

**Maryland Department of Human Resources – Title IV-E Training Matrix
July 1, 2013 – June 30, 2014**

Introduction:

Below is a Matrix that identifies all courses offered to DHR staff or those staff preparing for employment with DHR. DHR has reviewed courses offered under five separate initiatives – Bachelor of Social Work (BSW), Masters of Social Work (MSW), pre-service, in-service/continuing education and the BSW/MSW work study program. The matrix identifies the course and federal program(s) to which it will be charged.

The matrix also provides detailed information on Foster/Adoptive/Kinship Parent Pre-service training, Supervision Matters and MD CHESSIE training application which has been integrated into the Pre-Service schedule (Modules 1, 3, 4 and 5).

Allocation Method:

DHR will allocate the costs of the BSW and MSW programs, operated by the University of Maryland at Baltimore, to Title IV-E, at the Title IV-E Eligibility rate, and claim the appropriate costs at the 75% reimbursement rate and 50% reimbursement rate. Costs claimed at 75% include instructor costs and the cost of the stipends paid to participating DHR social workers (both existing staff and those preparing for employment at DHR). Costs claimed at 50% include University overhead costs and material costs that cannot be directly identified as supporting the program (i.e. allocated costs). The work study program only covers 70% of the cost of tuition and does not include administrative expenses. The purpose of all these programs is to train DHR social workers to perform the necessary tasks to support children in foster care and administer the Title IV-E State Plan. These expenses are allowable per 45 CFR 235.63, 45 CFR 235.64 and 45 CFR 1356.60.

DHR will allocate the costs (trainer and trainee costs) related to pre-service and in-service trainings to Title IV-E via curriculum statistics that are developed by DHR. DHR has worked with the University of Maryland to review the training costs and determine whether the program is allowable under Title IV-E and what reimbursement level (50% or 75%).

The Department will provide a Cost Allocation Plan to reflect the information included in this Matrix. The Cost Allocation Plan Amendment will provide detailed information on the costs and the allocation methodology.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Pre-Service Training¹					
Pre-Service Training for Child Welfare Workers	<p>I: Foundations of Practice</p> <p>Classroom</p> <ol style="list-style-type: none"> 1) Introduce participants to child welfare and child welfare history with an Overview of Child Welfare <ul style="list-style-type: none"> • What is a Child Welfare System? • Historical and Legal Context of Child Welfare • Values and Principles of Child Welfare • Overview of DHR-LDSS and the Federal Context for Maryland Practice 2) Introduction, understanding, and knowledge of Strengths based Approach to Practice 3) Understand Culturally Competent Practice & Application to Case Planning 4) Introduction to COMAR 5) MD CHESSIE application (Day 1) <p>Title IV-E Activities: Placement of the child, case management, supervision, social work practice and permanency planning</p>	12 hours classroom + 6 hours MD CHESSIE application	University of Maryland, Baltimore/Child Welfare Academy	All New Child Welfare, Caseworkers, Supervisors (Mandatory)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

