

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

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SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

**TOPIC 940:
SPECIFIC PARENTING STRATEGIES FOR FOSTER/KINSHIP/ADOPTIVE PARENTS**

[In Development](#)

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 941:

BUILDING SELF-RELIANCE, RESILIENCE, AND INDEPENDENCE IN CHILDREN

Skill Sets:

941-01: Ability to help children and adolescents develop skills and relationships needed to thrive in adulthood

941-02: Ability to provide support to adolescents/young adults as they prepare to live on their own

941-03: Ability to help emancipating youth locate resources and networks

941-04: Ability to help emancipating youth find suitable independent living arrangements

Skill Set: 941-01 Ability to help children and adolescents develop skills and relationships needed to thrive in adulthood	
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Comp. No.	Competency Description
941-01-001	Knows interpersonal skills children and adolescents need to build and maintain a support system; Knows how to help them develop these skills
941-01-002	Knows the skills children and adolescents need to take care of themselves and their surroundings to keep safe and healthy-Knows how to teach these skills
941-01-003	Knows potential sources of support (extended family, caregivers, community mentors, etc.) for adolescents preparing to live on their own
941-01-004	Knows the benefits for children and adolescents when they develop stable relationships with persons who can support and mentor them when living on their own. Knows how to help children and adolescents build these support systems
941-01-005	Knows issues related to emotional health and safe relationships for adolescents/young adults preparing to live on their own. Knows how to help them ensure their emotional health and healthy relationships
941-01-006	Knows how to model problem-solving skills to guide children and adolescents in identifying options and making decisions
941-01-007	Knows how to use everyday experiences, teaching, modeling, coaching, positive reinforcement, and learning from mistakes to help children and adolescents learn skills needed to be self-reliant
941-01-008	Knows how to guide adolescents in making informed decisions about their education, finances, peer relationships, and employment
941-01-009	Knows how to help children and adolescents identify and build on their strengths and resources and establish goals for their future
941-01-010	Knows how to help children and adolescents secure the services and opportunities they need to work towards future goals
941-01-011	Can develop a plan with the adolescent/young adult to ensure support they will need after leaving the caregiving home to live on their own
941-01-012	Can mentor and teach self-reliance to children and adolescents in the caregiving home

Skill Set: 941-02 Ability to provide support to adolescents/young adults as they prepare to live on their own	
Comp. No.	Competency Description
941-02-001	Knows importance of caregiver support before, during, and after adolescents and young adults leave to live on their own
941-02-002	Knows how the caregiver's relationship with an adolescent/young adult will change during the transition to independent living. Knows how to help them through this change
941-02-003	Knows how independence and identity issues may be difficult for adolescents Knows how to help them with these issues
941-02-004	Understands adolescents' issues and fears when preparing for adulthood; Knows how these fears can make emotional problems worse, and signs that they need counseling
941-02-005	Can appropriately support the youth through the transition into adulthood

Skill Set: 941-03 Ability to help emancipating youth locate resources and networks	
Comp. No.	Competency Description
941-03-001	Knows educational, vocational, job readiness services and opportunities available to adolescents who leave caregiving homes to live on their own
941-03-002	Knows federal funding and requirements for preparing teens in care live on their own
941-03-003	Knows resources in the community to help adolescents find jobs, health care and counseling, and emergency services when needed
941-03-004	Knows how to help adolescents preparing for independent living to find and retain jobs
941-03-005	Knows how to work in the community to develop needed services for adolescents preparing for independent living
941-03-006	Knows how to help adolescents advocate for funding and programs they need for independent living
941-03-007	Knows how to work with caseworkers and adolescents to determine if adolescents are ready to live on their own. Knows how to help adolescents identify skills they need
941-03-008	Knows the services to help adolescents with developmental disabilities prepare to live on their own. Knows how to help them develop these skills
941-03-009	Knows ways to engage adolescents preparing to live on their own in talking about their fears and issues. Knows how to engage them in actions that will help reduce those fears
941-03-010	Knows how to maintain an appropriate level of involvement with adolescents during and after emancipation
941-03-011	Can help youth identify and secure resources needed for independent living

Skill Set: 941-04 Ability to help emancipating youth find suitable independent living arrangements	
Comp. No.	Competency Description
941-04-001	Knows the range of independent living options for adolescents
941-04-002	Knows factors to consider when helping adolescents decide if they can live on their own, or if they need supervised living
941-04-003	Knows the range of independent living options for adolescents who are pregnant or parenting
941-04-004	Knows the range of supervised living options for adolescents with mental, emotional, or behavior problems. Knows how to help the adolescent with these problems find an appropriate place to live
941-04-005	Knows how to help an adolescent with developmental disabilities find the right living situation for his needs
941-04-006	Knows the safety issues in housing for adolescents planning to live independently
941-04-007	Knows how to help adolescents find and evaluate various housing options
941-04-008	Can support adolescents in finding a place to live safely on their own or with supervision if they need it

