



Service Provider Rate Structure

Academy Service Provider Rate Structure Criteria

At the Academy, our Service Providers are a crucial component of our programs. The Service Provider Rate Structure spans all Academy programs and creates equity in how our Service Providers are compensated for their work.

Service Providers are assigned an initial rate when they are onboarded. Their initial rate is determined by the qualifications detailed on their application documentation, such as their resume, referral, curriculum examples, and feedback surveys (if they have them from another entity) and the demonstration of their facilitation skills and behaviors essential for effective service delivery through their facilitation demonstration.

All Service Providers will be reviewed Biennially to determine if their skills, behaviors, and qualifications have evolved and if a rate increase is warranted. If, within that two-year time frame, there has been a significant change in the facilitator's skills, behaviors, and qualifications, they can submit an updated resume/CV for review. We will consider the resume alongside other factors, such as their level of achievement as demonstrated in their CWDS End-of-Day Evaluations, Biennial Evaluation, and other documentation, to determine if an increase in their pay level is warranted.

Some of the factors that are considered as we determine the rate are:

- Years of experience (lived or professional in relevant practice areas, including but not limited to child welfare, ICWA, Tribal communities, behavioral health, APS, or executive development)
- Experience and recognition as a specialist or lead in the community or County/Agency
- Level of knowledge and ability to incorporate current best practices in curriculum design and course delivery
- Level of training, coaching, and/or facilitation (interactive, multi-dimensional use of techniques in the delivery of services)
- Experience in public speaking, facilitating, coaching, and/or training
- Level of awareness, ability to incorporate and model concepts of fairness and equity, diversity, and inclusion, cultural responsiveness, adult learning theory,



Service Provider Rate Structure

- trauma-informed practice, recovery, and resilience orientation, and transfer of learning in curriculum development and/or training delivery
- Multi-county, statewide, and/or Academy relationships and longevity
 - Level of compliance with all Academy policies, procedures, and demonstration of the Academy Mission and Values
 - Demonstration of growth via Academy feedback, excellent scores and feedback on end-of-day surveys, and/or consistent participation in Academy-sponsored development training/coaching/eLearnings
 - Experience in a manager or executive position in a public or Tribal health and human services agency in the relevant area of practice (child welfare, adult services, etc.)
 - A postgraduate degree, work experience, and/or subject matter expertise through lived experience
 - Authored publications in the area of practice
 - Highly specialized subject matter expertise, training, experience on statewide and/or national child welfare, ICWA, or APS issues and/or are nationally recognized speakers
 - Unique experience with a highly specialized topic or subject matter
 - Possesses training and/or coaching certification and/or credentials that are required to deliver services in a particular subject matter area or workforce development modality (for ex., Clifton Strengths, MINT, 4 lenses) This does not include professional licensing required for them to deliver their practice (e.g., attorney, therapist, etc.).
 - Awards, publications, and other statewide and/or national recognition