



# Individual Training Needs Assessment for Caregivers - Ongoing

Foster Caregiver: \_\_\_\_\_

Effective Date: \_\_\_\_\_ License Expiration Date: \_\_\_\_\_

Type of Foster Home:  Pre-adoptive Infant       Family       Specialized

**Directions:** The Assessor and caregiver should review the skill sets together and discuss the caregiver’s level of understanding and skill in that area. The Assessor should place an X in the box on the left side of the table to indicate the caregiver has a need for training in this skill set.

## SECTION I: FUNDAMENTALS OF FOSTERING SKILL SETS

### 922 ROLE ON THE CHILD PROTECTION TEAM

	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

Comments:

### 923 DEVELOPMENTAL ISSUES IN MALTREATED CHILDREN

	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

Comments:

**924 ATTACHMENT, SEPARATION, AND PLACEMENT**

	<b>924-01</b>	<b>Ability to recognize effects of insecure attachment</b>
	<b>924-02</b>	<b>Ability to help children maintain attachments formed prior to placement</b>
	<b>924-03</b>	<b>Ability to help children develop healthy attachments</b>

Comments:

**925 CONSTRUCTIVELY MANAGING CHILDREN’S BEHAVIOR**

	<b>925-01</b>	<b>Ability to determine the influences on children’s behavior</b>
	<b>925-02</b>	<b>Ability to manage children’s behavior</b>
	<b>925-03</b>	<b>Ability to use the appropriate form of discipline for the child and the behavior</b>

Comments:

**926 PROMOTING PLACEMENT STABILITY**

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

Comments:

**927 CULTURAL FOUNDATIONS**

	<b>927-01</b>	<b>Ability to recognize the impact of culture for a child and family</b>
	<b>927-02</b>	<b>Ability to interact with children and their families in a culturally supportive way</b>
	<b>927-03</b>	<b>Ability to help children resolve issues related to cultural differences</b>

Comments:

**928 PRIMARY FAMILIES**

	<b>928-01</b>	<b>Ability to support contacts between children and their primary families</b>
	<b>928-02</b>	<b>Ability to work with primary families towards permanency</b>

Comments:

**929 PERMANENCY OPTIONS FOR CHILDREN IN CARE**

	<b>929-01</b>	<b>Ability to assist the child welfare team in achieving the most appropriate permanency goal for the child</b>
	<b>929-02</b>	<b>Ability to determine if adoption is an option for the caregiving family</b>

Comments:

**SECTION II: SPECIALIZED FOSTER, ADOPTION, KINSHIP SKILL SETS****941 BUILDING SELF-RELIANCE, RESILIENCE, AND INDEPENDENCE IN CHILDREN**

	<b>941-01</b>	<b>Ability to help children and adolescents develop skills and relationships needed to thrive in adulthood</b>
	<b>941-02</b>	<b>Ability to provide support to adolescents/young adults as they prepare to live on their own</b>
	<b>941-03</b>	<b>Ability to help emancipating youth locate resources and networks</b>
	<b>941-04</b>	<b>Ability to help emancipating youth find suitable independent living arrangements</b>

Comments:

**942 CARING FOR ADOLESCENTS WHO ARE PREGNANT OR PARENTING**

	<b>942-01</b>	<b>Ability to provide care to pregnant adolescents</b>
	<b>942-02</b>	<b>Ability to provide care to parenting adolescents</b>

Comments:

**943 CARING FOR CHILDREN WHO HAVE BEEN MALTREATED**

	<b>943-01</b>	<b>Ability to care for a child who has been physically abused</b>
	<b>943-02</b>	<b>Ability to care for a child who has been neglected</b>
	<b>943-03</b>	<b>Ability to care for a child who has been sexually abused</b>
	<b>943-04</b>	<b>Ability to help child victims of sexual abuse resolve emotional and behavioral problems</b>
	<b>943-05</b>	<b>Unique considerations for caregivers who are caring for sexually abused children</b>