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 942:

CARING FOR ADOLESCENTS WHO ARE PREGNANT OR PARENTING

Skill Sets:

942-01: Ability to provide care to pregnant adolescents

942-02: Ability to provide care to parenting adolescents

Skill Set: 942-01 Ability to provide care to pregnant adolescents	
Comp. No.	Competency Description
942-01-001	Knows caregivers' role in helping pregnant adolescents consider options of terminating the pregnancy, releasing the baby for adoption, or parenting the child. Knows how to help them make informed decisions
942-01-002	Knows the range of issues facing pregnant adolescents; These include social and emotional health, medical care, legal issues, and planning for independent living
942-01-003	Understands the unique supportive role of caregivers needed by pregnant adolescents
942-01-004	Understands the stress pregnant adolescents face when preparing to care for a baby; Knows how to help them plan for themselves and the baby
942-01-005	Understands the various ways caregiver's can support teen mothers during and immediately after the birth of the baby
942-01-006	Knows local processes to establish paternity, receive child support, and register with the Putative Father Registry
942-01-007	Knows local resources for pregnant adolescents to receive financial support, and legal and medical services. Knows how to work as a team member in helping them obtain help
942-01-008	Knows state law and foster care rules about their pregnant teen's rights regarding education. Knows how to advocate with school personnel for special needs of pregnant students
942-01-009	Can help adolescents consider choices for unintended pregnancies
942-01-010	Can help adolescents discuss their feelings about pregnancy and parenting. Can guide them in solving problems and making decisions

Skill Set: 942-02 Ability to provide care to parenting adolescents	
Comp. No.	Competency Description
942-02-001	Knows the range of issues facing parenting adolescents in caregiving homes. These include social and emotional health, medical care, legal issues, and planning for independent living
942-02-002	Understands the unique mentoring role of caregivers needed by parenting adolescents

942-02-003	Understands the stress parenting adolescents face when caring for a baby or child, completing school, and preparing to live on their own. Knows how to help them plan for themselves and their child
942-02-004	Knows caregiver's role in helping parenting adolescents develop attachment and maintain a family bond with the child
942-02-005	Knows local resources for parenting adolescents to receive financial support, and legal and medical services. Knows how to work as a team member in helping them obtain help
942-02-006	Knows state law and foster care rules about their parenting teen's rights regarding education. Knows how to advocate with school personnel for special needs of parents returning to school
942-02-007	Knows how to model and teach parenting skills in infant/child care, discipline, and child safety to adolescent parents in caregiving homes
942-02-008	Knows how to use problem-solving and mediation strategies to help an adolescent parent develop good relations with the child's other parent, and to resolve conflicts with their own parents
942-02-009	Can support an adolescent's independence in caring for the baby or child, while modeling and mentoring appropriate child care

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 943: CARING FOR CHILDREN WHO HAVE BEEN MALTREATED

Skill Sets:

943-01: Ability to care for a child who has been physically abused

943-02: Ability to care for a child who has been neglected

943-03: Ability to care for a child who has been sexually abused

943-04: Ability to help child victims of sexual abuse resolve emotional and behavioral problems

943-05: Unique considerations for caregivers who are caring for sexually abused children

Skill Set: 943-01 Ability to care for a child who has been physically abused	
Comp. No.	Competency Description
943-01-001	Knows how to care for abused infants and toddlers
943-01-002	Knows how to care for preschoolers and school-age children who have been abused
943-01-003	Knows how to care for adolescents who have been abused
943-01-004	Knows the specific emotional disturbances in adolescence associated with abuse

Skill Set: 943-02 Ability to care for a child who has been neglected	
Comp. No.	Competency Description
943-02-001	Knows how to care for neglected infants and toddlers
943-02-002	Knows how to care for preschoolers and school age children who have been neglected
943-02-003	Knows how to care for adolescents who have been neglected
943-02-004	Knows the specific emotional disturbances in adolescence associated with neglect

Skill Set: 943-03 Ability to care for a child who has been sexually abused	
Comp. No.	Competency Description
943-03-001	Knows legal and social work definitions of sexual abuse
943-03-002	Knows how a child who has been sexually abused may sexually abuse other children in the caregiving home. Understands the caregiver's responsibility to prevent that from happening
943-03-003	Knows how to set up rules and routines in the home to limit a child's or adolescent's inappropriate sexual behavior
943-03-004	Knows how to decrease sexual acting out behavior in children and adolescents
943-03-005	Knows ways to decrease the child victim's risk of being sexually abused in the future
943-03-006	Knows how to decrease caregiver family members' risk of allegations of sexual abuse being made against them

