

# **Training Plan Updates**

## **Training Providers**

### **University of South Carolina Center for Child and Family Studies**

In collaboration with the SCDSS, the Center for Child and Family Studies develops and delivers Child Welfare Basics and ongoing training to enhance the knowledge and skills of child welfare case managers, supervisors, regional and county level executive leaders. The SCDSS is contracted with the Center for Child and Family Studies (CCFS) for a multitude of activities in the areas of quality assurance, training, program evaluation, and program development. A variety of training delivery methods will be used.

SCDSS and the CCFS work collaboratively to identify a list of training needs for the SCDSS staff. All CCFS training honors the principles of adult learning and incorporates accelerated learning techniques. The training is piloted, evaluated, and revised as needed, with input from everyone involved in the development and delivery process.

### **University of South Carolina Children's Law Center**

The Children's Law Center (CLC) will continue to provide training for continuous legal education for agency attorneys, paralegal training, and case managers on Federal and State statute-related requirements. All child welfare staff must attend the Legal Component of Basic Caseworker Training, where they also gain the experience of participation in a "Mock Trial." In that Mock Trial session, The Children's Law Center addresses not only the timeliness of child abuse and neglect hearings, but also the courtroom practices that are required for high quality hearings and services for the children and families. The goal of the USC Children's Law Center is to assist the SCDSS with the Agency's overall goal of "children having safer and thriving forever families sooner."

Training events are developed and implemented, not only focusing on the SCDSS staff, but to also include various community partners in the child welfare community including, but not limited to: the Guardian ad Litem Staff, foster parents, attorneys representing children or parent, and the Foster Care Review Board. The SCDSS staff members also will continue to have access to applicable general training events sponsored by the CLC, such as the annual Children's Law Conference. The target audience for these training events includes staff from Child Protective Services, Foster Care, IFCCS, Adoptions and Attorneys.

### **Children's Trust of South Carolina**

The Children's Trust of South Carolina works to ensure that communities and families are aware of prevention and support services through community training events and other methods. The goal of Children's Trust of South Carolina is to safely reduce the number of children coming into care by strengthening families and the communities in which they live. The primary focus is continued efforts on training through instructional and web-based training delivery, to provide relevant, timely and appropriate educational activities in all areas of the state.

Children's Trust offers a diverse set of prevention training events to help professionals throughout South Carolina build stronger families and keep children safe. The objective is, through these training activities, to empower families and give child-serving professionals

the tools they need to prevent child abuse, neglect and unintentional injuries.

### **The South Carolina Department of Social Services**

The majority of training delivery for the department of Social Services is performed by the USC Center for Child and Family Studies along with our various other partners. There is however a few key training events that are delivered in-house, that serve to promote our CFSP 2020-2024 goals. As the internal Staff Development and Training Office grows its capacity, more trainings for staff will be delivered in house. This will include parts of Child Welfare Basic Training.

## **Children's Law Center**

### **II.B. Sexual Abuse Investigations: The Basics (Virtual)**

Syllabus: In an effort to ensure that multi-disciplinary professionals are conducting investigations consistently and cooperatively, the CLC will provide a basic multi-disciplinary training on the investigation of sexual abuse. Topics in Part I will address the roles and function of the multidisciplinary team (MDT), dynamics of child sexual abuse and legal issues such as statutory definitions, related criminal statutes and admissibility of child hearsay in child sexual abuse cases. Part II will focus on interviewing techniques and methods, and strategies for corroborating a child's disclosure of abuse. This training will be designed to complement ChildFirst® and the newly legislatively mandated South Carolina Child Abuse Response Protocol.

