



Child Welfare Training
The Building Blocks of Professional Development

OREGON'S CASEWORKER TRAINING REDESIGN

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WHO WE ARE

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NUTS AND BOLTS

- Oregon's Child Welfare Partnership
 - In existence for 25 years
 - Mission Driven
 - Child safety
 - Maintenance of familial and cultural connections
 - Service equity
 - Learning Organization
 - Evidence-based best practices
 - Responsive to new state and federal initiatives
 - Nimble to workforce needs
 - Includes:
 - Research
 - Training
 - Educational Stipend Program



KEY POINTS OF THE NEW MODEL

- Work group coordination and management
- Competency based model
- Informed by national research and surveys
 - Research conducted on most effective learning strategies
 - Survey of workers and supervisors in the field
- Embeds engagement, trauma informed care, race, equity, and inclusion throughout curriculum
- Spreads training throughout the first year
- Increased classroom practice opportunities
 - Maintains foundation in rule and procedure
- Brings SACWIS into the classroom
- Culture of accountability



KEY POINTS OF THE NEW MODEL

- Portfolio of Learning
 - Simulations – video taped reviews
 - Self assessments
 - Knowledge test
 - Work samples
- Includes supervisory supports (cwpsalem.pdx.edu/supports.html)
 - **Supervisor’s Guide to Caseworker Training: Supervisor Actions and Coaching Supports to Enhance Professional Development and Transfer of Learning**
 - **The Oregon Practice Model Conceptual Skills: A Tool for Coaching and Feedback for Improved Professional Development**
 - **The Oregon Child Welfare Competency & Depth of Knowledge Matrix**



CASTING A WIDE NET

- [Online session summary review](#)
- ICWA and racial equity task force focus groups
- Stakeholder meetings
 - Parent Advisory
 - ICWA Council
 - Supervisor Quartiles
 - DV Council
 - Children’s Justice Act Task Force
 - District and Child Welfare Program Managers
 - Child Welfare Advisory Committee
 - And more..
- Foster parent voice
- Youth voice



TOOLS & RESOURCES

- [Flow Chart: First Year of Caseworker Professional Development Plan](#)
- [Interactive Timeline Tool](#)
- [Caseworker Training Checklist](#)
 - Includes both Partnership training as well as DHS training requirements
- [First Year of Employment Professional Development Plan Worksheet](#)



CBT and Field Activities – Prerequisites Essential Elements of Child Welfare Practice

Times Vary by Person | Prior to Registration in Essential Elements

- Federal and State Legislation that has Shaped Child Welfare Practice
- Secondary Traumatic Stress (60 min)
- Oregon Safety Model Sessions 1 – 7
- Child Welfare Ethics and DHS Values (60 min)
- OR-Kids Basics
- Indian Child Welfare Act
- Mandatory Reporting

- Field Observations
- Onboarding Activities



Essential Elements of Child Welfare Practice Week One

5 Days | Prerequisites Required | PSU Child Welfare Partnership

- Introductions and Housekeeping
- Oregon Safety Model Review
- Screening
- Principles of Engagement and Partnership, and Parent Panel
- Steps in Conducting a CPS Assessment
- Medical Diagnosis
- Review of Vicarious Trauma and the Importance of Self-Care Strategies
- Gathering Information for the Comprehensive CPS Assessment
- Assessing for Present Danger
- Simulations



Essential Elements of Child Welfare Practice Week Two

5 Days | Prerequisites Required | PSU Child Welfare Partnership

- Domestic Violence
- Neglect
- Sexual Abuse
- Assessing for Impending Danger and Developing Safety Plans
- Out of Home Abuse Allegations
- Substitute Care Placement Practice
- Visitation
- Legal Issues
- Ongoing Family Assessments and Case Plans



Essential Elements of Child Welfare Practice Week Three

5 Days | Prerequisites Required | PSU Child Welfare Partnership

- Monitoring Child Safety, Permanency, and Well-being
- Planning for Reunification and Meeting Expected Outcomes
- Elements of Permanency Planning and Concurrent Plans
- Promoting Attachment and Lifelong Connections
- Preventing Disruptions
- Maintaining Lifelong Connections (Panel)
- Knowledge Assessment



Computer Based Training – Prerequisites Well-Being Needs of Children and Youth

Times Vary by Person | Prior to Attendance at Well-Being Needs

- Child / Adolescent Needs Strengths (60 min)
- Advocating for Educational Services NetLink (3 hrs)
- Pre-Assignment Reading and Worksheet



Well-Being Needs of Children and Youth

4 Days | Within 6 Months of Hire | Has additional Prerequisites | PSU Child Welfare Partnership

- Developmental Issues and Impacts of Maltreatment
- Identity Development
- The Holistic Child
- Resilience and Connection
- Child's Team
- Transitions
- Supporting Placements and Youth Panel



Family Conditions

3 Days | Within 6 Months of Hire | PSU Child Welfare Partnership, Live Stream Available in Select Locations

- Dynamics of Poverty
- Mental Health
- Working with Families Impacted by Substance Use
- Dynamics of Sexual Offending
- Domestic Violence
- Self-Care Activity and Closing



Preparing and Presenting for Success in Court

5 Days | Within 1 Year of Hire | PSU Child Welfare Partnership

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| <ul style="list-style-type: none"> ▪ Child Welfare Laws and Practice ▪ Types of Courts ▪ Juvenile Court Hearings ▪ Roles in the Courtroom ▪ Engagement ▪ Petitions ▪ Court Reports ▪ Working with Refugee Families ▪ Citizen Review Boards ▪ Preparing for and Presenting in Court ▪ Testifying ▪ Reviewing and Responding to Court Orders | <ul style="list-style-type: none"> ▪ Simulations: Direct and Cross Examination and Presenting the Case ▪ Discovery, Disclosure, and Confidentiality ▪ Liability and Risk Management ▪ Working with the Agency's Attorney ▪ Governor's Advocacy Office ▪ Working with the Juvenile Department ▪ OR Kids: Locating and Reviewing Legal Documents |
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Computer Based and Distance Training

Times Vary by Person | Within 1 Year of Hire

- The Multi-Ethnic Placement Act (60 min)
- Child Welfare Confidentiality
- Guardianship Assistance (60 min)
- Adoption Assistance (45 min)
- Karly's Law



Trauma-Informed Practice Strategies for Child Welfare Workers

2 Days | Within 1 Year of Hire | PSU Child Welfare Partnership

- Introduction to Trauma-Informed Practice Strategies for Child Welfare Workers
- Child Trauma and Traumatic Stress
- How Trauma Affects Children
- The Impact of Trauma on the Brain and Body
- The Influence of Trauma on Developmental Stage
- The Influence of Culture



LESSONS LEARNED

- Assuring fidelity
- Roll out schedule
- 6 month pilot

Questions?


