

## **Appendix D: 2020**

### **Assessing for Safety in Foster Homes and the Roles of SIU and FHQT      Credit Hours: 1**

#### **Target Audience: Case Management Staff**

This live webinar features DCS subject matter experts and emphasizes the importance of conducting ongoing assessments of safety for every child with and open case. Participants are provided information about the Special Investigations Unit and the Foster Home Quality Team. Participants receive informal assessment tools to use for safety assessments in foster homes. The intended outcome of the webinar is for participants to feel empowered to assess for safety, create plans, and/or make referrals to address safety concerns in foster homes. Participants can ask questions of program leadership.

### **Childcare Basics      Credit Hours: 3**

#### **Target Audience: Staff who supervise children**

This course is being provided to teach basic childcare skills for those staff that may supervise visits, sit with children waiting to be placed, be with them during the removal process, or transport children.

### **Ensuring Safety with Child/Youth Personal Property Searches      Credit Hours: 1.5 CBT & 1-hour Skills Lab**

#### **Target Audience: Case Manager Series**

Participants learn about using trauma-informed skills during the entire process of searching a child or youth's belongings when this is required. The training covers Policy 31.4 Search Procedures. Participants complete a 90-minute computer-based training and may participate in 1-hour skill lab where they practice the skills learned during the CBT.

### **Engaging and Parenting Teens      Credit Hours: 2**

#### **Target Audience: Foster Parents**

This course will showcase the benefits of being a foster parent for teens and discuss adolescent development in relation to behaviors, identity, peers, and family and the relationship between interdependence and positive youth development.

### **Family Support Services Specialty for Pre-Service      Credit Hours: 21**

#### **Target Audience: Newly hired Case Managers in the Family Support Services Specialty**

This 3-day course will be added to the current Pre-Service Specialty Weeks for new case managers in Family Support Services. Case Managers attend the first week of CPS Specialty and then attend the 3-day FSS Specialty which covers the transition to FSS through case management and engagement and includes a time management module.

**Fostering from the Single Parent Perspective**                      **Credit Hours: 3**

**Target Audience: Foster Parents**

This computer-based training focuses on the challenges and rewards that many single parents experience while parenting children in the foster care system. Tips, tools, and resources will be provided to help single parents navigate their daily lives. DCS foster parents may take the course in Edison.

**Fostering the Pregnant and Parenting Youth**                      **Credit Hours: 1**

**Target Audience: Foster Parents**

This 1-hour computer-based training was created to provide information and resources to those fostering pregnant or parenting teens as well as to those foster parents who wish to learn more as they consider taking on the placement of a teen parent. You'll read quotes from a current foster parent of a parenting teen as well as read about resources for young parents. You will also have a chance to be able to consider your own feelings about fostering a pregnant or parenting teen. Please consider taking this CBT to learn more about the unique needs of teen parents in the child welfare system.

**Interstate Compact Placement of Children:**                      **Credit Hours: 1**

**Target Audience: Staff who work with ICPC Cases**

This course is presented as a live webinar series and provides basic information about the Interstate Compact Placement of Children, allowing participants to ask questions of ICPC leadership. Topics include information about the different types of out-of-state placements, laws governing ICPC, and referral packet guidelines

**Introduction to Domestic Violence**                      **Credit Hours: 1.5**

**Target Audience: All DCS Staff**

This live webinar course provides an introduction to central concepts in domestic violence. Domestic violence is defined as a pattern of assaultive and/or coercive behaviors designed to maintain power and control over an intimate partner. The Power and Control Wheel is explored as well as various physical, sexual, economic, and psychological control tactics. Tennessee's

move to become domestic violence informed in our case management practice, including a reduction in failure to protect allegations against the non-offending parent, are addressed.

**Mock Court                      Credit Hours: 6**

**Target Audience: Case Management Series**

Mock Court training was designed to prepare case managers for court testimony. Participants attend a classroom training in the morning where they receive information on court testimony from DCS legal staff. They are also able to debrief the mock case they received and watch a video of the interviews from that case. In the afternoon, participants testify based on the morning preparation. They can participate in both direct testimony and cross-examination. Feedback is provided by DCS legal and training staff. Based on the feedback received, an implementation plan is being developed to extend the court simulation lab across all regions of the state.

**The Outs and Ins of DCS Responsibilities Regarding Runaways                      Credit Hours: 1**

**Target Audience: Staff who work with foster youth**

The DCS Absconder Unit provides information about Policy 31.2, the Protocol for Reporting Runaways, Absconders and Escapees, the Absconder/Runaway/Escapee-Recovery Checklist and other laws that guide DCS practice when a youth in foster care runs away. This course is offered as a periodic live webinar and covers what DCS staff is required to do if a youth runs away and provides participants with an opportunity to ask questions from the DCS Absconder Unit.

