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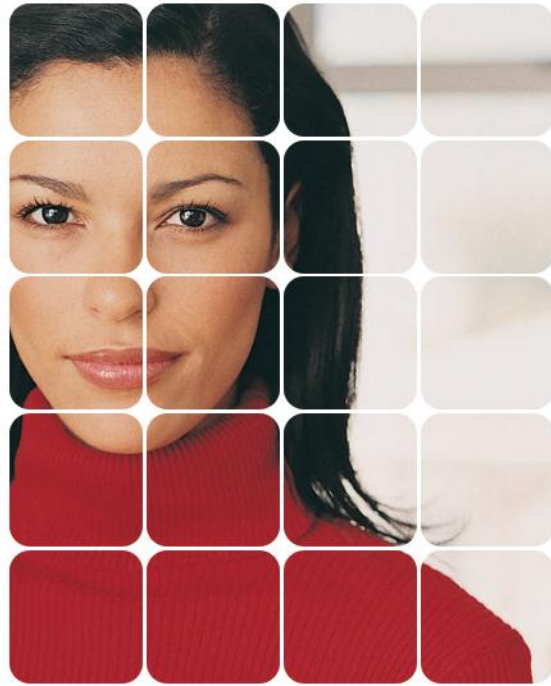
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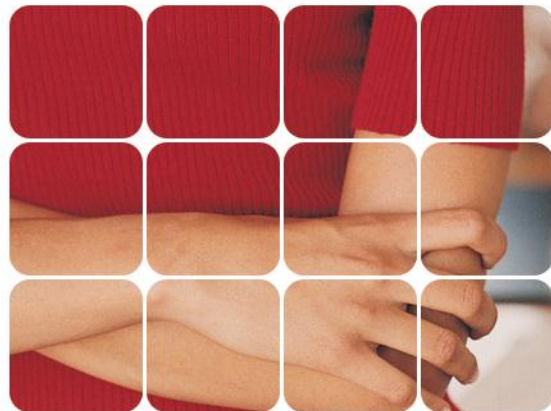


DIRECT SERVICE WORKERS

COURSE AND CONTENT

Ohio Child Welfare Training Program

Providing the Right Training for the Right People at the Right Time



The Ohio Child Welfare Training Program

The Ohio Child Welfare Training Program (OCWTP) is a cooperative effort of the Ohio Department of Job and Family Services, the Public Children Services Association of Ohio, the eight Regional Training Centers, and the Institute for Human Services. The goal of the program is to provide high quality, competency-based, in-service training for staff in public child welfare agencies throughout Ohio. Program activities include assessment of training needs, development of curricula, development of trainers, coaches and other resources, training of trainers, delivery of training, evaluation of training programs, and consultation to local agencies. All training is designed to promote culturally-competent child welfare practice.

The OCWTP's Regional Training Centers will provide training to meet the training needs of all direct service workers. For further information, contact your Regional Training Center Coordinator or Institute for Human Services staff.

The courses and content areas listed in this brochure are a part of the OCWTP's model competency-based in-service training system and include:

The "Universe of Competencies"

Ohio's comprehensive listing of the knowledge and skills required for direct service workers to do their job "drives" our competency-based training system. Grouped by skill set, competencies are used to assess individual training needs and guide the development of all training courses and curriculum content. All curricula are developed to promote culturally-competent and evidenced-based practice.

The Development of Competent Trainers

All trainers are carefully screened and trained. They must have the appropriate course content knowledge, the necessary adult training skills, and the ability to promote culturally-competent practice. Each training program is evaluated and trainers must maintain a minimum average performance score to continue training in the program.

The Development of Job Related Training Content

The courses listed in this brochure reflect the OCWTP's commitment to effective and efficient utilization of limited training resources. Course content areas represent the training direct service workers need to do their jobs and include only training that is essential to job performance. Such systemic relevance is assured by utilizing our "Universe of Competencies" as the guide to curriculum development.

Training is developed and delivered based upon data gathered from ongoing training needs assessment of workers in each region.

For more information regarding the OCWTP:
www.OCWTP.net

Training:

Caseworker Core

111-CW1-S: Module 1: Family-Centered Approach to Child Protective Services

2 days

Module 1 defines and describes the child protective services process within the context of a family-centered model; explores social work and child welfare; introduces definitions and statutes that provide the legal basics for child welfare practice; reviews issues of cultural competence; and defines the role and responsibility of the child welfare agency and caseworker to provide family-centered, culturally competent, child welfare practice in collaboration with community agencies.

