



South Carolina Department of Social Services
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South Carolina Department of Social Services

Training Plan 2015 – 2019

Introduction

The ongoing training recommendations outlined in this plan are designed to support the improvement of outcomes for South Carolina's children and families affiliated with the State's Child Welfare Agencies. The proposed training plan outlines basic standards, while also encouraging a vision of ongoing training as integral to effective and best practice. These statewide recommendations build upon the South Carolina Department of Social Services' existing training and training structures, and advocate the use of multiple resources and venues whenever possible. This training will educate and empower newly employed child welfare workers, experienced case workers and supervisors at both the State Office, Regional Office, and County Office levels of the Department. Professional training events support the agency goals, and promote a collaborative and coordinated mission to improve the welfare of South Carolina's children and families. The ongoing training activities by the agency and its partners will be in support of the SCDSS CFSP 2015-2019 Goals and Objectives as listed.

Goal 1 – Safety

Improve the quality of risk assessment and safety management of children in Child Protective Services, Family Preservation, and Foster Care cases.

Objective 1- CFSR Safety Outcome 1.

Using the baseline non-weighted, aggregate score of 77% for all counties for Safety Outcome 1 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 82% by end of the FFY 2019, with bench marks of 1% per year improvement.

Objective 2- CFSR Safety Outcome 2.

Using the baseline aggregate, non-weighted score of 58.3% for all counties for Safety Outcome 2 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 64% by end of the FFY 2019, with bench marks of 1% per year improvement.

Objective 3

Full, statewide implementation of the Signs of Safety (SOS) in Child Protective Services, Family Preservation, and Foster Care cases, by the end of the FFY 2019. Within the FFY 2015, the SOS Implementation Team will establish the criteria for full implementation of the SOS, and have benchmarks for the progress toward full implementation.

Objective 4

Improve the quality of Intake decisions. A development team will be established and set baseline data of current Intake decisions, and establish a measurable objective with benchmarks within the FFY 2015.

Goal 2 – Well-Being

Children will thrive when involved with the SCDSS.

Objective 1- CFSR Well-Being Outcome 1

Using the baseline non-weighted, aggregate score of 45.9% for all counties for Well-Being Outcome 1 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 66% by end of the FFY 2019, with bench marks of 4% per year improvement.

Objective 2- CFSR Well-Being Outcome 3

Using the baseline non-weighted, aggregate score of 51.4% for all counties for Well-Being Outcome 3 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 71% by end of the FFY 2019, with bench marks of 4% per year improvement.

Objective 3- CFSR Permanency Outcome (Item #6)

Using the baseline non-weighted, aggregate score of 71% for all counties for Item 6 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 76% by end of the FFY 2019, with bench marks of 1% per year improvement.

Goal 3 – Permanency

Children will have meaningful and lifelong connections with family and in community.

Objective 1- CFSR Permanency Outcome 1

Using the baseline non-weighted, aggregate score of 39.3% for all counties for Permanency Outcome 1 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 44% by end of the FFY 2019, with bench marks of 1% per year improvement.

Objective 2- CFSR Permanency Outcome 2

Using the baseline non-weighted, aggregate score of 50.9% for all counties for Permanency Outcome 2 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 61% by end of the FFY 2019, with bench marks of 2% per year improvement.

Goal 4 – Administrative Capacity

Build administrative capacity to support safe and thriving children in lifelong families.

Objective 1: Establish caseload standards to promote the safety, permanency and well –being of children while involved with the SCDSS.

Objective 2: Provide Leadership Development opportunities for middle managers and executive leadership across all disciplines to enhance the implementation of child welfare practices that support permanency, safety and well-being for children involved with the SCDSS.

Objective 3: Strengthen Workforce Development through hiring, retention, training, and support efforts to sustain consistency in provision of critical services that promote safety, permanency and well-being for children involved with the SCDSS.

Objective 4: Establish and Maintain a Continuous Quality Improvement (CQI) System.

Objective 5: Build an integrated “System of Care”, formally known as the Palmetto Coordinated System of Care, into the statewide child welfare system infrastructure by the FFY 2017.

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 ongoing training to enhance the knowledge and skills of child welfare workers, 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. The CCFS has worked during the FFYs 2010-2014, and will continue to work closely with the Quality Assurance (QA) unit at the SCDSS, in order to conduct QA Reviews. The CCFS collaborated with the SCDSS staff to develop and deliver training to the SCDSS staff members, in both the human services and economic services divisions. A variety of training delivery methods was 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.

USC is responsible for providing all Child Welfare Services Basic Training and Adoption Specialist Basic Training. These courses fulfill all of the goals in the SCDSS CFSP 2015-2019, and will therefore only be listed here.

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 caseworkers 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, 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.

The Children's Law Center provides training both through the Court Improvement Program Training and independently of this grant. For the Non-CIP trainings, the CLC Coordinator, for the SCDSS and the CLC contract with regard to the delivery and development of legal training events for the SCDSS staff and agents. The CLC has met and will continue to meet at the beginning of each year with the SCDSS's Office of General Counsel representative and SCDSS Area Attorneys to decide what the CLE topics will be for the upcoming year. There will probably be four to five of these training events per year during FFYs 2015-2019. The following topics have been recently offered and it is believed by the CLC that one or more of these will again be provided: Best Legal Practices for Paralegals in Child Abuse and Neglect Cases, Prosecuting Child Abuse Cases in Family Court, and Appellate Practice.

The South Carolina Judicial Department is the state's grantee for the federal Court Improvement Training Grant. The judicial department has subcontracted with the Children's Law Center of the School of Law at USC to implement this grant. The Court Improvement Training Grant supports the state's efforts to improve the safety, well-being, and permanency of children involved in the child welfare system, with a particular focus on improving permanency outcomes.

South Carolina Foster Parent Association

The South Carolina Foster Parent Association (SCFPA) is a key collaborator with the SCDSS and continues to have a contractual agreement with the agency to provide Resource Parent Training. The SCFPA will continue to deliver the pre-service training for resource and adoptive families. The SCFPA will continue to be the primary provider for resource family recertification training and work with individual counties to identify needs related to ongoing training for resource families.

The SCFPA's ultimate goal is the creation of a better prepared and equipped resource family pool for DSS to call upon when needed. To achieve this, the objective is to make educational opportunities more accessible to foster parents, thus making it more likely that they will take advantage of the opportunities to expand their skills and knowledge. The SCFPA promotes educational experiences that better prepare foster parents and pre-adoptive parents to address the issues that correlate with the SCDSS's goals.

Richland County Court Appointed Special Advocate Program (RCCASA)

The Richland County Court Appointed Special Advocate Program (RCCASA) is the sole entity authorized by State statute to provide a volunteer Guardian ad Litem program in the Richland County Family Court, for cases brought forth by the SCDSS for allegations of child abuse and neglect. RCCASA is an accredited program through the National CASA and adheres to the standards of volunteer management set forth through the national organization. RCCASA recruits, trains, and supports volunteers to serve in the role as Guardians ad Litem. The mission of the organization is: "To advocate for the best interests of abused and neglected children in Richland County Family Court, by providing quality volunteer and legal representation to ensure every child a safe, permanent, and nurturing home."

RCCASA provides ongoing training for all Guardians, which is essential for enhancing advocacy skills. All RCCASA volunteers are required to participate in 15 hours of additional training annually, to maintain their active status as Guardians. RCCASA hosts an annual all-day statewide training conference for volunteers. RCCASA further provides one-on-one training between individual Guardians and a CASA staff member.

Cass Elias McCarter Guardian ad Litem Program

The Cass Elias McCarter Guardian ad Litem Program (GAL Program) recruits, trains and supervises volunteers to advocate for children in abuse and neglect cases in Family Court. The program maintains 37 county offices that provide local support and training to the volunteers. Volunteers are carefully screened and trained.

The GAL Program uses the National CASA 30-hour training model. The training prepares the volunteer for all aspects of their court appointment. It covers the roles and responsibilities of the GAL, SCDSS and Family Court systems, the need for cultural diversity, investigating cases and assessing the needs of the child, the methods for documenting actions on a case, preparing written reports for court, and identifying measures that indicate positive outcomes for children.

Volunteers are also required to complete 12 hours of continuing education on a yearly basis. The topics are determined on the county level and are designed to meet the needs of the volunteers in expanding their knowledge basis beyond the basic information presented in the pre-service training.

Parents Anonymous of South Carolina (Family Corps)

Parents Anonymous® of South Carolina (DBA Family Corps) is the accredited State Resource Office for South Carolina. Their mission is to help communities across the state establish Mutual Support Programs, in order to strengthen at-risk families by providing training, technical assistance, and a variety of other resources to strengthen families. Parents Anonymous® Mutual Support Programs are research-based parenting programs that measurably strengthen a caregiver's Six Protective Factors (Nurturing & Attachment, Knowledge of Parenting and Child Development, Parental Resilience, Social Support, Concrete Support in Time of Need, and Social and Emotional Competence), which have been proven to significantly reduce the incidence of child maltreatment.

Along with caregiver support, the majority of the parental support programs have a concurrently run children's support group, that offered its own curriculum and activities designed to meet the needs of the children in the group, and is led by a trained Children and Youth Group Facilitator. Because the Parents Anonymous® Parenting Program Model can be modified slightly and still meet fidelity, the Organization provides multiple types of caregiver groups across the state, including groups that were strictly Kinship Care groups which served relative caregivers who needed ongoing support and resources to maintain a safe a stable placement of the child placed into their care.

Facilitators of both the Adult and Children's Groups are trained annually by the Organization to deliver the Parents Anonymous® program model and are screened to have the relevant experience and knowledge, to ensure that they are able to identify unmet needs expressed by clients in the group and navigate them to additional services when necessary. All Adult and Children's facilitators are required to also attend an annual professional development workshop in the fall that is hosted by Parents Anonymous® of SC. This annual workshop ensures all facilitators are kept abreast of latest research on child development issues, intellectual disabilities, trauma-informed practices, and the impact of toxic stress on families, etc. Parent leadership is an important part of the program model, and those caregivers who emerge as parent leaders in the groups are also provided an annual workshop, called "Parents Leading the Way", to assist them with developing advocacy skills needed to communicate effectively with schools, agencies, and policy makers.

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.

Palmetto Association for Children and Families

The Palmetto Association for Children and Families (PAFCAF) is a non-profit organization of members composed of 56 provider organizations throughout South Carolina, that provide care and treatment to children who have been abused, neglected, or who are educationally or emotionally challenged. Such children are no longer able to remain in their parental homes for a variety of reasons. A wide continuum of services is delivered to these needy children, such as therapeutic foster care, supervised independent living, emergency shelter resources, and traditional group home services. PAFCAF's mission is to serve as a unified force to improve the conditions for children and families in South Carolina and to assist member agencies in the accomplishment of their missions.

The Association has a unique identity in the state and is actively involved with policy and program development as it relates to their members and their needs. It is also aggressively involved in child welfare legislation and appropriations. The Board of Directors and the Chief Executive Officer help members keep abreast of current best practices, and their application to our state's service providers and frequently invite presenters to South Carolina to stimulate thinking and to improve the ways in which we train our service providers. The Association employs a Director of Professional Development, who oversees the training efforts of the organization and collaborates with state agency partners.

The Association has a contract with SCDSS to prepare and conduct regional or other meetings as requested by SCDSS. The regional meetings are called Palmetto Power for Providers.

SC Coalition Against Domestic Violence

The SC Coalition Against Domestic Violence works closely with SCCADVASA (SC Coalition Against Domestic Violence and Sexual Assault). This organization is a professional agency representing domestic violence and sexual assault providers across the state. These member organizations provide crisis intervention, safe shelter, counseling, legal advocacy, financial aid, and a myriad of other services intended to support victims of Domestic violence. In collaboration and in contract with this agency, SCCADVASA provides regional training on domestic violence topics for SCDSS, members of the community, legal professionals, etc. All training is planned in conjunction with Domestic Violence Programs and with input from community partners who serve the underserved populations addressed by the particular training.

South Carolina Trauma Practice Initiative (Project BEST)

The South Carolina Trauma Practice Initiative is a collaborative project between the SC Department of Mental Health, the SC Department of Social Services, other local community partners, Project BEST, and the Program on Adolescent Traumatic Stress (PATS) at the National Crime Victims Research and Treatment Center (NCVC) at the Medical University of South Carolina. Project BEST is a collaborative project between the Dee Norton Low Country Children's Center and the NCVC. This initiative builds on the infrastructure being implemented statewide toward South Carolina becoming a trauma-informed state with evidenced-based trauma focused treatment services available to all children who need them.

Families First Project of SCDSS

Upon completion of a systematic and comprehensive review of its Child Welfare Services programs, the SCDSS sought to implement "Best Practice" standards, rooted in culturally-based, protective values, to help ensure safe, loving and nurturing families for all children and youth of South Carolina. In doing so, the Department implemented family, group, decision-making, conferencing services for families. Through the utilization of the Family Group

Conferencing Model, the SCDSS maximizes opportunities to safely keep or reunify children with their parent(s). Also, Family Group Conferencing focuses on utilizing relatives and other significant adults, whenever children cannot be kept safely in their homes.

Family Team Meetings are a specific and unique type of family engagement model designed to enhance the family meeting process by more actively engaging and involving families in the care and protection of their children. Using this proven model delivered by trained facilitators who do not carry cases, family members are identified and engaged, family resources are tapped, and the adversarial tension between the family and the agency is reduced.

Connected Families: Signs of Safety (SOS)

This organization provides training, guidance, and support services on the "Signs of Safety" practice model, in order to make systemic improvements, and to create constructive working partnerships between frontline child welfare practitioners and the families they assist, in providing services through community resources, while maintaining a rigorous focus on actual and potential harm to children.

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 serves to promote our CFSP 2015-2019 goals.

Initial In-Service Training Plan for New Employees

Child Welfare Services Basic Training

Goals: This course contributes toward all 4 goals of SCDSS as delineated in this report and will therefore only be listed here.

Setting/Venue: All Modules for each Unit are in a classroom style venue. Pre-work and Review work for each Unit is accomplished online. Some of this bridgework requires the caseworker to interact directly with the operations in their county.

Duration Category: In-Service, Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: 19 days of classroom instruction (118 hours); six weeks of bridgework (28 hours of online assignments).

Audience: All new workers in Child Welfare Services programs

Syllabus:

Child Welfare Services Basic Training is an intensive certification course required for all new workers in Child Welfare Services programs. This course includes nineteen (19) days of classroom instruction, six weeks of bridgework assignments, multiple quizzes and in-class assessments. Participants are awarded 100 Social Work Hours and 5 Non-Social Work Hours. In-class instruction covers Child Protective Services (CPS), Foster Care, and Adoption, including best practice skills in social work, legal policy, procedures, CAPSS, and casework processes for the agency. The on-line components are assignments that directly relate to support the in-class instruction. Bridgework assignments are completed in the county between in-class instruction weeks to practice knowledge and skills attained.

Unit 1: Foundations

Online Pre-work Total time: 100 minutes

Online pre-work asks participants to explain caseworker and supervisor roles and duties during the CWB training process as well as articulate their own personal values and behavior patterns. Participants are also required to identify and access a range of neighborhood community services.

Module 1—About DSS Total time: 170 minutes

The participant will learn to articulate the SCDSS' mission, and guiding principles, and the child welfare mission in their own words. Attendees will also learn about SCDSS family centered approach to child welfare practice and their focus on child safety, permanency and well-being.

Module 2—Professionalism Total Time: 65 minutes

Attendees will identify the characteristics of professional behavior in the areas of appearance, relationships and environment. They will also learn about the characteristics of a team approach such as having a clear mission, common goals, shared accountability, interdependence and collaborative decision-making.

Module 3—Values Total Time: 55 minutes

Participants will learn how their own family experience influence their view of parenting. With this in mind they will learn the importance of respecting clients' individuality and privacy, and why confidentiality is so important. They will learn the difference between appropriate and inappropriate disclosure of information. Attendees will also spend some time examining how their own values interact with agency values.

Module 4—Cultural Competence Total Time: 75 minutes

Attendees will learn about the primary and secondary aspects of culture. They will identify cultural aspects in case scenarios, learn through these and discussion how to react in a culturally-sensitive way. They will explore their own reactions and their source. They will also learn how to obtain services for clients such as interpreters of other languages including sign language.

Module 5—Communication Skills Total Time: 55 minutes

Describe the basics of the communication process and identify verbal, para-verbal, and nonverbal communication during a conversation. Learn common blockers and facilitators of communication and identify client-friendly terms to use in place of agency jargon.

Module 6—Rapport Building Total Time: 60 minutes

Learn why building a trusting, collaborative relationship and avoiding judgmental language is important in child welfare casework. Learn how to demonstrate empathy, genuineness, and acceptance in a conversation

Module 7—Interviewing Skills Total Time: 70 minutes

Participants will learn the purpose of interviews at each stage of the case and learn interview strategies and questions, along with their purpose. They will learn to identify types of questions used in an interview and how to use them appropriately to elicit information.

Module 8—Critical Thinking Total Time: 90 minutes

Learn to think critically by gathering, analyzing, weighing, prioritizing, and assessing information in a case. Learn where to find additional information, such as what collateral contacts should be made. Learn to explain the difference between risk and safety, and red flags that could indicate potentially serious problems

Module 9—Engaging Families Total Time: 70 minutes

Identify important keys to engaging families and what it means for families to be equal partners in decision. Identify reasons that clients may be hostile or resistant and learn to demonstrate strategies to respond to resistant clients.

Module 10—Value of Good Documentation Total Time: 30 minutes

Participants will learn the value of good communication orally and in writing. They will learn how documentation is relevant to case work practice and the consequences of inaccurate documentation for families, the agency and themselves.

Module 11—Basic Writing Skills Total Time: 65 minutes

Learn about the audience for their documentation and how to write using proper grammar and clear and precise language. Identify the 5 W's that should be included in all documentation. Learn the importance of direct quotations and also when it is acceptable to use acronyms.

Module 12—Advanced Writing Skills Total Time: 110 minutes

Participants will learn to write objective documentation that is not culturally offensive and that includes pertinent cultural details. They will identify vague terms and replace them with descriptive details that can be observed with the senses. They will learn about elements that are included in good case documentation and how to address safety, permanency, and well-being therein.

Module 13—Worker Preparation Total Time: 20 minutes

Attendees will learn about case worker safety and strategies for self-care in order to prevent secondary trauma.

Module 14—Policy and CAPSS Total Time: 85 minutes

Participants will learn how to find policy information and how to get into the state's child welfare database: CAPSS. They will also receive training in the operation of the most important aspects of the CAPSS database.

Online Review Total Time: 115 minutes

Participants will identify cultural aspects in scenarios provided and describe ways to react with cultural sensitivity. They will also explain relevant state and federal legislation upon which agency policies and procedures are based.

Unit 2: Intake and Maltreatment

Online Pre-work Total Time: 210 minutes

Describe the difference between chronological age and developmental age and use resource material to assess stage, processes, and milestones of children in all domains and identify how these relate to intake.

Module 1—Identifying Child Maltreatment Total Time: 55 minutes

Identify the five basic steps to identifying child abuse and neglect and ascertain participant knowledge of the legal definitions of maltreatment.

Module 2—Neglect Total Time: 125 minutes

Define physical neglect, failure to thrive, medical neglect, lack of supervision, and educational neglect and create a case that illustrates one of these subcategories. Differentiate poverty and homelessness from neglect. Learn to differentiate between substance use, abuse, and dependence and explain the implications of each for child maltreatment. Learn indicators associated with physical neglect and how to identify these risk factors and the difference between the three types of neglectful parents: apathetic, impulse-ridden, and mentally challenged.

Module 3—Physical Abuse Total Time: 120 minutes

Define physical abuse and differentiate between appropriate discipline techniques and child maltreatment. Define when a fetus can be protected by child maltreatment statutes in South Carolina. Identify indicators, dynamics and risk factors for families and children related to abuse and neglect. Learn potential coping styles of children who are physically abused and differentiate indicators of inflicted injury from those of accidental injury to children

Module 4—Sexual Abuse Total Time: 70 minutes

Define sexual abuse and identify indicators and family dynamics associated with sexual abuse. Identify age-appropriate sexual knowledge and behaviors and precocious knowledge and behaviors.

Module 5—Mental Injury Total Time: 80 minutes

Define mental injury and identify its risk factors, indicators and dynamics.

