

# FUNDAMENTALS COMPETENCIES OF FOSTER AND KINSHIP CARE, AND ADOPTION

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## TOPIC 922: ROLE ON THE CHILD PROTECTION TEAM

### Skill Set

922-01: Ability to effectively work with caseworker and other agency staff

922-02: Ability to assist with the achievement of case plan goals

922-03: Ability to effectively function as a member of the child protection team

<b>Skill Set 922-01: Ability to effectively work with caseworker and other agency staff</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
922-01-001	Understands the importance of following laws and rules regulating child welfare practice, including foster care rules
922-01-002	Knows how to get information about the licensing agency's policies and procedures. Understands the importance of following those policies and procedures
922-01-003	Knows when and how to tell the caseworker about disclosures of abuse, including sexual abuse, by a child in the caregiver's home
922-01-004	Knows the agency structure and how to advocate for a child at the correct levels of the agency's structure
922-01-005	Knows how to work collaboratively with the caseworker and other agency staff
922-01-006	Can function as a team member with agency staff to meet the child's needs

<b>Skill Set 922-02: Ability to assist with the achievement of case plan goals</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
922-02-001	Knows the primary goals of child welfare services; Knows types of services that can help abused and neglected children and their families
922-02-002	Understands benefits and challenges of different kinds of temporary substitute care and permanent placement options for children
922-02-003	Understands juvenile court hearings that grant the agency custody of children
922-02-004	Knows types of family resources and strengths that decrease risk of abuse and neglect
922-02-005	Understands why special services may be needed for children who have emotional, social, or behavioral problems
922-02-006	Knows how to be involved in case planning and case coordination with other members of the child's service team
922-02-007	Understands the conflicts and dilemmas when different team members disagree regarding case plan goals. Knows how to manage these feelings so they do not interfere with the permanency plan for the child.
922-02-008	Can advocate for the child's well-being and permanency when planning services for the child and family

<b>Skill Set 922-03: Ability to effectively function as a member of the child protection team</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
922-03-001	Understands the caregiver's role in working with caseworkers and therapists to help children reunify with their primary families
922-03-002	Understands the caregiver's role in testifying in court
922-03-003	Knows how to communicate as a professional member of the child protection team at court hearings
922-03-004	Knows how to communicate as a professional member of the child protection team during child-related meetings
922-03-005	Understands roles and responsibilities of other members of the child protection team including community service providers such as law enforcement, school personnel, mental health workers, health care providers, and others
922-03-006	Knows how to collaborate with community service providers to obtain needed services for the child and caregiving family
922-03-007	Can collaborate with service providers to get the child needed services

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## TOPIC 923: DEVELOPMENTAL ISSUES IN MALTREATED CHILDREN

### Skill Sets:

923-01: Ability to recognize indicators of healthy development

923-02: Ability to recognize and respond to potential developmental problems

923-03: Ability to enhance children's development

923-04: Ability to promote healthy sexual development in children

923-05: Ability to adjust parenting style to better care for a child who has been maltreated

SKILL SET 923-01: Ability to recognize indicators of healthy development	
Comp. No.	Competency Description
923-01-001	Knows the principles of development
923-01-002	Knows the developmental domains and understands how there may be developmental variations between physical, emotional, cognitive, and social domains
923-01-003	Understands how infants and toddlers develop in each domain - social, emotional, cognitive, and physical
923-01-004	Understands how preschoolers and school-age children develop in each domain - social, emotional, cognitive, and physical
923-01-005	Understands how adolescents develop in each domain - social, emotional, cognitive, and physical
923-01-006	Knows how heredity and environment affect development
923-01-007	Knows how the primary family's values and standards for behavior influence development
923-01-008	Can recognize indicators of healthy development