¹ Pre-Service Training is held at the UM, School of Social Work.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Pre-Service Training for Child Welfare Workers	Module 2: Indicators and Dynamics of Abuse and Neglect Online Assignments 1) Review Professionals' Legal and Ethical Duties Worker Roles 2) Understand Key Maryland Legal Definitions for Child Welfare 3) Gain knowledge about the Types, Indicators, and Dynamics of Child Maltreatment 4) Develop and understanding of the Effects of Trauma on Children 5) Understand Substance Abuse 6) Understand Commonly Used Drugs Classroom 1) Learn the Legal Definitions of Child Abuse and Neglect and Disposition of Reports 2) Understand the Dynamics and Indicators of Child Maltreatment <ul style="list-style-type: none"> • Meaning of Terms • Trauma Effects • Neglect • Physical Abuse • Mental Injury • Sexual Abuse 3) Gain an understanding of Child Welfare Key Practice Areas	6 hours on-line + 18 hours classroom	University of Maryland, Baltimore/Child Welfare Academy	All New Child Welfare, Caseworkers, Supervisors (Mandatory)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<ul style="list-style-type: none"> • Substance Abuse • Mental Health • Domestic Violence <p>Title IV-E Activities: Case management and supervision, placement of the child, effects of separation, grief and loss, child development and visitation, referral to service, development of the case plan</p>				
<p>Pre-Service Training for Child Welfare Workers</p>	<p>Module 3: Engaging Children and Families in the Process of Change</p> <p>Online Assignments</p> <ol style="list-style-type: none"> 1) Review Engagement Skills 2) Understand Family Systems 3) Learn and practice Eco-mapping 4) Learn about Confirmation Bias and Stereotype Threat: Understanding the Effects of Assumptions <p>Classroom</p> <ol style="list-style-type: none"> 1) Learn Approaches to Interviewing During Assessment 2) Understand Assumptions and Inferences 3) Apply and practice Interviewing Skills 4) Review and Critique of Interviewing Skills 5) Learn how to Interview Children and Adolescents 6) Learn Engagement Skills 7) Understand the Process of Change 8) Gain knowledge and understanding about Working Through Resistance 	<p>2 hours on-line + 12 hours classroom + 6 hours MD CHESSIE application</p>	<p>University of Maryland, Baltimore/Child Welfare Academy</p>	<p>All New Child Welfare, Caseworkers, Supervisors (Mandatory)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	9) MD CHESSIE application (Day 2) Title IV-E Activities: Case management, supervision, social work practice, communication skills required to work with children and families				
Pre-Service Training for Child Welfare Workers	Module 4: Conducting Family Centered Assessments Online Assignments 1) Understand how to Differentiate Safety Concerns from Risk 2) Become familiar with the SAFE-C 3) Become familiar with the MFRA 4) Review and understand an overview of the Assessment Process Classroom 1) Gain a knowledge and understanding of Assessment in Child Welfare 2) Understand the elements of Safety and Risk 3) Understand and practice Safety Planning with the application of SAFE-C, Group SAFE-C and MFRA 4) Understand and be able to discuss Safety and Risk, Assessment and Reassessment Triggers 5) Learn about Worker Safety 6) MD CHESSIE application (Day 3) Title IV-E Activities: Case management, supervision, social work practice, communication skills required to	3 hours on-line + 12 hours classroom + 6 hours MD CHESSIE application	University of Maryland, Baltimore/Child Welfare Academy	All New Child Welfare, Caseworkers, Supervisors (Mandatory)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	work with children and families, referral to services, assessments to determine whether a situation requires a child's removal				
Pre-Service Training for Child Welfare Workers	<p>Module 5: Planning with the Family</p> <p>Online Assignments</p> <p>1) Learn and practice Documenting a Contact with a Client</p> <p>Classroom</p> <p>1) Learn and understand Loss and Grieving in Children and Parents</p> <p>2) Gain knowledge and understanding of Case Planning</p> <ul style="list-style-type: none"> • Principles, Purposes and Types of Plans • Planning with (not for) Families • The Family's Team • Interventions and How They Support Assessment and Planning • Underlying Conditions and Needs • Components of a Case Plan and Service Agreement • Goals and Objectives • Services that Meet Needs and Address Conditions, Safety Factors and Risks • Developing Effective Tasks, Determining Services and Setting Timelines <p>3) Gain knowledge and understanding of Substitute Care</p> <ul style="list-style-type: none"> • Planning and Implementing Family Visits 	6 hours on-line + 18 hours + 6 hours MD CHESSIE application	University of Maryland, Baltimore/Child Welfare Academy	All New Child Welfare, Caseworkers, Supervisors (Mandatory)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<ul style="list-style-type: none"> • Preventing Placement Disruptions • Making the Most of Worker-Family/Child Visits <p>4) Know the importance and aspects of Effective Documentation</p> <p>5) Gain an understanding of how to Make the Decision to Close the Case and Terminate the Relationship with a family</p> <p>6) MD CHESSIE application (Day 4)</p> <p>Title IV-E Activities: Case management, supervision, case documentation, preparation for and participation in judicial determinations, permanency planning, communication skills, required to work with children and families, referral to service</p>				
In-Service – Introductory Courses²					
In-Service – Introductory Courses	<p>Assessing and Planning for Risk and Safety</p> <p>This training is an introduction to the Signs of Safety (SoS) framework, a strengths based, family centered approach to assessing and planning for risk and safety with children and families. The framework aligns with the Maryland Family Centered Practice Model in a way that uses SoS to consider risk and safety factors in planning with families.</p> <p>Participants will continue to learn about and</p>	12 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	All New Child Welfare Caseworkers/ Supervisors (Mandatory)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