Module 6—Child Development and Trauma Total Time: 95 minutes

Describe the difference between chronological age and developmental age, identify the stages and milestones of children and explain the theory of attachment and how disrupted attachment affects children. Define trauma for children and explain how trauma can affect development. Identify the most common disabilities seen in child welfare cases and why it is important to identify disabilities early and make referrals for assessment and services. Learn how all of these things can be contributing factors to abuse and neglect

Module 7—Risk and Safety Total Time: 90 minutes

Define and differentiate between the key terms needed to work with cases involving safety: safety threat, present danger, impending danger, risk of maltreatment, protective capacity. Describe how cultural differences impact the definitions of maltreatment

Module 8—The Safety Threshold Total Time: 135 minutes

Identify specific individual, family, and environmental strengths that can mitigate risks and protect children from future maltreatment. Demonstrate capacity to take individual pieces of a case and connect them to form a complete picture of family dynamics and functioning to identify risks and/or safety concerns. Demonstrate capacity to justify the identification of risk and/or safety based upon safety threshold criteria.

Module 9—Casework Process Total Time: 20 minutes

List activities that are critical for each step of the casework process and explain how they are related to one another.

Module 10—Intake Basics Total Time: 50 minutes

List the six pertinent questions that need to be assessed starting with intake. Identify the activities that are involved with intake and possible sources for reports.

Module 11—Interviewing the Reporter Total Time: 200 minutes

List the basics of all interactions with reporters; identify the phases of interviewing and the information to gather at each phase of the process, as well as essential follow-up questions. Learn strategies to engage reporters. Identify information that should be gathered regarding a viable fetus and infants exposed to drugs and how substance use is taken into consideration during the intake process. Learn about the co-occurrence of family violence and maltreatment and the effects and symptoms of children who are exposed to violence. Address the importance of assessing for worker safety and the skills needed for this at intake.

Module 12—After the Interview Total Time: 70 minutes

Learn criteria for accepting reports for investigation, community partners and the types of cases that should be referred to each. Learn how to properly determine where each case should go and how to explain the reasoning for accepting or denying a case. Learn how to gather information about prior maltreatment and agency involvement and learn when to involve law enforcement in an initial family assessment or investigation

Module 13—An Accepted Referral Total Time: 220 minutes

List the steps needed to be taken after a referral is accepted and describe the different timeframes for agency response to reports of maltreatment and their criteria. Explain when to open a new investigation for a subsequent referral

Module 14—Preparing for Assessment: Substance Abuse and Mental Illness

Total Time: 60 minutes

Identify characteristics of addiction, symptoms of substance abuse and common mental health issues that are encountered in child welfare.

Module 15—Preparing for Assessment: Domestic Violence Total Time: 110 minutes

Define criminal domestic violence and the strategies that perpetrators use to exert power and control over their victims. Explain some of the common barriers to victims leaving the situation. Learn to identify indicators of dangerousness in a family, and potential protective strategies that victims and children use when experiencing family violence.

Online Review Total Time: 435 minutes

Use resource material to assess stage, processes, and milestones of children; to identify indicators, characteristics, and symptoms of substance abuse; to explain how a parent's substance abuse affects the family and to explain how to conduct a family assessment for domestic violence. List precautions to take for worker safety.

Unit 3: CPS Assessment

Online Pre-work Total Time: 107 minutes

Explain how to prepare for the investigation process and several strategies for successful investigations. Go over the SCDSS policies relevant to investigation and assessment.

Module 1—Goals of Assessment Total Time: 20 minutes

Describe the goals of assessment/investigation.

Module 2—Getting the Report Total Time: 85 minutes

Explain the importance of timely investigations and the best sequence, timing, and location of investigative interviews. Describe factors that may bias the interpretations of behaviors and communication. Explain when to involve law enforcement in an initial family assessment or investigation and policy for handling cases in which children have been exposed to the manufacturing of methamphetamine. Review forms that should be taken on the visit.

Module 3—Initial Contact with Child Total Time: 185 minutes

Identify what questions to ask a collateral contact based upon available information. Describe the purpose, components, strengths, and limitations of the CFASP and explain how to fill out each section. Identify strategies and demonstrate techniques to use when interviewing children in order to elicit the most credible information.

Module 4—Parent Interview Total Time: 185 minutes

Describe how to approach a parent at the initial contact and how to use questions appropriately in an interview to elicit information. Learn to differentiate between environmental threats to safety and general messiness. Explain the legal rights of biological parents during the assessment process. Learn how to complete the CFASP in CAPSS.

Module 5—Ensuring Safety Total Time: 195 minutes

Identify safety, risk, and protective capacity and determine whether a case should be classified as risk or safety and draw conclusions about safety, permanency, and well-being. Explain the importance of thorough and detailed safety planning to ensure children's protection and write a safety plan based on a case scenario. List circumstances and describe the process to initiate emergency protective custody of the children

Module 6—Gathering More Information Total Time: 110 minutes

Learn about and complete a genogram and ecomap. Identify collateral sources of information in a case scenario. Explain the importance of providing assessment and services to fathers and alternative caregivers.

Module 7—What If... Total Time: 145 minutes

Identify indicators of substance abuse, family violence, mental health problems, and sexual abuse in a case scenario. Learn how to use screening tools to identify substance abuse and assess the level of safety and risk in regards to family violence in a case scenario. Interview victim, child, and perpetrator in a case scenario and assess protective factors. Learn how to make a referral to a mental health center. Learn how to proceed with a case in which sexual abuse is involved and develop a plan to maintain professionalism in these cases. Practice writing a safety plan that builds on the strengths of the immediate and extended family.

Module 8—Staffing and Determinations Total Time: 115 minutes

Complete the CFASP after assessing a case and demonstrate use of CAPSS to enter documentation.

Module 9—OHAN Total Time: 95 minutes

Describe the OHAN investigative process and differentiate between a licensing issue and a report of abuse or neglect. Explain the differences between investigating a foster home and investigating a birth parent for child maltreatment. Describe the steps that an OHAN investigator and county assessment worker must take in investigating an OHAN case. Describe the appeals process.

Online Review Total Time: 135 minutes

Describe the process for obtaining interpreters for people who have difficulty understanding English or who have hearing loss.

Unit 4: Family Preservation

Online Pre-work Total Time: 80 minutes

Explain the process of service planning, including implementation, evaluation, and termination; explain several strategies for successful treatment. List the SCDSS policies that are relevant here.

Module 1—Family Total Time: 60 minutes

Define family from the perspective of the in-home treatment assessment and planning and identify characteristics of a functional and dysfunctional family.

Module 2—In-Home Treatment/Family Preservation Total Time: 75 minutes

Compare and contrast In-Home treatment/Family Preservation with assessment and foster care program areas and identify strategies for a successful transfer staffing between assessment and in-home treatment. Identify the timeframes and required activities related to in-home treatment cases

Module 3—Family Engagement Total Time: 60 minutes

Explain reasons for family engagement and how to engage the family upon initial contact in in-home treatment. Explain policy for monthly face-to-face contact for in-home treatment.

Module 4—Family Assessment Total Time: 135 minutes

Conduct a Family Assessment using the CFASP assessment tool and explain the importance of identifying naturally occurring support systems the extended family, and community.

Module 5—Family as Leaders Total Time: 140 minutes

Explain the importance of crafting case plans that address safety, permanency, and well-being. Find ways to plan with the birth father, engage the biological mother, and demonstrate engaging the family during the case planning phase, so that the family is leading the way in the decision-making.

Module 6—Writing the Case Plan Total Time: 90 minutes

Define the B-SMART criteria and their importance (Behavioral, Specific, Measurable, Achievable, Relevant and Time-Limited.) Identify behavioral changes that need to happen in order to increase protective capacity and keep children safe in an example

Module 7—Community Resources Total Time: 95 minutes

Identify a range of neighborhood and community-based services; explain how to integrate services for substance abuse into case planning, special considerations in providing services for sexual abuse cases and how to make a referral to a mental health center for treatment.

Identify barriers to working with community partners and strategies to overcome them. Explain how to use family meetings, family group conferencing, and multidisciplinary staffing to engage family members and service providers in the development of service and placement decisions.

Module 8—Planning Practice Total Time: 155 minutes

Identify appropriate services for children and adolescents. Demonstrate how to create a case plan with the family and the use of CAPSS to enter treatment plan documentation

Module 9—Implementation and Monitoring Total Time: 190 minutes

Distinguish between stages of change and explain how to help support the transition between them. Identify when to follow up with case reassessment with a family. List and demonstrate strategies and motivation techniques for reassessment of a case. Demonstrate use of CAPSS to document treatment follow-up visit and reassessment. Learn strategies for confronting parents with difficult topics in a way that encourages progress.

Module 10—Closing Total Time: 55 minutes

Explain how to determine when safety risks for children have been addressed and resolved, case plan objectives have been met, and the case should be closed. Explore strategies to reduce recidivism and describe the case closure process, including preparation of the family.

Online Review Total Time: 120 minutes

Articulate strategies for fostering effective partnerships with families, service providers, and community resources and describe some of the best practices for working with supervisors. Explain the concepts of secondary and vicarious trauma and strategies for self-care as a DSS worker.

Unit 5: Foster Care

Online Pre-work Total Time: 110 minutes

Describe the ISCEDC program and how to prepare for a court hearing. Explain the SCDSS policies relevant to foster care and best practices for visitation.

Module 1—About Foster Care Total Time: 100 minutes

Explain the mission and definition of foster care and list the range of permanency options, their benefits and limitations, available to children in foster. Identify the different ways that children come into foster care, including EPC, ex parte, removal by the court, voluntary placement, and voluntary relinquishment.

Module 2—Title IV-E Total Time: 60 minutes

Describe Title IV-E funding requirements and explain how to prepare a funding application.

Module 3—Removing Children Total Time: 140 minutes

Learn the procedures involved in removing a child and placing them in Foster Care and identify strategies to minimize trauma to children and families when removing a child. Explain the requirements and best practice on notifying fathers and paternal relatives. Describe the potential impact of placement on children and families and identify the agency and community factors that create pressure to place children in substitute care. Identify placement resources, their benefits and limitation, and explain the importance of thorough assessment and identification of placement options sufficient for addressing children's needs. Explain the importance of family-engaged, neighborhood-based placements to maintain children's connections to their neighborhoods, schools, cultures, and communities.

Module 4—Impact on Children Total Time: 105 minutes

Describe the potential negative impact of separation, out-of-home placement, and impermanence on attachment, child development, and family emotional stability. Describe the importance of maintaining environmental, social, cultural, and psychological stability and continuity for children in care, and of choosing permanent placements that minimize further change and loss. Demonstrate the ability to enter data into CAPSS pertinent to foster care.

Module 5—Engaging the Family Total Time: 175 minutes

Explain how to use family meetings, family group conferencing, and multidisciplinary staffing to engage family members and service providers in the development of service and placement decisions. Establish the difference between a treatment plan and a case plan and describe how the placement plan is used in legal and court processes and the implications for creating, following, and changing the plan. Identify strategies to engage the biological parents in a case plan after the child has been removed from the home and explain why it is important to include foster and kinship caregivers as collaborating members of the case planning and delivery team. Explain the purpose of the probable cause hearing and merits of removal hearing and the associated casework responsibilities.

Module 6- Independent Living Total Time: 125 minutes

Describe the policy and process for accessing the Casey Life Skills Assessment and using it with youth. Explain caseworker responsibilities regarding the National Youth in Transition Database. Identify reasons to request the court to authorize the department to forego reasonable efforts to preserve or reunify a family when an older youth is involved.

Module 7—Concurrent Planning Training Time: 95 minutes

Identify the benefits and underlying values of concurrent planning. Explain the importance of full disclosure with families as soon as the child enters care, and the value of seeking potential placement recommendations from family members, and keeping them involved in the plan. Differentiate between parallel and sequential planning for permanency. Describe the balancing act between communicating commitment to reunification and concurrently discussing options for permanency. Demonstrate the ability to discuss permanency without communicating a lack of commitment to reunification.

Module 8—Assessing Relatives Total Time: 160 minutes

Explain the SCDSS policy and the importance of notifying fathers and diligent search efforts for fathers and paternal and other relatives. Identify benefits and challenges of kinship care placements and identify important areas of assessment of these caregivers. Explain possible reactions of child, kinship caregiver, and parent to an alternative caregiver arrangement. Explore the unique stressors of relative caregivers who retain contact with and must control access by parents of the children in their care. Demonstrate skills in assessing a kinship caregiver as a placement.

Module 9—Visitation Total Time: 85 minutes

Identify the primary and secondary goals of visitation and describe the link between attachment and visitation. Differentiate between policy and best practice visitation planning for different ages of children and identify strategies to involve parents in their children's activities, including school activities and conferences, birthday celebrations, and medical or counseling appointments. Learn how to use child-parent visits to model, reinforce, and support constructive parenting practices. Describe the six questions of visitation planning

Module 10—Facilitating Visits Total Time: 300 minutes

Describe how separation creates trauma, which is exhibited in negative emotions and behaviors and identify evidence-based practices and those trained in them to help children reduce stress and strengthen coping capacity. Identify strategies to support and motivate parents to stay emotionally involved with their children during placement and explain how birth parents' responses to visits can be used to support reunification or to support the modification of the permanency plan. Describe the benefits of helping children maintain connections to siblings, fathers, relatives, and others who are important to the child. List strategies or tools to help children and birth parents identify relatives or fictive kin connections. Explain how the Progressive Visitation Model works, the reasons to use it and describe how to conduct ongoing assessments of foster and group homes, addressing issues related to safety, permanency, and well-being. Explain ISCEDC and the associated casework implications.

Module 11—Foster Parents Total Time: 85 minutes

Explain policies and reasons behind sharing all available medical, educational, and abuse information with caregivers. Learn about agency programs and services available to caregiving families, including training, respite care, mentoring programs, and support groups. Explain how foster parents can work with birth families to encourage them to stay involved in their children's lives and to promote a mentoring relationship. Explain how the trauma experienced by children in care can cause negative behaviors that are defense or coping mechanisms and identify strategies for dealing with children's negative behavior.

Module 12—Permanency Planning Total Time: 95 minutes

Identify characteristics of a quality worker-child visit. Explain the purpose of the permanency planning hearing and the associated casework responsibilities. Explain the roles of the GALs (Guardian ad Litem), the CASAs (Court Appointed Special Advocate), and the FCRB (Foster Care Review Board).

Module 13—Reunification Total Time: 90 minutes

Identify factors that must be assessed to determine each family member's readiness for reunification, and the factors associated with low likelihood of successful reunification. Explain how careful reunification planning, preparation, and ongoing supportive services can prevent recidivism, and identify the services that are in your area to help support these families.

Online Review Total Time: 105 minutes

Assess kinship caregivers. Explain the benefits of Trauma-Focused Cognitive Behavioral Therapy. List the laws governing the foster care process.

Unit 6: Adoptions

Online Pre-work Total Time: 125 minutes

Explain the role of Adoptions workers. Describe the major issues in adoptive family adjustment. List survival behaviors and the underlying emotional issues that lead to them.

Module 1—MEPA Total Time: 90 minutes

Explain the relevance of the MEPA (Multi Ethnic Placement Act) to choosing a placement setting for adoption. Explain how the ICWA (Indian Child Welfare Act) is relevant to adoptions.

Module 2—About Adoptions Total Time: 70 minutes

Explain the importance of keeping siblings together and the importance of finding homes instead of beds. Describe the different types of adoptive placements and the adoption specialists' core duties and responsibilities.

Module 3—Expediting Permanency Total Time: 50 minutes

Explain the process of permanency planning as it relates to expediting permanency, and the importance of Foster Care workers and Adoption Specialists working together. Explain how Permanency Roundtables expedite permanency and Child Conferences expedite potential permanency with relatives. Explain the importance of reassessing for relatives.

Module 4—The Birth Parents and Permanency Total Time: 90 minutes

Describe how to find permanent connections for children with the plan of APPLA (Another Planned Permanent Living Arrangement.) Explain ICWA and how it is relevant to adoptions. Explain the importance of discussing the child's strengths and challenges and sharing all known information with adoptive families. Explain strategies on how to engage birth parents in conversation about positive permanency plans, including discussing baby pictures and Life Book, with the birth mother. Discuss circumstances which reunification is unlikely to occur. Explain the process of permanency planning and timeframes.

Module 5—Talking to the Child About Permanency Total Time: 105 minutes

List the types of items that go in the Background Summary so that adoptions can work with other program areas to collect information to benefit the child. Explain the reason for giving foster parents who have cared for a child for six months or more preference when looking for an adoptive home. Identify strategies to discuss the possibility of adoption early without upsetting children. List the risks and disadvantages of APPLA. Identify reasons that adolescents might refuse to be adopted, how to explore them and list strategies to help adolescents understand the benefits of permanency. Explain the importance of teamwork between foster care and adoptions.

Module 6—Beginning the Process Total Time: 90 minutes

Identify when to modify permanency plans for reunification based on the birth parents' failure to comply or progress in their case plans. Describe the process of sending a referral to the Regional Adoption Services Office; identify the types of information included in the Background and Social Summaries and list strategies to gather the information needed to assess children for adoption. Describe strategies for engaging children and birth families in discussions regarding adoption. Write Social and Background Summaries for children in the SCDSS's care.

Module 7—Preparing to Say Goodbye Total Time: 115 minutes

Identify strategies that suit children's developmental stage to help them transition during placement changes to avoid psychological crisis. Explain the importance of working with fathers and the potential effects on children if not done well. Describe the 7 issues of adoption that the birth parents, adoptive parents, foster parents, and children face. Explain what needs to be documented before filing for TPR. Identify strategies to help facilitate a successful goodbye visit.

Module 8—Life Book Total Time: 60 minutes

Explain the benefits of creating a Life Book, both for the future and for the present (e.g., helping prepare for adoption; provide the child with important and special information regarding their birth family including photos.)

Module 9—Finding a Family Total Time: 125 minutes

Describe the processes involved in placement and selecting a family. Describe the purposes and processes of the adoptive home study. Describe the process of convening the placement committee and its responsibilities. Explain how to coordinate between foster care and adoptions to ensure that children are seen at least once each month until adoption is finalized. Describe the characteristics of a quality caseworker visit in an adoptive placement.

Module 10—Exam

Reflect upon the Child Welfare Basic training process.

Adoption Specialist Basic Training

Goals: This course contributes toward all 4 goals of the SCDSS as delineated in this report and will therefore only be listed here.

Setting/Venue: All modules are delivered in a classroom setting.

Course Duration: In-Service, Short Term

Provider: University of SC Center for Child and Family Studies

Hours: 15 Days, 80 Social Work Hours, 1 Non-Social Work Hour.

Audience: New DSS Adoption Specialists and Concurrent Planning Workers

Syllabus:

Adoption Specialist Training is designed for a new Adoption Specialists and Concurrent Planning Workers. Completion of this training is part of the requirements for certification as an Adoptions Investigator. This certification is separate from Child Welfare certification. The training consists of three units delivered over the course of five weeks to allow for application of learning in the field. The first unit will cover the risk and safety, maltreatment typologies, and other essential topics for new agency workers. The second unit will focus on concurrent planning, and the third unit will focus on recruitment of families and placement of children. The training will conclude with a final exam.

Unit 1: Foundations of DSS and Child Welfare

Module 1- DSS Mission/Philosophy Total Time: 120 minutes

The participants will be able to articulate the DSS mission and guiding principles in their own words. They will identify the defining characteristics of a family-centered approach to child welfare practice. Participants will learn about the agency's focus on children's safety, permanency, and well-being and the reason for its importance.

Module 2: Professionalism and Values Total Time: 65 minutes

The participants will learn the characteristics of professional behavior in the areas of appearance, relationship and environment. They will also identify characteristics of a team approach: clear mission, common goals, shared accountability, interdependence, and collaborative decision making.

Module 3: Cultural Competence Total Time: 70 minutes

The participants will learn the difference between primary and secondary aspects of culture. They will also become able to identify cultural aspects in scenarios and describe ways to react with cultural sensitivity. They will learn the steps on the cultural continuum. Also they will learn how to obtain interpreters for people who have difficulty understanding English and people who are hearing impaired.

Module 4: Communications and Interviewing Skills Total Time: 90 minutes

Participants will learn to describe the basics of the communication process as well as identifying verbal, para-verbal and nonverbal communication during a conversation. They will list common blockers and facilitators of communication and identify client-friendly terms to use in place of agency jargon.

Module 5: Civil Rights Total Time: 60 minutes

The objectives are to become familiar with the laws that define protected classes and prohibit discrimination and to be able to name those groups. Also, participants will become familiar with the policies and procedures relating to civil rights.