SKILL SET 923-02 Ability to recognize and respond to potential developmental problems	
Comp. No.	Competency Description
923-02-001	Understands how separation from the primary family and placement in out-of-home care can affect development
923-02-002	Understands how trauma can affect brain development
923-02-003	Understands how abuse, including sexual abuse, and neglect can affect infant and toddler development
923-02-004	Understands how abuse, including sexual abuse, and neglect can affect preschool school-aged children's development
923-02-005	Understands how abuse, including sexual abuse, and neglect can affect adolescents' development
923-02-006	Knows signs of possible developmental problems in infants and toddlers

923-02-007	Knows signs of possible developmental problems in preschool and school-aged children
923-02-008	Knows signs of possible developmental problems in adolescents
923-02-009	Understands why it is important to identify early signs of problems in a child's development
923-02-010	Understands the caregiver's role in discussing development at child protection team meetings
923-02-011	Knows how to alert the caseworker or doctor about potential developmental delays
923-02-012	Knows how to obtain developmental assessments and services as needed for children
923-02-013	Can recognize and report early signs of developmental delays and disabilities and emotional problems in infants and toddlers
923-02-014	Can recognize and report early signs of developmental delays and disabilities, and emotional problems in preschool and school-aged children
923-02-015	Can recognize and report signs of developmental delays and disabilities and emotional problems in adolescents

**SKILL SET 923-03: Ability to enhance children's development**

Comp. No.	Competency Description
923-03-001	Knows developmental tasks and activities appropriate for children at various developmental stages. Knows play strategies for these activities
923-03-002	Understands how problems resulting from abuse, neglect, and placement stress can vary depending on the child's developmental stage. Knows how to respond to these problems in a developmentally appropriate way
923-03-003	Knows common challenges in caring for children at various developmental stages and knows how to manage these challenges
923-03-004	Knows how to help children be self-sufficient, suitable for their level of development
923-03-005	Knows how to care for, nurture, and discipline children at various developmental stages in ways suitable for their level of development
923-03-006	Can care for, interact with, and nurture infants and toddlers in ways that enhance their development
923-03-007	Can care for, interact with, and nurture preschoolers and school age children in ways that enhance their development
923-03-008	Can care for, interact with, and nurture adolescents in ways that enhance their development

**SKILL SET 923-04: Ability to promote healthy sexual development in children**

Comp. No.	Competency Description
923-04-001	Understands why it is important to teach children and adolescents about sex and knows how to talk with them about sexual issues
923-04-002	Knows the importance of helping children and adolescents discuss sexual issues

923-04-003	Knows how to discuss sexual issues with children and adolescents in a way that is consistent with their developmental level
923-04-004	Knows how to provide an appropriate model for interpersonal boundaries and privacy among caregiver family members
923-04-005	Knows the stages and indicators of healthy sexual development
923-04-006	Can teach and encourage appropriate limits for privacy and interpersonal boundaries
923-04-007	Can maintain a supportive and safe environment with children and adolescents that encourages healthy sexual development

<b>SKILL SET: 923-05 Ability to adjust parenting style to better care for a child who has been maltreated</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
923-05-001	Understands the scope, dynamics, and indicators of physical abuse, sexual abuse, and neglect
923-05-002	Understands why infants and toddlers are at high risk of abuse and neglect
923-05-003	Knows factors that can increase the degree of trauma experienced by an abuse or neglect victim
923-05-004	Understands that maltreatment can affect children differently depending on the developmental stage
923-05-005	Understands how children's cognitive development affects their understanding of the abuse or neglect
923-05-006	Understands how maltreatment can affect a child's emotional well-being
923-05-007	Understands the effects of maltreatment on school performance
923-05-008	Understands why children may disclose their sexual abuse only after they are placed in a caregiving home
923-05-009	Knows how to respond when a child discloses sexual abuse
923-05-010	Knows how to decrease caregiver family member's risk of allegations of sexual abuse getting made against them
923-05-011	Understands the need to participate in investigations if allegations of sexual abuse are made against a member of the caregiver family
923-05-012	Can adjust parenting style to better care for a child who has been maltreated

