

**Maryland Department of Human Resources
 FY2015 Title IV-E Training Updates
 (January-June 2015)**

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
In-service Instruction Courses¹					
In-Service Courses NEW	Advanced CPS Risk Assessment Interviewing This workshop offers intense practice of interviewing skills to conduct risk and safety assessments with children, non-offending caregivers, and the offender. The participants will build upon and enhance interviewing techniques that can be used to effectively engage and plan with the family to address risk and safety concerns Title IV-E Activities: Social work methods-interviewing and assessment; communication skills to work with children and families; assessment not directly related to child abuse and neglect investigation	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Venue SSW/Regional	All Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses NEW	Creating a Work Environment that Supports Training Transfer This webinar will examine the critical role that child welfare supervisors and administrators play in facilitating the	1.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Administrators and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

¹ In-Service offerings change each quarter depending on the needs of employees. In-service trainings for both staff and foster/adoptive parents are held either at the UM, SSW or in regionally at Local Social Service Offices.

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	<p>application of classroom learning to maintain job skills over time.</p> <p>Title IV-E Activities: Supervisory skills</p>		Webinar		
<p>In-Service Courses <i>NEW</i></p>	<p>Cues and Miscues: How Attachment Impacts the Way Kids in Care Communicate</p> <p>This webinar will examine how communication is adversely affected by attachment challenges. Participants will learn how to recognize and assess the miscues and defensive coping strategies that children with a history of trauma use in order to protect themselves from further hurt and harm. Participants will also learn ways to facilitate case planning conversations between children and caregivers to strengthen and promote well-being needs of child and family system.</p> <p>Title IV-E Activities: Development of the case plan; Communication skills to work with children and families</p>	1.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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In-Service Courses <i>NEW</i>	Dynamics of Child Maltreatment & Neglect Trauma and the Impact on Interviewing <p>This class will discuss the unique dynamics of trauma experience of child abuse and neglect and the reaction of children and families when they are interviewed to gather information. The impact of these reactions on the worker's ability to engage with the family, and gather accurate, detailed information will be explored. Participants will examine effective interviewing styles and strategies, ideal interview environments, and common interviewing challenges across the continuum of child welfare services when assessing for risk and safety.</p> <p>Title IV-E Activities: Child abuse and neglect issues, communication skills to work with children and families</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Venue SSW/Regional	All Child Welfare caseworkers/supervisors	
In-Service Courses <i>NEW</i>	Dynamics of Child Maltreatment and the Impact on Safety and Service Planning <p>This class will explore how the unique dynamics of sexual abuse impact the ability of the caseworker to engage and partner with the family in planning for safety and appropriate services. The implications for service provisions will be considered when sexual abuse disclosures occur after the</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Venue SSW/Regional	All Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>initial CPS assessments. Participants will examine the role and influence of non-offending care-givers, compliant victims, and situations involving incest on achieving positive outcomes for safety, well-being and permanency. Actionable strategies for helping families and their supportive caregivers to navigate the court process will also be provided.</p> <p>Title IV-E Activities: Development of the case plan; Child abuse and neglect issues, preparation for and participation in judicial proceedings, assessments to determine whether situation required a child's removal from the home</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>From Good to Great: Maximizing Skills to Enhance Alternative Response (AR) Practice Participants will explore best practices and what is working, as well as opportunities for improving the integration and delivery of AR whether working with a relatively easy going or challenging family situation. Participants will enhance their ability to utilize tools and strategies to engage and plan with family from start to finish (first the family visit, developing the service plan and finally preparing a strengths based closing summary), ultimately leading to appropriate services and resources for the children and families</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Workers and Supervisors	State General Funds