**Positive Parenting                      Credit Hours: 3**

**Target Audience: Foster Parents**

This course centers on building connections and relationships with children who have experienced trauma. Positive Parenting will help parents become more mindful in their interactions with children as well as learning to see behaviors through a trauma lens. Several typical trauma behaviors will be addressed and hands on strategies to address big emotions will be provided. A focus on observation of behavior as well as nutrition and wellbeing will be discussed. This course is designed to help parents with daily interactions to build connections and strengthen resilience in children.

**Preventing Teen Runaways and Truancy                      Credit Hours: 1**

**Target Audience: Foster Parents**

This computer-based training provides foster parents with information about how to prevent runaways and truancy for our youth in care. Every adolescent may have a different reason for running from home depending on the situation. Adolescents may also be truant because of school phobia, depression/anxiety, or fear of being bullied. This course explores some known causes for teens that runaway and explores the contributing factors to school truancy. Additionally, this course is designed to give foster parents some tools and techniques when building a relationship with a runaway teen or a truant teen in their care.

**Professional Development for New Employees**

**Credit Hours: 1**

**Target Audience: All DCS Staff**

This computer-based training provides an overview of the professional development requirements for DCS staff. It includes information on training policy, mandatory courses, working in the Edison Enterprise Learning Management System, and tracking learning activities.

**Secondary Traumatic Stress for Supervisors**

**Credit Hours: 3.5**

**Target Audience: Case Management Supervisors**

Child Welfare Professionals are at high risk for developing Secondary Traumatic Stress (STS) and if left unaddressed, STS can have a negative impact on the ability of individuals and organizations to help children and families. Supervisors have a multilayered challenge related to STS, as they are responsible for supporting staff affected by STS while potentially being affected themselves. In addition to hearing secondhand about trauma experienced by their staff's clients and bearing a higher level of accountability for client safety, they have personal experiences of directly working with children and families that they bring with them to their jobs. This training was developed in order to increase the supervisor's knowledge of STS symptoms and their impact on Child Welfare Professionals/ Supervisors, develop strategies to prevent STS in themselves and others, identify and strengthen resiliency factors, and to learn strategies for STS intervention. During this training, supervisors will also receive self-assessment tools that can be utilized to assess risk and develop self-care plans and will complete tool that assesses the supervisor's competency as a supervisor to address STS and provide structure to develop a plan to incorporate effective strategies into daily practice.

**Sharing Full Disclosure of Permanency Options for Family and Kin Credit Hours: 1**

**Target Audience: Case Management Series**

This computer-based training was designed to familiarize staff with Policy 16.59 Disclosure of Legal Options and Available Services for Relative or Kin Caregivers. A video was developed for potential relative or kinship placements to explain the options and services available to them. This training was developed to familiarize case management staff with the video as well as the procedures required prior to placing a child.

**State of Tennessee: Safe Baby Court**                      **Credit Hours: 1 Hour**

**Target Audience: Foster Parents**

Safe Baby Courts are specialized courts and are unique as they recognize the neuroscience research which emphasizes the critical development stage for children three and under. These courts help connect families with specialized services for the children to ensure positive early learning experiences and provide full support to parents to increase chances of family success. This computer-based training will explore the role of foster parents who are involved with Safe Baby Courts and the partnership with families, the courts and service providers.

**Stewards of Children**                      ®                      **Credit Hours: 2**

**Target Audience: All DCS Staff**

This training is owned by Darkness to Light and delivered by DCS training staff. *Stewards of Children*® uses real people and real stories to demonstrate how to protect children from sexual abuse. The framework of the video-based training is built off of the foundation of *The 5 Steps to Protecting Children*™. Participants meet survivors who lived through child sexual abuse, experienced it immediate and long-term effects, and ultimately were able to find healing as well as experts who work with children and families and confront abuse on a daily basis

**TFACTS Updates**                      **Credit Hours: Varying Length, Typically 30 min to 1 hour**

**Target Audience: TFACTS End Users**

Over the course of the year, various short computer-based video training and/or brief live webinar sessions provide updates on TFACTS functionality to the end-users. This year, training was provided on the following topics:

- Adding and Ending Visitation Restrictions
- Completing the Foster Parent Assessment in TFACTS
- Non-Custodial Perm Plan
- Parent Portal and Assessment for FPS Staff
- TCM (Targeted Case Management) Changes



## **TN-KEY Foster Parent Training**

### **Target Audience: Foster Parents**

The DCS TN-KEY (Knowledge Empowers You) training curriculum was developed for the purpose of providing prospective foster parents with the most trauma-informed information to help assist in navigating their journey through foster care. The course is divided into four 3-hour modules.