112-CW2-S: Module 2: Engaging Families in Family-Centered Child Protective Services

1 day+1/2 day Learning Lab

This one-day workshop presents the key concepts of engagement and rapport-building between the child welfare caseworker and the family being served. Participants explore the child protective services casework approach as an integration of engagement and protective authority; explore the dynamics of resistance; and are introduced to interviewing strategies to promote engagement in child protective services. The modules' half-day learning lab is designed to practice and demonstrate strategies learned in the workshop that caseworkers can use to facilitate the engagement process.

113-CW3-S: Module 3: Legal Aspects of Family-Centered Child Protective Services

2 days

This two-day workshop addresses the legal base for child welfare practice. Participants explore Federal legislation. Ohio's legal definitions of abuse, neglect, and dependency, and the Ohio Neglect/Abuse Reporting Statute, and gives an overview of the juvenile court process. Also addressed are the permanent commitment process, what constitutes good testimony, and the caseworker's role and responsibilities in the courtroom (completed with mock trial).

114-CW4-S: Module 4: Assessment in Family Centered Child Protective Services

2 days + 1 day Learning Lab

Module 4 is a two-day workshop that establishes the child protective services process of assessment as the fundamental and critical prerequisite for all case decision-making. Seven steps of critical thinking are applied to assessments at the point of referral, intake, family services, placement planning, and reunification. Participants learn the complexity of conducting thorough and accurate assessments and the factors that impact that process. Participants receive instruction on the purpose, factors to consider, and information-gathering strategies for safety, risk and family strengths and needs assessments.

The one-day skill-building learning lab for Module 4 provides opportunity to practice interviewing strategies and techniques with families to gather information for safety, risk, and family strengths and needs assessments.



115-CW5-S: Module 5: Investigative Processes in Family–Centered Child Protective Services

1 day + 1 day Learning Lab

Module 5 explores principles common to all investigative processes, and unique principles for investigation of sexual abuse, physical abuse, and neglect. Participants learn the factors to consider in planning and conducting investigations, including the application of CAPTA to respect parents’ Fourth and Fourteenth Amendment rights during investigations.

The one-day learning lab for Module 5 provides opportunity for skill-building to enhance the concepts presented in the workshop. The one-day includes a simulation of an investigation of a case from the planning stage, to developing multiple hypotheses, to gathering evidence from investigative interviews.

116-CW6-S: Module 6: Case Planning and Family– Centered Casework

3 days

Module 6 stresses the importance of joint case planning by the worker and the family to assure timely, high-quality, culturally relevant services to families. Participants learn how to engage and involve families in the services planning and deliver process, rather than relaying solely on their prescribed authority. This workshop builds on the concepts previously learned on how to engage a patient in the casework relationship to completing the case plan, including steps in the planning process; developing appropriate goals, objectives, and activities; engaging fathers in the process; understanding the purpose of case management and direct service provision; reassessment; and case reviews. Participants also explore their role in the change process, motivating parents, and cultural issues in casework.

117-CW7-S: Module 7: Child Development: Implications for Family-Centered Child Protective Services

3 days

Module 7 examines normal development of children; developmental consequences of child abuse and neglect from birth through adolescence; establishes a framework for the early recognition of developmental problems; and stresses the importance of including developmental and remedial services in child welfare plans. Strategies to promote the healthy development of children who have been abused and neglected are presented.

118-CW8-S: Module 8: Separation, Placement, and Reunification in Family–Centered Child Protective Services
3 days

This workshop addresses the knowledge and skill required for child welfare workers addresses the knowledge and skill required for child welfare workers to provide services related to child placement. The workshop focuses on the traumatic effects of separation on child on children and their families; placement prevention; the proper way to place children to prevent trauma, involving children in placement process, choosing the “right” placement, working with foster caregivers as part of the service team, strategies to promote timely reunification, and importance of permanence for all children .

Specialized Casework Practice

This category includes knowledge and skill needed by staff who work in special program areas or with particular client populations. Training content includes both basic and advanced level coursework. Workers should attend specialized training when indicated on the Individual Training Needs Assessment. Assessor Training is required for all social workers providing adoption services; refer to the Assessor Course Content Brochure.