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	being served.				
In-Service Courses NEW	<p>From the Classroom to the Field: Transfer of Learning in Child Welfare This webinar will provide a foundation and framework for understanding transfer of learning principles and practices. Participant, training, and organizational factors that both support and potentially limit transfer of learning in child welfare will be examined. The webinar will assist staff apply the skills taught in classroom sessions and enhance the quality of case work practice. The webinar will offer strategies to improve the quality of conducting assessments and using the information gathered to strengthen the development of case planning activities.</p> <p>Title IV-E Activities: Job performance enhancement skills, Development of the case plan, Social work methods-interviewing and assessment</p>	1.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Webinar	Child Welfare Caseworkers, Supervisors and Administrators (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses NEW	<p>How Grief and Loss Impact Everyone in the Foster Care World This workshop will explore how the inevitable grief and trauma that arises when foster care becomes necessary affects all stakeholders within the foster care world. Common grief behaviors in infants, children, adolescents, birth and resource</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>parents as well as the myriad professionals who work with them, will be examined. Program content will explore the following topics: specific types of grief related to foster care issues; common myths about grief; consequences of multiple loss experiences; developmental understanding and coping; specific stakeholder responses; adult side effects; and resources for help.</p> <p>Title IV-E Activities: Effects of separation, grief and loss on children in foster care</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Hear ye! Hear ye! Strategies for Using the CINA Court Process to Achieve Permanency for Children This training will provide a unique perspective of the court process through the eyes of the attorney, judge and LDSS parties, with representatives from each group on hand to offer insights, suggestions and tips for working together in a collaborative manner to achieve safety, permanency and well-being outcomes for youth in care. Participants will discuss the court process from start to finish, exploring ways to enhance their practice of planning for court, preparing the parents and children for court hearings and all possible outcomes, testifying, and finally preparing themselves for potential developments and unexpected results. There will also be an emphasis on how to learn from mistakes</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>and avoid them in the future.</p> <p>Title IV-E Activities: Participation in judicial determinations</p>				
<p>In-Service Courses NEW</p>	<p>The Impact of Teen Dating Violence on Maryland’s Youth</p> <p>This webinar will examine the prevalence and impact of teen dating violence, as well as strategies to assess potential risk and protective factors. Populations of especially vulnerable teens, such as LGBTQ youth, young women and girls, homeless and runaway youth, those in foster care, those being trafficked or turning to survival sex, and those who have unintended pregnancies will also be discussed.</p> <p>Title IV-E Activities: Domestic violence; risk assessment; child social and emotional development and well-being</p>	1.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>In-Service Courses NEW</p>	<p>Is This Normal? Understanding Sexual Development and Behavior in Children</p> <p>In this webinar, participants will learn about “normal” sexual behaviors and developmental patterns in children, as well as assessment of signs and symptoms that may be cause for concern. The participants will learn strategies for communicating with both children and caregivers about typical sexual development.</p>	2 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>Title IV-E Activities: Child social and emotional development and well-being, child abuse and neglect issues, communication skills to work with children and families</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Making the Most of Family Visits Participants will explore best practices for planning and conducting visits to include safety considerations and transition preparation in addition to descriptive assessment documents of the visitation experience. Ways to educate support and involve parents and caregivers around visitation will also be explored. Workers will leave with a clear understanding of their role in the visitation process and the importance of visitation in achieving safer, healthier families.</p> <p>Title IV-E Activities: Family-centered practice; preserving, strengthening and reunifying families</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>In-Service Courses <i>NEW</i></p>	<p>The Participant's Role in Transfer of Learning This webinar will examine learner characteristics that impact transfer of learning with a focus on actionable strategies the learner can employ to better ensure training transfer. The webinar will assist staff apply the skills taught in</p>	1.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	Child Welfare Caseworkers, Supervisors and Administrators (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>classroom sessions and enhance the quality of case work practice. The webinar will offer strategies to improve the quality of conducting assessments and using the information gathered to strengthen the development of case planning activities.</p> <p>Title IV-E Activities: Development of the case plan; Social work methods-interviewing and assessment</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Prescription Drug Misuse/Abuse and Child Welfare Practice Participants in this webinar will learn ways to assess possible prescription drug abuse from a family-centered, strengths-based perspective. Participants will learn to recognize risk and harm within the family system and strategies to connect to appropriate service referrals.</p>	1.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>State General Funds</p>
<p>In-Service Courses <i>NEW</i></p>	<p>Role of the Supervisor in a Trauma Informed Child Welfare System This workshop is designed to provide seasoned supervisors with a clear understanding of trauma and its impact on children, families and child welfare professionals, as well as the importance of trauma informed child welfare practice. Participants will explore their role in creating a trauma-informed system of care</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

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	<p>through standards of practice, staff development and effective supervision so that workers are better equipped to partner with families to achieve desired safety, permanency and wellbeing outcomes.</p> <p>Title IV-E Activities: Supervisory skills; social work practice: trauma-informed care</p>				
<p>In-Service Courses NEW</p>	<p>When Domestic Violence is a Factor: Best Practices for Child Welfare Workers This webinar will explore the dynamics and impact of domestic violence on child witnesses, with an emphasis on trauma-informed practices and approaches.</p> <p>Title IV-E Activities Domestic violence</p>	1.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p>In-Service Courses NEW</p>	<p>Whose Child is it Anyway? The Challenges of Reunification This workshop will explore roles and responsibilities of the adults involved in the foster care system in supporting permanency outcomes and family reunification. The workshop will also consider factors and practices that support successful reunification as well as those that might impede success.</p> <p>Title IV –E Activities: Permanency planning, strengthening and</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

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	reunifying families				
In-Service Courses NEW	Working with Families of Substance-Exposed Newborns This workshop is designed to help participants develop their knowledge, skills and expertise in assessing the level of safety and risk and promoting the potential for change. Participants will learn about substance use disorders and treatment, the impact of prenatal substance use on birth outcomes and child development, and the effects of active substance use on parenting. The participants will be able to apply the assessment skills for referring families for services to address this need. Title IV-E Activities: Substance abuse, social work practice, referral for services	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses NEW	Working with Offenders Participants will discuss engagement and interview techniques that align with offender typologies to better ensure positive change for the offender and the family. Participants will also discuss and practice strategies to involve the offender in the safety and service planning process. These strategies will include engaging incarcerated relatives to gather background information about the child and relative resources as well accommodations to involve them in	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>Family Involvement Meetings (FIMs) and other treatment planning meetings.</p> <p>Title IV-E Activities Social work practice</p>				
<p>In-Service Courses NEW</p>	<p>Trans-Racial Placements: Preparing and Supporting Families</p> <p>This seminar will provide information and strategies when working with prospective adoptive parents to help them evaluate their readiness to embrace a multi-racial/multi-cultural family identity. Assessment and interviewing strategies will be provided to prepare families for the realities and ongoing challenges of adopting trans-racially/trans-culturally to increase the likelihood of a smooth transition and successful placement.</p> <p>Title IV-E Activities: Placement of the child; Permanency planning and cultural awareness</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>In-Service Courses NEW</p>	<p>You Are Not Alone: A Comprehensive Framework for Working With Undocumented/unaccompanied Minors</p> <p>This workshop will provide an overview of immigration laws and enforcement and the subsequent impact on children and youth who come to the attention of the child</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>welfare system. Special considerations for developing case plans and addressing the trauma impact on this population will be discussed. Immigration related resources and referral information will also be provided.</p> <p>Title IV-E Activities: Development of the case plan; Cultural competency, referral for services</p>				