Module 6: Interpreters Total Time: 45 minutes

This section will cover the resources available for LEP/SI clients and learn the importance of providing equal services to these clients. Participants will be informed on the process of finding and utilizing an interpreter's services. The importance of providing DSS/certified interpreters for cases involving LEP/SI clients will be explained.

Module 7: Interviewing Skills Total Time: 85 minutes

Participants will learn the purpose for interviews at each stage of the case and identify the interview strategies used in a video case scenario. Recognize and list the types of interview questions and the purpose of each. The appropriate types of questions to use in an interview to elicit information will be covered in this session.

Module 8: Engaging Families Total Time: 65 minutes

This section identifies the keys to engaging families and empowering them to be an equal partner in decision making. Learn the reason why families may be hostile or resistant and ways to respond to them. Participants will learn strategies for dealing with resistance.

Module 9: Documentation Total time: 150 minutes

Participants will learn the importance of communication, both orally and in writing and the relevance of documentation to case work practice. They will become aware of the consequences of inaccurate documentation for families, the agency and themselves. The use of pronouns, direct quotations, acceptable acronyms, objective and subjective statements and cultural competence are covered in this session. The participants will learn to write detailed, descriptive documentation that addresses the safety, permanency and well-being of children.

Module 10- Identifying Child Maltreatment Total Time: 40 minutes

The participants of this session are to learn the five basic steps to identifying child abuse and neglect. Their knowledge of the legal definitions of maltreatment is also tested.

Module 11- Neglect Total Time: 145 minutes

This section focuses on learning the definitions of physical neglect, failure to thrive, medical neglect, lack of supervision and educational neglect. Participants will be able to differentiate between poverty and homelessness from neglect. The difference between substance use, abuse and dependence will be covered and the implications of each for child maltreatment. The indicators and dynamics associated with physical neglect will be discussed along with the risk factors. Learn to differentiate between the three types of neglectful parents: apathetic, impulse-ridden and mentally challenged. Participants will learn the different indicators of inflicted injury from those of accidental injury to children.

Module 12- Physical Abuse Total Time: 115 minutes

Participants will learn the definition of physical abuse and differentiate between appropriate discipline techniques and maltreatment. Learn when a fetus can be protected by child maltreatment statutes in South Carolina. Learn to identify indicators and risk factors related to physical abuse. Describe potential coping styles of children who are physically abused. Differentiate indicators of inflicted injury from those of accidental injury to children.

Module 13- Sexual Abuse Total Time: 65 Minutes

Learn the definition of sexual abuse and identify the indicators and dynamics of it. Participants will also learn how to identify age-appropriate sexual knowledge and behaviors including precocious knowledge and behaviors.

Module 14-Mental Injury Total Time: 45 minutes

The main objectives are to define mental injury and identify risk factors for families and children related to it. Participants will also learn how to identify indicators and dynamics associated with mental injury.

Module 15- Risk Factors Total Time: 45 minutes

Participants will learn to distinguish safety from risk in

Module 15- Risk Factors Total time: 45 minutes

The participants will learn how to distinguish safety from risk in regard to child welfare. They will learn how to identify risk factors that contribute to maltreatment. The basic categories and terms of the SC DSS Risk Matrix will be explained.

Module 16- Child Development and Trauma Total Time: 105 minutes

The difference between chronological age and developmental age will be explained. Participants will use resource material to assess age, processes and milestones of children in all domains. The theory of attachment and how disrupted attachment affects children will be presented. Participants will learn the definition of trauma and how it can affect development. Learn how developmental delays, disabilities and emotional disturbance caused by trauma can be contributing to abuse and neglect.

Module 17- Risk and Safety Total time: 100 minutes

Participants will define the key terms needed to work with cases involving safety: safety threat, present danger, impending danger, risk of maltreatment and protective capacity. The differences between risk and safety will be presented. They will also learn how cultural differences impact the definitions of maltreatment. The participants will categorize scenarios as safety threats or risk of future maltreatment.

Module 18- The Safety Threshold Total Time: 110 minutes

Participants will learn about specific individual, family and environmental strengths that can mitigate risks and protect children from future maltreatment. Using a case scenario, participants will demonstrate the ability to take individual pieces of a case and connect them to form a complete picture of family dynamics and functioning to identify risks and/or safety concerns. Also, using a case scenario, they will demonstrate the ability to justify the identification of risk and/or safety based upon threshold criteria.

Module 19- About Foster Care Total Time: 100 minutes

Explain the mission and definition of foster care. List the range of permanency options available to children in foster care and know the benefits and limitations of each. Understand and be able to identify the different ways that children can come into foster care, including EPC, ex parte, removal by the court, voluntary placement and voluntary relinquishment.

Module 20- Removing Children Total Time: 100 Minutes

Describe the process for weighing the potential impact of placement on children and families against the likelihood of maltreatment in their homes when finalizing a decision to place. Identify the agency and community factors that create pressure in substitute care. Identify placement resources and their benefits and limitations. Explain the importance of family-engaged, neighborhood based placements. Explain the importance of thorough assessment and identification of placement options. Identify strategies to minimize trauma to the child when removing a child from their home.

Module 21- Impact on Children Total Time: 125 minutes

Describe the potential negative impact of separation, out-of-home placement and impermanence on attachment, child development and emotional family stability. Explain the stages of grief for children and strategies for helping children deal with loss. Describe the importance of maintaining environmental, social, cultural and psychological stability and continuity for children in care and choosing permanent placements that minimize further change and loss. Recognize the effects of trauma on children at various developmental stages and strategies to decrease those effects through best practices.

Module 22-About Adoptions Total Time: 90 minutes

Learn the purpose of adoption as a permanency option. Learn the DSS adoption philosophy and practices. Address the rationale for placing siblings together and the potential traumatic impact of separating them. Learn the different adoptive placements. Understand the adoptions processes for adoptive and foster parents.

Unit 2: Concurrent Planning

Module 1—Concurrent Planning in Practice Total Time: 145 minutes

List the benefits of concurrent planning. Identify the underlying values of concurrent planning. Explain the importance of full disclosure with families as soon as the child enters care. Differentiate between parallel and sequential planning for permanency. Describe the balancing act between communicating commitment to reunification and concurrently discussing options for permanency. Learn the value of seeking recommendations from family members of potential placements for their children and involving them in developing the permanency plan

Module 2—New Case Assignment Total Time: 155 minutes

Describe process of obtaining and maintaining a new case. List the necessary documents to include in a child's adoption file. Explain the importance of maintaining the Face Sheet and contacting collaterals in a child's case. Learn how to document recruitment activities, such as following up with relatives and other interested adults as possible placement resources.

Module 3—CAPSS Total Time: 135 minutes

Describe how to get into CAPSS and how to maneuver around the environment. Open an Adoption Assessment Service line in CAPSS. Complete the Child Tracking screen in CAPSS. Complete the Child Assessment for adoptions in CAPSS. Update the Person screen in CAPSS

Module 4—Coming Into Care Total Time: 95 minutes

Explain how to use family meetings, family group conferencing, and multidisciplinary staffing to engage family members and service providers in the development of service and placement decisions. Explain why it is important to include foster and kinship caregivers as collaborating members of the case planning and delivery team. Explain the purpose of the probable cause hearing and the associated casework responsibilities. Explain the purpose of the merits of removal hearing and the associated casework responsibilities. Identify reasons to request the court to authorize the department to forego reasonable efforts to preserve or reunify a family. Define relinquishments and articulate general DSS policy around relinquishments

Module 5—Engaging the Family Total Time: 80 minutes

Explain reasons for family engagement in case planning. Explain policy regarding monthly face-to-face contact for in-home treatment. Describe the importance of exploring the birth/legal father's role and involvement in a child's case. Describe how to engage the family upon initial contact in In-Home Treatment/Family Preservation.

Module 6—Case Planning Total Time: 105 minutes

Explain the importance of crafting well-constructed, inclusive, and complete case plans that address safety, permanency, and well-being. Demonstrate engaging the family during the case planning phase so that the family is leading the way in decision-making. Identify caseworker strategies to engage the biological mother during the case planning phase (via a video case scenario). Explain the child's service and its relation to CFASP.

Module 7—Serving the Child Total Time: 105 minutes

Describe the benefits of helping children maintain connections to siblings, fathers, relatives, and others who are important to the child. Identify the primary and secondary goals of visitation. Use a variety of charts and diagrams to effectively document the child and family's relationships. Demonstrate how to engage fathers in case planning and maintaining their involvement with the child's case. Recognize the ways in which caseworkers might display bias. Describe ways in which caseworkers can resist bias.

Module 8—Ongoing Services for Children Total Time: 110 minutes

Identify ongoing services provided to children with special needs in foster care, along with their corresponding CFSR items. Identify strategies to identify a range of neighborhood and community-based services. Identify barriers to

working with community partners to access information, resources, and services and strategies to overcome those barriers. Learn the policy and process for accessing the Casey Life Skills Assessment and using it with youth.

Module 9—Permanency Planning Total Time: 75 minutes

Explain the purpose of the permanency planning hearing and the associated casework responsibilities. Describe how the placement plan is used in legal and court processes and the implications for creating, following, and changing the plan. Explain the roles of both the GAL and the CASA. Articulate the purpose of the Foster Care Review Board and the processes for its involvement with the agency.

Module 10—Engaging the Family in Permanency Planning Total Time: 155 minutes

Identify strategies to engage the biological parents in a case plan after the child has been removed from the home. Identify when to modify permanency plans for reunification based on birth parents' failure to comply or progress in their case plans. Explain the importance of working with fathers and the potential effects on children if not done well. Identify benefits and challenges of kinship care placements. Describe how to assess relatives and potential permanent connections for safety and the likelihood of permanency. Identify important areas of assessment of kinship caregivers, including interaction with birth parents, ability to provide a safe environment, and the family's alternative permanency plan. Assess a kinship caregiver as a placement by interviewing him or her in a role play. Explain possible reactions of child, kinship caregiver, and parent to an alternative caregiver arrangement. Describe the unique stressors of relative caregivers who retain contact with and must control access by parents of the children in their care

Module 11—Foster Parents Total Time: 50 minutes

Explain policies and reasons behind sharing all available medical, educational, and abuse information with caregivers. List agency programs and services available to caregiving families, including training, respite care, mentoring programs, and support groups. Explain how foster parents can work with birth families to encourage them to stay involved in their children's lives and to promote a mentoring relationship

Module 12—MEPA & ICWA Total Time: 90 minutes

Explain the relevance of MEPA to choosing placement settings for adoption as well as how ICWA is relevant to adoptions.

Module 13—Connections Total Time: 110 minutes

Explain the benefits of creating a Life Book, both for the future and for the present (e.g., helping prepare for adoption). Explain the importance of reassessing relatives throughout the case. Explain the importance and purpose of relative home studies. Describe the process of conducting a relative home study

Module 14—Working Together Total Time: 65 minutes

Describe common barriers to permanency and strategies to overcome those barriers. Explain the importance of teamwork between foster care and adoptions. Describe how to find permanent connections for children with the plan of APPLA. Explain the process of selecting appropriate placement settings that meet the needs of the child.

Module 15- Evaluating the Permanency Plan Total Time: 100 minutes

Identify when to modify permanency plans for reunification based on birth parents' failure to comply or progress in their case plans. Explain what needs to be documented before filing for the Termination of Parental Rights (TPR). Explain when the appropriate time is to contact Adoptions about a child. Identify factors that must be assessed to determine each family member's readiness for reunification, and the factors associated with low likelihood of successful reunification

Module 16—Adoption and the Child Total Time: 120 minutes

List the risks and disadvantages of Another Planned Permanent Living Arrangement (APPLA) as the child's permanent plan. Identify reasons that adolescents might refuse to be adopted and list strategies to help adolescents.

Unit 3: Adoption Specialists

Online Pre-work Total Time: 120 minutes

Locate pertinent information in an Adoption File. Reflect on families' difficulties with the home study process. Describe the importance of empathy while conducting recruitment and other adoption activities.

Module 1—Adoptions Overview Total Time: 55 minutes

Describe adoption specialists' core duties and responsibilities

Module 2—Recruiting Non-Relatives Total Time: 80 minutes

Describe strategies and marketing techniques to recruit foster families, especially minority applicants. Explain how to conduct a home study assessment. Explain the reasons for the in-depth home studies conducted by adoptions. Create recruitment summaries for children up for adoption. Describe techniques for responding to inquiries from families in professional and effective ways.

Module 3—CAPSS Practice Total Time: 60 minutes

Describe the process for completing recruitment activities in CAPSS and complete the child matching report in CAPSS. Explain how to use the Worker Workspace in CAPSS.

Module 4—Background Summary Total Time: 135 minutes

Identify the types of information included in the Background and Social Summaries. List strategies to gather the information needed to assess children for adoption. Write Social and Background Summaries for children in DSS's care. Describe strategies for engaging children and birth families in discussions regarding adoption.

Module 5—Preparing the Child Total Time: 120 minutes

Describe the 7 issues of adoption that the birth parents, adoptive parents, foster parents, and children face. Identify strategies to help facilitate a successful goodbye visit. Identify strategies that suit children's developmental stage to help children transition during placement changes to avoid psychological crisis.

Module 6—Finding a Family Total Time: 160 minutes

Describe the steps of the placement process. Explain high legal risk disclosure. Describe the purposes and processes of the adoptive home study. Describe how to access files via the SharePoint system. Explain the process of selecting a family. Describe the process of convening the placement committee and the committee's responsibilities.

Module 7—Preparing the Adoptive Family Total Time: 155 minutes

Describe the points at which workers should discuss children's behavior with adoptive families and best practices in delivering such information. List the survival behaviors often demonstrated by survivors of trauma. Describe the content and process of the presentation to the family. Explain the adoption subsidy assistance available to adoptive families. Articulate the importance of the family book and describe best practices in creating the family book. Describe the best ways to help the child process the range of emotions that comes with being presented the adoptive family's family book. Explain how to reassure child and adoptive family if a proposed placement is canceled.

Module 8—Visitation Planning Total Time: 85 minutes

Develop a visitation plan that follows the Progressive Visitation Model. Explain the standards for evaluating child and family's interactions. Describe the process of placement and legal adoption. Describe the importance of empathy while conducting recruitment and other adoption activities.

Module 9-Revisiting Documentation Total Time: 90 Minutes

Describe how to document a visit with a family and enter the dictation in CAPSS.

Module 10- After Placement Total Time: 110 Minutes

Describe how to reframe parental concerns based on an understanding of children's survival behaviors. Explain how to coordinate between foster care and adoptions to ensure that children are seen at least once each month until the adoption is finalized. Describe characteristics of a quality caseworker visit in an adoptive placement. List possible post-legal support services available to adoptive families and how to help families access those supports. Explain procedures to follow when placement disrupts. Explain how to close the case in CAPSS.

Module 11- Worker Safety Total Time: 30 minutes

Case workers learn how to protect themselves in the office as well as in the field.

Module 12- Secondary Trauma and Self-Care Total Time: 80 minutes

Describe the "invisible suitcase" of past traumas and experiences that caseworkers might have. Describe secondary traumatic stress and how it differs from compassion fatigue burnout. Articulate strategies for overcoming and allaying compassion fatigue, secondary trauma and re-traumatization. Articulate self-care.

Module 13- Review and Exam

Reflect upon the Child Welfare Basic Training Process. Successful completion of the course includes the completion of all exercises and assignments as outlined in the curriculum. This also includes the completion of the final written assignment.

Training Activities in Support of the Goals of the State Child Welfare Plan

Goal 1 – Safety

Improve the quality of risk assessment and safety management of children in Child Protective Services, Family Preservation, and Foster Care cases.

Objective 1- Safety Outcome 1.

Using the baseline non-weighted, aggregate score of 77% for all counties for Safety Outcome 1 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 82% by end of FFY 2019, with bench marks of 1% per year improvement.

Objective 2- Safety Outcome 2.

Using the baseline aggregate, non-weighted score of 58.3% for all counties for Safety Outcome 2 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 64% by end of FFY 2019, with bench marks of 1% per year improvement.

Objective 3

Full, statewide implementation of the Signs of Safety (SOS) in Child Protective Services, Family Preservation, and Foster Care cases, by the end of FFY 2019. Within FFY 2015, the SOS Implementation Team will establish the criteria for full implementation of SOS, and have benchmarks for the progress toward full implementation.

Objective 4- Improve the quality of Intake decisions. A development team will be established and set baseline data of current Intake decisions, and establish a measurable objective with benchmarks within FFY 2015.

Training Activities in Support of Goal 1—Safety

B-SMART: Writing Effective Case Plans to Protect Children

Syllabus: This training goes through the case planning process, from case determination to development with the family. Participants learn a way of writing behavioral objectives that is based on core principles of ensuring the safety of children and on the protective capacities of caregivers. The objective will “B-SMART”: Behavioral, Specific, Measurable, Achievable, Relevant and Time-limited. The major topics of this course include: identifying dangers, assessing protective capacity, engaging the family and writing the case plan.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: 1 day, 5 hours

Audience: workers and supervisors in treatment/family preservation and foster care

Intake: Where Assessment Begins

Syllabus: Participants will review the intake process, hone their interviewing skills, and enhance their decision making skills regarding safety threats and risk of maltreatment. The two days of training are delivered two weeks apart to allow participants the opportunity to apply what they are learning.

Day One: Participants will review the intake policy and process, distinguishing between the roles of intake and assessment workers. Critical Thinking skills will be addressed in regard to referrals to Family Strengthening Services (FSS) and Voluntary Case Management Services (VCM). Also, developing pertinent questions to ask the reporter during an intake interview will be taught.

Day Two: The second day will give participants an opportunity to discuss how they applied the skills from day one, while back in their counties. They also will learn how to effectively use Safety Questions and the Risk Matrix, discuss Policy and Practice and the differences between Child Protective Services Intake and Adult Protective Services.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: 2 Days, 10.5 hours

Audience: Dedicated intake staff and individuals who regularly staff and supervise intake

Guided Supervision

Syllabus: This training will delve into Guided Supervision, a structured type of staffing that focuses both on risk and safety and on improving worker’s critical thinking skills. Guided Supervision is one of the DSS agency strategies to improving risk and safety decisions.

Day One of this training provides participants with the foundational knowledge necessary for Guided Supervision. Participants will become familiar with the new Guided Supervision Tool and will practice eliciting critical thinking from caseworkers. The training also covers several key risk and safety concepts that are essential to Guided Supervision.

Day Two of the training allows participants to deepen their understanding of the best practices for Guided Supervision. Participants will discuss how to evaluate caseworker effort, how to give constructive feedback, and how to help caseworkers understand challenging concepts like behavior change.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: 2 Days, 10.5 Hours

Audience: Supervisors in child welfare, IFCCS and adoptions

The Four Key Concepts: Safety, Risk, Behavioral Change and Permanency

Syllabus: Participants will learn to clearly define The Four Key Concepts: safety, risk, behavioral change and permanency and map out how the various initiatives fit together. There will be discussion on what each concept means and how they apply to real-life cases. Also, participants will have an opportunity to discuss practical examples of the concepts.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: 1 Day, 5.5 Hours

Audience: caseworkers, supervisors, program coordinators, county directors and tea leaders in child welfare, adoptions and IFCCS

Palmetto Power (P2)

The Center for Child and Family Study provides logistical/administrative support for this event. SC DSS, along with selected guest speakers are responsible for the development of content and delivery.

Syllabus: Palmetto Power (P2) is an intercept of people and data, is a series of highly participatory and interactive discussion sessions dedicated to the planning of positive permanencies for children in foster care. Along with supervisory and management staff from the SC Department of Social Services, individuals from a variety of human services agencies and community organizations attend. This includes juvenile justice, mental health, education, Foster Care Review Board, SC Citizens Review Panel, SC Foster Parents Association, along with numerous others. These sessions include presentation of data and information that allow participants to develop hypotheses to case situations as well as develop strategies and follow-up are also part of the process to ensure improved outcomes for families and children.

Setting/Venue: Conference Center

Duration Category: Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: Quarterly, 1 Day, 6 Hours

Audience: Individuals from a variety of human services agencies and community

Heartfelt Calling: Foster & Adoptive Family Pre-Service Training

Syllabus: Heartfelt Calling is designed to meet, or help meet, licensure training requirements for prospective resource families and adoptive parents. Resource families must be licensed to have children placed with them. Adoption requires a trial living period, and prospective adoptive families must be trained and licensed as resource families in order for children to be placed with them on a trial basis prior to adoption.