201– Adoption and Foster Care

- Recruitment and marketing strategies
- Effective homestudy assessments
- Training adoptive and foster families
- Working with foster caregivers, adoptive families and birth parents

202– Services to Adolescents

- Normal adolescent development
- Assessment of child, family, and social factors
- Casework methods with adolescents
- Collaboration with community services
- Independent living

203– Sexual Abuse

- Dynamics of child sexual abuse
- Investigate and assess child sexual abuse
- Providing care to children who have been sexually abused
- Providing care to children who have sexually abused others
- Supportive casework for victims and families
- Case closure and reunification of sexual abuse cases

204– Assessment and Critical Thinking

- Gather assessment information and develop conclusions

205– Legal Issues in Child Welfare

- Collaboration in court process
- Rules of evidence, testimony in court hearings
- Legal issues affecting casework practice

206– Screening, Intake & Investigation

- Conduct investigative interviews with alleged child victims, non-offending parents, and alleged perpetrators
- Best practice standards and agency policies related to screening of child maltreatment

207- Family-Centered and Strengths-Based Services

- Strategies for strength- based interviewing techniques
- Family team meeting models

208– Physical Abuse

- Indicators of abuse
- Treatment interventions

209– Neglect

- Recognition of multiple types of neglect
- In-home and community based services

210- Achieving Permanence for Children

- Planning for permanency
- Permanency strategies
- Locate and engage connections as permanency options

211- Kinship Care

- Benefits and issues related to kinship care

212- Emotional Maltreatment

- Identification, assessment and treatment of emotional maltreatment

213- Reunification and Preventing Re-entry

- Factors to promote successful reunification
- Challenges and fears related to reunification

214- Promoting Children’s Educational Success

- Caseworker’s role and responsibility in education success

Related Casework Practice

Child welfare practice requires knowledge and skill in many related areas of casework practice. An attempt has been made to develop an exhaustive list of relevant topic areas. The scope of individual workshops will be developed from individual training needs assessment data. Both basic and advanced-level content are available in all topic areas.

301– Special Interviewing Techniques

- Individual and cultural differences in communication styles
- Interviewing strategies

302– Family Systems Theory and Family Therapy

- Assessment of family dynamics
- Supportive family interventions

303– Casework with Children

- Interviewing children, developmentally appropriate intervention strategies

304– Mental Health Problems in Children and Adolescents

- Recognizing indicators of mental health problems and emotional and behavioral disturbances
- Case assessment and planning
- Coordination and referral to specialized services

305– Parenting Skills

- Coaching strategies to teach parents and caregivers to parent

306– Collaboration, Teamwork, and Customer Service

- Use of inter-agency teams
- Collaboration and coordination of services

307– Culture and Diversity

- Working with culturally-diverse client populations

308– Mental Health Problems in Adults

- Recognition of mental illness and emotional disorders; effects on parenting; expectations for treatment and referral

309– Substance Abuse

- Recognition of indicators of drug and alcohol abuse; assessment; co-dependency, family dynamics; treatment, referral; coordination of services

310– Domestic Violence

- Dynamics of family violence; spouse abuse; considerations in treatment; community resources

311– Employment, Financial, Assistance, and Self–Sufficiency

- Collaborate with public assistance agencies and employment programs

312– Conducting Groups

- Group process; development of support treatment and educational groups

313– Time and Stress Management

- Effective use of time; setting priorities; planning and organizing one’s needs
- Managing work related stress; preventing burn-out

314– Human Sexuality

- Values and attitudes
- Adolescent sexuality

315– Written and Verbal Communication

- Principles of writing for case documentation, organization, design, content and structure of case plans, reports and other documentation
- Personal communication styles

316– Health and Medical Issues

- Medical conditions and health problems of children and families; AIDS, SIDS, medical aspects of abuse, neglect, and failure to thrive; other medical conditions

317– Staff Safety

- Worker safety, crisis de-escalation and self defense
- Safety assessments

318- Trauma Informed Care and Services

- Identification and treatment for individuals who have experienced trauma

319– Client and System Advocacy

- Model and teach appropriate behavior
- Advocate in the interest of the child and family

320– Problem-Solving and Solution-Focused Casework

- Use problem solving skills to solve family issues

321– Crisis Intervention

- Crisis counseling strategies
- Engage community resources

322– Behavior Management and Discipline

- Appropriate discipline and behavior management strategies
- Culturally and developmentally appropriate behavior management methods

324- Managing Conflict

- Mediation strategies
- Conflict resolution techniques

325- Ethics in Child Welfare Practice

- Implementation of ethical standards
- Ethical issues

326- Developmental Disorders in Children and Adolescents

- Recognizing developmental disabilities and delay’s
- Case assessment and planning, early intervention
- Coordination and referral of specialized services

327- Developmental Disorders in Adults

- Recognizing developmental disabilities and delay’s
- Coordination and referral of specialized services