

**2017
Training Matrix**

Training Activity	Courses	Duration	Provider	Audience	Estimated Total Cost	Cost Allocation
<p>CORE - Fundamentals of Child Welfare Child Welfare CORE Training is mandatory for all new child welfare staff classified as Social Services Specialists 1 and other employees who perform functions generally assigned to these classifications. Employees must complete CORE prior to having responsibility for a child welfare caseload. Newly hired employees must be attending or have completed training within three months. CORE meets the statutory requirements outlined in ORE 418.749 for all Child Protective Services staff that screen, assess and investigate allegations of child abuse and neglect.</p>	<p>This two week cluster introduces the participant to an array of social issues common in child welfare and provides strategies for implementing best practice standards when working with children and families. Topics include but are not limited to domestic violence, mental illness, substance abuse, child sexual abuse (including requirements revolving around CSEC), drug endangered children, developmental issues of abused children, and child neglect. Sessions providing a foundation for child welfare practice include educational resources, working with relative and non-relative caregivers, cultural considerations, the Indian Child Welfare Act, engagement skills, self-sufficiency, and a caseworker's role in the courtroom.</p>	<p>2 weeks</p>	<p>PSU</p>	<p>Social Service Specialist 1 (SSS1) Case carrying workers</p>	<p>\$3,231,811 (per biennium)</p>	<p>RMS (Random Moment Sampling)</p>

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CORE – Life of a Case	This two week cluster introduces the participant to all aspects of the Oregon Performance Model, from initial contact to reunification and case closure, and sessions covering screening, mandatory reporting, interviewing children, visitation planning and vicarious traumatization. Sessions supporting legally sound casework practice and concurrent permanency planning are provided and include identifying fathers, diligent relative search, placement priorities, reasonable efforts, types of juvenile court hearings, and Citizen Review Boards.	2 weeks	PSU	Social Service Specialist 1 (SSS1) Case carrying workers	See cost above (this total cost includes this class)	RMS (Random Moment Sampling)
CORE – Pathways To Permanency: Implementing the Concurrent Plan	This one week training will introduce values and policies that provide a framework for case management responsibilities related to developing a concurrent permanency plan when children are unable to return home.	1 week	PSU	Social Service Specialist (SSS1) Case carrying workers	Included in CORE costs from PSU	RMS (Random Moment Sampling)
Trauma Informed Practice Strategies (TIPS) for Child Welfare Workers	The goal of this course is to give Child Welfare workers additional tools to assist in working with traumatized individuals. Upon completion of this course, attendees will be able to understand the impact of trauma on development and behaviors of children and families. They will also be able to identify and address specific trauma-related needs of children and families, as well as integrate a trauma-informed approach to effectively engage, plan for, and serve children and families. This two-day training for Child Welfare caseworkers is highly recommended to be completed prior to attending CORE training and is required within a year of hire.	2 Days	PSU	Caseworkers	Included in CORE costs from PSU	RMS (Random Moment Sampling)

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Confirming Safe Environments (CSE)	After a child is placed in foster or relative care, it is the Department’s responsibility to assure their safety and well-being, and the placement setting is held to a higher safety standard than the child’s own home. Because of this increased responsibility and higher safety standard, it is critical for the Department to continuously confirm safe environments for the children we have placed in substitute care. It’s important for us to understand that the quality of a safe environment can change over time as families themselves experience changes, stress, crisis and the pressures of daily life. The challenge for us as child welfare professionals is to be aware of these changes in a timely way. For that reason, safety assessment for children in out of home care must exist within a process rather than being an event-oriented/time-specific task such as through licensing or re-certification studies.	1 Day	PSU	Social Service Specialist (SSS1) Case carrying workers, Supervisors, and Social Service Associates (SSAs)	Included in CORE costs from PSU	RMS (Random Moment Sampling)
Adoption and Safe Families Act (ASFA)	The Adoption and Safe Families Act (ASFA) training is mandatory for new child welfare workers in Oregon. The purpose of this training is to orient participants to ASFA and its related timelines.	Computer Based Training (self-paced)	PSU	Caseworkers, complete within 3 months of hire	Included in CORE costs from PSU	RMS (Random Moment Sampling)
Multi-Ethnic Placement Act (MEPA)	What is MEPA (Multi-Ethnic Placement Act)? What is at the heart of this federal law? Why does this law exist and how does it benefit children? This required course is designed to apply to all child welfare staff and supervisors placing children in substitute care, including foster care and adoptions.	Computer Based Training (self-paced)	PSU	Caseworkers, complete within 3 months of hire	Included in CORE costs from PSU	RMS (Random Moment Sampling)