943-03-007	Knows how to manage common emotional reactions caregivers may have when working with children who have been sexually abused
943-03-008	Knows how to care for children and adolescents who have been sexually abused
943-03-009	Can decrease the child victim's risk of being sexually abused in the future
943-03-010	Can create an environment that promotes healing and successful functioning for children who have been sexually abused

Skill Set: 943-04 Ability to help child victims of sexual abuse resolve emotional and behavioral problems

Comp. No.	Competency Description
943-04-001	Knows possible physical, emotional, and behavioral effects of sexual abuse on children. Knows how these can affect children in the present and later in life
943-04-002	Knows how to teach children and adolescents who have been sexually abused about sex and sexuality
943-04-003	Knows how to talk with children about their sexual abuse in an age appropriate manner
943-04-004	Understands why it is important for some victims of sexual abuse to attend counseling; Knows the caregiver's role in supporting the goals and process of counseling
943-04-005	Knows how to provide a safe environment for the child or adolescent to tell about his/her sexual abuse
943-04-006	Can help child victims of sexual abuse understand their emotional, social, and behavioral problems that are related to the abuse. Can support them to resolve these problems

Skill Set: 943-05 Unique considerations for caregivers who are caring for sexually abused children

Comp. No.	Competency Description
943-05-001	Knows how to work with caseworkers and court personnel to help children who have been sexually abused
943-05-002	Knows how caregivers' feelings and thoughts about sexual abuse can impact their work with children who have been sexually abused
943-05-003	Knows how investigation and going to court can cause added stress for children who have been sexually abused. Knows how to help children manage these feelings
943-05-004	Knows how to participate in investigations if allegations of sexual abuse are made against a member of the caregiver family
943-05-005	Knows how to help children who have been sexually abused keep healthy relationships with primary family members
943-05-006	Knows how to help children who have been sexually abused prepare for visits with family members. Knows how to help children discuss their feelings about the visit
943-05-007	Knows how to help caregiving family members understand the behavior of a child who has been sexually abused

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 944:

CARING FOR CHILDREN WHO HAVE SEXUALLY ABUSED OTHERS

Skill Set:

944-01: Ability to provide care to children who have sexually abused other children

944-02: Ability to provide a safe environment for all members of the caregiving family

Skill Set: 944-01 Ability to provide care to children who have sexually abused other children	
Comp. No.	Competency Description
944-01-001	Understands behavior of children who have sexually abused other children
944-01-002	Knows differences in issues and actions between boys and girls who have sexually abused others. Knows differences between young children and adolescents who have sexually abused others
944-01-003	Knows law enforcement and court activities in cases of children who have sexually abused others; Knows caregiver's role in the investigation and court processes
944-01-004	Understands the importance of discussing sexuality and sexual abuse with children who have sexually abused others. Knows how to discuss sex on a level that matches the child's age and development
944-01-005	Understands the goals and process of treatment for children who have sexually abused others; Understands the caregiver's role in supporting treatment in the home
944-01-006	Knows how to participate as a member of the treatment team for children who have sexually abused others
944-01-007	Knows the importance of helping children who have sexually abused others recognize they are responsible for their behavior
944-01-008	Can manage the behavior of children who have sexually abused others and monitor their daily activities to prevent further abuse
944-01-009	Can support children who have sexually abused others during investigation, court activities, and treatment

Skill Set: 944-02 Ability to provide a safe environment for all members of the caregiving family	
Comp. No.	Competency Description
944-02-001	Knows signs of normal sex play and exploration between children. Knows how they are different from sexually-reactive or abusive behavior. Knows when to alert the caseworker about problem behaviors
944-02-002	Knows steps to help prevent the possibility that a child sex offender will re-offend in the neighborhood, at school, and at recreational activities. Knows how to follow rules of confidentiality with community contacts
944-02-003	Can create an environment that promotes healing and safety for all members of the family

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 945: CAREGIVER TRAINING ON FAMILY SAFETY

Skill Sets

945-01: Ability to maximize safety of family members in the home

945-02: Ability to recognize when personal safety may be at risk

Skill Set: 945-01 Ability to maximize safety of family members in the home	
Comp. No.	Competency Description
945-01-001	Knows the importance of finding out if children in care, or their primary families may become violent
945-01-002	Knows factors that may increase the risk of violence, such as domestic violence, mental illness or substance abuse
945-01-003	Understands how certain case situations are threatening to families and may result in hostility Understands how some personal behaviors or differences in communication styles may aggravate hostility in children or their primary family members
945-01-004	Knows ways to avoid dangerous situations, and reduce the chance of being harmed
945-01-005	Knows the safety policies and procedures of the agency. Understands the importance of following those policies and procedures
945-01-006	Knows how to get training and other resources available through the agency to promote safety
945-01-007	Understands the importance of notifying the agency of safety concerns
945-01-008	Can use agency resources, procedures, and personal skills to ensure safety in the home

