Program Support

Child Welfare Core Training

Child Welfare Core is the primary training for all new Child Welfare caseworkers in the state. Core incorporates the key concepts of the Oregon Safety Model as they relate to the safety, permanency, and well-being of children involved with Child Welfare.

For the 2011-2013 Biennium the Core Curriculum will be reviewed to assure that it reflects the competencies that will support workers in their efforts to engage, preserve and reunify families. Content will emphasize the importance of maintaining children with their families and within their cultural heritage. These concepts will be taught both theoretically but also in application opportunities within the framework of expected case management activities such as Child Safety Meetings and Family Decision Meetings. Concurrent planning will be introduced in Core, stressing reunification as the primary permanency plan. PSU Child Welfare Partnership will continue to partner with the DHS CPS consultants to provide field follow-up for staff assigned to perform child abuse assessments that have completed Core training.

New revisions expected include expanding the range of Core materials that are offered via distance including but not limited to NetLink, computer-based training module(s) (CBT) or other delivery options. In addition, new content will be integrated into Core including: Trauma Informed Practices (TIPS), Maintaining and Returning Children Home (MARCH ON), Involving the Non Custodial Father in Case Planning, Engaging Relatives, Transitioning Children and a Parent Panel which discusses permanency options from the parent’s perspective.

Oregon Safety Model (OSM) Phase 2, OSM Case Plan Narration and Reducing Trauma to Children have been removed from the Training Matrix. The OSM is now fully integrated into Core training and is no longer offered as a stand-alone training. Case Plan Narration is included in the OR-Kids training and is no longer offered as a stand-alone class. Trauma Informed Practices (TIPS) was developed from the Reducing Trauma to Children and will be incorporated into Core in the new Biennium.
Engagement Skills Training has been removed from the Training Matrix. This course is now fully integrated into Core training and is no longer offered as a stand-alone class.

Foundations in Fostering, Adopting or Caring for Relative Children (Train the Trainer) is designed to provide an orientation to the curriculum to staff accountable for delivering Foundations Training to Relative Caregivers and Foster and Adoptive Parents. New for this biennium, PSU Child Welfare Partnership will develop and deliver Professional Development Days that bring Foundations Trainers together to share their experiences, discuss use of the curriculum, and provide advanced instruction on Training Delivery.

Foundations Modules via Netlink was piloted this past year. Due to low enrollment and lack of funding to offer this training option on a regular basis, this option is no longer available. It has been removed from the Training Matrix.

Certifier and Adoption Worker Training will be revised with a Child Welfare workgroup during the 2011-2013 Biennium. It will reflect the implementation of the Structured Analysis Family Evaluation (SAFE) Home study model, foster care rate redesign and the Oregon Safety Model. It emphasizes the interviewing and assessing of caregiver families including the importance of recognizing caregivers as full members of the child’s and families’ Child Welfare Team.

The 2011-2013 Biennium Project Agreement with PSU Child Welfare Partnership incorporates the management of the SAFE contracted training. SAFE will no longer be offered as a stand-alone offering. It has been removed from the Training Matrix.

Pathways To Permanency: Implementing the Alternate Plan (Formerly Freeing & Placing). The curriculum for Freeing and Placing Children for Adoption training is being redesigned and will be replaced by Implementing the Alternate Plan. Some content from Freeing and Placing will be incorporated into Core Training and some will be retained in the Pathways to Permanency curriculum, this offering effectively broadens the content and increases the focus on the social work skills needed to achieve permanency such as engagement, communication, and critical thinking as
well as increasing the availability of the materials to a larger number of students annually. The new curriculum will include:

- Early engagement and discussion with birth parents and relatives regarding the lifeline needs of their children and strategies to maintain their child’s cultural and familial ties;
- Specific strategies for engaging non-custodial parents and their relatives in permanency case planning;
- The importance of maintaining sibling relationships and successfully transitioning children;
- The caseworker’s role in having early and continual discussion with children, parents and relatives regarding the best permanent placement for their children;
- Organizational and individual values and biases, priorities, and lifelong needs to be considered when matching children with the best permanent resource and plan;
- Critical analysis skills in considering complex variables when making a permanency decision such as when there are multiple potential resources including relatives;
- Principles and values related to Permanency Roundtables and their application in case planning;
- Exploration of the types and implementation of Alternate Permanent Plans including: Adoption, Guardianship, and Another Planned Permanent Living Arrangement.

