

# Department of Human Services

## Unified Child and Youth Safety Implementation Plan Steering Team

**June 28, 2018**



# Caregiver Training Redesign

Task J, Part 1

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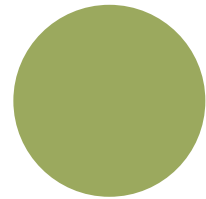
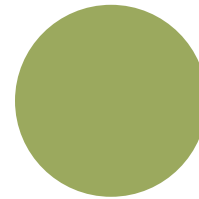
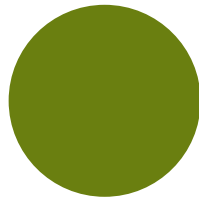


# Project Objective

*To develop a holistic training program for caregivers that supports them in meeting the safety, well being and permanency needs of children and young adults in their care*

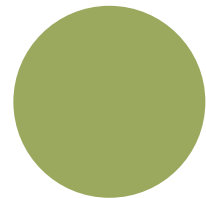
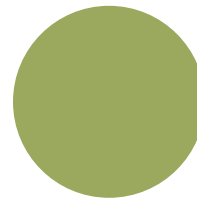
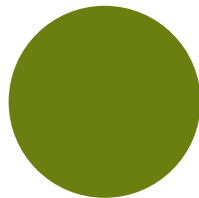
## Caregivers who...

- Understand the impact of trauma on children and families
- Recognize the critical importance of growing up with a healthy cultural and sexual identity
- Necessity for all children to have a sense of belonging and a permanent family



## Training Design Goals

- Responsive and Relevant
- Recognizes the Unique Needs of Different Providers
- Timely and Accessible
- State of the Art Adult Learning



## Who has been involved?

- Foster and Adoptive Parents
- Former Foster Youth
- Foster Parent Association
- Parent Mentors
- Child Welfare and Child Welfare Partnership
- Developmental Disabilities
- Oregon Youth Authority
- ICWA
- REACT
- Foster Care Ombudsman
- Central Office Program and Field

# Oregon's Caregiver Training History

## 2005

- Development of original Foundations training

## 2009

- Facilitated review of Foundations, resulting in modification and revisions

## 2013

- First proposal developed and accepted to move 50% of Foundations training to Computer Based Training (CBT)
- Second proposal to pilot blended training model with Northwest Media, resulting in a stay of the first proposal

## 2016

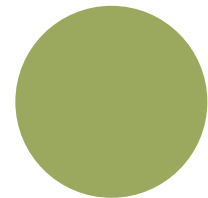
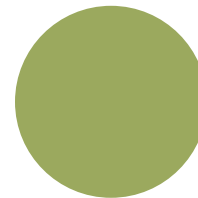
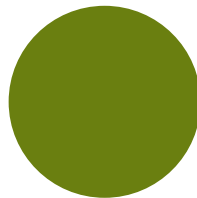
- Comprehensive review with updated revisions and modifications recommended to Child Welfare

## 2017

- CFSR Performance Improvement Plan and Unified Plan identify improvement of Caregiver Training as priority

## What We've Done So Far

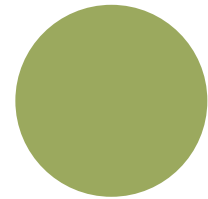
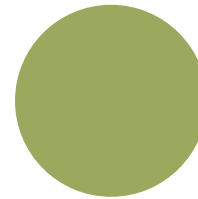
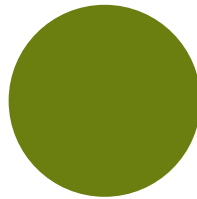
- Strategic and Inclusive Workgroup Formation
- Charter Finalization
- Values Clarification
- Extensive Information Gathered
- Identification of Key Caregiver Knowledge and Skills





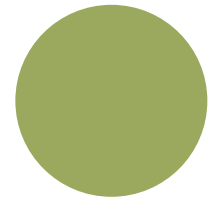
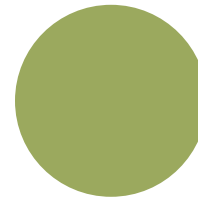
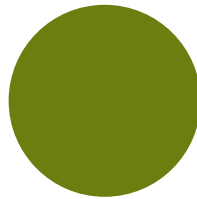
## Information Gathering

- Caregiver Survey
- Child Welfare Staff Survey
- Focus Groups
  - Foster Parents (Eastern Oregon)
  - Foster Youth (Portland and Eugene)
  - Foundations Trainers
- Scan of Existing Caregiver Competencies (National)



Caregiver  
Areas of  
Skills and  
Knowledge  
(ASK)

- Informed by Information Gathering
- Initial Draft Developed by Dedicated Subcommittees
- Reviewed and Approved by Workgroup for Vetting
- Stakeholder Engagement



