



Individual Training Needs Assessment for New Caregivers

Helping to support learning & transfer after OCWTP Preservice training.

Caregiver: _____

Effective Date: _____ License Expiration Date: _____

Type of Foster Home: Pre-adoptive Infant Family Specialized

Preservice trains to an awareness level.

Caregivers need additional in-depth training on Preservice content.

This ITNA will help Assessors and caregivers identify priority training needs, and develop the initial training plan for the first two years of licensure.

Please provide a copy of the completed needs assessment to the caregiver.

Directions: The Assessor and caregiver should discuss each Preservice content area to help determine the caregiver's priority training needs for the first two years of licensure. Use this ITNA to complete your agency's Caregiver Training Plan.

Rating Scale:

- 1 High Priority** training need - caregiver cannot describe or explain the content trained in Preservice
- 2 Moderate Priority** training need - caregiver able to describe or explain the content, but in a limited, minimal way
- 3 Low Priority** training need - caregiver can describe or explain the content; no training needed now

Module 1 Orientation to Foster Care, Adoption and Kinship (5101:2-5-33C 1a ii, iii, vii; 2a ii, iii, xiii) (SACWIS Competency area 901)

✓ Identify the goals of child welfare; explain the difference between foster care, kinship care, and adoption.

1 ----- 2 ----- 3

High priority
Cannot describe or explain

Moderate priority
Limited, minimal explanation

Low priority
Can describe or explain content

Rationale for Rating:

Module 2 The Child Protection Team (5101:2-5-33C 1a i, vii; 2a i, v, xi, xii) (SACWIS Competency area 902)

✓ Identify the members of the child protection team and their role in serving a child; identify advantages and challenges to teaming; discuss the life of a child welfare case from allegation to permanency.

1 ----- 2 ----- 3

High priority
Cannot describe or explain

Moderate priority
Limited, minimal explanation

Low priority
Can describe or explain content

Rationale for Rating:

Module 3 Child Development (5101:2-5-33C 1a v, vii; 2a vi, xii; 2b) (SACWIS Competency area 903)

- ✓ Identify the three primary social and emotional developmental tasks of young children; describe what is meant by brain plasticity; identify factors that can enhance early childhood development and promote well-being.

1 ----- 2 ----- 3		
High priority	Moderate priority	Low priority
Cannot describe or explain	Limited, minimal explanation	Can describe or explain content

Rationale for Rating:

Module 4 Trauma and Its Effects (5101:2-5-33C 2a iv, vi) (SACWIS Competency area 903)

- ✓ Identify childhood traumas; describe how attachment can be impacted by complex trauma; describe the possible behavioral indicators of a child who is experiencing toxic stress.

1 ----- 2 ----- 3		
High priority	Moderate priority	Low priority
Cannot describe or explain	Limited, minimal explanation	Can describe or explain content

Rationale for Rating:

Module 5 Sexual Abuse (5101:2-5-33C 2a vi) (SACWIS Competency area 903)

- ✓ Explain why children placed in foster care may have experienced sexual abuse they have not yet disclosed; discuss potential indicators that a child has been sexually abused or exposed to a highly sexualized environment; identify ways to modify the home and house rules to ensure the safety and well-being of all children in the home.

1 ----- 2 ----- 3		
High priority	Moderate priority	Low priority
Cannot describe or explain	Limited, minimal explanation	Can describe or explain content

Rationale for Rating:

Module 6 Minimizing the Trauma of Placement (5101:2-5-33C 2a vi, vii, xii) (SACWIS Competency area 904)

- ✓ Explain strategies to help a child feel emotionally safe; explain how helping the child maintain connections with important people from his past minimizes the trauma of placement; describe the kind of information from a child's history that can help determine appropriate parenting strategies.

1 ----- 2 ----- 3		
High priority	Moderate priority	Low priority
Cannot describe or explain	Limited, minimal explanation	Can describe or explain content

Rationale for Rating:

Module 11 Long Term Separation (5101:2-5-33C 2a v) (SACWIS Competency area 909)

- ✓ Explain the benefits of permanency for children; identify emotional issues that could result from long-term separation from birth parents; describe situations or events that might trigger difficult to manage emotions resulting from long-term separation.

1 ----- 2 ----- 3		
High priority Cannot describe or explain	Moderate priority Limited, minimal explanation	Low priority Can describe or explain content

Rationale for Rating:

Module 12 Post Adoption Issues for Families (5101:2-5-33C 2a viii) (SACWIS Competency area 909)

- ✓ Identify long-term issues impacting parents who adopt children from foster care; identify reasons why children need to understand their histories; explain different types of post adoption support for adoptive families.

1 ----- 2 ----- 3		
High priority Cannot describe or explain	Moderate priority Limited, minimal explanation	Low priority Can describe or explain content

Rationale for Rating:

Additional Preservice Training for Specialized Foster Homes (5101:2-5-33C 3a)

- ✓ Issues concerning appropriate behavioral intervention techniques; education advocacy; first aid and CPR.

1 ----- 2 ----- 3		
High priority Cannot describe or explain	Moderate priority Limited, minimal explanation	Low priority Can describe or explain content

Rationale for Rating:

Additional Preservice Training for Pre-Adoptive Infant Foster Homes (5101:2-5-33C 1a iv)

- ✓ Infant Care

1 ----- 2 ----- 3		
High priority Cannot describe or explain	Moderate priority Limited, minimal explanation	Low priority Can describe or explain content

Rationale for Rating:

What barriers might have prevented the caregiver from being able to fully describe or explain the content?