**Adoption Committee Member Training of Trainers** is new to the Training Matrix and is a Training of Trainers curriculum which provides both content and training skills for DHS staff who will then provide the training to adoption committee members, both staff and community partners in the field. The training of trainers provides instruction on the curriculum as well as training delivery on adult learning theory and technique. Trainers are provided time to practice and receive advanced training consultation prior to implementing the training themselves. The curriculum of this training was developed in the 2009-2011 Biennium to reflect changes in policies affecting Child Welfare adoption and, in particular, an increased focus on relative care and the adoption selection committee process.
Supervisory Training will continue to offer Supervisory Training for new supervisors. A professional development opportunity for all supervisors is now being offered through an educational component of Supervisor Quarterlies which both reviews and builds upon Supervisory Cohort concepts. Efforts continue to support the Supervisor Mentoring Program. CW Paternity is now titled Fathers in Dependency Cases. The curriculum remains the same and the course is offered as a computer-based, self-paced training. The Training Matrix has been updated to reflect this change.

Psychotropic Medication Management was designed to provide specific information and training regarding HB3114 and Psychotropic Medication Policy I-E.3.3.1. The training was specific to Child Welfare Program Managers and Supervisors in the consent process and provided information regarding the most common psychotropic medications used in treating pediatric mental health issues.

International Adoption training and information is to assist the Child Welfare caseworkers on the significance of early location of non-custodial parents and/or relatives and to understand the basic level of what the Vienna Convention on Consular Relations and the Hague Convention is now being taught from the Diversity and International Affairs Unit. The training is done on a case by case basis and targeted to specific branches and workers needing this specific training. The International Adoption portion of the Training Matrix has been removed.

Subsidized Guardianship has undergone some revisions. It is now titled Permanency Options for Child Welfare Staff and is offered as a three hour NetLink class. The Training Matrix has been updated.

Specialized and On-going Professional Development: A skilled, well-trained, culturally responsive and stable workforce improves outcomes for children and families. Oregon has a demonstrated commitment to the professional development of its employees and an established training program with a strong foundation.

The 2011-2013 Project Agreement with PSU Child Welfare Partnership provides a menu of specialized and on-going training available in both classroom and distance venues with the flexibility to negotiate changes to the deliverables to meet organizational needs and priorities as they evolve.
Examples include: Specialized Screener Training, Advanced Domestic Violence Training, Knowing Who You Are Roll Out, Family Meeting Kick Off Events/Family Group Conferencing Training, Family Meeting Facilitator Training, and Differential Response. This project agreement creates the opportunity for Child Welfare to respond to emerging training needs.

**Foster / Relative / Adoptive Parent Training:** The demographics of the Caregiver population have changed. This change has implications for the training designed to serve caregivers. In 2011-2013 Biennium, PSU Child Welfare Partnership will be strengthening content related to the issues unique to relative caregivers, will focus on ‘out of home care’ as a temporary and transitional service and will foster the attitudes and skills that will support a team approach among caregivers and agency professionals in their efforts to support children and their families.

Training is provided statewide and delivered both in classroom and distance venues with an array of topics currently delivered by Child Welfare Partnership trainers and contracted trainers in local communities. Oregon has been innovative in its commitment to providing vital on-going training for its caregivers and continues to expand and build upon its caregiver resources.