Module 1: *Heartfelt Calling* Total Time: 2 hours and 40 minutes

This is the introduction part of the training which addresses the motivation of the resource family or the adoptive family and to see where they are in the process. More broadly they can be assessed as to their fitness for the calling and provide feedback as to why they made this important decision.

Module 2: *Sustaining and Enhancing Family Connections* Total Time: 1 hour 20 minutes

This section of the training addresses the topics: Family Matters, Partnering with the Birth Family and Parenting with Cultural Competence.

Module 3: *Child and Adolescent Development* Total Time: 2 hours

The participants learn the process and stages of development, the factors that affect development and how to use this information as a relevant resource.

Module 4: *Child Maltreatment and Other Trauma* Total Time: 2 hours

Participants will take a Self-Assessment and Review, learn about the types of maltreatment, and learn to recognize the effects of maltreatment and other trauma on children. There will also be a presentation on Loss and Grief.

Module 5: *Positive Parenting of Children in Your Care* Total Time: 3 hours

This module contains the following training topics: Easing the Way, How We Parents, Communication the Key, Effective Discipline and Handling Crisis Situations.

Module 6: *Moving On Total* Time: 1 hour 30 minutes

Training topics include: You Can Make a Difference, Transitioning to Adulthood and Saying Good-bye as the youth departs to college, a job or marriage.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: SC Foster Parent Association

Days/Hours: 14 Hours

Audience: Prospective Foster and Adoptive Resource Families

Internet Safety for Children, Teens and Families

Syllabus: Explain the ways the Internet can be both helpful and harmful to children, teens, and families.

Present ways children, teens, and families can avoid potential problems from Internet use. Acquaint foster parents with suitable resources to help children, teens, and the whole family to keep Internet use safe and fun.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: SC Foster Parent Association

Days/Hours: 1 to 2 hours

Audience: Foster and Adoptive Resource Parents

Dust & Clutter & Other Facts of Life: A Family Affair

Syllabus: Facilitate discussion of home maintenance challenges as common problems to help foster parents talk openly and honestly about them. Stress the importance and present the benefits of keeping these things under control. Offer and facilitate sharing of tips on handling the challenges and taking advantages of the teaching opportunities they present.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: SC Foster Parent Association

Days/Hours: 1.5 Hours

Audience: Foster and Adoptive Resource Parents

Child Sexual Abuse and Its Implications for Foster Parents

Syllabus: Define child sexual abuse. Explain and facilitate discussion on the signs and symptoms of child sexual abuse and how these fit into patterns of behavior. Remind foster parents about on-line predators. Offer some suggestions on parenting children and teens who have been sexually abused.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: SC Foster Parent Association

Days/Hours: 3 Hours

Audience: Foster and Adoptive Resource Parents

Water Safety for Children

Syllabus: Understand why it's crucial to know about water safety for children. Look at the scope of hazards involving children and water. Learn safety strategies to prevent drowning and other water disasters.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: SC Foster Parent Association

Days/Hours: 1.5-2 Hours

Audience: Foster and Adoptive Resource Parents

ISOLVE and other Approaches- DSS Decision-Making in Children's Cases

Syllabus: Be familiar with the SCDSS imperatives that overarch decision-making about children's safety and risk. Understand how the SCDSS uses the ISOLVE model and other tools in making decisions regarding children's safety and risk throughout each case. Understand specific points guiding the SCDSS decisions about children's safety and risk. Be able to see these decisions from an agency perspective.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: SC Foster Parent Association

Days/Hours: 1.5-2 Hours

Audience: Foster and Adoptive Resource Parents

Visitation in Out-of-Home Care

Syllabus: Understand what visitation is and what its purposes are. Understand the potential benefits of visitation. Know the elements of visitation planning. Understand the caregiver's role in visitation. Know some ways to make visitation successful and even fun. Assess and deal with possible problems related to visitation.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: SC Foster Parent Association

Days/Hours: 3 Hours

Audience: Foster and Adoptive Resource Parents

Connections: Present Safety, Future Support

Syllabus: Explain the meaning and importance of personal connections for children in care. Define and distinguish between healthy and unhealthy connections and look at ways of assessing them. Suggest effective ways to encourage and preserve healthy connections. Emphasize the shared responsibility of the child, worker, foster parents, and agency in assessing and documenting connections. Provide practice in documenting connections, as mandated, in the SC Education and Health Passport.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: SC Foster Parent Association

Days/Hours: 1 to 1.5 Hours

Audience: Foster and Adoptive Resource Parents

Triple P Parenting Class

Syllabus: This parenting class teaches parents strategies that will help parents build positive relationships with their children, praise behavior they like, teach children new skills, set rules and give instructions that their children will follow, respond to misbehavior immediately, consistently and decisively, use discipline strategies that work and take care of themselves as parents.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: Parents Anonymous of SC (DBA Family Corps)

Days/Hours: 6 Hours spread over 6 Weeks

Audience: Parents of children in family preservation and foster care cases

Parents Anonymous Group Facilitator Training

Syllabus: This training is designed for individuals who are committed to facilitating a Parents Anonymous Mutual Support Group. This training covers an overview of child abuse, Parents Anonymous as a research based approach for preventing child abuse, Parents Anonymous Principles and Standards, the role as a Parents Anonymous Group

Facilitator, developing Parent and Shared Leadership in Parents Anonymous Groups, Implementing Parents Anonymous Programs and the Six Protective Factors.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: Parents Anonymous of SC (DBA Family Corps)

Days/Hours: 2 Hours

Audience: individuals who are committed to facilitating a Parents Anonymous Mutual Support Group

Child Abuse Prevention and Awareness Training

Syllabus: The following topics are addressed: The four types of child abuse, Why child abuse occurs, Who gets abused, and Who the alleged perpetrators are; The impact of child abuse on the child, their family and on society; What SC laws say about Child Abuse; The clues that children give us when they are being abused; Who "Mandatory Reporters" are and their responsibilities about reporting according to SC law; What to do if you suspect a child is being abused; When SC law requires a report to be made and Which agency to contact to make a report.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: Parents Anonymous of SC (DBA Family Corps)

Days/Hours: 2 Hours

Audience: the general public

Safe Sleep Summit

Syllabus: Children's Trust hosted a statewide meeting for professionals who work with infants and families. This meeting featured educational and working sessions and participants helped develop specific strategies and practice recommendations to reduce the number in infant deaths in South Carolina from unsafe sleep environments. Develop strategies for ensuring that non-primary infant caregivers commit to practicing and promoting safe sleep recommendations. Make recommendations to standardize safe sleep education and training for providers. Develop strategic alliances and cooperative partnerships to endorse the American Academy of Pediatrics safe sleep recommendations and promote sleep.

Setting/Venue: Conference Center

Duration Category: Annual

Provider: Children's Trust of SC

Days/Hours: Annual, 1 Day, 9AM-4PM

Audience: Public health educators, day care workers, child care providers, church nursery supervisors, obstetricians, pediatricians, nursing staff, home visitor, law enforcement, coroner, guardian ad litem, community agency, case managers, non-profit leaders, agency officials or others serving families in a similar capacity.

Child Passenger Safety Summit

Syllabus: This one-day conference will feature special speakers and trainers on the most up-to-date information regarding safety regulations, manufacturer updates and equipment training. This training will offer continuing education units so that child passenger technicians can maintain their certification and continue to serve thousands of families through car seat safety.

Setting/Venue: Conference Center

Duration Category: Short Term

Provider: Children's Trust of SC

Days/Hours: 1 Day, 7:30 am to 5:00 PM

Audience: Child Passenger Safety Technicians.

Prevent Child Abuse and Neglect Conference

Syllabus: This statewide conference will feature a wide variety of professional development opportunities including presentations on child maltreatment, trauma informed practices, child sexual abuse, military families and how to engage fathers.

Setting/Venue: Conference Center

Duration Category: Short Term

Provider: Children's Trust of SC

Days/Hours: Biennial, 2 Days

Audience: Professionals in the social service community working with children and families.

Child Sexual Abuse Training- Darkness to Light: Stewards of Children

Syllabus: Topics include: Facts about the problem of child sexual abuse, The types of situations in which child sexual abuse might occur, Simple and effective strategies for protecting children from sexual abuse, The importance of talking about the prevention of sexual abuse with children and other adults, and The signs of sexual abuse so that one might intervene and be able to react responsibly.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: Children's Trust of SC

Days/Hours: 1 Day, 2.5-3 Hours

Audience: any responsible adult who care about the protection of children, not just prevention professionals

Palmetto Power for Providers (P3)

Syllabus: This training gives providers an opportunity to meet with DSS regional and county directors to examine ways to work as partners jointly committed to positive outcomes for the children and families being served. Attendees discussed the challenges and opportunities they encountered in improving local coordination in order to meet the goal of making sure all children are safe and live in a positive permanent home. The following objectives are covered in P3: To discuss case mistakes and cases that went well, To create understanding of trends and how they are reflected in larger data patterns, To look at statistical trends for the area, To examine well-being issues, To discuss how permanency is enhanced. Anticipated future subject matter will be on placement stability and any other child welfare outcomes required by the CFSR.

Setting/Venue: Conference Center, various other venues

Duration Category: Short Term

Provider: Palmetto Association for Children and Families

Days/Hours: 5 Hours

Audience: DSS supervisors and human services providers

A Closer Look

Syllabus: The "A Closer Look" meeting is hosted by two providers from each state region and a selected case would be reviewed in detail. Following the two "Closer Look" meetings, the P3 was scheduled and the selected cases were presented to the larger group of attendees from the region. DSS and provider staff jointly presented the information gathered from the "A Closer Look" meetings and the audience offered suggestions and feedback. During the "Closer Look," participants identify services and activities that contributed to positive permanency for the child, as well as places where the system did not work effectively. This includes discussion about local assets that could have been, or were, engaged as family supports.

Setting/Venue: Conference Center, various other venues

Duration Category: Short Term

Provider: Palmetto Association for Children and Families

Days/Hours: 2 Hours

Audience: County Caseworkers/Supervisors, IFCCS & Adoption staff, school personnel, GAL's, mental health professionals, families, etc.

Signs of Safety

Syllabus: The SOS model equips leadership, supervisors, and frontline workers with tools to assess risk and manage safety. The SOS practice is a "tool box" with methods by which risk, safety, protective capacity, and vulnerability are identified and measured. The principles of SOS have shifted the focus to engagement of the family,

child, and providers as intricate parts in identifying safety and developing the path toward it. During the implementation phase, monthly support calls with the Connected Families consultant and regional Quality and Assurance Team Leaders, Supervisors, and workers are ongoing in the regions.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: Connected Families and SC Department of Social Services

Days/Hours: 2 Days

Audience: DSS Leadership, Supervisors and Frontline workers

Legal Component of Basic Caseworker Training/Mock Trial

Syllabus: CLC provides the three-day legal component of initial caseworker training which includes a didactic segment on the family court system and mock hearings in which participants testify and are cross-examined. Training topics include evidence, child protection hearings, termination of parental rights, and courtroom appearance. After testifying, participants receive feedback on their performance and are given a DVD of their testimony. The training is conducted in small groups to allow participants to testify and receive individual feedback. A retired family court judge and CLC attorneys, who perform the roles of SCDSS attorney and parents' attorney, comprised the training team for each mock trial.

Setting/Venue: Classroom/ Courtroom

Duration Category: Short-Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: 3 Days

Audience: Newly Employed DSS Caseworkers

Advanced Legal Training for Caseworkers

Syllabus: This one-day training is held for county casework staff who have completed the initial legal training and have experience appearing in family court. This training reinforces workers' skills and confidence in preparing for court and handling legal aspects of the case process. General topics emphasize the importance of substantive preparation for appearing as a witness, and include development of a case theory, understanding the court system, rules of evidence, MEPA requirements, and family court rules. It includes testifying in contested hearings and handling sensitive issues such as disagreement between worker/supervisor/agency positions on case. Advanced legal training sessions are utilized to emphasize areas identified as needing improvement in the CFSR, such as concurrent planning; the timeliness of permanency planning hearings; the selection of Another Planned Permanent Living Arrangement (APPLA) as a permanency goal; the use and scheduling of intervention hearings; involvement of the parent and child in development of the case plan; the importance of visitation with parents and siblings; and diligent search efforts.

Setting/Venue: Classroom/Courtroom

Duration Category: Short Term

Provider: University of SC Children's Law Center

Days/Hours: 1 Day

Audience: Caseworker staff that have completed the initial legal training.

Courtroom Skills Training for Caseworkers

Syllabus: Interactive legal training for caseworkers on presenting cases in family court. Topics covered include: the role of the family court; the rights of parent and foster parents; the role and responsibility of the GAL; the nature and purpose of the various child abuse and neglect proceedings; use of the applicable definition of child abuse and neglect; importance of documenting reasonable efforts; the basic rules of evidence; and preparing for court and testifying.

Setting/Venue: SCDSS County Offices

Duration Category: Short Term

Provider: University of SC Children's Law Center

Days/Hours: Offered once a month, 3 Days

Audience: DSS Caseworkers

Bringing Your "A" Game to Court

Syllabus: Legal training for caseworkers on providing effective testimony. Topics covered include: preparing for court; court etiquette; direct examination; and cross-examination.

Setting/Venue: SCDSS County Offices

Duration Category: Short Term

Provider: University of SC Children's Law Center; Regional Attorney Trainers

Days/Hours: One Day, Hours variable depending on number of staff at the training event; offered once a month

Audience: DSS Caseworkers

Law and Policy Training:

Syllabus: Legal training for the SCDSS county staff. The main objective of the training is to distinguish law from policy and to help participants to understand the hierarchy of authority in terms of law and policy and importance of complying with court orders.

Setting/Venue: SCDSS County Offices

Duration Category: Short Term

Provider: University of SC Children's Law Center; Regional Attorney Trainers

Days/Hours: One Day, Hours variable depending on number of staff at the training event

Audience: SCDSS Child and Protective Services Staff, Caseworkers, Supervisors, County Directors, program coordinators.

Trial Preparation for Advocacy Skills Training for DSS Attorneys

Syllabus: Legal training for the SCDSS attorneys. Topics include: trial preparation and trial advocacy in child abuse and neglect cases; trial preparation and trial advocacy in TPR proceedings; making the case in family court to forego reasonable efforts; and ethical considerations for agency attorneys.

Setting/Venue: LRADAC-Columbia Office

Duration Category: Short Term

Provider: University of SC Children's Law Center; Regional Attorney Trainers

Days/Hours: 1 Full Day

Audience: New SCDSS Attorneys

Preparing Documents for Child Abuse and Neglect Cases

Syllabus: Interactive legal training for the SCDSS county staff on how to write effective court summaries.

Setting/Venue: SCDSS County Offices

Duration Category: Short term

Provider: University of SC Children's Law Center; Regional Attorney Trainers

Days/Hours: One Day, Hours variable depending on number of staff at the training event

Audience: SCDSS Child and Protective Services Staff, Caseworkers, Supervisors, County Directors, program coordinators.

Prosecuting Child Abuse Cases in Family Court

Syllabus: Legal training for the SCDSS attorneys. Topics include: the court coordination protocol the expert witness (forensic medical examiner); the expert witness (forensic interviewer); trial preparation and trial advocacy in sexual abuse cases.

Setting/Venue: LRADAC-Columbia Office

Duration Category: Short term

Provider: Contracted speakers from outside of the USC Children's Law Center and SCDSS.

Days/Hours: One Full Day

Audience: SCDSS FTE Attorneys and Contract Attorneys

Preparing and Performance Court Training

Syllabus: Legal training on preparing and testifying in court.

Setting/Venue: SCDSS County Offices

Duration Category: Short Term

Provider: University of SC Children's Law Center; Regional Attorney Trainers

Days/Hours: One Day, Hours variable depending on number of staff at the training event

Audience: SCDSS Child and Protective Services Staff, Caseworkers, Supervisors, County Directors, program coordinators.

Office of Indigent Defense (OID) Parent Attorney's Training

Syllabus: These are legal training events on topics helpful to an attorney serving as a parent's attorney. These are the parents who have allegations against them in a family court child abuse and neglect case. The OID contract system provides attorneys for parents, with a background and an interest in serving in these cases. It provides for a set group of attorneys per county, as oppose to varying and many attorneys serving in a county. Previous trainings have covered topics such as the ABCs of drug testing in child welfare cases, ethical considerations in handling child welfare cases and a look at the emotional costs of the legal profession in child welfare. Future topics have yet to be determined.

Setting/Venue: Statewide trainings held in Columbia, SC

Duration Category: 2 per year

Provider: USC Children's Law Center-Court Improvement Project training attorney

Days/Hours: All Day, offered twice per year

Audience: OID Attorneys serving as attorneys for parents who have allegations against them in a family court child abuse and neglect case.

Talking with Youth about Risky Behavior

Syllabus: This training course is based on information contained in Sex, Lies, and Hook-ups: A Parent's Guide for Fighting Back developed by Heritage Services. It addresses the importance of talking with youth about high risk behaviors including sexual activity, alcohol and drug abuse, etc. and the impact these can have on their future.

Setting/Venue: Local venues through the local FPA or the local SCDSS Office.

Duration Category: Short Term

Provider: SC Foster Parent Association

Days/Hours: 3 Hours

Audience: Foster and Adoptive Resource Parents

SCFPA Annual Conference

Syllabus: TBD, in prior years it has included classes on starting a Fostering Ministry at Your Church and Adoption topics.

Setting/Venue: Church fellowship halls and classrooms

Duration Category: Short Term

Provider: SC Foster Parent Association

Days/Hours: 1-2 Days, 7-14 Hours

Audience: Foster and Adoptive parents, the SCDSS and private agency supervisors and caseworkers, general public.

The National CASA Pre-Service Training Curriculum

Syllabus: The National CASA Pre-Service curriculum covers all the essential aspects necessary for a Guardian Ad Litem to get started in their role as advocate. The course introduces the roles of the GAL and the laws surrounding service in this capacity. The Child Protection Systems and the Court system are discussed. GAL's are asked to

explore cultural awareness and learn how to understand families and children of all different types. The course explores how to communicate appropriately as a GAL and how to gather the information necessary. Court report writing, court monitoring and personal safety are also addressed.

Setting/Venue: Various: 2020 Hampton Street (Administration Building), CASA Office, Private Businesses, Churches, Court Rooms

Duration Category: short term

Provider: CASA Staff, Attorneys, Tenured CASA Volunteers

Days/Hours: Various: 40 hour course usually taught in 7 days for 3 or 4 hour sessions

Audience: Prospective GALS

Court Reports and Recommendations

Syllabus: Formulating recommendation, writing reports and assessing parental safety capacity.

Setting/Venue: Court Rooms

Duration Category: short term

Provider: CASA Staff & Attorneys

Days/Hours: All court days where the SCDSS is on the docket

Audience: GALS

Annual CASA Conference

Syllabus: Over 60 workshops in the June 2014 Conference which was held June 8-10 included training topics including: Staying Sane in a (sometime) Insane World, Enriching Communication and Conflict Resolution, Skills for Child Advocate Professionals, Advocating for a Child of Another Culture, Becoming an Innovator and Making New Friends for CASA/ Attracting New Donors. Conference Goals included: Strengthen Volunteer Voices, Develop Inclusive Practices, Build Leadership Skills and Renew Your Commitment.

Setting/Venue: Conference Center

Duration Category: short term

Provider: National CASA

Days/Hours: 3 days annually

Audience: GAL staff, board members, volunteers, judges, attorneys and other child welfare professional

Darkness to Light- Risk Factors of Sexual Abuse

Syllabus: *Stewards of Children®* is an evidence-informed prevention solution that increases knowledge, improves attitudes, and changes child protective behaviors. It offers practical prevention training with a conversational, real-world approach.

Setting/Venue: The SCDSS County Office Conference Room

Duration Category: Short Term

Provider: Facilitators from Darkness to Light; the Cass Elias McCarter Guardian ad Litem Program

Days/Hours: 2 Hours

Audience: Volunteers GALS

Substance Abuse- Recognizing The Signs Of Substance Abuse

Syllabus: Law Enforcement presentation on local trends in drug use, drug activity in the community, safety issues for volunteer Guardians ad Litem.

Setting/Venue: The SCDSS County Office Conference Room

Duration Category: Short Term

Provider: Local Law Enforcement; the Cass Elias McCarter Guardian ad Litem Program

Days/Hours: 2 Hours

Audience: GAL Volunteers

Investigating Child Abuse and Neglect

Syllabus: Techniques for interviewing children and adults about child abuse. Covers child interviews, defendant parents, foster parents, teachers, case workers, and school staff.