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Confidentiality in Child Welfare	This computer-based training will cover the laws and policies around confidentiality in the field of child welfare. The laws surrounding child welfare records are confusing and often legal advice will be necessary to determine which statute will prevail in a given circumstance.	Computer Based Training (self-paced)	PSU	Caseworkers, complete within 3 months of hire	Included in CORE costs from PSU	RMS (Random Moment Sampling)
Advocating for Educational Services	This training will equip workers with information needed to advocate for the educational rights of children in care. Workers will learn how to promote the educational achievement of children and young adults through participation on teams that perform academic assessment, planning and goal setting. Strategies for working collaboratively with caregivers, school districts, and educational surrogates will be given.	3 hours (NetLink)	PSU	Caseworkers, complete within 3 months of hire	Included in CORE costs from PSU	RMS (Random Moment Sampling)
Social Service Assistant (SSA)	<p>Social Service Assistant Training is an interactive, professional development activity that focuses on the essential skills and knowledge SSAs need to support the safety and permanency of children and families served by Child Welfare.</p> <p>Social Service Assistants will learn about the valuable role they play in supporting child welfare caseworkers to engage families and keep children safe. This training provides entry level instruction on key practice and policy top areas related to the primary functions of the Social Services Assistant position. Topics</p>	6 days	PSU	Social Service Assistants (SSA) complete within 6 months of hire	\$365,853	RMS (Random Moment Sampling)

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	include, but are not limited to: Using the Oregon Performance Model to ensure safe and meaningful visits; Family Culture and Parenting Styles, Parent Coaching, Child Development, Engagement and Communication which includes information on the Stages of Change and Motivational Interviewing, Documentation and Court Presentations.					
Supervisory Training	Module 1: Making the transition from Social Worker to Supervisor Module 2: Achieving excellence in staff performance Module 3: Building a cohesive work group Module 4: Promoting the growth and development of staff Module 5: Case consultation and supervision Module 6: Managing effectively within the organization	12 days (96 hours) Offered 2 x a year	PSU	CW Line Supervisors	\$497,002	RMS (Random Moment Sampling)
Certification and Adoption Worker Training Provides baseline instruction in key policy and best practice standards for new certifiers and adoption workers.	This two week training covers the most up to date information on policy and best practice in working with foster, adoptive and relative caregivers. Topics include: assessment using the SAFE home study model as the foundation, interviewing skills, expedited placements, relative placements, safety standards, criminal background checks, committee presentations, supporting caregivers, allegations in out of home care, caring for sexually reactive children, developmental challenges of adoption, disruption, supervision, finalization, financial assistance through permanency, transitions, mediation and openness.	10 days Offered 2 x a year	PSU	Adoption Workers, foster home certifiers, & staff who complete relative, foster care, & adoption home studies.	\$581,046 (per-biennium)	RMS (Random Moment Sampling)

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Adoption Tools and Techniques Training	This three-day training is offered twice a year and builds upon the learning objectives from Pathways to Permanency Training. The in-depth content includes the legal, procedural, and therapeutic components needed to achieve a permanent home for children when that home will be an adoptive home. This training will focus on the importance of maintaining children's connections to important communities and individuals that are appropriate to continue to support their lifelong well being.	3 days	PSU	Social Service Specialist 1 (SSS1) Case carrying workers	Included in Certifier & Adoption Worker Training costs from PSU	RMS (Random Moment Sampling)
Foundations: Training of Trainers Training on the delivery of Foundations training for foster parents and adoptive parents. All staff who trains on this curriculum is expected to attend and are provided a participant handbook and receive instruction to both the curriculum and training delivery strategies.	Review of Oregon's Foundational Curriculum for training foster, relative and adoptive families. The training covers the entire 8 weeks of material staff will use to train families who wish to care for Oregon's children in foster/relative and adoptive care.	4 days	PSU	Staff who train Foundations for foster and adoptive parents	Included in Certifier & Adoption Worker costs from PSU	RMS (Random Moment Sampling)