#### **Module 1: Navigating the Child Welfare System**

**Credit Hours: 3**

This 3-hour module was designed to provide a framework for how to navigate the often-complex child welfare system while focusing on partnership with courts, agencies, caseworkers, birth families, and those that make up their Eco-Map. Participants are guided through the Permanency Plan development process while learning the function of a Child and Family Team meeting. An important aspect of this module is the need to identify resources that can provide support to the foster family after a foster child placement. Participants receive information on respite resources and are encouraged to network with other prospective foster parents in class so they can assist one another.

#### **Module 2: Exploring the Impact of Trauma**

**Credit Hours: 3**

Trauma among foster children is generally high, if for no other reason than entering the child welfare system. This 3-hour module explores the science behind toxic stress and trauma especially on brain development, behavior and overall health. After defining trauma, national experts discuss the ACEs study, along with how chemicals released during stressful events create a fight, flight, flee, or freeze response that helps us to survive real and perceived threats. At the center of trauma is a loss so profound that it can delay the development of the pre-frontal cortex which controls our executive functioning that enables us to plan, focus attention, remember instructions, and juggle multiple tasks successfully. This module examines the types of abuse that bring children into foster care based on Tennessee policy. Participants learn that physical neglect is not only the number one reason children come into care, but also how detrimental it can be to the child's brain development and over-all health. Participants also learn the stages of grief and loss. They participate in a "Loss Circle " activity that demonstrates the profound loss children experience when every familiar connection is lost at once due to entering foster care.

#### **Module 3: Roadmap to Resilience**

**Credit Hours: 3**

Overcoming the effects of trauma requires that foster children build resilience through the development of secure attachments from serve and return interactions within a stable, committed relationship with caregivers. Secure attachment "inoculates children against toxic stress" and "paves the way for children to learn to regulate emotions." (K. Hoffman) The goal of this 3-hour module is to acquire the knowledge and skills necessary to build resilience in foster

children by understanding how attachment occurs when the Circle of Security model is successfully implemented, while utilizing the “Regulate, Relate, and Reason” techniques created by Dr. Bruce Perry. Additionally, there is a review of the resilience scale that shows how children of all ages and backgrounds can improve resilience and healing through the implementation of the secure attachment cycle and parental attunement.

**Module 4: Rerouting Trauma Behaviors      Credit Hours: 3**

Children that have developed behaviors to survive their traumatic experiences must rely on caregivers to provide “felt safety” in order for them to reach the executive functioning of their brain. Trauma literally hijacks a child’s amygdala causing their responses to come from a place of fear and memories of adverse childhood experiences. Experience has shown us that traditional methods of correction are not effective when working with children from the foster care system, and alternative methods must be adopted in order to effectively teach new behaviors. The goal of this 3-hour module is to recognize that discipline is teaching. Children who have not been exposed to healthy stress responses need caregivers who can remain regulated and persistent enough to provide age appropriate direction to trauma behaviors, while adhering to Tennessee’s non-negotiable Discipline Policy. Additionally, rerouting techniques will be presented and applied to previously discussed trauma behaviors offering an opportunity to practice skills before children are placed in the home.

**Workplace Harassment and Reporting      Credit Hours: 2**

**Target Audience: East Region Staff**

This time-limited course was designed to educate staff about policy surrounding harassment and how and when to report incidents of harassment.

**Webinars      Credit Hours: Varies, typically 1 to 2 hours**

**Target Audience: Varies, but typically offered to DCS Staff, Foster Parents and Community Partners & Community Members**

DCS has greatly expanded our use of live webinars on a variety of topics relevant to child welfare and featuring DCS and Community subject matter experts. The webinars are typically one-time or time-limited offerings. Topics included this year include:

- Autism Awareness in the Child Welfare System
- Concussion, TBI and Abusive Head Trauma: Supporting Children and Families



- DCS Wellness Council: Healthy Meal Planning On-the-Go
- Disability Sensitivity and Awareness
- Heart Health
- How to Coordinate and ESPDT Appointment Like a Pro
- Infant and Early Childhood Health with Allied Behavioral Health Executive Director, Alison Peak
- Innovation with Heart: Trauma Informed Schools with Mathew Portell, Educator, Principle, Foster Parent
- Just Mercy—A Discussion of the Movie/Book
- Managing Challenging Behaviors in Child Welfare
- Not All Glitter and Rainbows: Navigating Adverse Experiences of LGBTQ Youth
- Recognizing and Responding to Human Trafficking in Tennessee

- Resilience: Science-Based Skills for Building Stress Capacity
- Resilience: The Biology of Stress and the Science of Hope
- Tennessee Violent Sex Offender Registry
- The Neuroscience of Non-Conscious Bias
- The SECURE Connection Model: A Brain-Based Framework for Creating a Climate of Trust
- Transitioning Youth to the Employment and Community First (ECF) Choices Program for Adult Services
- Understanding Anxious Behaviors: Selective Mutism
- Virtual Tour of Isaiah House 117 and Interview with founder, Ronda Paulson
- Wellness We Can Use: Here 4TN and Optum Services