Provider: CLC Trainers

Number of Hours: 6 hours, conducted in 2 parts (3 hours each part)

Description of Audience: Partners that are included in the South Carolina Child Abuse Response Protocol including, DSS, law enforcement officers, prosecutors, guardians ad-litem, Children's Advocacy Center professionals, and child abuse medical providers

Estimated Number of Trainees: 50 per session (virtual platform can accommodate more)

Frequency: 5 trainings

Total Training Days This Period: 5 days

Location: virtual platform

Funding: CAPTA

Cost allocation methodology: See Appendix IV Child Welfare Training

### **II.C. Medical Aspects of Child Abuse Presentations (Virtual)**

Syllabus: The CLC will coordinate and host focused presentations on medical aspects of various forms of child abuse. These presentations will be conducted by South Carolina Children's Advocacy Medical Response System (SCCAMRS) qualified child abuse medical providers. Five separate topics will be offered including: physical abuse, sexual abuse, medical neglect and failure to thrive, medical child abuse and abusive head trauma. A description of each follows:

#### Medical Aspects of Physical Abuse:

Description: A child abuse pediatrics medical expert will cover an array of medical aspects of child physical abuse beginning with the identification of red flags and the important role that the history provided by the caregiver plays. The presentation

will comprehensively cover bruises, burns, bites, and fractures, and characteristics of each that can assist in the determination of whether they were accidentally or intentionally inflicted. Finally, the presentation will provide a better understanding of how the forensic pediatrics medical expert can assist in a child physical abuse investigation.

#### Medical Aspects of Sexual Abuse

A child abuse pediatrics medical expert will cover an array of medical aspects of child sexual abuse beginning with common misunderstandings about anogenital findings and the frequency of their presence in a child sexual abuse evaluation. A general discussion of the anogenital anatomy will be provided as well as possible physical findings. The presenter will explain when a child should be seen in a hospital emergency setting for an acute exam and describe the forensic medical examination process and importance. Various sexually transmitted conditions will be covered along with their implications for diagnosis and reporting of sexual abuse among infants and prepubertal children. Finally, the presentation will provide a better understanding of how the forensic pediatrics medical expert can assist in a child sexual abuse investigation.

#### Recognizing Medical Neglect and Failure to Thrive

This training will focus on both medical neglect and failure to thrive. The presentation will open with a definition and explanation of medical neglect and red flags to look for. Questions for consideration will be outlined in order to determine if there was a failure to obtain care or failure to follow medical advice. A discussion of a medically complex child will include explanations of a tracheostomy, ventilators, feeding tubes, home monitoring, and splints and braces. A definition, an explanation, and causes of failure to thrive will be covered. The pediatric forensic expert will provide guidance on what evidence must be gathered in order to assess medical neglect and failure to thrive cases and how the expert can assist in reaching accurate conclusions to the investigation.

#### Recognizing Medical Child Abuse

This presentation will begin with an identification of the features of medical child abuse (previously called Munchausen Syndrome by Proxy) and how they may present in different forms of maltreatment. Case scenarios will be presented to allow participants to apply these features to various fact patterns. The training will introduce the various nomenclature that is used regarding child maltreatment in a medical setting. Finally, the presentation will provide guidance on how to respond to a suspected case of maltreatment to ensure identification and proper diagnosis by a pediatric forensic medical expert.

#### Understanding the Medical Aspects of Abusive Head Trauma (AHT)

This training will cover abusive head trauma with a focus on understanding the implications on an investigation. A child abuse pediatric expert will describe the diagnosis of AHT, its epidemiology, incidence, clinical presentation, both short and long-term outcomes and a list of the most common histories provided in AHT cases.

It will include an explanation of general anatomy, description of blunt force injuries and combination force injuries. The biomechanics of retinal hemorrhages will be included. A description of research, data, and analysis of the common defense of a short fall will be presented. Finally, the presenter will identify how the medical expert can assist in an investigation.