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## TOPIC: 924: ATTACHMENT, SEPARATION, AND PLACEMENT

### Skill Sets:

924-01: Ability to recognize effects of insecure attachment

924-02: Ability to help children maintain attachments formed prior to placement

924-03: Ability to help children develop healthy attachments

SKILL SET 924-01: Ability to recognize effects of insecure attachment	
Comp. No.	Competency Description
924-01-001	Understands why it may be difficult for children to attach to the caregiving or adoptive family
924-01-002	Understands how abuse, neglect parents can cause insecure attachment
924-01-003	Understands the lifelong impact of separation/abandonment on a child's ability to develop secure attachment
924-01-004	Understands the lifelong impact of multiple placements on a child's ability to develop secure attachment
924-01-005	Understands how insecure attachment develops and knows signs of insecure attachment
924-01-006	Understands the short and long term outcomes of insecure attachment for children's development
924-01-007	Understands common emotional conflicts children may have when they are placed in care
924-01-008	Knows when professional help may be needed for children with insecure attachments
924-01-009	Can identify indicators of insecure attachment

SKILL SET 924-02: Ability to help children maintain attachments formed prior to placement	
Comp. No.	Competency Description
924-02-001	Knows the importance of former relationships to children in care. Knows how to help children maintain those relationships
924-02-002	Knows how to identify significant attachments in a child's life
924-02-003	Can help foster and kinship children maintain relationships with friends and helpful adults in their community

SKILL SET 924-03: Ability to help children develop healthy attachments	
Comp. No.	Competency Description
924-03-001	Knows how to help children develop secure attachments with their caregiver(s)
924-03-002	Knows how to care for infants and toddlers who have experienced separation and placement



924-03-003	Knows how to care for preschoolers who have experienced separation and placement
924-03-004	Knows how to care for adolescents who have experienced separation and placement
924-03-005	Knows how to create an environment of trust and safety in the caregiving home to help children and adolescents discuss issues and problems
924-03-006	Can use parenting strategies to help children develop attachments with caregivers

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## TOPIC 925: CONSTRUCTIVELY MANAGING CHILDREN’S BEHAVIOR

### Skill Sets:

925-01: Ability to determine the influences on children’s behavior

925-02: Ability to manage children’s behavior

925-03: Ability to use the appropriate form of discipline for the child and the behavior

SKILL SET 925-01: Ability to determine the influences on children’s behavior	
Comp. No.	Competency Description
925-01-001	Understands how both positive and negative behaviors are ways for children to express their needs
925-01-002	Understands how past abuse, neglect, separation, and placement may affect children’s behavior
925-01-003	Understands how children’s behavior reflects the values and culture of their birth/primary families
925-01-004	Understands how parenting style affects children’s behavior
925-01-005	Understands how some medical problems and emotional disturbances can cause behavioral problems
925-01-006	Knows ways that a child or adolescent victim of sexual abuse might react to members of the caregiving family
925-01-007	Knows how children’s abuse of drugs and alcohol can lead to behavior problems in the caregiving home
925-01-008	Understands how problem behaviors, including habitual lying, stealing and hoarding food, fighting or destructive behavior, and fire setting, may be signs of emotional problems in children
925-01-009	Understands how challenging behavior may be a sign of normal adolescent development
925-01-010	Knows when and how to get medical, psychological, or psychiatric testing to find out what may be causing a child’s behavioral problems
925-01-011	Can avoid making assumptions about the meaning of the child’s behavior; Can find out the reasons for misbehavior

SKILL SET 925-02: Ability to manage children’s behavior	
Comp. No.	Competency Description
925-02-001	Understands the difference between control, punishment, and discipline; and when each should be used
925-02-002	Knows how to help children identify and talk about the feelings behind their behaviors
925-02-003	Understands how the caregiver’s relationship with the child can affect efforts to parent the child