Setting/Venue: The SCDSS County Office Conference Room

Duration Category: Short Term

Provider: TBD; the Cass Elias McCarter Guardian ad Litem Program

Days/Hours: 2 Hours

Audience: GAL Volunteers

Emergency Protective Custody- Why are children EPC'd?

Syllabus: EPC's from a law enforcement perspective. How do law enforcement officers evaluate a child's safety, what factors contribute to the removal of a child from the custody of their parents?

Setting/Venue: SCDSS County Office Conference Room

Duration Category: Short Term

Provider: Law Enforcement Personnel; Cass Elias McCarter Guardian ad Litem Program

Days/Hours: 2 Hours

Audience: GAL Volunteers

Foster Parents & Licensing of Foster Homes

Syllabus: Partnering for Better Outcomes: Ways that GALs and Foster Parents can work together for kids. Responsibilities of a Volunteer GAL, and sources of potential conflict between foster parents and volunteer GALs.

Setting/Venue: SCDSS County Office Conference Room

Duration Category: Short Term

Provider: The Cass Elias McCarter Guardian ad Litem Program Staff

Days/Hours: 2 Hours

Audience: The Foster Parent Association

Testifying and Court Prep

Syllabus: Writing Court Reports that Judges will Love. Elements of objective writing, identifying the most relevant information, and writing persuasive recommendations.

Setting/Venue: SCDSS County Office Conference Room

Duration Category: Short Term

Provider: The Cass Elias McCarter Guardian ad Litem Program Staff and Attorneys

Days/Hours: 2 Hours

Audience: GAL Volunteers

The Annual Domestic Violence Conference- Prevention, Intervention and Collaboration: Effective Strategies to End Domestic Violence

Syllabus: This is an interdisciplinary conference addressing underserved communities, faith communities responding to domestic violence, trauma informed services, children and domestic violence and media/culture influence on domestic violence.

Setting/Venue: Conference Center

Duration Category: Short Term

Provider: SC Coalition Against Domestic Violence and SCCADVASA

Days/Hours: 3 days; Offered once per year

Audience: SCDSS, members of the community, legal professionals, healthcare professionals, law enforcement, advocates, batterer intervention providers, social workers, mental health professionals, etc.

Engaging Men in the Conversation to End Domestic Violence

Syllabus: During the course of this training a number of sessions will address the issue: Engaging Men and Boys, in Our Work, Our Communities, and Our Organizations. REALMAD: Finding Purpose in My Pain, REAL TALK:

Engaging Men in a New Conversation, Liza's Lifeline: Honoring Life, Providing Hope, Bridging the Gap: From Information to Implementation.

Setting/Venue: Conference Rooms

Duration Category: Short Term

Provider: The South Carolina Coalition Against Domestic Violence and Sexual Assault

Days/Hours: 6 Hours

Audience: Social Service Professionals, Victim Advocates, Law Enforcement, Counselors and Therapists, Probation and Parole, Drug and Alcohol Specialists, Magistrates and Attorneys, Mental Health Professionals, Faith Leaders, Military Personnel, Batterer's Intervention Specialists, Healthcare Professionals, Community Organization Staff, Students and Educators.

Advocating for the Needs and Safety of Children

Syllabus: Attendees will learn how to advocate for the needs of children. Topics covered will be Domestic Violence, Recognizing Batterer Tactics, The Impact of Domestic Violence On Children, and Trauma-Informed Care.

Setting/Venue: Hotel Conference Room

Duration Category: Short Term

Provider: The South Carolina Coalition Against Domestic Violence and Sexual Assault

Days/Hours: 6 Hours

Audience: Social Service Professionals, Victim Advocates, Law Enforcement, Counselors and Therapists, Probation and Parole, Drug and Alcohol Specialists, Magistrates and Attorneys, Mental Health Professionals, Faith Leaders, Military Personnel, Batterer's Intervention Specialists, Healthcare Professionals, Community Organization Staff, Students and Educators, Guardians ad Litem.

Victim Safety and Offender Accountability: Guiding Principles of a Batterer Intervention

Syllabus: Identify the best practical guide for assessment, treatment planning, and documentation to enhance client progression. Learn to develop a Batterer Intervention Program (BIP) that makes victim safety its first priority, establishes accountability for batterers, and promotes a coordinated community response to domestic violence. Help determine innovative methods to develop, sustain, and promote best practices in Batterer Intervention Treatment.

Setting/Venue: Hotel Conference Rooms

Duration Category: Short Term

Provider: The South Carolina Coalition Against Domestic Violence and Sexual Assault

Days/Hours: 6 Hours

Audience: Social Service Professionals, Victim Advocates, Law Enforcement, Counselors and Therapists, Probation and Parole, Drug and Alcohol Specialists, Magistrates and Attorneys, Mental Health Professionals, Faith Leaders, Military Personnel, Batterer's Intervention Specialists, Healthcare Professionals, Community Organization Staff, Students and Educators.

Confidentiality Training

Syllabus: Attendees will be provided an in-depth legal overview of confidentiality requirements at both the Federal and State Levels in regard to their work with families experiencing violence, including how these requirements may differ. Attendees will be given an overview of the dynamics of confidentiality and ethical communication, including why adhering to these forms of communication are the best practice when working with survivors. Training attendees will have the opportunity to implement the information they have been provided through case scenarios with trainers and peers.

Setting/Venue: Classroom or Auditorium

Duration Category: Short Term

Provider: The South Carolina Coalition Against Domestic Violence and Sexual Assault

Days/Hours: 6 Hours

Audience: Social Service Professionals, Victim Advocates, Law Enforcement Professionals, Counselors and Therapists, Probation and Parole Staff, Drug and Alcohol Specialists, Magistrates and Attorneys, Mental Health

Professionals, Faith Leaders, Military Personnel, Batterers' Intervention Specialists, Healthcare Professionals, Community Organization

Goal 2 – Well-Being

Children will thrive when involved with SCDSS.

Objective 1- Well-Being Outcome 1

Using the baseline non-weighted, aggregate score of 45.9% for all counties for Well-Being Outcome 1 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 66% by end of FFY 2019, with bench marks of 4% per year improvement.

Objective 2- Well-Being Outcome 3

Using the baseline non-weighted, aggregate score of 51.4% for all counties for Well-Being Outcome 3 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 71% by end of FFY 2019, with bench marks of 4% per year improvement.

Objective 3- Permanency Outcome (Item #6)

Using the baseline non-weighted, aggregate score of 71% for all counties for Item 6 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 76% by end of FFY 2019, with bench marks of 1% per year improvement.

Training Activities in Support of Goal 2—Well-Being

Guided Supervision

Syllabus: This training will delve into Guided Supervision, a structured type of staffing that focuses both on risk and safety and on improving worker's critical thinking skills. Guided Supervision is one of the SCDSS agency strategies to improving risk and safety decisions.

Day One of this training provides participants with the foundational knowledge necessary for Guided Supervision. Participants will become familiar with the new Guided Supervision Tool and will practice eliciting critical thinking from caseworkers. The training also covers several key risk and safety concepts that are essential to Guided Supervision.

Day Two of the training allows participants to deepen their understanding of the best practices for Guided Supervision. Participants will discuss how to evaluate caseworker effort, how to give constructive feedback, and how to help caseworkers understand challenging concepts like behavior change.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: 2 Days, 10.5 Hours

Audience: Supervisors in child welfare, IFCCS and adoptions

The Four Key Concepts: Safety, Risk, Behavioral Change and Permanency

Syllabus: Participants will learn to clearly define The Four Key Concepts: safety, risk, behavioral change and permanency and map out how the various initiatives fit together. There will be discussion on what each concept means and how they apply to real-life cases. Also, participants will have an opportunity to discuss practical examples of the concepts.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: 1 Day, 5.5 Hours

Audience: caseworkers, supervisors, program coordinators, county directors and tea leaders in child welfare, adoptions and IFCCS

Permanency Roundtable Training (PRT)

Syllabus: A Permanency Roundtable (PRT) is a structured, professional case consultation and intervention designed to facilitate the permanency planning process by identifying realistic solutions to permanency obstacles for youth. Key players (a permanency consultant, a master practitioner, a youth's case manager and supervisor, etc.) convene to create individual permanency plans. The various roles of all players are discussed and how the process expedites permanency for a child in care.

Day One- Values: Participants learn about the 5 Permanency Options, looking at data and CRSR Recommendations and the importance of engaging fathers.

Day Two- Skills: Participants will cover the Roundtable Process and learn facilitation skills. They will also learn about staff engagement, facilitation skills, identifying skills for a successful roundtable. They will also participate in a "mock roundtable" and learn how to create effective permanency action plans.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: 2 Days, Day 1- 185 minutes, Day 2- 320 minutes

Audience: New SCDSS staff and SCDSS Community Partners and stakeholders, including the Foster Care Review Board Coordinators and contract provider staff to include the YAP, Growing Homes, SAFY and others

Palmetto Power (P2)

The Center for Child and Family Studies provides logistical/administrative support for this event. The SCDSS, along with selected guest speakers are responsible for the development of content and delivery.

Syllabus: Palmetto Power (P2) is an intercept of people and data, is a series of highly participatory and interactive discussion sessions dedicated to the planning of positive permanencies for children in foster care. Along with supervisory and management staff from the SC Department of Social Services, individuals from a variety of human services agencies and community organizations attend. This includes juvenile justice, mental health, education, the Foster Care Review Board, the SC Citizens Review Panel, and the SC Foster Parents Association, along with numerous others. These sessions include presentation of data and information that allow participants to develop hypotheses to case situations as well as develop strategies and follow-up are also part of the process to ensure improved outcomes for families and children.

Setting/Venue: Conference Center

Duration Category: Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: Quarterly, 1 Day, 6 Hours

Audience: Individuals from a variety of human services agencies and community

Heartfelt Calling: Foster & Adoptive Family Pre-Service Training

Syllabus: Heartfelt Calling is designed to meet, or help meet, licensure training requirements for prospective resource families and adoptive parents. Resource families must be licensed to have children placed with them. Adoption requires a trial living period, and prospective adoptive families must be trained and licensed as resource families in order for children to be placed with them on a trial basis prior to adoption.

Module 1: *Heartfelt Calling* Total Time: 2 hours and 40 minutes

This is the introduction part of the training which addresses the motivation of the resource family or the adoptive family and to see where they are in the process. More broadly they can be assessed as to their fitness for the calling and provide feedback as to why they made this important decision.

Module 2: *Sustaining and Enhancing Family Connections* Total Time: 1 hour 20 minutes

This section of the training addresses the topics: Family Matters, Partnering with the Birth Family and Parenting with Cultural Competence.

Module 3: *Child and Adolescent Development* Total Time: 2 hours

The participants learn the process and stages of development, the factors that affect development and how to use this information as a relevant resource.

Module 4: *Child Maltreatment and Other Trauma* Total Time: 2 hours

Participants will take a Self-Assessment and Review, learn about the types of maltreatment, and learn to recognize the effects of maltreatment and other trauma on children. There will also be a presentation on Loss and Grief.

Module 5: *Positive Parenting of Children in Your Care* Total Time: 3 hours

This module contains the following training topics: Easing the Way, How We Parents, Communication the Key, Effective Discipline and Handling Crisis Situations.

Module 6: *Moving On* Total Time: 1 hour 30 minutes

Training topics include: You Can Make a Difference, Transitioning to Adulthood and Saying Good-bye as the youth departs to college, a job or marriage.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 14 Hours

Audience: Prospective Foster and Adoptive Resource Families

Discipline 101: Why We Do It and How We Approach it

Syllabus: Show how important discipline is in helping to prepare children for a successful future. Present discipline as teaching, not punishment. Help foster parents understand how their experience affects how they view and perform discipline. Present the points on discipline that are given in the handbook *Time for Learning About Foster Care*. Promote respect for the child in all discipline. Help foster parents understand proactive and reactive approaches to discipline. Understand the special discipline challenges foster parents face and how they can meet these challenges.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1 to 3 Hours

Audience: Foster and Adoptive Resource Parents

Internet Safety for Children, Teens and Families

Syllabus: Explain the ways the Internet can be both helpful and harmful to children, teens, and families. Present ways children, teens, and families can avoid potential problems from Internet use. Acquaint foster parents with suitable resources to help children, teens, and the whole family to keep Internet use safe and fun.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1 to 2 hours

Audience: Foster and Adoptive Resource Parents

Dust & Clutter & Other Facts of Life: A Family Affair

Syllabus: Facilitate discussion of home maintenance challenges as common problems to help foster parents talk openly and honestly about them. Stress the importance and present the benefits of keeping these things under control. Offer and facilitate sharing of tips on handling the challenges and taking advantages of the teaching opportunities they present.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1.5 Hours

Audience: Foster and Adoptive Resource Parents

Helping Foster Children Develop Self-Esteem

Syllabus: Show the importance of self-esteem to children's development and well-being. Help foster parents understand what approaches do and don't promote self-esteem in children. Teach some specific techniques foster parents can use to help the children in their care develop self-esteem.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1 to 3 Hours

Audience: Foster and Adoptive Resource Parents

Parenting Children with Attachment Disorders

Syllabus: Define and explain attachment disorders. Help foster parents recognize problem behaviors associated with attachment disorders and why affected children behave as they do. Give foster parents some basic information and strategies for parenting children with attachment disorders.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 3 Hours

Audience: : Foster and Adoptive Resource Parents

Meth Affected Children in Care

Syllabus: Explain the problems that methamphetamine poses for children. Explain points from the official protocol for treating and placing meth-affected children. Offer practical advice to caregivers on safely settling these children into care and helping them with meth-related issues.

Setting/Venue: Classroom

Duration Category: Short term

Provider: The SC Foster Parent Association

Days/Hours: 1 to 2 Hours

Audience: Foster and Adoptive Resource Parents

The New SC Education and Health Passport for Children in Care

Syllabus: Introduce the 2013 edition of the SC Education and Health Passport for Children in Care. Explain the concerns and expectations behind the expansion of the previous edition of the Passport. Show how the Passport fits into the comprehensive documentation accompanying a child through foster care. Show how the Passport is a useful tool for resource families, foster children, birth families, and workers. Allow for clarification of questions or concerns about use of the Passport.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1.5 to 2 Hours

Audience: Foster and Adoptive Resource Parents

Vying with Lying: Best Parenting Approaches

Syllabus: Help foster parents gain an understanding of why children lie. Offer best parenting approaches to dealing with lying.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1.5 Hours

Audience: Foster and Adoptive Resource Parents

Dealing with Stealing: Best Parenting Approaches

Syllabus: Help foster parents understand a child's stealing. Offer best parenting approaches to dealing with stealing.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 2-3 Hours

Audience: Foster and Adoptive Resource Parents

Working with Schools for Educational Success

Syllabus: Stress the importance of ongoing parental involvement in foster children's schooling. Offer tips and facilitate discussion on how to be involved in foster children's education. Explain and facilitate discussion on Personal Pathways, within the context of the new education laws. Share Personal Pathways guidelines for each level of schooling, from kindergarten to adulthood. Give foster parents links to additional resources.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1-1.5 Hours

Audience: Foster and Adoptive Resource Parents

Child Sexual Abuse and Its Implications for Foster Parents

Syllabus: Define child sexual abuse. Explain and facilitate discussion on the signs and symptoms of child sexual abuse and how these fit into patterns of behavior. Remind foster parents about on-line predators. Offer some suggestions on parenting children and teens who have been sexually abused.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 3 Hours

Audience: Foster and Adoptive Resource Parents

Let's Eat or Not- Eating Problems in Foster Children

Syllabus: Be familiar with eating problems and disorders most commonly seen among children in care. Understand how eating problems have developed and are manifest in children in their care. Deal with "fussy" eating, hoarding, and other common problems. Know when to get professional help.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 2-3 Hours

Audience: Foster and Adoptive Resource Parents

Loss and Grief in Foster Care

Syllabus: Define and describe loss and grief. Examine some common factors in loss and grief of all kinds. Better understand birth parents' reactions to removal of children. Understand foster children's losses and how their behaviors and moods are related to them. Gain perspective on their own loss and grief when foster children move on. Develop some strategies for dealing positively with loss and grief on everyone's part.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association
Days/Hours: 3 Hours
Audience: Foster and Adoptive Resource Parents

Helping Our Children Deal with Anger

Syllabus: Understand the nature and complexity of anger. Distinguish between the emotions and the behaviors involved in anger. Understand the nature and complexity of anger. Understand additional trauma-associated anger factors for many foster children. Deal effectively with anger felt and expressed by the children in their care. Help the children in their care learn to understand their anger and handle it constructively.

Setting/Venue: Classroom
Duration Category: Short Term

Provider: The SC Foster Parent Association
Days/Hours: 2-3 Hours
Audience: Foster and Adoptive Resource Parents

Parenting Children Who Have Been Sexually Abused

Syllabus: This training builds on the earlier curriculum Child Sexual Abuse and Its Implications for Foster Parents. It is intended to help participants: review the nature, signs, and symptoms of child sexual abuse and how it affects development and behavior; understand the challenges and risks of foster parenting children and teens who have been sexually abused; know the best ways of helping children and teens who are sexually acting out and lessen the risks while helping children and teens who've been sexually abused get back on path developmentally and socially.

Setting/Venue: Classroom
Duration Category: Short Term
Provider: The SC Foster Parent Association
Days/Hours: 2-3 Hours
Audience: Foster and Adoptive Resource Parents

Teaching Kids to Manage Money

Syllabus: Understand the importance of teaching money management to kids in their care. Consider some ways of doing this that are appropriate for ages and developmental levels.

Setting/Venue: Classroom
Duration Category: Short Term
Provider: The SC Foster Parent Association
Days/Hours: 1.5-2 Hours
Audience: Foster and Adoptive Resource Parents

Cultivation of the Spirit of the Child

Syllabus: Aid participants in building awareness of trauma and its effects on children. Assist the participants in developing intervention skills. Discuss different approaches to understanding the pain children experience when they are separated from their mothers.

Setting/Venue: Classroom
Duration Category: Short Term
Provider: The SC Foster Parent Association
Days/Hours: 3 Hours
Audience: Foster and Adoptive Resource Parents

Visitation in Out-of-Home Care

Syllabus: Understand what visitation is and what its purposes are. Understand the potential benefits of visitation. Know the elements of visitation planning. Understand the caregiver's role in visitation. Know some ways to make visitation successful and even fun. Assess and deal with possible problems related to visitation.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 3 Hours

Audience: Foster and Adoptive Resource Parents

Sticks and Stones: Labels, Labeling & Better Ways

Syllabus: Understand what labels are and how we use them. See how labels affect all of us, with emphasis on the children in our care. Use label-free ways of thinking and communicating. Begin to undo the harm that earlier labeling has done.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 2 to 3 Hours

Audience: Foster and Adoptive Resource Parents

Parenting with Cultural Competence

Syllabus: Understand the meaning of culture and diversity. Become aware of their cultural biases and able to deal with them positively. Understand what cultural competence is and why it matters in life generally and parenting in particular. Understand why it's important for the children they're parenting to develop cultural awareness, identity, and acceptance. Be able to parent with greater cultural awareness and competence. Help their foster children develop their own cultural identity and become culturally competent in their own right.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 2-3 Hours

Audience: Foster and Adoptive Resource Parents

Connections: Present Safety, Future Support

Syllabus: Explain the meaning and importance of personal connections for children in care. Define and distinguish between healthy and unhealthy connections and look at ways of assessing them. Suggest effective ways to encourage and preserve healthy connections. Emphasize the shared responsibility of the child, worker, foster parents, and agency in assessing and documenting connections. Provide practice in documenting connections, as mandated, in the SC Education and Health Passport.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1 to 1.5 Hours

Audience: Foster and Adoptive Resource Parents

Building a Bridge: Partnering with Birth Parents for Positive Outcomes

Syllabus: Identify their feelings about birth families. Identify barriers to partnering with birth families. Understand the benefits of working with birth families, or shared parenting. Know some ways they can forge partnerships with birth families, to the extent possible. Set specific personal goals toward shared parenting.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 2-3 Hours

Audience: Foster and Adoptive Resource Parents

Ansell Casey Life Skills Assessment (ACLSA)

Syllabus: Introduce foster parents to the ACLSA tools. Prepare foster parents to participate in the assessment and learning plan process. Prepare foster parents to assist youth in achieving their goals. Introduce foster parents to the resources available online.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1 to 6 Hours

Audience: Foster and Adoptive Resource Parents

In Spite of...She's Still My Mother

Syllabus: Aid the participants in understanding that the mother is the first, the basic caretaker. Understand how losing Mother -in a physical or emotional way- starts a nightmare of deprivation for a child. In a way, it never ends. Understand many negative conditions and feelings experienced later in life may have their roots in this extremely traumatic experience: the early childhood abandonment or rejection by Mother.