Skill Set: 945-02 Ability to recognize when personal safety may be at risk	
Comp. No.	Competency Description
945-02-001	Knows how to use a calm personal demeanor to reduce hostility
945-02-002	Knows fundamental skills and techniques including verbal de-escalation and crisis intervention to ensure personal safety
945-02-003	Knows how to reduce crises and resolve conflicts with possibly violent primary family members
945-02-004	Knows how to recognize when to leave an unsafe environment
945-02-005	Knows when and how to ask for help when a child or primary parent is becoming violent
945-02-006	Understands how to use critical incident reports
945-02-007	Knows signs that children or primary family members could become dangerous to themselves or others

945-02-008	Can anticipate dangerous situations and make a plan for safety
945-02-009	Can recognize when behavior becomes more dangerous
945-02-010	Can recognize and respond to potentially dangerous situations related to the child or primary family

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 946: PROVIDING CARE TO CHILDREN WHO HAVE FRAGILE MEDICAL CONDITIONS

Skill Sets:

946-01: Ability to provide care to children who have fragile medical conditions

946-02: Ability to help the child and family members cope with emotional reactions to the medically fragile condition

946-03: Ability to participate as a member of the treatment team for a child with a fragile medical condition

Skill Set: 946-01 Ability to provide care to children who have fragile medical conditions	
Comp. No.	Competency Description
946-01-001	Knows the range of fragile medical conditions in children. Knows the types of daily care needed for children with a fragile medical condition in the caregiving home
946-01-002	Knows procedures for providing personal hygiene care for a child with a fragile medical condition
946-01-003	Knows the types of emergencies that can happen when a child in the caregiving home has a fragile medical condition. Knows how to provide care to prevent medical emergencies, and how to respond when they occur
946-01-004	Knows how to use first aid, CPR, and other resuscitation techniques
946-01-005	Knows how to follow doctor's orders in giving medication to children with fragile medical conditions. Knows side effects of medications and when to report a child's reaction to medical personnel
946-01-006	Knows how to follow special diets needed by children with food allergies, diabetes, or other fragile medical conditions
946-01-007	Knows how to transport children with fragile medical conditions to appointments without assistance
946-01-008	Knows community services and support groups that give emotional and physical help to children with fragile medical conditions. Knows how to use these services to help a child reach his highest functioning level possible in the caregiving home
946-01-009	Knows how to work with doctors and hospice nurses to give terminally ill children physical and emotional care
946-01-010	Knows how to self-assess to determine if respite care is needed and knows how to access respite
946-01-011	Can work with medical services to provide personal care and obtain equipment for children with fragile medical conditions
946-01-012	Can get supportive services to help children who are seriously or chronically ill or physically disabled maintain optimal functioning at home and at school
946-01-013	Can adapt childcare and home management routines for a child in care who has a serious or chronic illness or physical disability

Skill Set: 946-02 Ability to help the child and family members cope with emotional reactions to the medically fragile condition	
Comp. No.	Competency Description
946-02-001	Understands feelings of children about their chronic or terminal illnesses. Knows how to use listening skills to help children talk about their feelings
946-02-002	Understands common feelings of primary and caregiving family members when a child has a chronic or terminal illness. Knows how to help the families cope with the terminal illness and death of a child
946-02-003	Understands steps in the grieving process and community resources for grief counseling. Knows how to support grieving family members and help them obtain counseling when needed
946-02-004	Can assist primary parents and caregiving family members in coping with the chronic or terminal illness and death of a child

Skill Set: 946-03 Ability to participate as a member of the treatment team for a child with a fragile medical condition	
Comp. No.	Competency Description
946-03-001	Knows planning issues in the required Service Plans for children with fragile medical conditions. Knows how to work as a member of the treatment team to develop Service Plans for these children
946-03-002	Knows medical terms for discussing children's fragile medical conditions with doctors and nurses
946-03-003	Knows information to keep in a written record about children's emotional response to treatment for fragile medical conditions, and their progress towards the child's Service Plan
946-03-004	Knows ways to organize information about treatment for a child with a fragile medical condition
946-03-005	Knows how to advocate for a child with a fragile medical condition to receive special accommodations and services
946-03-006	Understands the caregiver's role in working with the primary family to arrange for aftercare services when the child with a fragile medical condition returns home
946-03-007	Can document information about a child with a fragile medical condition. Can organize documentation about treatment the child receives as part of the child's Service Plan
946-03-008	Can participate as a member of the treatment team for a child with a fragile medical condition

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 947: CAREGIVER TRAINING IN MANAGING PLACEMENT TRANSITIONS

Skill Sets:

947-01: Ability to assist in reunifying the child with his primary family or kinship family