925-02-004	Understands how his own upbringing affects his behavior management philosophies and practices
925-02-005	Knows partners/spouses may have different behavior management philosophies and practices and can negotiate those differences so they child experiences consistency
925-02-006	Knows common characteristics of four main parenting styles – authoritative, authoritarian, indulgent, and uninvolved; Understands why authoritative parenting has the best outcomes for children’s behavior
925-02-007	Knows ways to teach children to control their behavior; Knows how this increases their self-esteem
925-02-008	Knows how to handle misbehavior in ways that build and strengthen attachment
925-02-009	Knows how to choose the best way to manage behavior for the situation and the child’s development
925-02-010	Knows local resources where children can participate in social and recreation activities; Knows how the activities can help children with behavior problems
925-02-011	Understands the counseling process for children with behavior problems; Knows how to work with the child’s counselor and teachers to develop and use intervention strategies for problem behaviors
925-02-012	Knows when and how to use respite care when caring for children with behavior problems
925-02-013	Can follow directions of caseworker or counselor to help children with behavior problems in the caregiver home. Can report progress to the worker
925-02-014	Can help children receive services they need for their behavioral problems
925-02-015	Can set clear and reasonable rules and limits for children, suitable for their development and cultural background

<b>SKILL SET 925-03: Ability to use the appropriate form of discipline for the child and the behavior</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
925-03-001	Knows how to discipline children in ways that communicate respect
925-03-002	Knows appropriate methods of setting limits and redirecting children and adolescents when they misbehave that do not include physical/corporal punishment
925-03-003	Knows how to use positive consequences such as verbal praise and affection to reward good behavior
925-03-004	Understands various methods of behavior modification; Knows how to use them in caregiving homes with children who have behavior problems
925-03-005	Knows how to use natural and logical consequences
925-03-006	Knows strategies to deal with specific problem behaviors
925-03-007	Understands the need for the caregiver to prioritize which problem behaviors to addresses immediately, which will be addressed later, and which can be ignored
925-03-008	Knows how to de-escalate children who are becoming hostile or aggressive in the caregiving home; Knows how to help them regain control

925-03-009	Knows agency policy on physical restraint of children in care; Knows action to take when children are out of control
925-03-010	Can discipline children in ways that help them gain control of their behavior and meet their needs in appropriate ways

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## TOPIC 926: PROMOTING PLACEMENT STABILITY

### Skill Sets:

- 926-01: Ability to adjust to the impact of caregiving
- 926-02: Ability to cope with ongoing stress related to caregiving
- 926-03: Ability to develop and maintain supportive relationships
- 926-04: Ability to help children adjust to caregiver's home
- 926-05: Ability to prevent family crisis in the caregiving home
- 926-06: Ability to resolve family crisis safely in the caregiving home

SKILL SET 926-01: Ability to adjust to the impact of caregiving	
Comp. No.	Competency Description
926-01-001	Knows the benefits of being a foster family
926-01-002	Understands the importance of knowing the types of children and teens for which his or her family can successfully provide care
926-01-003	Understands stages of foster family development and the developmental tasks of each stage
926-01-004	Knows roles and responsibilities at each stage of foster caregiver development
926-01-005	Understands stresses common in each stage of foster caregiver development
926-01-006	Knows ways to help permanent children adjust to the stress of caregiving
926-01-007	Can help family members cope with a variety of stresses related to caregiving

SKILL SET 926-02: Ability to cope with ongoing stress related to caregiving	
Comp. No.	Competency Description
926-02-001	Understands how the perception of an event impacts coping strategies
926-02-002	Knows how foster children's reactions to abuse, neglect, and separation from home may be stressful for the caregiving or adoptive family
926-02-003	Understands how a child's reaction to separation and loss may bring up feelings about a loss in the caregiver or adoptive parent's life
926-02-004	Understands the caregiver's role in helping family members manage stress related to fostering
926-02-005	Knows how to recognize and resolve signs of family stress related to caregiving.
926-02-006	Knows how to address the needs of both permanent and foster children within the caregiving home
926-02-007	Understands the impact of caregiving on the marriage or adult intimate relationship. Knows how to address these issues.
926-02-008	Can apply a problem-solving approach to coping with stresses in the foster home
926-02-009	Can resolve conflicts and problems so they do not continue to occur

