



- b. Child welfare personnel must be employed by a community-based care lead agency or a subcontractor of a community-based care lead agency.
- c. Either personnel must be a high performing employee, completing job duties and responsibilities at an achievement rate established by their employer and reflected on their latest performance evaluation.
- d. Personnel must be admitted into a graduate-level social work program or graduate certificate related to child welfare which is certified by the Council on Social Work Education.
- e. Personnel must take courses online if such courses are offered online
- f. Personnel must maintain at least a "B" (3.0) in all courses for which tuition and fees are exempted, and when a "B" is not achieved, must reimburse the University for the Cost of the course.

**6. What does it mean to be a "high performing employee"**

- a. A "high performing employee" is defined as achieving a minimum score of at least 70% of an employer's overall performance evaluation total. However, individual employers may set standards that exceed the 70% minimum requirement based on the agency's minimal "meets expectation" designation. For those individuals employed by the state, a minimum overall score of 3.5 must have been achieved on the employee's last performance evaluation to be eligible to receive a benefit under the CHSDB (14-28(.)-140(4)(2025)1(a)66)(97)ITC