

The Ohio Child Welfare Training Program
Supervisor Checklists
Caseworker Core Module 8
-Transfer of Learning

October 2007

Written by the Institute for Human Services for
The Ohio Child Welfare Training Program and
The Ohio Department of Job and Family Services

Supervisor Checklists

A series of checklists designed to help new supervisors address essential issues, case dynamics and legal requirements as they guide and monitor caseworkers in best practice child welfare services.

Caseworker Core Module 8:

Separation, Placement, and Reunification in Family-Centered Child Protective Services

This three-day workshop examines the 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 case plans. Strategies to promote the healthy development of children who have been abused and neglected are presented.

Supervisor's Role Prior to the Caseworker Attending Module 8

- From the Regional Training Calendar, review with worker the content and competencies to be addressed in the Core Module. Ask the worker what his or her learning needs are for this module – What are his or her “burning issues”?
- Discuss the learning needs identified for this individual. Utilize the worker's Individual Development Plan; Individual Performance Improvement Plan (Performance Analysis); assessment information the supervisor has collected from casework conferences, observation of casework activities, review of case documentation, etc. What are the priority competency needs you feel the worker should focus on in this module?

Supervisor's Role After the Caseworker Attends Module 8

- Your role as the **transfer of learning agent** is to follow up with your staff upon his return from training through discussion, practice, and planning. Use the discussion guide below, and then answer questions and ask the worker for additional learning needs after attending Core Module 8. Develop a plan to address the learning needs through skill building activities. Utilize the Individual Development Plan.
- The following are a series of points and questions that can serve to guide discussion, practice and follow up:
 1. Identify the potential serious negative impacts of separation, out-of-home placement and impermanence on attachment, child development and family emotional stability.
 2. Identify how traumatic effects of separation are exhibited emotionally and behaviorally, including anxiety, depression, regression, withdrawal and oppositional or destructive behavior.
 3. Describe the strategies to reduce stress and strengthen coping capacity in children of different ages and developmental levels?
 4. What is the rationale for placing siblings together and the potential traumatic impact of separating them?

5. Discuss the value of foster and kinship caregivers as potential permanent placement resources for children in their care.
 6. Describe the order of mandated least restrictive placements. Review a case to apply the concept of least restrictive placements.
 7. Discuss the value of involving parents and other family members in all stages of the placement process, including identifying placement resources, preparing children and accompanying children on pre-placement visits? Discuss how you would implement with a current family.
 8. Describe the necessary steps to fully prepare children, their families and caregivers for placements. Review your placement cases to verify the steps have been followed.
 9. Discuss how you would apply crisis intervention methods to reduce stress, strengthen coping ability and help children and their families accurately interpret the experience. Refer to a case to apply these methods.
 10. How can you plan, promote and support regular and frequent visitation between children in care and family members? Illustrate with a current case.
 11. What are the roles and responsibilities of caregivers in assessing children's needs, establishing service priorities, implementing case plan activities, participating in staffing and working with primary families? How do you implement this with your current caregivers?
 12. Identify the factors that must be assessed to determine each family member's readiness for reunification, and the factors associated with low likelihood of successful reunification. Use a case to assess these factors.
- Upon review of the points and questions, review the staff's IDP and add updated information which reflects your discussion and planning during these TOL sessions.