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<p>CSEC Netlink</p> <p>The course goes over the federal law and the local rule and policy in detail. We will cover risk factors and concerns for CSEC youth. We will be covering trauma informed practice and treatment options as well as engagement strategies.</p>		3 hours (Netlink)	PSU	Social Service Specialist 1 (SSS1) Case carrying workers	Included in CORE costs from PSU	RMS (Random Moment Sampling)
<p>Waiver Training Programs</p>	<p>This training will prepare and support the professionals charged with delivering the intervention services. The IV-E Waiver training will include formal training to assure skill level and fidelity to key principles of the Waiver intervention.</p>	4 Days	PSU	Social Service Specialist 1 (SSS1) Case carrying workers	\$93,170	RMS (Random Moment Sampling)
<p>Foster / Relative / Adoptive Parent Training</p>	<p><u>CATEGORIES & SAMPLE OF TRAININGS:</u></p> <p><u>Adolescence</u></p> <ul style="list-style-type: none"> • Caring for Sexual Minority Youth • A Caregiver’s Guide to Bullies, Victims & Bystanders • Common Mental Health Issues in Teens • Ten Tips for Parenting Teens • On the Move – Aging Out of Foster Care • Parenting in the Digital Age <p><u>Adoption</u></p> <ul style="list-style-type: none"> • Adoption Issues throughout Life • Loss and Grief (also available in 	Varies	PSU	Foster Parents	\$1,451,626	RMS (Random Moment Sampling)

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	<p>Spanish)</p> <ul style="list-style-type: none"> • The Foster to Adoption Shift <p><u>Behavior Management</u></p> <ul style="list-style-type: none"> • Fun and Creative Parenting • Managing Difficult Behaviors in Young Children • Pouting to Punching • Parenting Children with ADD/ADHD Fundamentals (also available in Spanish) <p><u>Child Development</u></p> <ul style="list-style-type: none"> • Educational Rights of Children and Youth • Fetal Alcohol Spectrum Disorder Fundamentals • The Tween Puzzle <p><u>Communication</u></p> <ul style="list-style-type: none"> • Collaborative Problem Solving (also available in Spanish) • Confidentiality Issues for Caregivers • Taking Note of Your Work with DHS (also available in Spanish) <p><u>Families</u></p> <ul style="list-style-type: none"> • Foster Parents in Juvenile Court • Loss and Grief (also available in Spanish) • Supporting Children Exposed to Domestic Violence • Permanency Options for Caregivers <p><u>Health & Safety</u></p> <ul style="list-style-type: none"> • Caring for Sexual Minority Youth • Caring for the Sexually Abused child 					

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	<ul style="list-style-type: none"> • Fetal Alcohol Spectrum Disorder Fundamentals <u>Neglect & Abuse</u> <ul style="list-style-type: none"> • Effects of Trauma on Learning in Children 0 to 18 • Understanding & Responding to the Sexual Behaviors of Children <u>Self-Development</u> <ul style="list-style-type: none"> • Executive Functions: Stop, Look and Listen • Proper Hair and Skin Care of Ethnic and Biracial Children • Strategies for successful Fostering <u>Special Needs</u> <ul style="list-style-type: none"> • Methamphetamine Endangered Children • Parenting a Child with Special Needs 					
Adoption and Foster Family Therapy Certificate Program	The objective of the program is to increase accessible and affordable mental health support for foster/adopted children and their families with professionals competent in using evidence-based strategies for the emotional, behavioral, and mental health issues of children with histories of child abuse, trauma and neglect. This advanced training is accessible to child welfare professionals across the State with the convenience of distance learning.	8 Days	PSU	Social Service Specialist 1 (SSS1) Case carrying workers	\$140,995	RMS (Random Moment Sampling)