**SKILL SET 926-03: Ability to develop and maintain supportive relationships**

Comp. No.	Competency Description
926-03-001	Knows how foster caregiving can affect relationships in the extended family and in the community
926-03-002	Knows how to maintain support from extended family members and others
926-03-003	Understands the importance of limiting contact with people who are not supportive
926-03-004	Knows how to develop and use a support system to help manage stress and prevent family crisis
926-03-005	Can seek out and obtain needed support from others

**SKILL SET 926-04: Ability to help children adjust to caregiver's home**

Comp. No.	Competency Description
926-04-001	Knows how to manage negative behaviors children may have in reaction to their move
926-04-002	Understands the importance of pre-placement visits in helping the child join the caregiver's family
926-04-003	Knows how to get helpful information from the primary family or previous caregivers
926-04-004	Knows the stages of children's adjustment to their caregiver or adoptive families Knows the signs of stress related to placement
926-04-005	Knows specific ways to help children adjust to their caregiver or adoptive family
926-04-006	Can help children make positive adjustments to their caregiver or adoptive families

**SKILL SET 926-05: Ability to prevent family crisis in the caregiving home**

Comp. No.	Competency Description
926-05-001	Understands the common causes of crises in caregiving families
926-05-002	Understands how a crisis develops
926-05-003	Understands how a caregiver or adoptive parent can either encourage or reduce crisis
926-05-004	Understands the importance of early recognition of factors that may trigger extreme emotional reactions in foster, kinship, and adopted children
926-05-005	Knows how to express anger in a way that does not trigger extreme emotional reactions in a child
926-05-006	Knows how to reduce anger and re-direct negative behavior in both the child and caregiver/parent in order to prevent a crisis
926-05-007	Knows how to plan for safety for all family members during a potential crisis
926-05-008	Can recognize when a situation is developing into a crisis
926-05-009	Can control his or her own emotions and help others control theirs, so the situation does not develop into a crisis

<b>SKILL SET 926-06: Ability to resolve family crisis safely in the caregiving home</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
926-06-001	Knows when a situation becomes a crisis; Knows how crises can involve extreme emotions and behaviors
926-06-002	Knows the stages of crisis and signs of crisis at each stage
926-06-003	Knows how to reduce anger and re-direct negative behavior in both the child and caregiver/parent in order to defuse a crisis
926-06-004	Knows how to control his or her own emotions and help others control theirs during a crisis
926-06-005	Understands how crisis may be an opportunity teach good problem-solving skills
926-06-006	Understands how crisis may be an opportunity to build attachment with a child
926-06-007	Knows how to plan for safety for all family members during a crisis
926-06-008	Knows the potential effects of crisis on the caregiving family
926-06-009	Can help family members recover from a crisis
926-06-010	Can use the crisis as a way to enhance attachment to the family and teach good problem-solving skills

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## TOPIC 927: CULTURAL FOUNDATIONS

### Skill Sets:

927-01: Ability to recognize the impact of culture for a child and family

927-02: Ability to interact with children and their families in a culturally supportive way

927-03: Ability to help children resolve issues related to cultural differences

<b>SKILL SET 927-01: Ability to recognize the impact of culture for a child and family</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
927-01-001	Knows what culture is and how it is different from race and ethnicity
927-01-002	Understands the importance of cultural values, norms, and practices
927-01-003	Understands families may have different values and standards of behavior; or families may share values but have different standards of behavior
927-01-004	Understands how differences in cultural beliefs and standards of behavior can lead to misconceptions about others
927-01-005	Can recognize and respect the impact of culture on behavior

