

PRESERVICE COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

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PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC 901

PRESERVICE: CHILD WELFARE SERVICES

Skill Set

901-01: Basic understanding of foster care, adoption, and kinship care

901-02: Basic understanding of child welfare laws, rules, and policies

Skill Set 901-01: Basic understanding of foster care, adoption, and kinship care	
Comp. No.	Competency Description
901-01-001	Aware of the primary goals of child welfare services and the types of services that can help abused and neglected children and their families
901-01-002	Aware of the differences between foster care, adoption, and kinship care and the purpose of each type of care in the child welfare system
901-01-003	Aware of all placement care options and the importance of permanency when considering placement options for children
901-01-004	Aware of the possible reasons children need placement
901-01-005	Aware of the types of family situations and problems that can contribute to physical abuse and neglect of children
901-01-006	Aware of the types of family resources and strengths that can reduce the likelihood of maltreatment
901-01-007	Aware of juvenile court processes for abused and neglected children
901-02-008	Aware of the process for investigating allegations about foster care rule violations or maltreatment of children in foster care.

Skill Set 901-02: Basic understanding of child welfare laws, rules, and policies	
Comp. No.	Competency Description
901-02-001	Aware of federal and state laws and rules regulating child welfare practice, including foster care rules
901-02-002	Aware of the legal issues that affect child welfare and foster care practice. This includes confidentiality, liability, reasonable efforts, reunification, and state and agency rules and regulations
901-02-003	Aware of the state law requiring agencies to give caregivers complete information about foster children
901-02-004	Aware that caregivers and others who work with children must report abuse and neglect
901-02-005	Aware of the requirement to report disclosure of sexual abuse to the caseworker
901-02-006	Aware of state law that prohibits corporal punishment for youth in foster and kinship care homes
901-02-007	Aware of the need to learn procedures to decrease the risk of spreading

communicable disease

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 902

PRESERVICE: THE CHILD PROTECTION TEAM

Skill Set

902-01: Basic understanding of the caregiver's role on the child protection team

SKILL SET: 902-01 Basic understanding of the caregivers' role on the child protection team

Comp. No.	Competency Description
902-01-001	Aware of caregiver's role in permanency planning
902-01-002	Aware of his role as a member of the team serving the child and his family. This includes collaborating with the caseworker, agency staff, and other professionals
902-01-003	Aware of the importance of sensitivity to cultural differences of all team members serving the child and the child's family
902-01-004	Aware of the caregiver's role in case planning and case coordination with other team members
902-01-005	Aware of the importance of involving primary families in case planning, daily decision-making, and other activities to help the child return home
902-01-006	Aware of the caregiver's role in assuring the children in their care have access to services and activities they need
902-01-007	Aware of the roles and responsibilities of court personnel. This includes Guardians ad Litem, Court Appointed Special Advocates (CASA), prosecuting attorneys, defense attorneys, judges, referees, and court investigators
902-01-008	Aware of the roles and responsibilities of other members of the child protection team, including the caseworker, agency staff, and other professionals

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 903

PRESERVICE: THE EFFECTS OF MALTREATMENT ON CHILD DEVELOPMENT

Skill Set

903-01: Basic understanding of child development

903-02: Basic understanding of child maltreatment

903-03: Basic understanding of the effects of maltreatment on development

SKILL SET: 903-01 Basic understanding of child development	
Comp. No.	Competency Description
903-01-001	Aware of the stages of emotional, physical, cognitive, social, and language development in children and teens
903-01-002	Aware of the principles of development
903-01-003	Aware of how heredity, environment, and the primary family's culture affect development
903-01-004	Aware of the importance of attachment for children's development

SKILL SET: 903-02 Basic understanding of child maltreatment	
Comp. No.	Competency Description
903-02-001	Aware of the scope and dynamics of neglect and is familiar with indicators
903-02-002	Aware of the scope and dynamics of physical abuse and is familiar with indicators
903-02-003	Aware of the scope and dynamics of sexual abuse and is familiar with indicators
903-02-004	Familiar with the signs of sexual abuse in children
903-02-005	Familiar with ways that a sexually abused child or teen might interact with caregiving family members
903-02-006	Aware that children who have sexually abused others may act out sexually
903-02-007	Aware of the caregiver's responsibility to intervene when there is sexual interaction between children or teens in the home
903-02-008	Aware of the need to provide a safe environment for the child or teen to talk about sexual abuse