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<p>Oregon Safety Model (OSM) Refresher</p> <p>Computer-based trainings are available in order to offer the refresher information for all workers.</p>	<p>Session 1: Information Gathering in the 6 Domains Session 2: Present Danger and Protective Action Plans Session 3: Impending Danger and Initial Safety Plans Session 4: Moderate to High Needs Session 5: Safety Planning Session 6: Conditions for Return Session 7: Expected Outcomes</p>	6 Hours	DHS-CW	All CW Workers	\$2,060.40 (Salary cost estimate)	RMS (Random Moment Sampling)
<p>Interstate Compact on Placement of Children (ICPC)</p>	<p>This training will introduce you to the ICPC regulations and procedures. It will teach you which form(s) to use and how to complete them. It will give you insight about when and why the ICPC process is needed. Lastly, it will provide you with resources that will enable you to be successful with your ICPC cases.</p>	2 hours (NetLink)	DHS-CW	All CW Caseworkers	\$2,060.40 (Salary cost estimate)	RMS (Random Moment Sampling)
<p>Missing Children or Young Adults from Substitute Care (CSEC Training)</p>	<p>Foster Children are at significant risk of being victims of sex trafficking. Professionals working with foster children need to be aware that traffickers target group homes and foster placements and, consequently, need to be armed with the requisite knowledge to effectively advocate for their young clients. Oregon has updated Administrative Rule and Procedure to improve system response to missing or run away children/young adults. This training will review procedure requirements for reporting/notifications, searching for missing children/young adults, what to do when a child/young adult is located and will provide tools to determine whether a child/young adult</p>	2 hours	DHS-CW	All CW Caseworkers	\$2,060.40 (Salary cost estimate)	RMS (Random Moment Sampling)

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	has been a victim of sex trafficking.					
Youth Transition Planning	The training will focus on the preparation for transition to adulthood and out of care. Participants will gain an understanding of the Comprehensive Transition Plans, New Health Care policies/mandates, Credit Reports, vital documents, etc. Participants will learn more about DHS requirements for assisting foster youth (age 16 or older) with creating a transition plan and learn the role DHS must have in the planning process to help youth transition to adulthood.	3 hours (NetLink)	DHS-CW	All CW Caseworkers	\$2,060.40 (Salary cost estimate)	RMS (Random Moment Sampling)
Independent Living Program (ILP) Services	The training will help to understand the array of services available through ILP contractors. You will learn how to secure services, understand the eligibility criteria for Housing, Chafee Education, Tuition and Fee Waiver for foster youth, how to pay for driver's education and have a better idea of how to help youth who are not enrolled with an ILP Provider! The main goal of the ILP is to help youth transition into adulthood with knowledge and skills to be self-sufficient and contributing members of their community.	3 hours (NetLink)	DHS-CW	All CW Caseworkers	Included with above	RMS (Random Moment Sampling)
Disclosure Analysis Guidelines (DAG)	Almost all Child Welfare documents contain confidential information that may need to be redacted prior to disclosure. Analyzing what information DHS may disclose requires critical thinking skills. A resource guide was developed that includes a summary diagram and appendices meant to provide information necessary to guide critical thinking for the	Computer Based Training (self-paced)	DHS-CW	Caseworkers, complete within 1 year of hire	No Ongoing Costs	RMS (Random Moment Sampling)

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	majority of questions related to disclosure and confidentiality.					
Fathers in Dependency Cases	After completing this course you will have reviewed: Categories of fathers; Ways to identify, locate & notify fathers with rights; How to resolve possible paternity issues; How to facilitate parentage testing; and Resources for additional paternity information.	Computer Based training (self-paced)	DHS- CW	All CW Caseworkers	No Ongoing Costs	RMS (Random Moment Sampling)

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<p>OR-Kids</p> <p>Training is provided 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. Venues of training included webinars, conference calls and classroom trainings.</p>	<p>For more information on each course related to OR-Kids, please see the attached OR-Kids Curriculum spreadsheet attached below.</p>  <p>OR-Kids Curriculum-converte</p>	various	DHS CW Training and OR Kids system trainers	All CW staff, Tribes, Affected providers and community partners	\$1,653,467.16	RMS (Random Moment Sampling)
<p>ICWA Conference</p>	<p>The ICWA Conference features in-depth training in the Indian Child Welfare Act. The main conference sessions, workshops and activities will provide participants a chance to learn about and come to understand the intent, purpose, practice and policy to provide best practices for Native American children and families and build upon Tribal/DHS relationships.</p>	2.5 Days	DHS	CW staff, tribes, providers and community partners	\$20,000	RMS (Random Moment Sampling)
<p>SSA Summit</p>	<p>The SSA Summits will focus on the increasing professional demands on Social Services Assistants in Oregon. The Summit is an opportunity for SSAs from across the state to come together, attend advanced workshops, and share ideas and resources.</p>	1 Day	DHS	SSA	Included in the cost of SSA Training	RMS (Random Moment Sampling)
<p>CW-SS Supervisor Conference</p>	<p>A joint session designed to give field supervisors from both Child Welfare and Self Sufficiency an opportunity to meet, learn about mutually applicable topics related to supervision in their areas of expertise, training on policy and</p>	2 Days	DHS	CW and SSP Supervisors	\$50,000	RMS (Random Moment Sampling)

