

The purpose of
The Family-Centered Practice Training Series
is to

Increase positive outcomes for Florida’s children and their families
by strengthening and improving the ways in which child welfare professionals work with children and their families. This training series also supports the goal of safely reducing the number of children in out-of-home care by 50% by the year 2012.

The overall goal of
The Integration of Services Training Series
is to strengthen and improve the knowledge and skills of child welfare professionals in working with children and their families. Four commonly identified areas of challenge that families in the child welfare system experience are health and development, mental health, substance abuse and domestic violence. This training series offers information about these issues, including screening, planning and integration of services with other persons and providers. The fifth topic covered is “Service Integration and Collaboration.”

The Integration of Services Training Series
is based on the foundation laid in Workshops #1 and #2 of
The Family Centered Practice Series.

These workshops introduce the foundational concepts of family-centered practice, to firmly establish family-centered practice as an important methodology for increasing every child’s and family’s opportunities for success, and to prepare child welfare professionals to implement family-centered practice with skill and confidence. Based on the foundation in Workshop 1, the second workshop, *Effective Family-Centered Casework: Tools and Applications*, prepares child welfare professionals to incorporate family-centered practice skills into their daily casework. This hands-on workshop focuses on effective performance of family-centered practice skills that can help workers implement engagement, assessment, planning, and delivery and coordination activities.

The Family Centered Practice Series is provided by the Florida Department of Children and Families, Office of Family Safety. These workshop materials may be reproduced without permission for the explicit purpose of conducting training sessions for child welfare professionals who provide services for the Florida Department of Children and Families.

Please direct all inquiries about The Integrations of Services Training to:

Matthew C. Claps, Chief of Policy and Training
Florida Department of Children and Families
1317 Winewood Blvd., Building 6
Tallahassee, Florida

ACKNOWLEDGEMENTS

A special thanks to the many persons who helped to develop this curriculum, including:

The Integration of Services Training Series Design Team Members –Project Advisory Team (PAT):

Mary Armstrong, FMHI
Laurie Blades, DCF, Chief, Children’s Mental Health
Glen Cassel, CEO, CBC Seminole
Leslie Chytka, DCF/Family Safety Program Office, QA and PI Specialist
Matthew Claps, DCF/Family Safety Program Office, Chief of Policy and Training
Robin Colson, Ph.D., Instructional Designer, CLS
Ken DeCerio, Program Director, Center for Children and Family Futures
Valerie Franklin, DCF/Family Safety Program Office, Project Manager
Nancy Hamilton, Operation PAR, Inc.
Cynthia Holland, Office of the Asst. Sec. for Substance Abuse and Mental Health
Esther Jacobo, CLS Litigation and Training Director
Nichole Murray, DCF – Mental Health Program Office
David Overstreet, DCF - Asst. Director for Substance Abuse
Frank Platt, DCF /Family Safety Program Office, Behavioral Health Specialist
Julie-Ann Rivers, Director of Programs, Florida Coalition Against Domestic Violence
(FCADV)
Deborah Schroth, CLS Counsel for Education
Jarrid L. Smith, DCF – Substance Abuse and Mental Health Office
Karen Turcotte, Training Director, Children’s Network of SW Florida

Curriculum Prepared by: Florida State University Center for Prevention and Early Intervention Policy (CPEIP)

June 2010

Contract Number: LJ906

Contributing Developers:

Celeste Putnam,
Mike Brezin, Ph.D.
Tricia Mosher, MSW, LCSW
Linda Radigan, M.Ed.

Support and Technical Assistance by the following CPEIP Staff:

Shawn Coughlin
April Gibbs
Rita LeBlanc
Sarah Mullane
Chip Parrott

Workshop Preparation

PURPOSE OF THE WORKSHOP SERIES

These workshops build on and promote the skills introduced in the “Family Centered Practice Series, Workshops #1 and #2.” Each of the following workshops provides content on the dynamics of the topic, information pertaining to screening and formal evaluations, and basic information about case planning and interventions. Each workshop includes the identification of other professionals whose assistance in evaluation and interventions will be key to obtaining effective results for children and families. The fifth workshop, Service Integration and Collaboration, goes deeper into the teamwork needed for helping families succeed with change and sustain long-term child and family safety and well-being. These workshops were developed for child welfare Investigators, Case Managers and Supervisors.

Workshop #1: Health and Development

The goal of this workshop is to provide basic information about health and development that will inform staff knowledge, understanding and actions needed. The workshop includes information about environmental factors that impact development and the long-term health consequences of adverse childhood experiences. As many of the families that child welfare professionals work with will have had adverse childhood experiences, it is important to understand how this might impact current behaviors and conditions, including interactions with child welfare staff. The use of family centered practice skills as part of the screening and assessment process is covered. Working with medical and developmental specialists to obtain assessment/ examination, and family-centered planning is addressed. Also covered are the ongoing supports needed by children and their families from medical and developmental specialists at the time of case closure.