947-02: Ability to prepare a child to leave the caregiver's home and join her adoptive family or next caregiving family

947-03: Ability to help the child re-join the family after reunification fails

Skill Set: 947-01 Ability to assist in reunifying the child with his primary family or kinship family	
Comp. No.	Competency Description
947-01-001	Understands the caregiver's role in helping parents prepare for reunification.
947-01-002	Understands how a caregiver's and others' conflicting feelings about returning the child home can have a negative effect on reunification efforts
947-01-003	Understands factors that can result in children returning to foster care; Understands factors that help reunification succeed.
947-01-004	Knows the stresses and reactions children experienced when they are reunified with their primary family.
947-01-005	Knows how to help primary family members and the child manage conflicting feelings or unrealistic expectations about the child returning home
947-01-006	Understands typical problems and crises primary families may experience just prior to reunification. Knows how to work with the caseworker and primary family members to resolve those problems
947-01-007	Understands the primary parents' worries about the child returning home Knows how to help them address these worries
947-01-008	Knows how to use contacts with parents to teach and model parenting skills they need to safely care for their children
947-01-009	Knows how to help the family find and access needed supports (i.e., counseling or medical care) for the child in their local community
947-01-010	Knows how to ensure smooth transitions in education and other services before the child returns home
947-01-011	Knows how to help the child and family develop a plan, as appropriate, for managing a crisis after the child returns home
947-01-012	Knows how to help the child maintain supportive relationships with the caregiving family or members of the caregiver family's community after reunification
947-01-013	Understands the importance of a formal goodbye in helping the child reunite with their primary family
947-01-014	Knows benefits and problems for the child, primary family, and caregiving families of keeping in contact after reunification

947-01-015	Can use a variety of strategies to help children, primary parents, and caregivers prepare for reunification
947-01-016	Can manage the caregiver's conflicting feelings so they do not interfere with reunification
947-01-017	Can provide emotional support and guidance to primary parents and children during and after reunification
947-01-018	Can maintain an appropriate level of contact with the child after he or she leaves the caregiver's home

Skill Set: 947-02 Ability to prepare a child to leave the caregiver's home and join her adoptive family or next caregiving family

Comp. No.	Competency Description
947-02-001	Knows reasons for different kinds of planned and unplanned moves out of the caregiver home. This includes moves to another foster or kinship caregiver home, or adoptive family
947-02-002	Understands the caregiver's role in preparing children and the next caregiver family or adoptive family for the move
947-02-003	Understands the special challenges involved when a child moves suddenly during a crisis or emergency
947-02-004	Understands the variety of behavioral and emotional reactions children may have to moves
947-02-005	Knows common worries, problems, and stresses in children and caregivers during a move
947-02-006	Knows how cognitive, social, and emotional development may affect how children understand and react to moves
947-02-007	Knows how to talk to the child about the reasons for the move in a sensitive and developmentally suitable way
947-02-008	Knows how to help reduce children's emotional distress and manage their feelings and behaviors related to the move
947-02-009	Knows how to provide helpful information to the new family
947-02-010	Knows how to ensure smooth transitions in education and other services before the child moves
947-02-011	Understands the importance of a formal goodbye in helping the child accept the new family
947-02-012	Knows how to help the child's birth parents and extended family give the child permission to be part of the adoptive or caregiving family
947-02-013	Can prepare children for a move through the use of play, life books, stories, and other discussion
947-02-014	Can manage the caregiver's conflicting feelings so they do not interfere with the move
947-02-015	Can support and reassure the child about the move. Can follow up with the child after the move and keep in contact when appropriate
947-02-016	Can help the child, new caregiver, or adoptive family adjust and cope with expected challenges

Skill Set: 947-03 Ability to help the child re-join the family after reunification fails	
Comp. No.	Competency Description
947-03-001	Understands the short term and long term effects of separation crisis on a child
947-03-002	Understands the ways in which the returning child has been affected by the failed reunion
947-03-003	Understands possible reactions children might have while re-adjusting to the caregiving family
947-03-004	Knows barriers to re-attachment when a child returns to the home
947-03-005	Understands how the challenges of reconnection can impact permanent children in the home
947-03-006	Knows the importance of talking with the child about his experience and feelings
947-03-007	Can help the child work through anger at the foster/adoptive parent failing to protect the child from maltreatment by the primary parents during the failed reunification attempt
947-03-008	Can use specific strategies to re-connect with the child

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 948: PROMOTING POST-ADOPTION FAMILY STABILITY

Skill Sets:

948-01: Ability to make the transition from caregiving family to adoptive family

948-02: Ability to cope with the ongoing stress related to adoptive parenting

948-03: Ability to help the child cope with adoption-related stress

948-04: Ability to resolve issues of infertility

Skill Set: 948-01 Ability to make the transition from caregiving family to adoptive family