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	procedure, and learn and share best practices.					
CW Supervisor Quarterly	A quarterly meeting to learn about changes to policy and procedure, receive training on updates that affect branch staff, and to receive updates and information from field operations leadership.	1 Day	DHS	CW Supervisors	\$50,000	RMS (Random Moment Sampling)
Through the Eyes of a Child Conference	<p>Topics to be covered include:</p> <ul style="list-style-type: none"> • New Judges Roundtable • How to Use Data to Improve Court Practice • Appellate and Legislative Updates • Nuts, Bolts and Sticky Issues in Shelter and Permanency Hearings • New Indian Child Welfare Act Guidelines and Regulations • DHS Records and In Camera Reviews • Facetime: Doing Life and Work in the Age of Digital Attachments • JCIP & DHS CW Updates • CFSR, PIP, and Unified Plan 	2 days	CRB	Judges, Attorneys, and DHS Staff	\$32,000	<p>Title IV-E Eligibility Rate</p> <p><i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>
JCIP Model Court Summit	<p>This is a full day event and includes county teams with representatives from - court, CRB, CASA, DHS, attorneys for parents & children, DOJ and other local stakeholders involved in the juvenile dependency system. Our focus will be on Model Court Team strategies to address problems identified in recent state and federal reviews. Topic areas will include:</p> <ul style="list-style-type: none"> • CFSR, PIP, PK Report... • How is Oregon doing? What overarching issues have been identified? 	1 day	CRB	Judges, Attorneys, and DHS Staff	\$75,000	<p>Title IV-E Eligibility Rate</p> <p><i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>

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	<ul style="list-style-type: none"> • How can your team collaborate to address areas needing improvement and why is that important? • What efforts are being made to improve child safety? • What is being proposed to overcome roadblocks to getting children and youth to permanent homes? • How do we ensure children and parent's needs are being met? 					
CASA Memorandum of Understanding	An interagency agreement is currently in place; See detailed matrix below on page 15	Various	CASA, DHS CW	CASA	See Matrix below for detailed costs.	Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i>

Oregon CASA IV-E Training Report for FY 2016-2017

<p>CASA Advocate Pre-Service Training Provides CASA volunteer advocates with the knowledge and skills necessary to begin their volunteer advocate work. This training is mandatory prior to becoming a “party to the case” by the court and being assigned a case for an abused/neglected child under the care of Oregon’s child welfare system.</p>	<p>Title IV-E eligible training includes the following: <ul style="list-style-type: none"> - Introducing the law, the child protection system and the courts; - Developing cultural competence; - Understanding families; - Understanding children; - Communicating as a volunteer advocate; - Gathering information for court; - Reporting in court and monitoring a case </p>	<p>30-40 hours</p>	<p>Local CASA program directors and training staff</p>	<p>Prospective CASA volunteer advocates and local CASA program staff</p>	<p>\$240,992</p>	<p>Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>
<p>CASA Advocate Pre-Service Flex Learning Designed by the National CASA Association to offer a flexible option for pre-service training, is a blended approach that combines in-person and online training delivery. The training occurs in five sessions. Each session contains approximately 3 hours of self-guided work that participants complete online, and a 3-hour in-person session that participants attend as a group.</p>	<p>The online sessions introduce the participants to key elements for CASA volunteer work, allow participants to interact with others and to obtain tools for effective child advocacy. The in-person sessions use case studies to introduce participants to a variety of dynamics including poverty, mental health issues, substance abuse, domestic violence, etc. The Title IV-E eligible training units include the same units as described in the CASA Advocate Pre-Service Training</p>	<p>15 hours of classroom time per training; training ongoing in local CASA programs</p>	<p>Local CASA program directors and training staff</p>	<p>Prospective CASA volunteer advocates</p>	<p>\$51,660</p>	<p>Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>