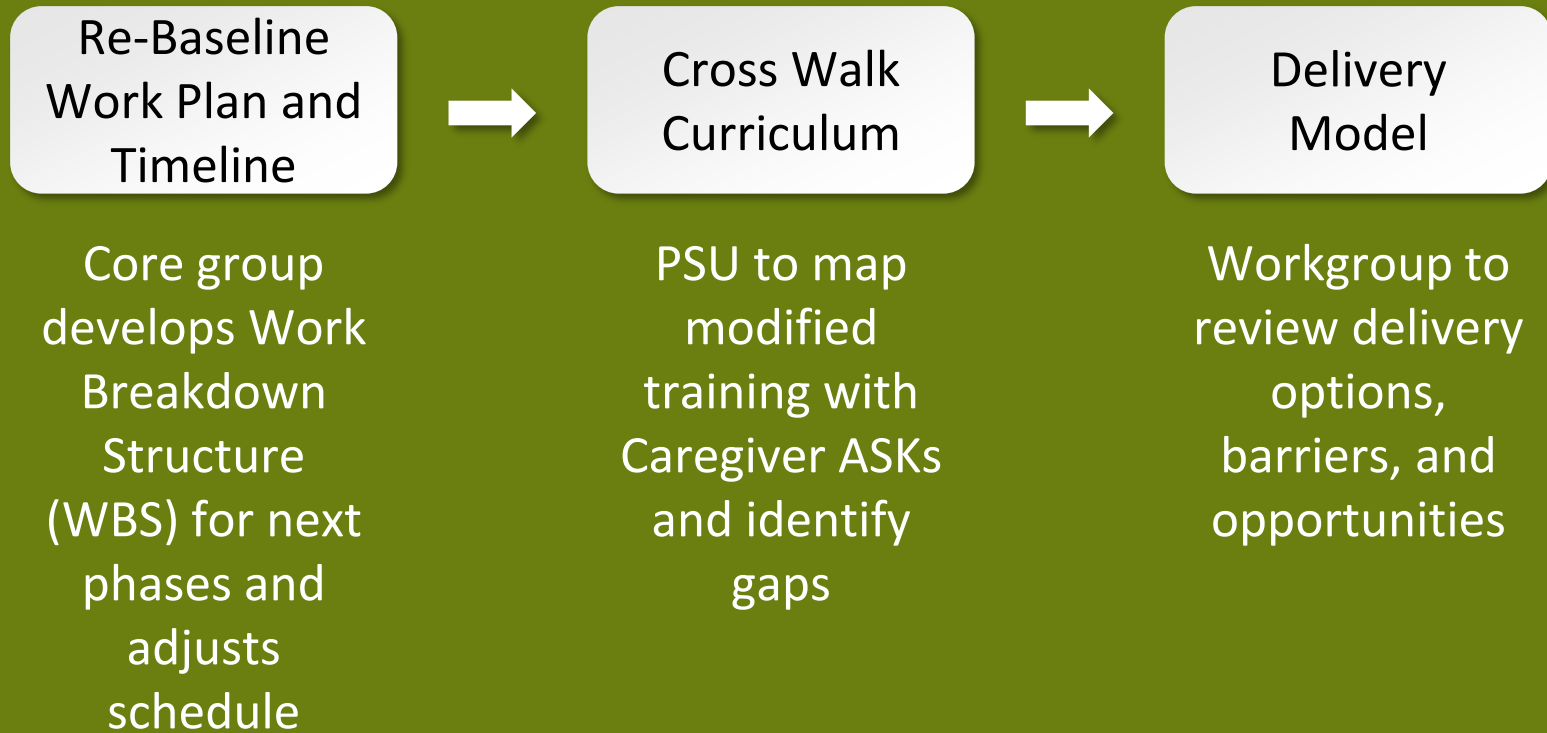
## Stakeholder Engagement

- Consult with racial equity and inclusion experts and stakeholders to further develop Caregiver Areas of Skills and Knowledge (ASK) relating to equity and inclusion
- Share the draft Caregiver ASK for DHS Child Welfare Caregivers with all interested stakeholders
- Consult individually with stakeholders via email, in person, and through written communications as needed
- Meet priority stakeholders where they are via existing advisory bodies or groups
- Track and log all meetings and feedback received
- Summarize key themes using an engagement report
- Inform stakeholders that feedback period has closed and next steps are moving forward

## Stakeholder Engagement

- Do you have any particular questions for particular stakeholders that you think would help inform final decisions?
- Did we miss any stakeholders?
- Does our plan regarding who we are meeting with in person make sense?
- Any other thoughts?

## Next Steps



## Project J – Foster Parent Recruitment, Retention, Support and Training

“Increases the number of foster families by finding ways to keep the parents we have and finding new homes. It will also improve training and support for foster families.”

## Project F – Coordinated Response to Allegations of Child Abuse

“Create a Department-wide coordinated, child-safety centered response to abuse by breaking down siloes through increased alignment, communication and accountability.”



## 6 Subtasks completed

“Determine future of Differential Response (DR) in light of passage of SB 942 (2017) and develop communication plan for field and community partners.”



## 6 Subtasks completed

“Implement statewide standards for roles and responsibilities for cases that cross more than one county (courtesy supervision).”



## 6 Subtasks completed

“Document how the provider background check gap has been addressed.”



## 6 Subtasks completed

“Implementation of SB 243 (2017).”



## 6 Subtasks completed

“Ensure DHS is in compliance with notification requirements in statute regarding reports of child abuse and consider the Public Knowledge Report recommendation that these notifications should be done for reports that are closed at screening.”

## 6 Subtasks completed

“Update Critical Incident Response Team (CIRT) rules to comply with SB 819 (2017).”

***For more Unified Child and Youth Safety  
Implementation Plan information:***

**[oregonchildsafetyplan.org](http://oregonchildsafetyplan.org)**