Comp. No.	Competency Description
948-01-001	Knows the legal differences between kinship or foster care and adoption
948-01-002	Understands the change in role from kinship or foster parent to adoptive parent
948-01-003	Understands the conflicts and dilemmas involved in legal risk adoptions
948-01-004	Understands the emotional and psychological impact on family members of finalizing an adoption
948-01-005	Knows signs of emotional distress in family members due to the change in role from caregiver to adoptive parents
948-01-006	Knows how to tell when family members are having problems changing from caregivers to adoptive parents. Knows how to help family members adjust to the change
948-01-007	Can make the transition from foster or kinship care to adoption
948-01-008	Can help family members begin to adjust to being an adoptive family
948-01-009	Can help extended family members begin to incorporate the child as part of the larger family

Skill Set: 948-02 Ability to cope with the ongoing stress related to adoptive parenting

Comp. No.	Competency Description
948-02-001	Knows the difference between adoption-related distress and normal emotional issues
948-02-002	Understands common issues for parents after adoption. Issues can include loss, control, identity, and mixed loyalties
948-02-003	Understands how parental fantasies about the “dream” child may affect the long-range adjustment of the family
948-02-004	Understand attachment issues in adoption and how these issues impact the attachment of the family to the child
948-02-005	Knows how family members may be affected by the child’s emotional reactions to the adoption process. Knows how to help them understand and cope with the child’s behavior
948-02-006	Knows how to tell when family members need professional help in adjusting to the adoption and knows how to seek help

948-02-007	Understands how adoption could result in sibling issues, such as feelings of being treated unfairly. Knows how to manage these feelings within the family
948-02-008	Knows how to build a support system outside the agency after adoption
948-02-009	Can recognize causes and early signs of adoption stress among family members. Can obtain help early in the disruption sequence to prevent a full-blown crisis

Skill Set: 948-03 Ability to help the child cope with adoption-related stress	
Comp. No.	Competency Description
948-03-001	Understands common issues children experience after adoption. Issues can include loss, control, identity, and mixed loyalties
948-03-002	Knows situations that can lead to emotional distress or crisis for the adopted child. Knows the difference between adoption-related distress and normal emotional issues
948-03-003	Understand attachment issues in adoption. Knows how to help adopted children attach to adoptive family members
948-03-004	Understands how cognitive and emotional development may affect a child's understanding of his adoption and his feelings. Knows how to help the child understand and resolve feelings
948-03-005	Understands how the child's fantasies about birth parents may affect the long-term adjustment to the adoptive family. Knows how to help children understand these fantasies
948-03-006	Knows how to tell when the child needs professional help in adjusting to the adoption and knows how to seek help
948-03-007	Knows how to help the child build a support system outside the family after adoption
948-03-008	Can recognize and respond to causes and early signs of adoption stress in the child

Skill Set: 948-04 Ability to resolve issues of infertility	
Comp. No.	Competency Description
948-04-001	Knows the emotional issues of infertility. Understands how these issues can contribute to marital distress
948-04-002	Understands the grief process involved with infertility
948-04-003	Understands how the desire for a biologically related child may create unrealistic expectations about the adoptee and disappointment for the parent(s)
948-04-004	Understands the impact of infertility on the family when an adoptee becomes sexually active or pregnant
948-04-005	Knows how and when to access help with fertility issues
948-04-006	Understands how unresolved feelings about infertility may affect the long term adjustment of the family
948-04-007	Can resolve fertility issues so they do not negatively impact the adoption

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 949: ENHANCING CHILDREN'S CONNECTIONS

Skill Sets:

949-01: Ability to work with siblings of children in care

949-02: Ability of foster and kinship caregivers to work with primary parents and extended family members to promote permanence and well-being for the child

949-03: Ability to talk with placed or adopted children about their history and birth families

949-04: Ability to manage a range of openness in caregiver and adoptive placements

949-05: Ability to help children search for birth family members

Skill Set: 949-01 Ability to work with siblings of children in care	
Comp. No.	Competency Description
949-01-001	Understands the short and long term benefits of maltreated children's attachments with their siblings
949-01-002	Knows the benefits of placing siblings together. Knows the role of caregivers or adoptive parents to keep siblings in contact with one another when they cannot be kept together
949-01-003	Knows reasons for placing siblings together or separately. Knows emotional problems they may have if they are separated
949-01-004	Knows how to maintain sibling relationships in a culturally and developmentally suitable way
949-01-005	Can help child maintain connections with siblings