<p>CASA In-Service Training CASA volunteer advocates are required by the National CASA Association to participate in 12 hours of in-service training per year to remain active as a volunteer advocate.</p>	<p>Training topics are similar to, but more in-depth than the CASA Advocate Pre-Service Training, and may also include the culture of poverty and its effects on families, dynamics of domestic abuse, forensic interviewing, human trafficking, sexual assault, impact on the child of an incarcerated parent, substance abuse and relapse, providing effective testimony, conflict resolution, individualized education programs (IEPs) and resources for children with special needs, adoption process, gang activity, foster teens transitioning to independent living, and diversity and cultural competency, among many other topics relevant to serving abused and neglected children.</p>	<p>A minimum of 12 hours; training is ongoing in local CASA programs</p>	<p>Local CASA Program directors and training staff, contracted trainers, experienced CASA volunteers, professionals from the community</p>	<p>CASA volunteer advocates, CASA staff, Citizens Review Board members</p>	<p>\$139,301</p>	<p>Title IV-E Eligibility Rate</p> <p><i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>
<p>CASA Peer Coordinator Training Model Uses seasoned CASA volunteer advocates to support, coach, and supervise CASA volunteer advocates. The goal of the Peer Coordinator Model is to serve more children without having to increase staff and budget. The National CASA Association developed a 1.5 day training that includes coaching, situational leadership, motivation, dealing with challenging people, and operational nuts and bolts. The training is</p>	<p>The Peer Coordinator Model places strong emphasis on support of and connection with CASA volunteer advocates. The National CASA Association recommends basing the training on "Moving Forward for Children," a set of training modules that include the following topics:</p> <ul style="list-style-type: none"> - Empowering the volunteer - Fostering communication - Assessing volunteer skills - Setting goals - Building trust and connection - Critical thinking - Cultural competency - Negotiation and conflict resolution - Role clarification 	<p>12 hours initial training with ongoing in-service training; initial training is held periodically within local CASA programs as new peer coordinators are</p>	<p>Local CASA program directors and their training staff, as well as National CASA staff</p>	<p>Prospective CASA Peer Coordinator volunteers and local CASA program staff</p>	<p>\$17,100</p>	<p>Title IV-E Eligibility Rate</p> <p><i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>

recommended for all CASA program staff as it is fundamental to the CASA service delivery model.		identified.				
<p>Foster Futures CASA Advocate In-Service Training</p> <p>Blended-learning curriculum produced by the National Court Appointed Special Advocate Association that focuses on improving outcomes for older and emancipating youth (14-21 years of age) served by trained CASA/GAL volunteers. It has been informed by the 2008 Fostering Connections to Success Act and is inspired by a model of youth advocacy and development called Possible Selves.</p>	The curriculum includes an online component of 2-4 hours and an in-person classroom component of 7-8 hours. In an effort to improve outcomes for older children aging out of the abuse and neglect system, the program trains advocates to assist older youth with goal-setting and achievement, to impart practical knowledge about independent living and forging healthy relationships, and to direct youth to appropriate local community resources.	8 hours of in-person training; training is held periodically in local CASA programs	Local CASA program directors and training staff	CASA volunteer advocates	\$25,000	<p>Title IV-E Eligibility Rate</p> <p><i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>
<p>Oregon Volunteers Local CASA Program IV-E Training</p> <p>The 2008 Federal Fostering Connections to Success Act modified the Federal Title IV-E program, a program which reimburses states for their efforts to provide safe and stable out of home care for eligible children until permanency is established. The modifications allowed states to offer Title IV-E</p>	Oregon CASA directors and finance managers continue to be trained in the necessary record-keeping and processing to obtain IV-E reimbursement for their staff and volunteer training activities.	12 hours	Oregon Volunteers staff and Department of Human Services (DHS) staff	Local CASA program directors, program staff, and finance managers	\$18,985	<p>Title IV-E Eligibility Rate</p> <p><i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>

<p>eligibility and requirements, recordkeeping requirements, and the administrative process to submit Title IV-E reimbursement requests for eligible activities.</p>						
<p>Shoulder-to-Shoulder Conference A collaboration between the Oregon Foster Parent Association and the Department of Human Services, Children, Adults and Families Division.</p>	<p>The conference offers educational topics and speakers that address issues which impact children and youth in all parts of the child welfare system. Examples of conference topics include trauma and resilience, family reunification, sexual exploitation of children, supporting connections between birth and bio families, supporting foster youth in special education, supporting LGBTQ youth and families in the foster care system, and others.</p>	<p>11 hours</p>	<p>DHS staff, professionals from the child welfare community, Juvenile Court staff</p>	<p>Local CASA Program staff and volunteer advocates</p>	<p>\$31,980</p>	<p>Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>
<p>National CASA Association Conference The annual multi-day National CASA Association conference is designed to strengthen CASA volunteer and staff skills related to advocating for abused and neglected children.</p>	<p>Topics included equity, inclusion and identity, best advocacy practices, topics in child welfare, and judicial processes.</p>	<p>Up to 32 hours annually</p>	<p>National CASA staff and child welfare professionals</p>	<p>Local CASA Program staff, board members and volunteer advocates</p>	<p>\$138,420</p>	<p>Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>

