

## Child Welfare Certification Training Week 1

- I. Child Welfare Values and Beliefs
  - A. Child Welfare Value Conflicts
    - 1. Parens Patriae vs. Presumptive Parental Rights
    - 2. The impact of personal, societal and cultural values
    - 3. Personal beliefs (values exercise)
    - 4. Child Protective Services and Family Centered Services: Working Together
  - B. Values of Child Protective Services of North Dakota (CPS Policy Manual 640-01-01-01)
    - 1. Reducing the impact of personal values and beliefs on the decision making process
    - 2. Using law and policy to guide decision making
    - 3. CPS Critical Social Work Activities & Outcomes – an overview
- II. CPS Authority
  - A. Child Abuse and Neglect Law – NDCC 50-25.1
  - B. Uniform Juvenile Court Act (definition of neglect)
  - C. CPS Administrative Rules
  - D. Policy Manual highlights
- III. Introduction to CPS Responsibilities & Critical Outcomes
  - A. Icebreaker
    - 1. Prior to coming to your current job, what had you heard about CPS social work (county or tribal)? What, if anything, have you discovered that is different from what you first thought?
    - 2. What have you found that you like about working with children who have been reported as abused or neglected? What have you found that you like about working with their parents? (Skills?)
    - 3. What would be your major challenges (or fears) of working with families and children as a CPS Assessment Social Worker?
  - B. Video: “Scared Silent - Exposing and Ending Child Abuse”
  - C. Responsibilities of a Social Worker with Child Protection Services
    - 1. CPS Policy Manual chapter 01-15-03
  - D. CPS Critical Social Work Activities & Outcomes
  - E. The goal of CPS
  - F. Assessing for protection not investigating for prosecution
  - G. North Dakota DHS: The Purpose of CPS
  - H. CPS Assessment Process flowchart
- IV. Child Abuse and Neglect Factors-CPS Policy Manual Chapter 05-07
  - A. Neglect factors
    - 1. Video: “Nobody Home”
      - a. Process by identifying risk factors in the video
    - 2. Parental behaviors, characteristics or situations leading to neglect
    - 3. What do parents who neglect need?
  - B. Psychological Maltreatment factors
    - 1. Video: “China Doll” or other appropriate video

- 2. Feelings exercise
  - 3. Small group to large group: identify risk factors from videos or actual cases and explain to a parent why it's inappropriate (short interview)
  - C. Physical Abuse factors
    - 1. Types of injuries and risk factors
    - 2. Video: "The Diary" or other appropriate video
  - D. Child Sexual Abuse factors
    - 1. Risk factors and reference/review Chapter 03
    - 2. Video: "The Necklace" or other appropriate video
- V. Domestic Violence in CPS cases
- 1. The Relationship Between Domestic Violence and Child Abuse and Neglect
  - 2. Dynamics of Domestic Violence
  - 3. Identifying Domestic Violence
- VI. Intake
- A. Gathering Information
    - 1. Info from the Reporter
      - a. Fishbowl exercise of interviewing a reporter – 3 or 4 small groups
      - b. Write the 960
  - B. Analyze Report Data
    - 1. The Category System
    - 2. Administrative Assessments and Assessments Terminated in Progress
  - C. Assess for Safety of Child(ren) and Social Worker
- VII. Initial Assessment
- A. Plan the Initial Assessment
    - 1. Elements of the Plan
  - B. Gather Data
    - 1. Assessment Techniques (CPS Policy Manual Chapter 4)
  - C. Analyze Data
    - 1. Safety/Strength/Risk Assessment
      - a. Purpose of the SSRA
      - b. Factor review-CPS Policy Manual Chapter 05-09
        - (1) Assignment to have this read before training day
      - c. Connect SSRA to all aspects of Child Welfare Services including agency follow up services, court documentation/decisions, and foster care services
      - d. Exercise: Complete a SSRA from a video ("Nobody's Home") or case scenario (emphasize strength based assessment)
    - 2. Practice interviews
      - a. Role plays with social worker, client and observer (develop something from videos)
- VIII. Prepare the Written Assessment
- A. In the computer lab: practice at using report writing format on a PC
    - 1. DHS forms on the internet
  - B. Five Criteria for a Well Written CPS Report
  - C. Case Plan and Services

- D. Completing the 961
  - E. Affidavit of Mailing and letter to the client
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- IX. Child Protection Teams
    - A. Roles of team members
    - B. Team decisions and responsibilities
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- X. Appeals Rights and Grievance Procedures
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- XI. CPS Case Reviews
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- XII. Destruction of Files
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- XIII. Procedures in Out-Of-Home Assessments

Child Welfare Certification Training Week II  
**AGENDA**

**Monday,**

10:00am	Introductions
10:15	Purpose of Wraparound/Strengths Based Planning
10:45	The Wraparound Process
	Referral and Administration
11:45	Lunch Break
1:00pm	Values, Beliefs and Principles
2:30	Culture
3:30	Change
4:30	End of Training Day

**Tuesday,**

8:30am	Resistance
	Meeting with Families - Relationship Building
10:00	The Struggle of the Discipline
11:00	Paradigm Shifts/Reframing
11:45	Lunch Break
12:30pm	Strengths Inventory
1:30	Family Assessment Exercises
4:30	End of Training Day

**Wednesday,**

8:30am	The Team Process
	Conflict Management
11:45	Lunch Break
12:30pm	Child and Family Team Meeting
	Child and Family Team Video
	Child and Family Team Exercises
4:30	End of Training Day

**Thursday,**

8:30am	Writing Service Plans
10:30	Goal Writing Exercises
11:45	Lunch Break
12:30pm	Goal Writing Exercises
2:30	Safety Planning
3:30	Panel Discussion
4:30	End of Training Day

**Friday,**

8:30am	Single Plan of Care Computer Application
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## CHILD WELFARE CERTIFICATION TRAINING, WEEK III

### AGENDA

#### Monday, November 1

10:30am Juvenile Court  
11:45 Lunch Break  
12:30pm Juvenile Court  
4:30 End of Day

#### Tuesday,

8:30am Adoption and Safe Families Act (ASFA)  
Multi-Ethnic Placement Act (MEPA-IEPA)  
Chafee Law (Independent Living)  
Professional Risk Management  
11:45 Lunch Break  
12:30pm Indian Child Welfare Act  
4:30 End of Day

#### Wednesday,

8:30am Cultural Issues  
10:30 Roles of the States Attorney  
Considerations in Providing Testimony  
11:45 Lunch Break  
12:30pm Considerations in Providing Testimony  
4:30pm End of Week

## CHILD WELFARE CERTIFICATION TRAINING, WEEK IV

### AGENDA

#### Monday,

9:30am CFSR Review  
10:30 Foster Care Licensing  
11:30 Lunch  
12:30pm Recruitment and Retention  
2:30 Concurrent Planning/Permanency Planning  
3:30 Foster/Adopt PRIDE  
5:00 End of Day

#### Tuesday,

8:30am Foster/Adopt PRIDE  
9:30 Foster Home Assessment  
11:30 Lunch Break  
12:30pm Attachment and Separation  
4:30 End of Day

#### Wednesday,

8:30am Placement Considerations  
11:30 Lunch Break  
12:30pm Special Needs Adoption (AASK)  
2:00 Foster Parent Panel  
3:00 Graduation