At the beginning of the 2011-2013 Biennium PSU and DHS will partner together to meet with each of the 16 Districts across the state to assist in the development of their annual Foster Parent District Training Plans. The discussion of expanding the district training options via video conferencing will be included in order to increase the availability of training, particularly to more rural areas of the state.

**OR-Kids (Oregon’s Statewide Child Welfare Implementation System – SACWIS)**

**OR-Kids On Line website:** [http://www.dhs.state.or.us/caf/or-kids/index.html](http://www.dhs.state.or.us/caf/or-kids/index.html)

**Completion of Pilot:** Pilot began on April 19, 2011 and concluded on May 16, 2011. This was a valuable time to live and learn through the converted
data and we are now working to make corrections that were discovered during pilot and remedy as much as possible in preparation for go live.

Extensive work has been done to prepare the field for this change in how we do our business. We have placed system readiness as a high priority so that we can ensure that the system - using our converted data - will work the way it should and that critical issues discovered during the pilot are fixed.

**Webinars, Conference Calls, Trainings:** We have provided information and training in a variety of ways to appeal to all the different learning styles and to provide every individual with valuable resources to access as we prepare for implementation. Our OR-Kids On Line website is extensive and offers a wealth of information.

**Training:** Since January 3, 2011, we have had 27 full time OR-Kid trainers (on rotation) who have been trained on all of the job specific training modules and have been delegated to full time training. To date, we have offered over 500 classes statewide and we have been conducting classes throughout the state in the following topical areas:

- OR-Kids Basics: 2114 child welfare staff attended
- OR-Kids Screening: 297 child welfare staff attended
- OR-Kids Assessment: 1198 child welfare staff attended
- OR-Kids Permanency: 2066 child welfare staff attended
- OR-Kids Certification: 363 child welfare staff attended
- OR-Kids Supervisor: 332 supervisors have attended
- OR-Kids Adoption: 574 child welfare staff has attended
- OR-Kids Financial: 357 staff have attended or are registered to attend
- OR-Kids Eligibility: 190 staff have attended or are registered to attend

**On-going Training (once fully implemented and FACIS goes away):** We are developing plans to integrate OR-Kids Basic training with new worker training in collaboration with our PSU-Child Welfare Partnership. DHS CAF Training will be responsible for conducting this training to all new hires here in Salem. We will also plan to schedule and train in all areas of the state with four full time trainers on all topics. Geographic areas will be designated to all trainers and they will provide training weekly in their areas for continued learning of the system.
As OR-Kids evolves, we will continue to work with our partners and our field to develop plans and ideas for orienting new employees to the data system as it pertains to all Child Welfare workers.

**Behavior Crisis Management (BCMT) Request to NRC (May 16, 2011):**
The Department is requesting Training and Technical Assistance (TTA) from the National Resource Center for Youth Development (NRC) on Behavior Crisis Management Training (BCMT). The request includes a training of trainers (approximately 4-5 days onsite) in addition to the development of an internal process to improve and maintain model integrity in the future. The process may include training staff to be observers, conducting performance assessments, and identifying ways of providing ongoing feedback to the training process. The request includes ongoing support and follow-up with the NRC for six months to ensure a successful implementation.

The training will provide the Department with the updated training curriculum since the first implementation of the model in 2007. The Department is also seeking to more fully integrate the training, philosophy and practice into the Departments Level of Care program instituted 18 months ago for children with behavioral needs. The Department will be using this TTA time to incorporate the Child and Adolescent Needs and Strengths (CANS) screeners and Child Welfare Partnership contract staff with knowledge and skills regarding CMT Training.

Receiving the updated BCMT training will allow the training staff and contractors to realign the training for model integrity. In addition, the training will provide an opportunity to incorporate the modified curricula specifically addressing the issue of reducing physical intervention of children for behavioral issues. This will lead to an increase in the safety of children while in foster and relative care in Oregon and increase foster parent and relative caregiver parenting skill levels.

See Attachment: 2011 Training Matrix