<p>CRB Conference Annual two-day conference designed to provide in-service training for CRB volunteers and other community members working within the child welfare and juvenile justice systems.</p>	<p>Topics included, but were not limited, to any of the following: communicating effectively with teens, navigating the legal landscape, conducting professional reviews of cases, DHS policies and programs, permanency, transition, adoption, and bias in decision-making.</p>	<p>16 hours</p>	<p>Juvenile court staff, judges, DHS staff, and other professionals</p>	<p>Local CASA Program staff and volunteer advocates</p>	<p>\$24,480</p>	<p>Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>
<p>National American Indian Conference on Child Abuse and Neglect Designed to provide current information and skills related working with abused and neglected Native American children.</p>	<p>Topics covered at the conference include child welfare, foster care, and adoption services; data and research; children's mental health; youth and family involvement; and legal affairs and advocacy.</p>	<p>24 hours annually</p>	<p>National Indian Child Welfare Association staff and other child welfare professionals</p>	<p>Local CASA program staff and volunteer advocates</p>	<p>\$25,000</p>	<p>Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>
<p>Oregon Indian Child Welfare Act Conference Every year, one of the nine Oregon Tribes co-hosts the Tribal/State ICWA Conference with DHS.</p>	<p>The ICWA conference provides essential training on the importance of the ICWA, best interests of Indian children, and the stability and security of those children, their tribes, families, and communities.</p>	<p>24 hours annually</p>	<p>Oregon Tribes, DHS staff, and other child welfare professionals</p>	<p>Local CASA program staff and volunteer advocates</p>	<p>\$25,000</p>	<p>Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration</i></p>

						<i>rate for the quarter.</i>
Juvenile Court Improvement Program Model Courts Child Abuse and Neglect Summit Annual one-day Child Abuse and Neglect Summit for Model Court team members.	Addresses topics such as differential response, permanency, APPLA, domestic violence, visitation, and more.	8 hours annually	Judicial Department staff, judges, DHS staff, and other juvenile justice and child welfare professionals	Local CASA program staff and volunteer advocates involved in Model Court programs	\$12,000	Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i>
Region IX Head Start Association Conference The annual Region IX Head Start Association conference.	Addresses topics such as family engagement, cultural effectiveness, child resiliency, inclusion, impact on children of parent mental illness, and much more.		Region IX Head Start Association and child serving professionals	Local CASA program staff	\$15,000	Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i>

<p>Local CASA Program Staff Continuing Education In addition to attending conferences (noted above), local CASA program staff attend smaller-scale training activities hosted by government and private entities with expertise in a wide range of topics relevant to serving abused and neglected children. Local CASA programs may also plan and host such trainings internally for their staff.</p>	<p>These smaller-scale trainings may address topics such as trauma-informed care, permanency, DHS practices, and much more. In addition, some trainings prepare staff to serve on Multi-Disciplinary Child Abuse Teams and Permanency Roundtables, among other groups</p>	<p>Varies</p>	<p>Local CASA program staff, DHS staff, and other professionals with expertise in topics relevant to serving abused and neglected children</p>	<p>Local CASA program staff</p>	<p>\$25,000</p>	<p>Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>
<p>CASA Manager Training CasaManager is a case management system designed specifically for Court Appointed Special Advocate programs. The case management software has been optimized to track everything from volunteer training through supervision of CASAs, and child referrals through assignments. It also produces lists, labels, and wide variety of statistical reports. Over 400 CASA programs throughout the US use CasaManager for the purpose of data management.</p>	<p>Oregon CASA programs have adopted CasaManager as the statewide data management system and need additional training to reach full implementation. Full implementation of CasaManager will build data management efficiency and accuracy in and, in turn, free up more advocate and staff time to focus on service delivery to abused and neglected children.</p>	<p>Varies</p>	<p>Oregon CASA Network and CASAManager staff</p>	<p>Local CASA program staff and volunteers, Oregon Volunteers staff</p>	<p>\$20,000</p>	<p>Title IV-E Eligibility Rate <i>Each quarterly reimbursement will apply the average Title IV-E Foster Care penetration rate for the quarter.</i></p>