Setting/Venue: local venues through either the local FPA or local DSS

Duration Category: Short Term

Provider: The SC Foster Parent Association; conducted by a sub-contractor of the SCFPA

Days/Hours: 3 Hours

Audience: Foster and Adoptive Resource Parents

Prevent Child Abuse and Neglect Conference

Syllabus: This statewide conference will feature a wide variety of professional development opportunities including presentations on child maltreatment, trauma informed practices, child sexual abuse, military families and how to engage fathers.

Setting/Venue: Conference Center

Duration Category: Short Term

Provider: The Children's Trust of SC

Days/Hours: Biennial, 2 Days

Audience: professionals in the social service community working with children and families

Palmetto Power for Providers (P3)

Syllabus: This training gives providers an opportunity to meet with some SCDSS regional and county directors to examine ways to work as partners, jointly committed to positive outcomes for the children and families being served. Attendees discuss the challenges and opportunities they encountered in improving local coordination in order to meet the goal of making sure all children are safe and live in a positive permanent home. The following objectives are covered in P3: To discuss case mistakes and cases that went well, To create understanding of trends and how they are reflected in larger data patterns, To look at statistical trends for the area, To examine well-being issues, To discuss how permanency is enhanced. Anticipated future subject matter will be on placement stability and any other child welfare outcomes required by the CFSR.

Setting/Venue: Conference Center, various other venues

Duration Category: Short Term

Provider: The Palmetto Association for Children and Families

Days/Hours: 5 Hours

Audience: SCDSS supervisors and human services providers

A Closer Look

Syllabus: The "A Closer Look" meeting is hosted by two providers from each state region and a selected case would be reviewed in detail. Following the two "Closer Look" meetings, the P3 was scheduled and the selected cases

were presented to the larger group of attendees from the region. The SCDSS and provider staff jointly presented the information gathered from the "A Closer Look" meetings and the audience offered suggestions and feedback. During the "Closer Look," participants identified services and activities that contributed to positive permanency for the child, as well as places where the system did not work effectively. This includes discussion about local assets that could have been, or were, engaged as family supports.

Setting/Venue: Conference Center, various other venues

Duration Category: Short Term

Provider: The Palmetto Association for Children and Families

Days/Hours: 2 Hours

Audience: The SCDSS county caseworkers/supervisors, IFCCS & Adoption staff, school personnel, GAL's, mental health professionals, families, etc.

Community-Based Learning Collaborative (CBLC)

Syllabus: Approach developed and implemented by Project BEST to: 1) build strong, working collaborative relationships between the SCDMH clinicians, the SCDSS caseworkers, and other clinicians and brokers in every county in South Carolina; 2) train the SCDMH therapists and other community therapists to deliver Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT) with a high degree of fidelity and competence; 3) train the SCDSS workers and other community brokers in Trauma-Informed Services, including evidence-based interventions, evidence-based treatment planning, case management skills for treatment success; and 4) ensure that every abused and traumatized child in every county in South Carolina who needs it, receives best practice services and treatment.

Setting/Venue: collaboration occurs within the catchment area in a venue that is chosen by the site's implementation team; online readings; telephone support calls.

Duration Category: Short Term

Provider: Site's implementation team (the SCDSS, the SCDMH, and the Child Advocacy Center members). The training and ongoing supervision is provided by the Project Best faculty (Lowcountry Children's Center and the National Crime Victim Research and Treatment center, MUSC.)

Days/Hours: Initial Orientation and ½ day senior leader training Online; 2 day Learning session; Support calls - twice a month for clinicians and once a month for brokers and senior leaders plus assigned learning activities.

Audience: SCDMH clinicians, SCDSS caseworkers, and other clinicians and brokers in every county in South Carolina

Family Group Conferencing Training (Foster parent)

Syllabus: Foster Parents and other providers are important partners in the Family Group Conference and are always invited to attend the family group's meeting when the children are in their care. Their observations, input and participation are essential for the success of the process. This training will focus on describing the program, the core values of family group decision making, the Family Group Conferencing process and structure, how foster parents are connected, their role and inclusion throughout the conferencing experience. Social Work CEUs provided to professionals.

Setting/Venue: SCDSS County Offices

Duration Category: Short Term

Provider: The Families First Staff

Days/Hours: 2 Hours

Audience: Foster Parents and Other Providers

Family Group Conferencing Training (SCDSS)

Syllabus: In-Service training provided on family engagement practices using family group decision making approaches. It is a follow up training to the implementation of FGC process and has special emphasis on FGC referral, recruitment, modeling the approach to families, consulting on potential referrals, reviewing roles, responsibilities and expectations as well as case staffing and CAPSS data review for potential referrals.

Setting/Venue: SCDSS County Offices

Duration Category: Short Term

Provider: The Families First Staff
Days/Hours: 2 Hours
Audience: DSS Staff

Family Group Conferencing Training (partners and stakeholders)

Syllabus: Training to help orient attendees to the Family Group Decision Making process, values, structure, benefits and their role in the family group conference meeting. It is vital to the success of FGC's that agencies are aware and willing to attend the FGC meetings and provide services that families need to actualize their family plans. Social Work Licensing CEUs were provided

Setting/Venue: In the community and through conference forums

Duration Category: Short Term

Provider: The Families First Staff

Days/Hours: 1 to 2 Hours

Audience: SCDSS Partners and Stakeholders

Family Group Conference Coordinator Training

Syllabus: Intensive training on coordinating and facilitating the family group conference experience. Attendees learn the Family Group Decision making model and the skills needed to conduct a Family Group Conference. These skills include engagement skills, conducting genograms, ecomaps and other family finding activities, as well as conferencing meeting structure. Participants will experience the FGC process through group exercises and role modeling and must demonstrate 80% proficiency on the exit exam as part of the Family Group Conference Coordinator Certification process.

Setting/Venue: DSS county offices or the DSS training center

Duration Category: Short Term

Provider: Families First Staff

Days/Hours: 3 Days

Audience: Providers on the qualified providers list who will provide this intervention for DSS families.

Engaging the Non-Custodial Parent

Syllabus: Training designed to address the importance of connecting children to their noncustodial parent, primarily the father. The training curriculum was developed by the American Humane Association and was adapted for South Carolina using services provided by the Fatherhood Coalitions located around the state. The trainings help staff look at their own biases in engaging fathers presenting gender socialization issues and other challenges in connecting this group while helping staff see the benefits for the child, caseworker and mothers. The training concludes with specific services and programs offered through the coalitions and the referral processes reviewed for connecting noncustodial parents involved with the agency.

Setting/Venue: SCDSS County Offices

Duration Category: Short Term

Provider: The SCDSS Families First and the Center for Fathers and Families and Families First

Days/Hours: 2-3 Hours

Audience: SCDSS Staff

Triple P Parenting Class

Syllabus: This parenting class teaches parents strategies that will help parents build positive relationships with their children, praise behavior they like, teach children new skills, set rules and give instructions that their children will follow, respond to misbehavior immediately, consistently and decisively, use discipline strategies that work and take care of themselves as parents.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The Parents Anonymous of SC (DBA Family Corps)

Days/Hours: 6 Hours spread over 6 Weeks

Audience: Parents of Children in Family Preservation or Foster Care

Parents Anonymous Group Facilitator Training

Syllabus: This training is designed for individuals who are committed to facilitating a Parents Anonymous Mutual Support Group. This training covers an overview of child abuse, Parents Anonymous as a research-based approach for preventing child abuse, Parents Anonymous Principles and Standards, the role as a Parents Anonymous Group Facilitator, developing Parent and Shared Leadership in Parents Anonymous Groups, Implementing Parents Anonymous Programs and the Six Protective Factors.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The Parents Anonymous of SC (DBA Family Corps)

Days/Hours: 2 Hours

Audience: Individuals who are committed to facilitating a Parents Anonymous Mutual Support Group

Parents Anonymous Children and Youth Program Worker Training

Syllabus: This training covers an overview of child abuse, Parents Anonymous as a research-based approach for preventing child abuse, Parents Anonymous Principles and Standards, the role as a Parents Anonymous Children and Youth Program Worker, the goals of the program and key program components. In this meeting, the participant will plan their first meeting utilizing The Children and Youth Program Manual.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The Parents Anonymous of SC (DBA Family Corps)

Days/Hours: 1 to 3 Hours

Audience: Individuals who are committed to working in a Parents Anonymous Children and Youth Program.

Trauma Informed Care: Improving Outcomes for Children and Families

Syllabus: Presentation developed by the SCDSS from materials in the Child Welfare Trauma-Informed Toolkit to orient staff to Trauma-Informed Care Approach to working with children and families. Training also includes an introduction to secondary trauma.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SCDSS

Days/Hours: 2-3 Hours depending on group

Audience: SCDSS Staff

Signs of Safety

Syllabus: The SOS model equips leadership, supervisors, and frontline workers with tools to assess risk and manage safety. The SOS practice is a "*tool box*" with methods by which risk, safety, protective capacity, and vulnerability are identified and measured. The principles of the SOS have shifted the focus to engagement of the family, child, and providers as intricate parts in identifying safety and developing the path toward it. During the implementation phase, monthly support calls with the Connected Families consultant and regional Quality and Assurance Team Leaders, supervisors, and workers are ongoing in the regions

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The Connected Families and SCDSS

Days/Hours: 2 Days

Audience: SCDSS Leadership, Supervisors and Frontline workers

Volunteer Guardian ad Litem in-service training

Syllabus: Ten Topics are approved under the grant, from which a GAL program can select for training. In the course of the training an overview of the chosen topic is given focusing on the statutory requirements of the topic. In

addition, an overview of how the GAL authority, under their statute, allows them to participate in proceedings regarding the subject.

The topics include:

- Termination of Parental Rights and Adoption Proceedings;
- Permanency Planning Options and Proceedings;
- Concurrent Planning/Court Coordination Protocol;
- Motions, Rules and the use of Judicial Reviews;
- Pro-Active Role of GAL to include: engagement of families-particularly fathers, narrowly tailored placement plans, expediting cases, minimizing continuances/ selecting service providers, needs/services for kids, parents and caregivers, matching services to the problem, statutory requirements for child and family to be involved in case planning;
- Safety Issues for Children when Domestic Violence is Present/Substance Abuse and Sexual Abuse cases;
- Multicultural Issues to include: MEPA and ICWA overviews plus immigration basics and Family Group Conferencing;
- Well-being of children in foster care to include: Fostering Connections, Educational Bill of Rights, Educational Neglect and Truancy and IDEIA;

Setting/Venue: Local Venues

Duration Category: Short Term

Provider: The USC Children's Law Center-Court Improvement Project training attorney

Days/Hours: 1.5-2 Hours; offered as requested

Audience: Local Volunteer GAL's and their local staff coordinator; local GAL attorney

Preparing Documents for Child Abuse and Neglect Cases

Syllabus: Interactive legal training for the SCDSS county staff on how to write effective court summaries.

Setting/Venue: SCDSS County Offices

Duration Category: Short term

Provider: The University of SC Children's Law Center; Regional Attorney Trainers

Days/Hours One Day, Hours variable depending on number of staff at the training event

Audience: SCDSS Child and Protective Services Staff, Caseworkers, Supervisors, County Directors, program coordinators.

Foster Parent Association Training

Syllabus: Ten Topics are approved under the grant, from which a Foster Parent Association program can select for training. In the course of the training an overview of the chosen topic is given focusing on the statutory requirements of the topic. In addition an overview of the statutory role of a foster parent and how they can participate in proceedings regarding the subject.

The topics include:

- Termination of Parental Rights and Adoption Proceedings;
- Permanency Planning Options and Proceedings;
- Concurrent Planning/Court Coordination Protocol;
- Motions, Rules and the use of Judicial Reviews;
- Pro-Active Role of GAL to include: engagement of families-particularly fathers, narrowly tailored placement plans, expediting cases, minimizing continuances/ selecting service providers, needs/services for kids, parents and caregivers, matching services to the problem, statutory requirements for child and family to be involved in case planning;
- Safety Issues for Children when Domestic Violence is Present/Substance Abuse and Sexual Abuse cases;
- Multicultural Issues to include: MEPA and ICWA overviews plus immigration basics and Family Group Conferencing;

- Well-being of children in foster care to include: Fostering Connections, Educational Bill of Rights, Educational Neglect and Truancy and IDEIA;

Setting/Venue: Local Venues/ Conference

Duration Category: Short term

Provider: The USC Children's Law Center-Court Improvement Project training attorney

Days/Hours: 1.5-2 Hours; offered as requested

Audience: Local Foster Parents and their local staff coordinator

Talking with Youth about Risky Behavior

Syllabus: This training course is based on information contained in Sex, Lies, and Hook-ups: A Parent's Guide for Fighting Back developed by Heritage Services. It addresses the importance of talking with youth about high risk behaviors including sexual activity, alcohol and drug abuse, etc. and the impact these can have on their future.

Setting/Venue: Local venues through local FPA or local SCDSS County Office

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 3 Hours

Audience: Foster and Adoptive Resource Parents

SCFPA Annual Conference

Syllabus: TBD, in prior years it has included classes on starting a Fostering Ministry at Your Church and Adoption topics.

Setting/Venue: Church fellowship halls and classrooms

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1-2 Days, 7-14 Hours

Audience: Foster and Adoptive parents, the SCDSS and private agency supervisors and caseworkers, general public.

The National CASA Pre-Service Training Curriculum

Syllabus: The National CASA Pre-Service curriculum covers all the essential aspects necessary for a Guardian Ad Litem to get started in their role as advocate. The course introduces the roles of the GAL and the laws surrounding service in this capacity. The Child Protection Systems and the Court system are discussed. GAL's are asked to explore cultural awareness and learn how to understand families and children of all different types. The course explores how to communicate appropriately as a GAL and how to gather the information necessary. Court report writing, court monitoring and personal safety are also addressed.

Setting/Venue: Various: 2020 Hampton Street (Administration Building), CASA Office, Private Businesses, Churches, Court Rooms

Duration Category: short term

Provider: The CASA Staff, Attorneys, Tenured CASA Volunteers

Days/Hours: Various: 40 hour course usually taught in 7 days for 3 or 4 hour sessions

Audience: Prospective GALS

Court Reports and Recommendations

Syllabus: Formulating recommendation, writing reports and assessing parental safety capacity.

Setting/Venue: Court Rooms

Duration Category: short term

Provider: The CASA Staff & Attorneys

Days/Hours: All court days where DSS is on the docket

Audience: GALS

Fostering Futures Training (Targeted for older IL youth)

Syllabus: The National CASA Fostering Futures Curriculum is designed to give volunteers a solid base of knowledge and skills to advocate on behalf of youth between the ages of 14 and 18, training includes an in-depth exploration of topics such as relationship-building with older youth, the “possible selves” concept and working with youth as partners in transition and independent living planning.

Setting/Venue: Various: RC Administration, CASA Office, Local Businesses and Organizations

Duration Category: short term

Provider: The CASA Staff, Vicki Jackson (National CASA Fostering Futures Facilitator)

Days/Hours: Varies on audience- 20 hours

Audience: All CASA GALs are now required to complete FF Training (over 200 per year)

Annual CASA Conference

Syllabus: Over 60 workshops in the June 2014 Conference, which was held June 8-10, included training topics including: Staying Sane in a (sometime) Insane World, Enriching Communication and Conflict Resolution, Skills for Child Advocate Professionals, Advocating for a Child of Another Culture, Becoming an Innovator and Making New Friends for CASA/ Attracting New Donors. Conference Goals included: Strengthen Volunteer Voices, Develop Inclusive Practices, Build Leadership Skills and Renew Your Commitment.

Setting/Venue: Conference Center

Duration Category: short term

Provider: The National CASA

Days/Hours: 3 days annually

Audience: GAL staff, board members, volunteers, judges, attorneys and other child welfare professional

Darkness to Light- Risk Factors of Sexual Abuse

Syllabus: *Stewards of Children*[®] is an evidence-informed prevention solution that increases knowledge, improves attitudes, and changes child protective behaviors. It offers practical prevention training with a conversational, real-world approach.

Setting/Venue: The SCDSS County Office Conference Room

Duration Category: Short Term

Provider: Facilitators from Darkness to Light; Cass Elias McCarter Guardian ad Litem Program

Days/Hours: 2 Hours

Audience: Volunteers GALs

Substance Abuse- Recognizing The Signs Of Substance Abuse

Syllabus: Law Enforcement presentation on local trends in drug use, drug activity in the community, safety issues for volunteer Guardians ad Litem.

Setting/Venue: SCDSS County Office Conference Room

Duration Category: Short Term

Provider: Local Law Enforcement; the Cass Elias McCarter Guardian ad Litem Program

Days/Hours: 2 Hours

Audience: GAL Volunteers

Students with Disabilities

Syllabus: Barriers for education in foster care. Covers FERPA, SC Education and Health Passport, IDEIA, FAPE, LRE.

Setting/Venue: The SCDSS County Office Conference Room

Duration Category: Short Term

Provider: The Children’s Law Center; the Cass Elias McCarter Guardian ad Litem Program

Days/Hours: 2 Hours

Audience: GAL Volunteers

Foster Parents & Licensing of Foster Homes

Syllabus: Partnering for Better Outcomes: Ways that GALs and Foster Parents can work together for kids. Responsibilities of a Volunteer GAL, and sources of potential conflict between foster parents and volunteer GALs.
Setting/Venue: The SCDSS County Office Conference Room
Duration Category: Short Term
Provider: The Cass Elias McCarter Guardian ad Litem Program Staff
Days/Hours: 2 Hours
Audience: Foster Parent Association

GAL Legal Issues and Questions

Syllabus: Proactive Role of a Volunteer Guardian ad Litem. Legal requirements of treatment and placement plans; ICWA and SIJS.
Setting/Venue: The SCDSS County Office Conference Room
Duration Category: Short Term
Provider: The Children's Law Center; the Cass Elias McCarter Guardian ad Litem Program
Days/Hours: 2 Hours
Audience: GAL Volunteers

The Annual Domestic Violence Conference-Prevention, Intervention and Collaboration: Effective Strategies to End Domestic Violence

Syllabus: This is an interdisciplinary conference addressing underserved communities, faith communities responding to domestic violence, Trauma-Informed Services, children and domestic violence and media/culture influence on domestic violence.
Setting/Venue: Conference Center
Duration Category: Short Term
Provider: The SC Coalition Against Domestic Violence and SCCADVASA
Days/Hours: 3 days; Offered once per year
Audience: SCDSS, members of the community, legal professionals, healthcare professionals, law enforcement, advocates, batterer intervention providers, social workers, mental health professionals, etc.

Trauma-Informed Care for Children Who Have Experienced Domestic Violence

Syllabus: Define effective advocacy and outreach practices for children impacted by domestic violence trauma. Contextualize historical trauma. Learn to implement strategies provided resulting from detailed definitions relating to trauma in the context of intimate partner violence and child abuse, which will enhance the participant's knowledge surrounding case work. Identify best practice regarding how to engage children and families in an evidence-based, trauma-informed approach.
Setting/Venue: Conference Rooms
Duration Category: Short Term
Provider: South Carolina Coalition Against Domestic Violence and Sexual Assault
Days/Hours: 6 Hours
Audience: Social Service Professionals, Victim Advocates, Law Enforcement Professionals, Counselors and Therapists, Probation and Parole Staff, Drug and Alcohol Specialists, Magistrates and Attorneys, Mental Health Professionals, Faith Leaders, Military Personnel, Batterers' Intervention Specialists, Healthcare Professionals, Community Organization Staff, Students and Educators

Engaging Men in the Conversation to End Domestic Violence

Syllabus: During the course of this training a number of sessions will address the issue: Engaging Men and Boys, in Our Work, Our Communities, and Our Organizations. REALMAD: Finding Purpose in My Pain, REAL TALK: Engaging Men in a New Conversation, Liza's Lifeline: Honoring Life, Providing Hope, Bridging the Gap: From Information to Implementation.