Provider: South Carolina Children's Advocacy Medical Response System (SCCAMRS) providers

Number of Hours: 1 hour – 1.25 hours, depending upon the topic

Description of Audience: All partners that are included in the newly legislated South Carolina Child Abuse Response Protocol including: DSS, law enforcement, prosecutors, guardians ad-litem, Children's Advocacy Center professionals, and child abuse medical providers

Estimated Number of Trainees: 50 (virtual platform can accommodate more)

Frequency:

Medical Aspects of Physical Abuse – 4x; 1.25 hours each

Medical Aspects of Sexual Abuse – 4x; 1.25 hours each

Recognizing Medical Neglect and Failure to Thrive – 2x; 1.25 hours each

Recognizing Medical Child Abuse – 2x; 1 hour each

Understanding the Medical Aspects of Abusive Head Trauma – 2x; 1 hour each

Total Training Hours This Period: 17

Location: Virtual

Funding: CAPTA

Cost

allocation methodology: See Appendix IV Child Welfare Training

#### II.D. Recognizing and Responding to Problematic Sexual Behaviors in Youth

Syllabus: In an effort to ensure that multi-disciplinary professionals obtain consistent and comprehensive information, the CLC will provide a basic multi-disciplinary training on recognizing and responding to problematic sexual behaviors in youth. The presentation will identify myths, describe sexual development of children and adolescents, outline considerations in determining whether the behavior is problematic or inappropriate, and identify co-occurring behavioral problems and family dynamics. The presentation will include a discussion of current treatments or commonly used interventions, risk, and recidivism. This training will be helpful to DSS staff in assessing the possibility of previous abuse or parental negligence and in making placement decisions.

Provider: Contracted mental health experts

Number of Hours: 1.5 hours

Description of Audience: Partners outlined in the South Carolina Child Abuse Response Protocol including, DSS, law enforcement officers, prosecutors, guardians ad-litem, Children's Advocacy Center professionals, and child abuse medical providers

Estimated Number of Trainees: 50 per session (virtual platform can accommodate more)

Frequency: 4 trainings

Total Training Hours This Period: 6 hours

Location: virtual platform

Funding: CAPTA

Cost allocation methodology: See Appendix IV Child Welfare Training

### I. Child Death Investigations: The Basics (Virtual)

Syllabus: In an effort to ensure that multi-disciplinary professionals are conducting investigations consistently and cooperatively, the CLC will provide a multi-disciplinary training on the investigation of and collaborative response to child deaths. This training will be offered to: DSS investigative staff, law enforcement officers, coroners or their designees, prosecutors, and child abuse medical professionals. The training will cover: causes and manners of child deaths; response and review of a child death, to include an overview of the Child Death Investigation Task Force; proper procedures for conducting reenactments; interviewing parents/caregivers and witnesses; collecting, documenting, and preserving evidence; procedures for photographic documentation; documenting investigative findings; and the appropriate roles of DSS and law enforcement. Applicable definitions from the Children's Code and criminal statutes will also be addressed. The training will review the SLED reporting tool and the functioning of local child fatality review teams.

Provider: CLC Trainers

Number of Hours: 6 hours, provided in 3 separate parts

Description of Audience: DSS investigators, law enforcement officers, Coroners or their designees, prosecutors, child abuse medical professionals, DSS Child Fatality Program Manager

Estimated Number of Trainees: 50

Frequency: 8 trainings

Total Training Days This Period: 8

Location: Virtual

Funding: CAPTA

Cost allocation methodology: See Appendix IV Child Welfare Training

### Center for Child & Family Studies

1. BSMART—Writing Effective Family Permanency Plans to Protect Children: This training must be offered at least 2 sessions per region each quarter (32 sessions total), or as needed per SCDSS. This is a one-day training available to child welfare staff who are responsible for working with children and families to develop the family permanency plan. Learners will gain knowledge of the relevance of a thorough family assessment which identifies strengths and needs of the family in the development of a family permanency plan. In addition, learners will practice identifying the caregiver protective capacities that must be enhanced to ensure child safety and improve family functioning and writing behavioral objectives/ goals. Learners will utilize a case scenario to practice developing behaviorally written family permanency plans which focuses on behavioral change not service compliance and are based upon the safety threats or risk concerns identified as well enhancing caregiver protective capacities.