Comments:

**944 CARING FOR CHILDREN WHO HAVE SEXUALLY ABUSED OTHERS**

	<b>944-01</b>	<b>Ability to provide care to children who have sexually abused other children</b>
	<b>944-02</b>	<b>Ability to provide a safe environment for all members of the caregiving family</b>

Comments:

**945 CAREGIVER TRAINING ON FAMILY SAFETY**

	<b>945-01</b>	<b>Ability to maximize safety of family members in the home</b>
	<b>945-02</b>	<b>Ability to recognize when personal safety may be at risk</b>

Comments:

**946 PROVIDING CARE TO CHILDREN WHO HAVE FRAGILE MEDICAL CONDITIONS**

	<b>946-01</b>	<b>Ability to provide care to children who have fragile medical conditions</b>
	<b>946-02</b>	<b>Ability to help the child and family members cope with emotional reactions to the medically fragile condition</b>
	<b>946-03</b>	<b>Ability to participate as a member of the treatment team for a child with a fragile medical condition</b>

Comments:

**947 MANAGING PLACEMENT TRANSITIONS**

	<b>947-01</b>	<b>Ability to assist in reunifying the child with his primary family or kinship family</b>
	<b>947-02</b>	<b>Ability to prepare a child to leave the caregiver's home and join her adoptive family or next caregiving family</b>
	<b>947-03</b>	<b>Ability to help the child re-join the family after reunification fails</b>

Comments:

**948 PROMOTING POST-ADOPTION FAMILY STABILITY**

	<b>948-01</b>	<b>Ability to make the transition from caregiving family to adoptive family</b>
	<b>948-02</b>	<b>Ability to cope with the ongoing stress related to adoptive parenting</b>
	<b>948-03</b>	<b>Ability to help the child cope with adoption-related stress</b>
	<b>948-04</b>	<b>Ability to resolve issues of infertility</b>

Comments:

**949 ENHANCING CHILDREN'S CONNECTIONS**

	<b>949-01</b>	<b>Ability to work with siblings of children in care</b>
	<b>949-02</b>	<b>Ability of foster and kinship caregivers to work with primary parents and extended family members to promote permanence and well-being for the child</b>
	<b>949-03</b>	<b>Ability to talk with placed or adopted children about their history and birth families</b>
	<b>949-04</b>	<b>Ability to manage a range of openness in caregiver and adoptive placements</b>
	<b>949-05</b>	<b>Ability to help children search for birth family members</b>

Comments:

**950 LEGAL AND ETHICAL ISSUES FOR CAREGIVERS**

	<b>950-01</b>	<b>Ability to participate in juvenile court hearings for foster or kinship children</b>
	<b>950-02</b>	<b>Ability to protect oneself from legal liability and defend against allegations of wrongdoing</b>

Comments:

**951 COACHING AND MENTORING PRIMARY FAMILIES AND OTHER CAREGIVING FAMILIES**

	<b>951-01</b>	<b>Ability to plan and conduct coaching and mentoring to help primary families and caregivers increase their knowledge and skills</b>
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Comments:

**952 PREVENTING PLACEMENT DISRUPTION**

	<b>952-01</b>	<b>Ability to help children adjust to caregiver's home</b>
	<b>952-02</b>	<b>Ability to help build relationships among all children in the home</b>
	<b>952-03</b>	<b>Ability to detect early signs that a placement is breaking down, and to take action to save the placement</b>

Comments:

**SECTION III: FOSTER CARE, ADOPTION, KINSHIP RELATED SKILL SETS****980 WRITTEN AND VERBAL COMMUNICATION**

	<b>980-01</b>	<b>Ability to write clear and accurate caregiver reports for the case record</b>
	<b>980-02</b>	<b>Ability to communicate with the family and community members</b>

Comments:

**981 CULTURE AND DIVERSITY**

	<b>981-01</b>	<b>Ability to work toward cultural competence</b>
	<b>981-02</b>	<b>Ability to understand families from diverse cultures</b>
	<b>981-03</b>	<b>Ability to understand issues of refugees or immigrants</b>

Comments:

**983 DEVELOPMENTAL DISORDERS**

	<b>983-01</b>	<b>Ability to provide care to children with developmental disorders</b>
	<b>983-02</b>	<b>Ability to obtain assessments, treatment, and services for children who have developmental disorders</b>
	<b>983-03</b>	<b>Ability to identify developmental disabilities in adults</b>
	<b>983-04</b>	<b>Ability to support parents with developmental problems</b>

Comments:

**984 COMMUNITY VIOLENCE, GANGS AND CULTS**

	<b>984-01</b>	<b>Ability to care for youth who are involved in gangs and cults</b>
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Comments:

**985 HUMAN SEXUALITY**

	<b>985-01</b>	<b>Ability to help children and adolescents with the development of a healthy sexual identity</b>
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Comments:

**987 EFFECTS OF ADOPTIVE PARENTING AND CAREGIVING ON FAMILIES WITH DIVERSE STRUCTURES**

	<b>987-01</b>	<b>Ability to manage caregiving/adoptive parenting as a single parent</b>
	<b>987-02</b>	<b>Ability to manage roles of parent and spouse/partner</b>

Comments:

**988 SUBSTANCE ABUSE**

	<b>988-01</b>	<b>Ability to recognize signs of alcohol and drug abuse</b>
	<b>988-02</b>	<b>Ability to work with parents who abuse drugs or alcohol</b>
	<b>988-03</b>	<b>Ability to provide care to children who abuse drugs or alcohol</b>

Comments:

**989 SELF-CARE FOR CAREGIVERS AND ADOPTIVE PARENTS**

	<b>989-01</b>	<b>Ability to organize time to complete caregiver tasks</b>
	<b>989-02</b>	<b>Ability to take care of the personal stress often found with caregiving</b>

Comments:

**990 HEALTH ISSUES**

	<b>990-01</b>	<b>Ability to recognize illnesses or conditions in children</b>
	<b>990-02</b>	<b>Ability to care for children with an illness or medical condition</b>
	<b>990-03</b>	<b>Ability to help children and adolescents obtain treatment for Sexually Transmitted Infections (STI's)</b>

Comments:

**991 PROVIDING CARE TO TRAUMATIZED CHILDREN**

	991-01	Ability to identify indicators of trauma
	991-02	Ability to maintain the physical and emotional safety of a child who has experienced trauma
	991-03	Ability to teach effective coping strategies to children who have experienced trauma
	991-04	Ability to advocate for services that address children's trauma
	991-05	Ability to recognize and address signs of secondary trauma in self and others

Comments:

**993 DOMESTIC AND FAMILY VIOLENCE**

	993-01	Ability to recognize the signs and impact of domestic violence
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Comments:

**994 MEETING CHILDREN'S EDUCATIONAL NEEDS**

	994-01	Ability to support children in regular school settings
	994-02	Ability to advocate for child's fair treatment in school
	994-03	Ability to help the child cope with the stresses of school and encourage continued education
	994-04	Ability to ensure children in care receive special educational programs, services, and accommodations, as needed
	994-05	Ability to help teens apply to colleges or universities

Comments:

**995 MENTAL HEALTH PROBLEMS**

	995-01	Ability to provide care to children with emotional, behavioral, or thought disorders
	995-02	Ability to recognize and respond to indicators of mental health problems in children
	995-03	Ability to provide a therapeutic environment for children with mental health problems
	995-04	Ability to identify mental health problems in adults
	995-05	Ability to provide a therapeutic environment for children with mental health problems

**Please provide a copy of the completed needs assessment to the caregiver and utilize this information to complete your agency's Caregiver Training Plan.**