Setting/Venue: Conference Rooms

Duration Category: Short Term

Provider: The South Carolina Coalition Against Domestic Violence and Sexual Assault

Days/Hours: 6 Hours

Audience: Social Service Professionals, Victim Advocates, Law Enforcement, Counselors and Therapists, Probation and Parole, Drug and Alcohol Specialists, Magistrates and Attorneys, Mental Health Professionals, Faith Leaders, Military Personnel, Batterer's Intervention Specialists, Healthcare Professionals, Community Organization Staff, Students and Educators.

Confidentiality Training

Syllabus: Attendees will be provided an in-depth legal overview of confidentiality requirements at both the Federal and State Levels in regard to their work with families experiencing violence, including how these requirements may differ. Attendees will be given an overview of the dynamics of confidentiality and ethical communication, including why adhering to these forms of communication are the best practice when working with survivors. Training attendees will have the opportunity to implement the information they have been provided through case scenarios with trainers and peers.

Setting/Venue: Classroom or Auditorium

Duration Category: Short Term

Provider: The South Carolina Coalition Against Domestic Violence and Sexual Assault

Days/Hours: 6 Hours

Audience: Social Service Professionals, Victim Advocates, Law Enforcement Professionals, Counselors and Therapists, Probation and Parole Staff, Drug and Alcohol Specialists, Magistrates and Attorneys, Mental Health Professionals, Faith Leaders, Military Personnel, Batterers' Intervention Specialists, Healthcare Professionals, Community Organization

Advocating For The Needs and Safety of Children

Syllabus: Topics covered will be Domestic Violence, Recognizing Batterer Tactics, The Impact of Domestic Violence On Children, and Trauma-Informed Care.

Setting/Venue: Hotel Conference Room

Duration Category: Short Term

Provider: The South Carolina Coalition Against Domestic Violence and Sexual Assault

Days/Hours: 6 Hours

Audience: Social Service Professionals, Victim Advocates, Law Enforcement, Counselors and Therapists, Probation and Parole, Drug and Alcohol Specialists, Magistrates and Attorneys, Mental Health Professionals, Faith Leaders, Military Personnel, Batterer's Intervention Specialists, Healthcare Professionals, Community Organization Staff, Students and Educators, Guardians ad Litem.

Goal 3 – Permanency

Children will have meaningful and lifelong connections with family and in community.

Objective 1- Permanency Outcome 1

Using the baseline non-weighted, aggregate score of 39.3% for all counties for Permanency Outcome 1 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 44% by end of FFY 2019, with bench marks of 1% per year improvement.

Objective 2- Permanency Outcome 2

Using the baseline non-weighted, aggregate score of 50.9% for all counties for Permanency Outcome 2 in the Calendar Year 2013, the non-weighted, aggregate score for all counties will improve to 61% by end of FFY 2019, with bench marks of 2% per year improvement.

Training Activities in Support of Goal 3—Permanency

Guided Supervision

Syllabus: This training delves into Guided Supervision, a structured type of staffing that focuses both on risk and safety and on improving worker's critical thinking skills. Guided Supervision is one of the SCDSS agency strategies to improving risk and safety decisions.

Day One of this training provides participants with the foundational knowledge necessary for Guided Supervision. Participants will become familiar with the new Guided Supervision Tool and will practice eliciting critical thinking from caseworkers. The training also covers several key risk and safety concepts that are essential to Guided Supervision.

Day Two of the training allows participants to deepen their understanding of the best practices for Guided Supervision. Participants will discuss how to evaluate caseworker effort, how to give constructive feedback, and how to help caseworkers understand challenging concepts like behavior change.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The University of SC Center for Child and Family Studies

Days/Hours: 2 Days, 10.5 Hours

Audience: Supervisors in child welfare, IFCCS and adoptions

The Four Key Concepts: Safety, Risk, Behavioral Change and Permanency

Syllabus: Participants will learn to clearly define The Four Key Concepts: safety, risk, behavioral change and permanency and map out how the various initiatives fit together. There will be discussion on what each concept means and how they apply to real-life cases. Also, participants will have an opportunity to discuss practical examples of the concepts.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The University of SC Center for Child and Family Studies

Days/Hours: 1 Day, 5.5 Hours

Audience: caseworkers, supervisors, program coordinators, county directors and tea leaders in child welfare, adoptions and IFCCS

Permanency Roundtable Training (PRT)

Syllabus: A Permanency Roundtable (PRT) is a structured, professional case consultation and intervention designed to facilitate the permanency planning process by identifying realistic solutions to permanency obstacles for youth. Key players (a permanency consultant, a master practitioner, a youth's case manager and supervisor, etc.) convene to create individual permanency plans. The various roles of all players are discussed and how the process expedites permanency for a child in care.

Day One- Values: Participants learn about the 5 Permanency Options, looking at data and CRSR Recommendations and the importance of engaging fathers.

Day Two- Skills: Participants will cover the Roundtable Process and learn facilitation skills. They will also learn about staff engagement, facilitation skills, identifying skills for a successful roundtable. They will also participate in a "mock roundtable" and learn how to create effective permanency action plans.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The University of SC Center for Child and Family Studies

Days/Hours: 2 Days, Day 1- 185 minutes, Day 2- 320 minutes

Audience: New SCDSS staff and SCDSS Community Partners and stakeholders, including the Foster Care Review Board Coordinators and contract provider staff to include the YAP, Growing Homes, SAFY and others

Palmetto Power (P2)

Syllabus: Palmetto Power (P2) is an intercept of people and data, is a series of highly participatory and interactive discussion sessions dedicated to the planning of positive permanencies for children in foster care. Along with supervisory and management staff from the SCDSS, individuals from a variety of human services agencies and community organizations attend. This includes juvenile justice, mental health, education, the Foster Care Review Board, the SC Citizens Review Panel, and the SC Foster Parents Association, along with numerous others. These sessions include presentation of data and information that allow participants to develop hypotheses to case situations as well as develop strategies and follow-up are also part of the process to ensure improved outcomes for families and children.

Setting/Venue: Conference Center

Duration Category: Short Term

Provider: The University of SC Center for Child and Family Studies. The Center for Child and Family Study provides logistical/administrative support for this event. The SCDSS, along with selected guest speakers are responsible for the development of content and delivery.

Days/Hours: 1 Day, 6 Hours

Audience: Individuals from a variety of human services agencies and community

Heartfelt Calling: Foster & Adoptive Family Pre-Service Training

Syllabus: Heartfelt Calling is designed to meet, or help meet, licensure training requirements for prospective resource families and adoptive parents. Resource families must be licensed to have children placed with them. Adoption requires a trial living period, and prospective adoptive families must be trained and licensed as resource families in order for children to be placed with them on a trial basis prior to adoption.

Module 1: *Heartfelt Calling* Total Time: 2 hours and 40 minutes

This is the introduction part of the training which addresses the motivation of the resource family or the adoptive family and to see where they are in the process. More broadly they can be assessed as to their fitness for the calling and provide feedback as to why they made this important decision.

Module 2: *Sustaining and Enhancing Family Connections* Total Time: 1 hour 20 minutes

This section of the training addresses the topics: Family Matters, Partnering with the Birth Family and Parenting with Cultural Competence.

Module 3: *Child and Adolescent Development* Total Time: 2 hours

The participants learn the process and stages of development, the factors that affect development and how to use this information as a relevant resource.

Module 4: *Child Maltreatment and Other Trauma* Total Time: 2 hours

Participants will take a Self-Assessment and Review, learn about the types of maltreatment, and learn to recognize the effects of maltreatment and other trauma on children. There will also be a presentation on Loss and Grief.

Module 5: *Positive Parenting of Children in Your Care* Total Time: 3 hours

This module contains the following training topics: Easing the Way, How We Parents, Communication the Key, Effective Discipline and Handling Crisis Situations.

Module 6: *Moving On* Total Time: 1 hour 30 minutes

Training topics include: You Can Make a Difference, Transitioning to Adulthood and Saying Good-bye as the youth departs to college, a job or marriage.

Syllabus:

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 14 Hours

Audience: Prospective Foster and Adoptive Resource Families

Connections: Present Safety, Future Support

Syllabus: Explain the meaning and importance of personal connections for children in care. Define and distinguish between healthy and unhealthy connections and look at ways of assessing them. Suggest effective ways to encourage and preserve healthy connections. Emphasize the shared responsibility of the child, worker, foster parents, and agency in assessing and documenting connections. Provide practice in documenting connections, as mandated, in the SC Education and Health Passport.

Setting/Venue: Classroom

Duration Category: Short term

Provider: The SC Foster Parent Association

Days/Hours: 1 to 1.5 Hours

Audience: Foster and Adoptive Resource Parents

Building a Bridge: Partnering with Birth Parents for Positive Outcomes

Syllabus: Identify their feelings about birth families. Identify barriers to partnering with birth families. Understand the benefits of working with birth families, or shared parenting. Know some ways they can forge partnerships with birth families, to the extent possible. Set specific personal goals toward shared parenting.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 2-3 Hours

Audience: Foster and Adoptive Resource Parents

The Adoption Option: Creating and Maintaining Permanent Families

Syllabus: Understand the advantages of adoption for children, youth, and families. Examine concerns related to adoptions. Know South Carolina's resources for the successful achievement and maintenance of adoptions.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 2 to 3 Hours

Audience: Foster and Adoptive Resource Parents

Palmetto Power for Providers (P3)

Syllabus: This training gives providers an opportunity to meet with SCDSS Regional and County Directors to examine ways to work as partners jointly committed to positive outcomes for the children and families being served. Attendees discussed the challenges and opportunities they encountered in improving local coordination in order to meet the goal of making sure all children are safe and live in a positive permanent home. The following objectives are covered in P3: To discuss case mistakes and cases that went well, To create understanding of trends and how they are reflected in larger data patterns, To look at statistical trends for the area, To examine well-being issues, To discuss how permanency is enhanced. Anticipated future subject matter will be on placement stability and any other child welfare outcomes required by the CFSR.

Setting/Venue: Conference Center, various other venues

Duration Category: Short Term

Provider: The Palmetto Association for Children and Families

Days/Hours: 5 Hours

Audience: SCDSS supervisors and human services providers

A Closer Look

Syllabus: The “A Closer Look” meeting is hosted by two providers from each state region and a selected case would be reviewed in detail. Following the two “Closer Look” meetings, the P3 was scheduled and the selected cases were presented to the larger group of attendees from the region. The SCDSS and provider staff jointly present the information gathered from the “A Closer Look” meetings and the audience offers suggestions and feedback. During the “Closer Look,” participants identify services and activities that contributed to positive permanency for the child, as well as places where the system did not work effectively. This includes discussion about local assets that could have been, or were, engaged as family supports.

Setting/Venue: Conference Center, various other venues

Duration Category: Short Term

Provider: The Palmetto Association for Children and Families

Days/Hours: 2 Hours

Audience: county caseworkers/supervisors, IFCCS & Adoption staff, school personnel, GAL’s, mental health professionals, families, etc.

Family Group Conferencing Training (Foster Parent)

Syllabus: Foster Parents and other providers are important partners in the Family Group Conference and are always invited to attend the family group’s meeting when the children are in their care. Their observations, input and participation are essential for the success of the process. This training will focus on describing the program, the core values of family group decision making, the Family Group Conferencing process and structure, how foster parents are connected, their role and inclusion throughout the conferencing experience. Social Work CEUs provided to professionals.

Setting/Venue: The SCDSS County Offices

Duration Category: Short Term

Provider: Families First Staff

Days/Hours: 2 Hours

Audience: Foster Parents and Other Providers

Family Group Conferencing Training (SCDSS)

Syllabus: In-Service training provided on family engagement practices using family group decision making approaches. It is a follow up training to the implementation of FGC process and has special emphasis on FGC referral, recruitment, modeling the approach to families, consulting on potential referrals, reviewing roles, responsibilities and expectations as well as case staffing and CAPSS data review for potential referrals.

Setting/Venue: SCDSS County Offices

Duration Category: Short Term

Provider: Families First Staff

Days/Hours: 2 Hours

Audience: DSS Staff

Family Group Conferencing Training (Partners and Stakeholders)

Syllabus: Training to help orient attendees to the Family Group Decision-Making process, values, structure, benefits and their role in the family group conference meeting. It is vital to the success of FGC’s that agencies are aware and willing to attend the FGC meetings and provide services that families need to actualize their family plans. Social Work Licensing CEUs were provided

Setting/Venue: In the community and through conference forums

Duration Category: Short Term

Provider: The Families First Staff

Days/Hours: 1 to 2 Hours

Audience: SCDSS Partners and Stakeholders

Family Group Conference Coordinator Training

Syllabus: Intensive training on coordinating and facilitating the family group conference experience. Attendees learn the Family Group Decision-Making Model and the skills needed to conduct a Family Group Conference. These skills include engagement skills, conducting genograms, ecomaps and other family finding activities, as well as conferencing meeting structure. Participants will experience the FGC process through group exercises and role modeling and must demonstrate 80% proficiency on the exit exam as part of the Family Group Conference Coordinator Certification process.

Setting/Venue: The SCDSS County Offices and the SCDSS Training Center.

Duration Category: Short Term

Provider: The Families First Staff

Days/Hours: 3 Days

Audience: Providers on the qualified providers list who will provide this intervention for SCDSS families.

Engaging the Non-Custodial Parent

Syllabus: Training designed to address the importance of connecting children to their noncustodial parent, primarily the father. The training curriculum was developed by the American Humane Association and was adapted for South Carolina using services provided by the Fatherhood Coalitions located around the state. The training helps staff look at their own biases in engaging fathers, presenting gender socialization issues, and other challenges in connecting this group, while helping staff see the benefits for the child, caseworker, and mothers. The training concludes with specific services and programs offered through the coalitions and the referral processes reviewed for connecting noncustodial parents involved with the agency.

Setting/Venue: SCDSS County Offices

Duration Category: Short Term

Provider: The SCDSS Families First and the Center for Fathers and Families and Families First

Days/Hours: 2-3 Hours

Audience: SCDSS Staff

Legal Component of Basic Caseworker Training/Mock Trial

Syllabus: The CLC provides the three-day legal component of initial caseworker training which includes a didactic segment on the family court system and mock hearings in which participants testify and are cross-examined. Training topics include evidence, child protection hearings, termination of parental rights, and courtroom appearance. After testifying, participants receive feedback on their performance and are given a DVD of their testimony. The training is conducted in small groups to allow participants to testify and receive individual feedback. A retired family court judge and CLC attorneys, who perform the roles of the SCDSS attorney and the parents' attorney, comprise the training team for each mock trial.

Setting/Venue: Classroom/Courtroom

Duration Category: Short-Term

Provider: The University of SC Center for Child and Family Studies

Days/Hours: 3 Days

Audience: Newly Employed SCDSS Caseworkers

Advanced Legal Training for Caseworkers

Syllabus: This one-day training was held for county casework staff that have completed the initial legal training and have experience appearing in family court. This training reinforces workers' skills and confidence in preparing for court and handling legal aspects of the case process. General topics emphasize the importance of substantive preparation for appearing as a witness, and include development of a case theory, understanding the court system, rules of evidence, MEPA requirements, and family court rules. It includes testifying in contested hearings and handling sensitive issues such as disagreement between worker/supervisor/agency positions on case. Advanced legal training sessions are utilized to emphasize areas identified as needing improvement in the CFSR, such as concurrent planning; the timeliness of permanency planning hearings; the selection of Another Planned Permanent Living Arrangement (APPLA) as a permanency goal; the use and scheduling of intervention hearings; involvement of

the parent and child in development of the case plan; the importance of visitation with parents and siblings; and diligent search efforts.

Setting/Venue: Classroom/Courtroom

Duration Category: Short Term

Provider: The University of SC Children's Law Center

Days/Hours: 1 Day

Audience: Caseworker staff that have completed the initial legal training.

Courtroom Skills Training for Caseworkers

Syllabus: Interactive legal training for caseworkers on presenting cases in family court. Topics covered include: the role of the family court; the rights of parent and foster parents; the role and responsibility of the GAL; the nature and purpose of the various child abuse and neglect proceedings; use of the applicable definition of child abuse and neglect; importance of documenting reasonable efforts; the basic rules of evidence; and preparing for court and testifying.

Setting/Venue: The SCDSS County Office

Duration Category: Short Term

Provider: The University of SC Children's Law Center

Days/Hours: Offered once a month, 3 Days

Audience: SCDSS Caseworkers

Bringing Your "A" Game to Court

Syllabus: Legal training for caseworkers on providing effective testimony. Topics covered include: preparing for court; court etiquette; direct examination; and cross-examination.

Setting/Venue: The SCDSS County Office

Duration Category: Short Term

Provider: The University of SC Children's Law Center; Regional Attorney Trainers

Days/Hours: One Day, Hours variable depending on number of staff at the training event; offered once a month

Audience: SCDSS Caseworkers

Trial Preparation for Advocacy Skills Training for DSS Attorneys

Syllabus: Legal training for the SCDSS attorneys. Topics include: trial preparation and trial advocacy in child abuse and neglect cases; trial preparation and trial advocacy in TPR proceedings; making the case in family court to forego reasonable efforts; and ethical considerations for agency attorneys.

Setting/Venue: LRADAC-Columbia Office

Duration Category: Short Term

Provider: The University of SC Children's Law Center; Regional Attorney Trainers

Days/Hours: 1 Full Day

Audience: New SCDSS Attorneys

Preparing Documents for Child Abuse and Neglect Cases

Syllabus: Interactive legal training for the SCDSS county staff on how to write effective court summaries.

Setting/Venue: The SCDSS County Office

Duration Category: Short term

Provider: The University of SC Children's Law Center; Regional Attorney Trainers

Days/Hours: One Day, Hours variable depending on number of staff at the training event

Audience: SCDSS Child and Protective Services Staff, Caseworkers, Supervisors, County Directors, program coordinators.

Preparing and Performance Court Training

Syllabus: Legal training on preparing and testifying in court.

Setting/Venue: The SCDSS County Office

Duration Category: Short Term

Provider: The University of SC Children's Law Center; Regional Attorney Trainers

Days/Hours One Day, Hours variable depending on number of staff at the training event

Audience: SCDSS Child and Protective Services Staff, Caseworkers, Supervisors, County Directors, program coordinators.

Volunteer Guardian ad Litem In-service Training

Syllabus: Ten Topics are approved under the grant, from which a GAL program can select for training. In the course of the training an overview of the chosen topic is given focusing on the statutory requirements of the topic. In addition, an overview of how the GAL authority, under their statute, allows them to participate in proceedings regarding the subject.

The topics include:

- Termination of Parental Rights and Adoption Proceedings;
- Permanency Planning Options and Proceedings;
- Concurrent Planning/Court Coordination Protocol;
- Motions, Rules and the use of Judicial Reviews;
- Pro-Active Role of GAL to include: engagement of families-particularly fathers, narrowly tailored placement plans, expediting cases, minimizing continuances/ selecting service providers, needs/services for kids, parents and caregivers, matching services to the problem, statutory requirements for child and family to be involved in case planning;
- Safety Issues for Children when Domestic Violence is Present/Substance Abuse and Sexual Abuse cases;
- Multicultural Issues to include: MEPA and ICWA overviews plus immigration basics and Family Group Conferencing;
- Well-being of children in foster care to include: Fostering Connections, Educational Bill of Rights, Educational Neglect and Truancy and IDEIA;

Setting/Venue: Local Venues

Duration Category: Short Term

Provider: The USC Children's Law Center-Court Improvement Project Training Attorney

Days/Hours: 1.5-2 Hours; offered as requested

Audience: Local Volunteer GAL's and their local staff coordinator; local GAL attorney

Foster Parent Association Training

Syllabus: Ten Topics are approved under the grant, from which a Foster Parent Association program can select for training. In the course of the training an overview of the chosen topic is given focusing on the statutory requirements of the topic. In addition, an overview of the statutory role of a foster parent and how they can participate in proceedings regarding the subject. The topics include:

- Termination of Parental Rights and Adoption Proceedings;
- Permanency Planning Options and Proceedings;
- Concurrent Planning/Court Coordination Protocol;
- Motions, Rules and the use of Judicial Reviews;
- Pro-Active Role of GAL to include: engagement of families-particularly fathers, narrowly tailored placement plans, expediting cases, minimizing continuances/ selecting service providers, needs/services for kids, parents and caregivers, matching services to the problem, statutory requirements for child and family to be involved in case planning;
- Safety Issues for Children when Domestic Violence is Present/Substance Abuse and Sexual Abuse cases;
- Multicultural Issues to include: MEPA and ICWA overviews plus immigration basics and Family Group Conferencing;

- Well-being of children in foster care to include: Fostering Connections, Educational Bill of Rights, Educational Neglect and Truancy and IDEIA;

Setting/Venue: Local Venues/ Conference

Duration Category: Short term

Provider: The USC Children's Law Center-Court Improvement Project Training Attorney

Days/Hours: 1.5-2 Hours; offered as requested

Audience: Local Foster Parents and their local staff coordinator

Program Attorney's Training

Syllabus: Legal-training events on topics geared toward attorneys who represent the volunteer Guardians ad Litem. These are legal-training events with presentations regarding representing a client who is a volunteer.

