



## Service Provider Rate Structure

At the Academy we have a Service Provider Rate Structure that spans across all of our programs. Through application documentation (resume, referral, curriculum examples, feedback surveys, and a facilitation demonstration) the Service Provider needs to demonstrate certain skills, behaviors and qualifications. Their level of achievement in those skills, behavior and qualifications determines what level of pay they receive. If there have been changes in a facilitator's skills, behaviors and qualifications they can submit an updated resume/CV for review.

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)
- If an existing county/state employee documentation of good standing as County employee
- 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
- Participation in Academy T4Ts and/or other developmental opportunities
- Level of training, coaching, and/or facilitation (interactive, multi-dimensional use of techniques in delivery of services)
- Experience in public speaking, facilitating, coaching and/training
- Level of awareness, ability to incorporate and model concepts of fairness and equity, diversity, and inclusion, cultural responsiveness, adult learning theory, 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, Vision and Values
- Via Academy evaluation, demonstration of improvement and steadily receiving good/excellent scores/comments
- 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.)
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- 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