Funding: IV-E; IV-B, Part 1

Cost allocation methodology: see Appendix IV Child Welfare Training

2. Identifying Safety Threats and Planning for Safety: This one-day training must be offered at least 2 sessions per region each quarter (32 sessions total), or as needed per SCDSS. This is a one-day training which focuses on the capacity of child welfare case managers ensuring the

safety of a child while conducting an investigation, preventing harm from occurring during the development and implementation of a case plan, reducing or resolving risk, and ensuring the child remains safe whether left in the home or removed. This training enhances understanding of safety and risk concepts, recognizing the presence of safety threats and risk of maltreatment in families, and the ability to conduct formal and informal safety assessments to document safety threats. Learners increase knowledge of safety services that can be implemented to mitigate safety concerns.

Funding: CAPTA

Cost allocation methodology: see Appendix IV Child Welfare Training

3. **CW Documentation Training (Part 1):** This training must be offered at least 2 sessions per region each quarter (32 sessions total), focuses on documentation skills practice, or as needed per SCDSS. Learners apply knowledge regarding what to include in documentation, writing objectively and descriptively, avoiding buzzwords. Learners complete practice activities using Quality Matters vignettes and receive immediate feedback for improvement. Learners use a documentation job aid to check documentation for thoroughness and completeness. The CW Documentation Online Training, located in the SCDSS learning management system, is a required pre-requisite for this course.

Funding: IV-B, Part 1

Cost allocation methodology: see Appendix IV Child Welfare Training

4. **CW Documentation Training (Part 2):** This training must be offered at least 2 sessions per region each quarter (32 sessions total), or as needed per SCDSS. This is a one-day training for supervisors. Learners complete practice activities using Quality Matters vignettes to enhance documentation skills. Learners recognize incomplete documentation that does not accurately reflect a face-to-face contact. Learners use a documentation job aid to ensure documentation is objective, descriptive, and relevant as well as addresses safety, permanency, and well-being. Learners discuss the role of coaching in supporting documentation improvement with new case managers, practice reviewing documentation and providing feedback, learn strategies for coaching new case managers to address barriers to timely and quality documentation. The CW Documentation Online Training, located in the SCDSS learning management system, is a required pre-requisite for this course. It is understood that Supervisors would have previously taken the CW Documentation Training for Case Managers.

Funding: IV-B, Part 1

Cost allocation methodology: see Appendix IV Child Welfare Training

5. **Introduction to Quality Contacts:** This training must be offered at least two sessions per region each quarter (total of 32 sessions). In this blended course, learners complete (3) prework online modules in preparation for the instructor led webinar. Online Modules cover defining a quality contact, understanding reasonable and concerted efforts, and foster care contact policy. The (1) one day ILT portion of the course focuses on application and skills practice related to Quality Matters concepts. Learners will be introduced to job aids that support field application of course content. Learners will demonstrate skills applied at each phase of a quality contact for interactions with children of various age groups and parent/

caregiver contacts.\

Funding: IV-E; IV-B, Part 1

Cost allocation methodology: see Appendix IV Child Welfare Training

6. **Quality Contacts for Supervisors:** This training must be offered at least two sessions per region each quarter (total of 32 sessions). In this blended course, learners complete (2) prework online modules in preparation for the instructor led webinar. Online modules cover case consultations with case managers to promote critical thinking and reflection for skill development and enhancement and the goals for conducting quality contacts. This training prepares supervisors for supporting case managers in implementing quality contact practice and policy standards in casework practice. The ILT portion of the course will cover the supervisor role in coaching, performance management, providing quality feedback and effectively communicating practice and policy change connected to quality contacts. The Introduction to Quality Contacts online modules is a pre-requisite for this course.

Funding: IV-E; IV-B, Part 1

Cost allocation methodology: see Appendix IV Child Welfare Training

7. **Sharpening Your Skills: Safety Planning:** This training must be offered at least two sessions per region each quarter (total of 32 sessions). Learners will discuss when to implement a safety plan, how to accurately complete the Safety Plan form and the use of safety plans to control the safety threat. Learners will also review how to recognize when safety threats are present utilizing the safety threshold criteria (ISOLVE); differentiate between Protective Capacity and Protective Factors and be able to utilize this information when identifying and selecting a kinship caregiver/protector.