Proposed topics include:

- Permanency Planning Issues: Discuss the five permanent plans allowed under statute to be ordered at a permanency planning hearing. Discuss how a permanent plan can change from the permanency planning hearing until a termination of parental rights action is filed;
- Case Law Updates: Provide verbal summaries of recent appellate and SC State Supreme Court cases related to child protection. Discuss the ruling of each case and how it may change practice;
- Preparing a Volunteer GAL for Testifying: Discuss methods to prepare a GAL witness for testifying in court i.e. understanding what is hearsay, objections, issues related to style i.e. speaking loudly, clearly, etc.;
- Tips on Working with a Volunteer Client: Discussion on varying personalities and how to work with persons, in a legal capacity, based on personality.

Setting/Venue: Statewide training is held in Columbia, SC

Duration Category: Short Term

Provider: The USC Children's Law Center-Court Improvement Project Training Attorney

Days/Hours: All Day

Audience: Program attorneys from the statewide Cass Elias McCarter Volunteer Guardian ad Litem Program, and the state program's general counsel; the staff attorneys from the Richland County CASA Volunteer Program.

SCFPA Annual Conference

Syllabus: TBD, in prior years it has included classes on starting a Fostering Ministry at Your Church and Adoption topics.

Setting/Venue: Church fellowship halls and classrooms

Duration Category: Short Term

Provider: The SC Foster Parent Association

Days/Hours: 1-2 Days, 7-14 Hours

Audience: Foster and Adoptive parents, SCDSS and private agency supervisors and caseworkers, general public.

Court Reports and Recommendations

Syllabus: Formulating recommendation, writing reports and assessing parental safety capacity.

Setting/Venue: Court Rooms

Duration Category: short term

Provider: The CASA Staff & Attorneys

Days/Hours: All court days where the SCDSS is on the docket

Audience: GALS

Annual CASA Conference

Syllabus: Over 60 workshops in the June 2014 Conference which was held June 8-10 included training topics including: Staying Sane in a (sometime) Insane World, Enriching Communication and Conflict Resolution, Skills for Child Advocate Professionals, Advocating for a Child of Another Culture, Becoming an Innovator and Making New

Friends for CASA/ Attracting New Donors. Conference Goals included: Strengthen Volunteer Voices, Develop Inclusive Practices, Build Leadership Skills and Renew Your Commitment.

Setting/Venue: Conference Center

Duration Category: short term

Provider: The National CASA

Days/Hours: 3 days annually

Audience: GAL staff, board members, volunteers, judges, attorneys and other child welfare professional

Testifying and Court Prep

Syllabus: Writing Court Reports That Judges Will Love. Elements of objective writing, identifying the most relevant information, and writing persuasive recommendations.

Setting/Venue: The SCDSS County Office Conference Room

Duration Category: Short Term

Provider: The Cass Elias McCarter Guardian ad Litem Program Staff and Attorneys

Days/Hours: 2 Hours

Audience: GAL Volunteers

Goal 4 – Administrative Capacity

Build administrative capacity to support safe and thriving children in lifelong families.

Objective 1: Establish caseload standards to promote the safety, permanency and well –being of children while involved with SCDSS.

Objective 2: Provide Leadership Development opportunities for middle managers and executive leadership across all disciplines to enhance the implementation of child welfare practices that support permanency, safety and well-being for children involved with the SCDSS.

Objective 3: Strengthen workforce development through hiring, retention, training activities and support efforts to sustain consistency in provision of critical services that promote safety, permanency and well-being for children involved with the SCDSS.

Objective 4: Establish and maintain a Continuous Quality Improvement (CQI) System.

Objective 5: Build an integrated “System of Care” formally known as the Palmetto Coordinated System of Care into the statewide child welfare system infrastructure by FFY 2017.

Training Activities in Support of Goal 4—Administrative Capacity

Guided Supervision

Syllabus: This training delves into Guided Supervision, a structured type of staffing that focuses both on risk and safety, and on improving worker’s critical thinking skills. Guided Supervision is one of the SCDSS agency’s strategies to improving risk and safety decisions.

Day One of this training provides participants with the foundational knowledge necessary for Guided Supervision. Participants will become familiar with the new Guided Supervision Tool and will practice eliciting critical thinking from caseworkers. The training also covers several key risk and safety concepts that are essential to Guided Supervision.

Day Two of the training allows participants to deepen their understanding of the best practices for Guided Supervision. Participants will discuss how to evaluate caseworker effort, how to give constructive feedback, and how to help caseworkers understand challenging concepts like behavior change.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: University of SC Center for Child and Family Studies

Days/Hours: 2 Days, 10.5 Hours

Audience: Supervisors in child welfare, IFCCS and adoptions

Nuts & Bolts of Effective Supervision and Leadership: Future Leaders

Syllabus: Participants will learn how to be an effective supervisor and leader.

Day One: Participants will explore the roles of supervisor and leader and determine how to maximize their effectiveness in these positions. They will also discuss how to create an environment conducive to effective teamwork. In addition, participants will learn specific techniques designed for efficient coaching and management of employees.

Day Two: Participants will explore different strategies that they could use to increase worker motivation and manage conflict within their units once they become supervisors. They will identify elements of motivation and ways to effectively manage motivated and unmotivated workers. In addition, participants will explore their own conflict management techniques and practice managing conflict with teams.

Day Three: Focuses on time management, planning for meetings and ethical decision making.

Day Four: Participants will explore different strategies that they can use to increase accountability and safety within their units. Participants will also discuss best practices in hiring and interviewing, such as creating effective job postings and interview questions.

Day Five: Participants will learn how to manage a diverse population and how to avoid cultural misunderstandings.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The University of SC Center for Child and Family Studies

Days/Hours: 5 Days

Audience: Child Welfare Workers who are recommended by their supervisors who demonstrate leadership abilities

Nuts & Bolts of Effective Supervision and Leadership: Current Leaders

Syllabus: Participants will learn how to be an effective supervisor and leader.

Day One: Participants will explore the roles of supervisor and leader and determine how to maximize their effectiveness in these positions. They will also discuss how to create an environment conducive to effective teamwork. In addition, participants will learn specific techniques designed for efficient coaching and management of employees.

Day Two: Participants will explore different strategies that they could use to increase worker motivation and manage conflict within their units once they become supervisors. They will identify elements of motivation and ways to effectively manage motivated and unmotivated workers. In addition, participants will explore their own conflict management techniques and practice managing conflict with teams.

Day Three: Focuses on time management, planning for meetings and ethical decision making.

Day Four: Participants will explore different strategies that they can use to increase accountability and safety within their units. Participants will also discuss best practices in hiring and interviewing, such as creating effective job postings and interview questions.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The University of SC Center for Child and Family Studies

Days/Hours: 5 days

Audience: All SCDSS staff who supervise at least one individual.

Leadership Academy for Supervisors

Syllabus: The Leadership Academy for Supervisors (LAS) is an online training program for experienced supervisors. It's designed for motivated supervisors who are ready to become motivated leaders, in their unit, their agency and their community.

Module 1: Foundations for Leadership: Learn the key qualities of leaders.

Module 2: Leading in Context: Identify leadership strengths and challenges.

Module 3: Leading People: Describe the impact of leaders on the child welfare system.

Module 4: Leading for Results: Learn those factors that drive successful implementation.

Module 5: Leading Systems Change: Recognize the constant changes in the Child Welfare System.

Setting/Venue: Online

Duration Category: Short term

Provider: The University of SC Center for Child and Family Studies

Days/Hours: 5 Modules, each module is followed by a 3 hour synchronous session.

Audience: Supervisors, with at least one year of supervisory experience, are selected by the Team Leads and exhibit a motivation to become leaders in their organizations.

Learning to Lead

Syllabus: This is a training where new child welfare supervisors will brush up on supervisory skills and learn cutting-edge practices and policies. In addition to offering skills practice in a variety of areas, the training will also provide supervisors with a supportive community, in person and online, where supervisors can discuss challenges, describe successes and brainstorm new ideas. The training is spread out over the course of three months, which allows supervisors time to apply the new knowledge and skills they've acquired.

Day One: *Assessment and Trauma*

Participants will be introduced to the goals of the training and the use of the Learning Management Model. Describe goals of the training and the Learning Management System. The major components of the LAS Model were covered. Participants will also learn how to use the Risk Matrix and CBPS Providers. They will also learn the definition of trauma and its impact on children in state custody. Participants will also learn about secondary trauma and how to help employees prevent it.

Day Two: *Data and Relationships*

The participants will focus on understanding data, supporting workers, building collaboration and leading through difficult decisions.

Day Three: *Guiding Workers and Families*

Participants will be trained on the use of Guided Supervision and learn to write and revise B-SMART objectives.

Day Four: *Documentation and Change*

The topics of documentation skills, casework practice and documentation and new organizational structure and strategies are addressed in the final section.

Setting/Venue: Classroom

Duration Category: Short Term

Provider: The University of SC Center for Child and Family Studies

Days/Hours: 4 Days

Audience: Child Welfare supervisors with less than a year's experience including ones who wish to be refreshed on the latest policies, practices and supervisory skills.

The Executive Leadership Forum Series

Syllabus: An advisory group composed of county directors, a regional team leader and a state office leader will help to ensure that a broad range of training events designed to meet identified needs are offered. The USC Center for Child and Family Studies staff will work with the advisory group and other SCDSS state office staff to assess training needs, identify core competencies and develop the core curriculum. Training will be provided by the Center's staff, SCDSS staff, and external experts. Training will focus on all areas of the SCDSS responsibility: Child Welfare, Adult Protective Services, Child Support, Economic Services and Child Care.

Setting/Venue: statewide meetings/conferences and workshops, online, peer-to-peer support

Duration Category: Short Term

Provider: The USC Center for Child and Family Studies/SCDSS

Days/Hours: various, to be determined, available throughout the year

Audience: SCDSS County Directors, Regional Team Leaders, and upper level State Office Staff

The Leadership Academy for Middle Managers

Syllabus: The Leadership Academy for Middle Managers is a national leadership development academy for middle management in public, tribal and privatized child welfare systems. It was developed by the Child Welfare Workforce Institute. The goal of this training is to enhance the ability of middle managers to apply leadership skills for implementation of sustainable systems change to improve outcomes for children, youth and families.

Setting/Venue: residential

Duration: Short Term

Provider: The USC Center for Child and Family Studies/SCDSS

Days/Hours: biannually, one week (5 days)

Audience: SCDSS County Directors and Team Leaders

Core Management Functions

Syllabus: Training topics including: Finance and Budgeting, Human Resources and IT Issues will be covered in the first year of this new program. Face-to-face training will be repeated each quarter to allow the staff the opportunity to learn the SCDSS policies and procedures. Pertinent SCDSS departments will provide the training in these areas.

Setting Venue: workshops, online, face-to-face

Duration: Short Term

Provider: The USC Center for Child and Family Studies/SCDSS

Days/Hours: various- to be determined, ongoing throughout the year

Audience: SCDSS County Directors and Team Leaders

Child Welfare Supervision Certification

Syllabus: In the last 3 years the SCDSS has increased the Supervisory capacity through learning and growth opportunities such as the Learning to Lead Academy (LAS), and through the restructuring of the supervision processes through implementation of Guided Supervision. The SCDSS will maintain this momentum in the next 5 years by strengthening the assessment and hiring process for supervisors, to more fully assess candidates, and by the implementation of a certification program for Child Welfare Supervision. This program will be developed by a team which will include the Department's leadership, partners, and supervisory staff. A rigorous assessment of personal characteristics, skills, and leadership capacity will be incorporated as a requirement for certificate attainment. The certification program will incorporate the current leadership trainings such as the LAS, and additionally will provide practical skills that supervisors need in order to be effective in their daily work. Topics and components of the training will include, but not be limited to: practitioner retention; professional development and support; incorporating agency values and imperatives into the decision making process; critical thinking skills; engaging the community and partners; coaching; guided supervision; administrative functions; secondary trauma; and time management.

Setting Venue: workshops, online, face-to-face

Duration: Short Term

Provider: TBD, in partnership with the SCDSS

Days/Hours: TBD

Audience: SCDSS New Child Welfare Supervisors

Palmetto Power for Providers (P3)

Syllabus: This training gives providers an opportunity to meet with SCDSS Regional and County Directors to examine ways to work as partners jointly committed to positive outcomes for the children and families being served. Attendees discuss the challenges and opportunities they encountered in improving local coordination in order to meet the goal of making sure all children are safe and live in a positive permanent home. The following objectives are covered in P3: To discuss case mistakes and cases that went well, To create understanding of trends and how they are reflected in larger data patterns, To look at statistical trends for the area, To examine well-being issues, To discuss how permanency is enhanced. Anticipated future subject matter will be on placement stability and any other child welfare outcomes required by the CFSR.

Setting/Venue: Conference Center, various other venues

Duration Category: Short Term

Provider: The Palmetto Association for Children and Families

Days/Hours: 5 Hours

Audience: SCDSS supervisors and human services providers

A Closer Look

Syllabus: The "A Closer Look" meeting is hosted by two providers from each state region and a selected case would be reviewed in detail. Following the two "Closer Look" meetings, the P3 was scheduled and the selected cases are presented to the larger group of attendees from the region. The SCDSS and provider staff jointly present the information gathered from the "A Closer Look" meetings, and the audience offers suggestions and feedback.

During the "Closer Look," participants identify services and activities that contributed to positive permanency for the child, as well as places where the system did not work effectively. This includes discussion about local assets that could have been, or were, engaged as family supports.

Setting/Venue: Conference Center, various other venues

Duration Category: Short Term

Provider: The Palmetto Association for Children and Families

Days/Hours: 2 Hours

Audience: County Caseworkers/Supervisors, IFCCS & Adoption staff, school personnel, GAL's, mental health professionals, families, etc.

Community-Based Learning Collaborative (CBLC)

Syllabus: An approach developed and implemented by Project BEST to: 1) build strong, working collaborative relationships between SCDMH clinicians, SCDSS caseworkers, and other clinicians and brokers in every county in South Carolina; 2) train SCDMH therapists and other community therapists to deliver Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT) with a high degree of fidelity and competence; 3) train SCDSS workers and other community brokers in Trauma-Informed Services, including evidence-based interventions, evidence-based treatment planning, case management skills for treatment success; and 4) ensure that every abused and traumatized child in every county in South Carolina who needs it, receives best practice services and treatment.

Setting/Venue: collaboration occurs within the catchment area in a venue that is chosen by the site's implementation team; online readings; telephone support calls.

Duration Category: Short Term

Provider: Site's implementation team (the SCDSS, the SCDMH, and the Child Advocacy Center members). The training and ongoing supervision is provided by the Project Best faculty (Lowcountry Children's Center and the National Crime Victim Research and the Treatment Center, MUSC.)

Days/Hours: Initial Orientation and ½ day senior leader training Online; 2 day Learning session; Support calls - twice a month for clinicians and once a month for brokers and senior leaders plus assigned learning activities.

Audience: SCDMH clinicians, SCDSS caseworkers, and other clinicians and brokers in every county in South Carolina.

Family Group Conference Coordinator Training

Syllabus: Intensive training on coordinating and facilitating the family group conference experience. Attendees learn the Family Group Decision-Making Model and the skills needed to conduct a Family Group Conference. These skills

include engagement skills, conducting genograms, ecomaps and other family finding activities, as well as conferencing meeting structure. Participants will experience the FGC process through group exercises and role modeling and must demonstrate 80% proficiency on the exit exam, as part of the Family Group Conference Coordinator Certification process.

Setting/Venue: The SCDSS County Office and the SCDSS Training Center.

Duration Category: Short Term

Provider: The Families First Staff

Days/Hours: 3 Days

Audience: Providers on the qualified providers list who will provide this intervention for DSS families.

Best Legal Practices for Paralegals in Child Abuse Neglect Cases

Syllabus: Legal-training for SCDSS paralegals. Topics covered include: the role of the paralegal, notice and service of process in child abuse and neglect proceedings; professional ethics for paralegals, and preparing court dockets and preparing for court.

Setting/Venue: The LRADAC-Columbia Office

Duration Category: Short Term

Provider: Contracted speakers from outside of the USC Children's Law Center and SCDSS.

Days/Hours: One Full Day

Audience: SCDSS FTE Attorneys and Contract Attorneys

Appellate Practice

Syllabus: Legal-training for SCDSS attorneys. Topics include: a practical guide to appellate practice; appellate practice from the court's perspective; and the fair hearing process.

Setting/Venue: The LRADAC-Columbia Office

Duration Category: Short Term

Provider: Contracted speakers from outside of the USC Children's Law Center and SCDSS

Days/Hours: One Full Day

Audience: SCDSS FTE Attorneys and Contract Attorneys

Paralegal Training

Syllabus: Topics will vary according to needs decided upon by the SCDSS Office of General Counsel and County Attorneys.

Setting/Venue: The LRADAC-Columbia Office

Duration Category: Short Term

Provider: Contracted speakers from outside of the USC Children's Law Center and SCDSS

Days/Hours: One Full Day; at least 1 offered per year

Audience: SCDSS County Paralegals

Office of Indigent Defense (OID) Parent Attorney's Training

Syllabus: These are legal training events on topics helpful to an attorney serving as a parent's attorney. These are the parents who have allegations against them in a family court child abuse and neglect case. The OID contract system provides attorneys for parents, with a background and an interest in serving in these cases. It provides for a set group of attorneys per county, as oppose to varying and many attorneys serving in a county. Previous trainings have covered topics such as the ABCs of drug testing in child welfare cases, ethical considerations in handling child welfare cases and a look at the emotional costs of the legal profession in child welfare. Future topics have yet to be determined.

Setting/Venue: Statewide training held in Columbia, SC

Duration Category: 2 per year

Provider: The USC Children's Law Center-Court Improvement Project training attorney

Days/Hours: All Day, offered twice per year

Audience: OID Attorneys serving as attorneys for parents who have allegations against them in a family court child abuse and neglect case.

Program Attorney's Training

Syllabus: Legal-training events on topics geared toward attorneys who represent the volunteer Guardians ad Litem. These are legal-training events with presentations regarding representing a client who is a volunteer.

Proposed topics include:

- **Permanency Planning Issues:** Discuss the five permanent plans allowed under statute to be ordered at a permanency planning hearing. Discuss how a permanent plan can change from the permanency planning hearing until a termination of parental rights action is filed;
- **Case Law Updates:** Provide verbal summaries of recent appellate and the SC State Supreme Court cases related to child protection. Discuss the ruling of each case and how it may change practice;
- **Preparing a Volunteer GAL for Testifying:** Discuss methods to prepare a GAL witness for testifying in court i.e. understanding what is hearsay, objections, issues related to style i.e. speaking loudly, clearly, etc.;
- **Tips on Working with a Volunteer Client:** Discussion on varying personalities and how to work with persons, in a legal capacity, based on personality.

Setting/Venue: Statewide training held in Columbia, SC

Duration Category: Short Term

Provider: The USC Children's Law Center-Court Improvement Project training attorney

Days/Hours: All Day

Audience: Program attorneys from the statewide Cass Elias McCarter Volunteer Guardian ad Litem Program, and the state program's general counsel; the staff attorneys from the Richland County CASA Volunteer Program.

The National CASA Pre-Service Training Curriculum

Syllabus: The National CASA Pre-Service curriculum covers all the essential aspects necessary for a Guardian ad Litem to get started in their role as advocate. The course introduces the roles of the GAL and the laws surrounding service in this capacity. The Child Protection Systems and the Court system are discussed. GAL's are asked to explore cultural awareness and learn how to understand families and children of all different types. The course explores how to communicate appropriately as a GAL and how to gather the information necessary. Court report writing, court monitoring and personal safety are also addressed.

Setting/Venue: Various: 2020 Hampton Street (Administration Building), CASA Office, Private Businesses, Churches, Court Rooms

Duration Category: short term

Provider: The CASA Staff, Attorneys, Tenured CASA Volunteers

Days/Hours: Various: 40 hour course usually taught in 7 days for 3 or 4 hour sessions

Audience: Prospective GALS