Skill Set: 949-02 Ability of foster and kinship caregivers to work with primary parents and extended family members to promote permanence and well-being for the child	
Comp. No.	Competency Description
949-02-001	Knows common conflicts that may occur among children in foster or kinship care, and their primary families
949-02-002	Knows common conflicts that may occur between the child's primary parents and kinship or foster caregivers
949-02-003	Understands possible long-term effects of the kinship or foster care on extended primary family members
949-02-004	Knows how to manage the kinship or foster child's emotions and behavior after he has contact with primary family members
949-02-005	Knows activities to use to help keep a strong relationship between the child in kinship or foster care and primary family
949-02-006	Knows how to manage disruptive behavior and prevent power struggles with primary parents. Knows how to prevent conflicts from escalating
949-02-007	Knows how to manage holidays and family events with birth parents

949-02-008	Knows how to engage and involve birth family members to remain active participants in the lives of the children
949-02-009	Can manage conflicts between birth parents, other kinship or foster family members, and the child in kinship or foster care
949-02-010	Can work collaboratively with primary families to ensure a permanency for the child

Skill Set: 949-03 Ability to talk with placed or adopted children about their history and birth families

Comp. No.	Competency Description
949-03-001	Knows questions and concerns children have about their histories and primary families. Knows how to talk to the child about this in a developmentally suitable way
949-03-002	Knows how to help children constructively deal with feelings about their primary families
949-03-003	Knows how to collect and maintain records, photos and other relevant items to include in the life book to help children understand their past and present
949-03-004	Knows how to use life books to help children express feelings and develop insights, promote self esteem, and preserve memories
949-03-005	Understands how issues about placement and adoption may come up at school. Knows how to help the child and school personnel sensitively manage these situations
949-03-006	Knows how television, movies, and books can affect placed or adopted children's feelings about themselves, their families, and their situations. Knows how to use those opportunities to talk with children about their feelings
949-03-007	Knows how to address insensitive comments that strangers, relatives, or friends may make about the child's situation
949-03-008	Knows how to help the child respond to insensitive comments
949-03-009	Knows how to talk to family members and close friends about the child's situation and birth family history; know what information is important to share and what information to keep confidential
949-03-010	Knows how to help children at various developmental stages decide how and when to share their histories with others
949-03-011	Can recognize and use a variety of opportunities to talk with children about their histories

Skill Set: 949-04 Ability to manage a range of openness in caregiver and adoptive placements

Comp. No.	Competency Description
949-04-001	Understands the continuum of openness in adoption. It may be an exchange of information or letters through the agency to ongoing visits between the birth and adoptive family
949-04-002	Knows the difference between structural openness and openness in communication

949-04-003	Knows how culture and values may affect how individuals feel about openness in adoption
949-04-004	Understands how planning for openness may create tension between the child, birth, and adoptive parents
949-04-005	Knows the benefits and problems of contact after the adoption for the child, birth parents, and adoptive family. Knows how to determine if open adoption is the best plan
949-04-006	Understands how desire for contact between the child and birth parent may change throughout their lives. Knows how differences in their desire for contact may affect the relationship among all parties involved
949-04-007	Knows how to use contracts with birth families for various degrees of openness in adoption
949-04-008	Knows how to set limits in the child's relationship with the birth family. Knows how and when to engage the help of a mediator
949-04-009	Can plan activities that keep strong relationships among the child and birth family members

Skill Set: 949-05 Ability to help children search for birth family members	
Comp. No.	Competency Description
949-05-001	Knows the caregiver or adoptive parent role in helping children search for their birth-family members
949-05-002	Understands current laws regarding sealed and open records
949-05-003	Knows a variety of ways to find information about birth families or adopted children
949-05-004	Understands the motivation of children and birth family members to search for one another. Knows the possible psychological risks of doing a search
949-05-005	Knows questions and concerns children have about their histories and birth families
949-05-006	Understands the potential outcomes of a search for birth family members. Outcomes can include happy endings, disappointments, crisis, or hostility
949-05-007	Knows how to prepare the child for the potential outcomes of the search and then deal with the outcomes
949-05-008	Knows how to help the child manage feelings of disappointment and anger and help her resolve ambivalence
949-05-009	Can help the child search for his birth family members
949-05-010	Can support the child if she is able to re-connect with her birth family

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 950: LEGAL AND ETHICAL ISSUES FOR CAREGIVERS

Skill Sets:

950-01: Ability to participate in juvenile court hearings for foster or kinship children

950-02: Ability to protect oneself from legal liability and defend against allegations of wrongdoing

Skill Set 950-01: Ability to participate in juvenile court hearings for foster or kinship children	
Comp. No.	Competency Description
950-01-001	Knows laws, requirements, and legal processes involved in licensed foster care and kinship care
950-01-002	Knows legal rights, protections, and responsibilities of children in care and primary families. Knows where to find information about legal issues
950-01-003	Knows reasonable efforts requirements for timely reunification and permanency for children. Knows caregiver role in reunification and permanency
950-01-004	Knows roles and responsibilities of the Guardian ad Litem, court appointed special advocate, prosecuting attorney, defense attorney, referee, and court investigator
950-01-005	Knows caregiver role and responsibilities in juvenile court, and understands juvenile court processes and terms
950-01-006	Knows how to help the caseworker prepare testimony. Knows how to testify in court hearings