Workshop #2: Mental Health

The goal of this workshop is to provide basic information about mental health concerns in children and parents that will inform staff knowledge, understanding, interventions and supports needed. The workshop includes information about mental disorders in adults and how they may impact parenting. Also covered are emotional/behavioral disorders in children and important considerations for caregivers. Among other special topics, there is information about post-partum depression and suicidal ideation. The use of family centered practice skills as part of the screening, assessment and case planning process is covered. Working with mental health professionals to obtain assessment/ examination, and family-centered planning is addressed. Also covered are the ongoing supports needed by children and their families from mental health professionals at the time of case closure.

Workshop #3: Domestic Violence

The goal of this workshop is to provide basic information about domestic violence including the dynamics of power and control and the impacts on all family members. This workshop aims to strengthen the use of family centered practice skills, including collaboration with domestic violence advocates, to support survivors in keeping

themselves and their children safe; hold perpetrators of domestic violence accountable, and assist all family members in recovery. The use of family centered practice skills in interviewing survivors, perpetrators and children is covered. This workshop will include information and discussion about the uses of coordinated community responses and interventions to help families access the supports needed short term and long term.

Workshop #4: Substance Abuse

The goal of this workshop is to provide basic information about the nature of substance abuse disorders including an understanding of the stages of change. The screening process includes information about standardized tools (COPEs and CRAFT) and use of family centered practice skills in interviewing persons who may have a substance use disorder. This workshop includes consideration of key information which child welfare staff can provide to the evaluator and collaboration strategies with parent being evaluated. This workshop focuses on methods of building parent motivation for participation and ongoing success with treatment and long term recovery goals.

Workshop #5: Service Integration and Collaboration

The goal of this workshop is to help child welfare staff assess their own practice, personally and systemically, in the context of family-centered practice principles and teamwork with other professionals to help children and families achieve lasting changes. The workshop is not specific to one model of teaming; it will invite participants to identify whatever local teaming venues are in use currently and will identify ways to strengthen those venues in terms of parent and provider collaboration. This workshop will explore in-depth the collaboration with families and other formal and informal supports to build effective recovery plans that address health, mental health, domestic violence and/or substance abuse. Participants will use current cases to identify current practice strengths, challenges and opportunities for advancing teamwork and collaboration to improve outcomes for children and families.

TRAINER REQUIREMENTS

The workshop series is designed for delivery by professional trainers with an in-depth knowledge of the statutory, administrative code and policy framework for the provision of child welfare services, the mission and operations of the Florida Department of Children and Families', and the practice of child welfare services in a community based environment. Ideally, the trainer should have a strong understanding of the local and state context for child welfare services from an investigatory, case management, legal or other related perspective.

The workshop trainer should also have a strong understanding of a family-centered approach to providing child welfare services as well an understanding of how the local circuit is implementing family centered practice. The Resource Materials which are included in the Participant Guide for each workshop will help prepare the trainer to deliver each workshop more effectively.

PLANNING THE DELIVERY OF THESE WORKSHOPS

Each of these workshops is divided into key content areas based on dynamics of the condition, screening and assessment of the condition, and planning interventions. The time needed for each session is indicated beneath the session title. Although the intent was to offer one six-hour day of training for each topic, these workshops are designed so that the trainer can offer them as two, half-days of training or a series of even smaller sessions. Based on the trainer's knowledge of other training that has been provided in the circuit and discussion with circuit leadership, these workshops can be delivered in a way that is customized and based on local needs.

Based on discussion with trainers who participated in the "Train the Trainer Training" for this series, these workshops are not likely to be provided as one five-day series completed in one week's time. There was general agreement among trainers that the Health and Development Workshop provides an important foundation for the entire series and that it compliments and supports the Mental Health Workshop in particular. Some trainers expressed that this series will be best presented as smaller sessions over time.

There was also discussion as to creative and strategic use of local providers and resource experts in each module around assessment and evaluations, as well as case planning and intervention opportunities. The inclusion of other providers and experts in the training will enrich the learning experience for participants, and will require further advance planning and scheduling activities by the trainers. There was also discussion as to the value of including local leadership from the Department of Children and Families, Community Based Care, and/or local providers in terms of participant discussions and feedback about advancing family centered practice and local integration of services efforts.

MATERIALS NEEDED

The Training Coordinator for DCF in each circuit has been provided with one set of the posters that are used to support these workshops. In addition, there is an electronic copy of the Trainer Resources which includes any special trainer handouts not included in the Participant Guides. The trainer should be sure to print out a copy of the trainer handouts in addition to the Trainer and Participant Guides.

All of the videos included in the workshop curriculum are embedded in the powerpoints.