Skill Set: 903-03 Basic understanding of the effects of maltreatment on development	
Comp. No.	Competency Description
903-03-001	Aware of specific emotional disturbances that may occur in children associated with abuse and neglect, including sexual abuse
903-03-002	Aware of stressed attachment that may result from abuse and neglect
903-03-003	Aware of how children who have been maltreated may be delayed in their ability to regulate their emotions
903-03-004	Aware of the effects of child abuse, neglect, and sexual abuse on development
903-03-005	Aware common developmental problems in foster children. These include Fetal Alcohol Spectrum Disorder, Attention Deficit Hyperactivity Disorder, and developmental delays

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 904

PRESERVICE: ATTACHMENT, SEPARATION, AND PLACEMENT

Skill Sets

904-01: Basic understanding of how separation and placement affects children

904-02: Basic understanding of how to help children adjust to caregiver's home

Skill Set: 904-01 Basic understanding of how separation and placement affects children	
Comp. No.	Competency Description
904-01-001	Aware of how healthy attachment develops. Aware of disruptions to the development of healthy attachments
904-01-002	Aware of the emotional distress and acting out that often results when children are separated from their families
904-01-003	Aware of how repeated placements may affect a child's emotional, cognitive, and social development and the child's behavior
904-01-004	Aware of how children may have emotional conflict about going to a foster or kinship home
904-01-005	Aware of how children's stage of development affects their reactions to out-of-home placement
904-01-006	Familiar with ways children may be affected by their past experiences and previous placements

Skill Set:904-02 Basic understanding of how to help children adjust to caregiver's home	
Comp. No.	Competency Description
904-02-001	Aware of common emotional reactions to the stress of placement. Aware of ways to help the child handle feelings of sadness, loss, anxiety, and anger
904-02-002	Aware that negative behaviors may be signs of stress and anxiety
904-02-003	Aware of the importance of pre-placement visits in helping the child join the caregiver's family
904-02-004	Familiar with the kinds of information to request from the primary family or previous caregivers
904-02-005	Aware of ways to decrease the distress of placement

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 905

PRESERVICE: BEHAVIOR MANAGEMENT

Skill Sets

905-01: Basic understanding of appropriate disciplinary techniques for children in care

905-02: Basic understanding of how to manage crisis in the foster, kinship, or adoptive home

Skill Set 905-01: Basic understanding of appropriate disciplinary techniques for children in care	
Comp. No.	Competency Description
905-01-001	Aware of the difference between punishment and discipline
905-01-002	Aware of the importance of clear and reasonable rules and limits for children
905-01-003	Aware that limits and rules should be suitable for the child's cultural background and development
905-01-004	Aware of the reasons children may have negative behavior
905-01-005	Aware of why corporal punishment is bad for children who have been abused or neglected. Aware that caregivers cannot use corporal punishment
905-01-006	Familiar with non-physical disciplinary techniques including natural and logical consequences and rewarding positive behavior
905-01-007	Aware that effective discipline must be specific to each child
905-01-008	Aware of how the caregiver's or adoptive parent's upbringing affects her ideas about managing behavior
905-01-009	Aware of the importance of providing structure and predictability for children who have been maltreated
905-01-010	Aware of methods such as teaching, modeling, coaching, and positive reinforcement to help children develop into productive adults

Skill Set 905-02: Basic understanding of how to manage crisis in the foster, kinship, or adoptive home	
Comp. No.	Competency Description
905-02-001	Aware of how highly emotional situations can build into crises for the child, the caregiver, or adoptive parent
905-02-002	Aware of factors that may trigger extreme emotional reactions in foster, kinship, and adopted children
905-02-003	Aware of factors that can trigger anger in the caregiver
905-02-004	Aware of how the caregiver's emotional state may affect his ability to calmly react to the children
905-02-005	Aware of appropriate and inappropriate ways of expressing anger
905-02-006	Aware of why it is important to monitor the child's and the caregiver's emotions to avoid a crisis situation

905-02-007	Familiar with ways to seek support and help in coping with emotional crises
905-02-008	Aware of ways to de-escalate possibly dangerous situations and keep everyone in the home safe
905-02-009	Aware of why it is important to manage a child's emotional crises
905-02-010	Aware of how the management of child's emotional crises can support children and teach them more effective ways to deal with their emotions

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 906

PRESERVICE: PROMOTING PLACEMENT STABILITY

Skill Sets

906-01: Basic understanding of how foster or kinship caregiving and adoptive parenting can affect families

Skill Set: 906-01 Basic understanding of how foster or kinship caregiving and adoptive parenting can affect families.