Skill Set 950-02: Ability to protect oneself from legal liability and defend against allegations of wrongdoing	
950-02-001	Knows types of activities and language that can result in legal liability of caregivers, and knows how to avoid liability
950-02-002	Understands confidentiality issues. Knows what information can be shared among caseworkers, service providers, caregivers, and primary family members
950-02-003	Knows residual parenting rights of primary parents
950-02-004	Knows legal rights, protections, and responsibilities of caregivers. Knows when and how to seek legal guidance
950-02-005	Knows state foster care rules about confidentiality when talking with school staff or others about children from caregiving homes

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 951: COACHING AND MENTORING PRIMARY FAMILIES AND OTHER CAREGIVING FAMILIES

Skill Set:

951-01: Ability to plan and conduct coaching and mentoring to help primary families and caregivers increase their knowledge and skills

Skill Set: 951-01 Ability to plan and conduct coaching and mentoring to help primary families and caregivers increase their knowledge and skills

Comp. No.	Competency Description
951-01-001	Aware of knowledge and skills needed to provide care to abused or neglected children
951-01-002	Knows stages in the development of knowledge and skill. Knows how to assess learning needs
951-01-003	Knows the differences between coaching and mentoring, and the process and activities of each. Knows the qualities and benefits of mentoring relationships
951-01-004	Knows principles of adult learning, and how they apply to coaching and mentoring caregivers and primary families
951-01-005	Knows how to assess mentoree's motivation and willingness to take risks during learning activities. Knows how to assess their preferred learning methods and confidence level
951-01-006	Knows how to use action plans and learning contracts to plan for coaching and mentoring caregivers and primary families
951-01-007	Knows stages of development for caregivers. Knows how to assess a caregiver's stage and how to match learning activities to the caregiver's level of development
951-01-008	Knows how to use a variety of learning methods to model and teach specific caregiver and parenting skills
951-01-009	Knows how to arrange opportunities for caregivers and primary families to practice skills. Knows how to observe and give constructive feedback and positive reinforcement
951-01-010	Knows how to help caregivers and primary families transfer what they learn from coaching to everyday care of children
951-01-011	Knows how a variety of problems can create barriers in learning and skill development. Knows how to reduce barriers
951-01-012	Can engage caregivers to create and implement skill development plans specific to their needs
951-01-013	Can manage coaching and mentoring relationships and activities to increase the caregiver's knowledge, skill, and confidence
951-01-014	Can coach primary parents to improve their parenting so their children can return home

SPECIALIZED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC 952: PREVENTING PLACEMENT DISRUPTION

Skill Sets:

952-01: Ability to help children adjust to caregiver's home

952-02: Ability to help build relationships among all children in the home

952-03: Ability to detect early signs that a placement is breaking down, and to take action to save the placement

Skill Set: 952-01 Ability to help children adjust to caregiver's home	
Comp. No.	Competency Description
952-01-001	Knows how to manage negative behaviors children may have in reaction to their placement
952-01-002	Knows how to get information from the primary family or previous caregivers that will help decrease the child's stress related to placement
952-01-003	Knows the stages of children's adjustment to their caregiver or adoptive families. Knows the signs of stress related to placement
952-01-004	Knows specific ways to help children adjust to their caregiver or adoptive family
952-01-005	Can help children make positive adjustments to their caregiver or adoptive families

Skill Set: 952-02 Ability to help build relationships among all children in the home	
Comp. No.	Competency Description
952-02-001	Knows how the addition of kinship, foster or adopted children may affect permanent children in the home. Understands common conflicts between kinship, and foster children and permanent children
952-02-002	Knows how to manage conflicts between biological children and kinship, foster or adopted children

Skill Set: 952-03 Ability to detect early signs that a placement is breaking down, and to take action to save the placement	
Comp. No.	Competency Description
952-03-001	Understands the complex reasons why placements may fail. Understands the reasons for disruption may be related to the child, caregiver, or agency
952-03-002	Knows typical stages and early warning signs of placement disruption
952-03-003	Knows signs of emotional distress and crisis in foster, kinship, and adoptive children. Knows how to reduce children's stress and resolve the crisis without disrupting the placement

952-03-004	Understand how changes in the family structure and lifestyle or the adoption being final could cause crisis for children in placement and their families. Knows how to get help for children and family members
952-03-005	Can recognize signs of early stages of placement disruption. Can work with caseworkers and other service providers to decrease risk of disruption