Learners will review the information that should be gathered to determine if a child is safe or unsafe, identify if a safety plan is appropriate, and identify a protector. Learners review scenarios and make a decision regarding appropriateness of a safety plan and provide a rationale for their decision. Learners will bring a current safety plan to review and critique.

Funding: IV-E; IV-B, Part 1

Cost allocation methodology: see Appendix IV Child Welfare Training

## **Children's Trust**

### ***Prevention Trainings \$61,706***

#### **a) Early Childhood Growth and Development 101 – \$22,756**

a. Deliver and coordinate six (6), five-hour Introduction to Early Childhood Growth and Development 101 training sessions for DSS staff, foster parents, guardians ad litem, kinship care providers, and Richland County CASA. This training includes the following topics: brain development, developmental milestones, social-emotional development and temperament. Each training will be evaluated, and summaries will be provided to DSS quarterly.

Funding: IV-E; CAPTA

Cost allocation methodology: see Appendix IV Child Welfare Training

#### **b) Responding to Abuse and Neglect (formerly EC 102) – \$15,775**

a. Deliver and coordinate four (4), five-hour Responding to Abuse and Neglect training sessions for DSS staff, foster parents, guardian ad litem, kinship care providers, and Richland County CASA. This training includes the following topics: early childhood growth and development, impact of abuse and neglect on infants and toddlers and how to respond to concerns about child abuse and neglect. Each training will be evaluated, and summaries will be provided to DSS quarterly.

Funding: IV-E; CAPTA

Cost allocation methodology: see Appendix IV Child Welfare Training

c) Middle Childhood Development - \$7,938

a. Deliver and coordinate six (6), two and a half-hour Middle Childhood Development training sessions for DSS staff, foster parents, guardians ad litem, kinship care providers, and Richland County CASA. This training includes the following topics: middle childhood development, disabilities and developmental delays, 21 century challenges and the importance of building resilience in pre-adolescent children. Ages 6-12. Each training will be evaluated, and summaries will be provided to DSS quarterly

Funding: IV-E; CAPTA

Cost allocation methodology: see Appendix IV Child Welfare Training

Building Hope for Children (Prevention) Conference \$218,979

Execute multidisciplinary, two-day statewide conference in Fall of 2022 to build knowledge and understanding of best practices in the field of child welfare and prevention services. The target audience is DSS staff, foster parents, guardian's ad litem, kinship care providers, Richland County CASA, and other child-serving professionals. One hundred fifty (150) slots are guaranteed to DSS for staff professional development for both days with total estimated attendance at 500. DSS will play an integral role in conference program planning and selection during this contract period. A summary of sessions and attendance will be provided to DSS following the conference in the next contract period.

Funding: IV-E; CAPTA

Cost allocation methodology: see Appendix IV Child Welfare Training

Child Passenger Safety \$155,649

f) Child Passenger Safety Technicians – \$137,085

a. Contract with lead child passenger safety (CPS) technicians in each DSS region to conduct ongoing inspection of all DSS car seats in assigned counties and provide a written assessment. Every county office will have at least two car seat inspections annually.

b. Lead CPS technicians will also collaborate within each DSS region to provide up to two Keeping Kids Safe two-part trainings: a three- and half-hour workshop and hands-on training for DSS staff, foster and adoptive parents, kinship care providers, and child-serving professionals. This training involves practice demonstrations and assistance installing various car seats with those in attendance. Each training will be evaluated, and summaries will be provided to DSS quarterly.

c. Children's trust will coordinate up to three meetings for contracted lead technicians to discuss project coordination, training and reporting. Minutes will be submitted in the quarter in which they occurred.

d. (\$1,005) Provide liability coverage for certified child passenger safety technicians. Provide current list of fitting stations where child passenger safety technicians are located to all DSS county offices annually.

Funding: IV-E; CAPTA

Cost allocation methodology: see Appendix IV Child Welfare Training