<b>SKILL SET 927-02: Ability to interact with children and their families in a culturally supportive way</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
927-02-001	Knows how a different cultural viewpoint can affect relationships with foster or adopted children and their families
927-02-002	Knows ways their own cultural beliefs, values, and standards of behavior may differ from the child's
927-02-003	Knows why it is important to include the child's cultural background in caregiver family practices and celebrations
927-02-004	Knows how to honor the child's cultural values, norms, and practices in the caregiving home
927-02-005	Can use knowledge about the child's culture to help guide the child's development, promote positive self-esteem, and help the child adjust in the caregiving/adoptive home and community



<b>SKILL SET 927-03: Ability to help children resolve issues related to cultural differences</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
927-03-001	Understands how a foster, kinship or adoptive child may experience problems in the school or community related to cultural differences
927-03-002	Knows how to help children who encounter prejudice related to their culture, race, or other differences
927-03-003	Can model management of cultural differences with the child through open discussion and celebration of each other's culture

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## TOPIC 928: PRIMARY FAMILIES

### Skill Sets:

928-01: Ability to support contacts between children and their primary families

928-02: Ability to work with primary families towards permanency

SKILL SET 928-01: Ability to support contacts between children and their primary families	
Comp. No.	Competency Description
928-01-001	Knows how to help plan and arrange visits that can support the child and primary family members
928-01-002	Knows how visits with primary family members may affect children and their family members
928-01-003	Knows how to help children deal with emotional distress resulting from contacts with primary family members
928-01-004	Knows how to help children enhance their attachment to their primary parents; Knows how to do this in a way that is suitable for the child's level of development
928-01-005	Can help prepare the child for contact with primary family members. Can help the child re-adjust to the caregiver's home after contacts
928-01-006	Can help foster and kinship children maintain attachments with their primary family members

SKILL SET 928-02: Ability to work with primary families towards permanency	
Comp. No.	Competency Description
928-02-001	Understands the rights of parents whose children are in placement, and knows how to respect those rights
928-02-002	Understands how primary parents may react to children being removed from their homes and placed in caregiving homes
928-02-003	Understands how positive relationships with primary families may help children reunify with those primary families; Understands how this may also help primary parents make another permanency plan for their children
928-02-004	Knows ways to support children's positive feelings toward their birth parents, siblings, and extended family members
928-02-005	Knows benefits of working cooperatively with primary families
928-02-006	Knows how to involve primary parents in making decisions about their children, and providing direct care for them
928-02-007	Knows ways to guide and advise primary parents to safely parent their children

928-02-008	Can recognize primary families' strengths and can talk with children about their primary families in a fair, understanding, and realistic manner
928-02-009	Can work with primary parents to keep them involved with their children
928-02-010	Can coach primary parents to improve their parenting so that their children can safely return home

# FUNDAMENTALS OF FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

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## TOPIC 929: PERMANENCY OPTIONS FOR CHILDREN IN CARE

### Skill Sets:

929-01: Ability to assist the child welfare team in achieving the most appropriate permanency goal for the child

929-02: Ability to determine if adoption is an option for the caregiving family

<b>SKILL SET 929-01: Ability to assist the child welfare team in achieving the most appropriate permanency goal for the child</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
929-01-001	Knows the preferred permanency outcomes for children; Understands benefits and liabilities of each
929-01-002	Understands the caregiver's role in permanency planning
929-01-003	Understands the caregiver's role in helping the child and primary family achieve each of the permanency goals
929-01-004	Can assist with reunification or other case plan permanency goals for children

<b>SKILL SET 929-02: Ability to determine if adoption is an option for the caregiving family</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
929-02-001	Understands legal, social, and emotional changes when caregivers become adoptive parents
929-02-002	Understands how adopting a child may affect relationships with family, friends, and community members
929-02-003	Understands the conflicts and dilemmas when a caregiver hopes to adopt a child who is in temporary care of the county
929-02-004	Knows what tasks need to be completed to prepare the child and the foster family for the permanence of adoption
929-02-005	Knows adoption subsidy options and understands the application and appeal processes
929-02-006	Can identify the benefits and challenges of moving forward with adoption