Comp. No.	Competency Description
906-01-001	Aware of the importance for caregivers and adoptive parents to assess their ability to care for abused and neglected children
906-01-002	Aware of typical stresses involved in foster/adoptive/kinship parenting
906-01-003	Aware of how caring for maltreated children and teens can affect foster and kinship families
906-01-004	Familiar with signs of family stress and the effects of stress on caregiver family members
906-01-005	Aware of the importance of developing support systems to help manage stress and prevent family crisis
906-01-006	Aware of unrealistic expectations for foster care and adoption that may lead to disappointment

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 907

PRESERVICE: CULTURE AND DIVERSITY

Skill Set

907-01: Basic understanding of cultural issues in foster and kinship care and adoptive parenting

Skill Set: 907-01 Basic understanding of cultural issues in foster and kinship care and adoptive parenting	
Comp. No.	Competency Description
907-01-001	Aware of the difference between culture, race, and ethnicity
907-01-002	Aware of how values are often similar among cultural groups. Aware of how codes of conduct may be different, even in the same cultural group
907-01-003	Aware of ways caregivers' cultural point of view affects their relationships with children and birth families whose cultural point of view is different from theirs
907-01-004	Aware of cultural issues involved in caring for children from other families
907-01-005	Aware of the importance of understanding the child's culture and incorporating the child's culture into family practices and celebrations
907-01-006	Aware of ways caregiver's cultural background, values, beliefs, and standards may be different from the child's. Aware of how these differences can affect the adjustment of the child and the caregiving family
907-01-007	Aware of ways children's behavior reflects the values and codes of conduct of their birth/primary families
907-01-008	Aware of ways to help children with problems related to cultural issues at school, in the neighborhood, and with social service providers

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 908

PRESERVICE: PRIMARY FAMILIES

Skill Set

908-01: Basic understanding of the caregiver's role in working with primary families

Skill Set: 908-01 Basic understanding of the caregiver's role in working with primary families	
Comp. No.	Competency Description
908-01-001	Aware of the emotional and social outcomes for children who do not have contact with their primary families
908-01-002	Aware of the importance of helping children have positive relationships with their primary families
908-01-003	Aware of the importance of supporting children's positive feelings and memories about their primary family members
908-01-004	Aware of why it is important not to talk in a negative way about the birth family
908-01-005	Aware of the importance of lifebooks in helping children understand their history
908-01-006	Aware of the grief process parents experience when their children are placed in care. Aware of behaviors that indicate grieving

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 909 PRESERVICE: PERMANENCY

Skill Sets

909-01: Basic understanding of the differences between caregiving and adoptive parenting

909-02: Basic understanding of common emotional reactions in adoptive families

909-03: Basic Understanding of children’s emotional responses to adoption

Skill Set 909-01: Basic understanding of the differences between caregiving and adoptive parenting	
Comp. No.	Competency Description
909-01-001	Aware of adoption subsidies. Aware of how to apply for subsidies and how to appeal a denial
909-01-002	Aware of resources and supports for adoptive parents after adoption finalization
909-01-003	Aware of the permanent responsibilities and commitment of adoption

Skill Set 909-02: Basic understanding of common emotional reactions in adoptive families	
Comp. No.	Competency Description
909-02-001	Familiar with emotional conflicts adoptive parents may have after the adoption
909-02-002	Familiar with three ways parents respond to differences between parenting adopted children and children born to the family
909-02-003	Aware of how a child’s emotional issues might impact the long-term adjustment of the family
909-02-004	Aware of the need for services and resources following an adoption. Aware of how to access the services and resources

Skill Set: 909-03 Basic understanding of children’s emotional responses to adoption	
Comp. No.	Competency Description
909-03-001	Aware of common emotional issues children have about long-term separation from their birth families. Aware of how these issues may affect the child’s behavior and development
909-03-002	Aware of situations or events that can trigger emotional reactions regarding adoption for the child
909-03-003	Aware of the importance of talking with adopted children about their birth families in a way that they can easily understand
909-03-004	Aware of the importance of talking to other people about the adopted child’s situation in a way that respects the child’s dignity and privacy