information...

• Visit our website:
  • [https://www.trynova.org/help-crime-victim/nacp/](https://www.trynova.org/help-crime-victim/nacp/)

• Contact us
  • [nacp@trynova.org](mailto:nacp@trynova.org)
  • 703-535-6682
Discussion Questions

• What sustainability methods have you tried/implemented & what methods have you considered trying?

• What are the pros & cons of certification particular to your SVAA?
Thank you!

Email us at: svaatta@ncvc.org

Visit us at: http://victimsofcrime.org/our-programs/svaa