² In-service Introductory courses are those required post the successful completion of Pre-Service.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>apply engagement, teaming and assessment skills, learn solution-focused and other interviewing techniques, and gain a better understanding of protective factors/capacity in families.</p> <p>Title IV-E Activities: Case management, supervision, social work practice, communication skills required to work with children and families, assessment to determine whether a situation requires a child's removal</p>				
In-Service - Introductory Courses	<p>Introduction to Child Protective Services - Focuses on definitions of child maltreatment in Maryland, assessment of risk and safety factors, development of safety plans and service plans that target safety and risk factors. Identifies legal and social work interventions that are designed to keep children safe from maltreatment.</p> <p>Title IV-E Activities: Child abuse and neglect issues and general overview of the issues involved.</p>	18 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	New Child Welfare caseworkers/ Supervisors (Mandatory for CPS staff)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
In-Service – Introductory Courses	<p>Introduction to Out of Home Placement - Focuses on understanding the needs of children in out of home care, as well as their caretakers, including knowledge of permanency timeframes, concurrent planning, sibling visits, and grief and loss issues for children and parents associated with out of home placement. Starting in January 2014, participants also received Day of MD CHESSIE training.</p>	12 hours + 6 hours MD CHESSIE application	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	New Child Welfare Caseworkers/ supervisors – (Mandatory OHP staff)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>Title IV-E Activities: Permanency planning, independent living, communication skills, placement of child, development of the case plan, case management, referral to services, activities designed to preserve, strengthen and reunify family</p>				
Foundation Track Courses³					
<p>Foundation Track Courses NEW</p>	<p>Enhancing Your Credibility in Court- Assists the new worker enhance his or her professional image and performance in court. Topics will include: (1) preparing for a successful outcome in court, (2) presenting a professional image, (3) testifying as an expert witness, and (4) frustrating the adversarial attorney through effective testimony under cross-examination.</p> <p>Title IV-E Activities Preparation for and participation in judicial determinations, communications skills, and social work practice</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (Mandatory for new staff)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
<p>Foundation Track Courses NEW</p>	<p>Family Centered Planning- Recipes for Success- Explores the skills necessary to implement overall strengths-based planning utilizing Maryland's Family Centered Practice model while connecting with families and community partners along the continuum of the decision-making process. Participants will experience peer to peer learning and</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (Mandatory for new staff)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.

³ Effective January 2014, Foundation Track courses are mandatory for all child welfare staff to be completed within the first 2 years of employment. Staff with more than 2 years of employment may register for the classes as an in-service elective through the CWA website.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>practice strategies to apply information gleaned from various assessment tools.</p> <p>Title IV-E Activities Social work practice, family centered practice, permanency planning</p>				
<p>Foundation Track Course</p> <p>NEW</p>	<p>Impact of Child Maltreatment on Child Development- Provides an overview to help caseworkers make the connection between traumatic events and a child’s ability to meet different developmental milestones. Participants develop an understanding of normal physical and psychological development and how it can be affected by childhood maltreatment and other forms of trauma. In addition, workers will be provided with ways to advocate and creative ideas for interventions with children and their caregivers.</p> <p>Title IV-E Activities Child Abuse and neglect issues, social work practice, referral services, social work practice</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (Mandatory for new staff)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
<p>Foundation Track Courses</p> <p>NEW</p>	<p>Intimate Partner Violence: Dynamics, Assessment and Intervention Participants will learn: (1) what constitutes domestic violence, and how children are affected by it; (2) how to identify the three different types of batterers, and the appropriate interventions for each type; (3) how to understand and work with the non-offending parent to enhance child safety; (4) what legal remedies are available; and (5)</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	All Child Welfare caseworkers/ supervisors (Mandatory for new staff)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>when it is appropriate to remove a child from a home due to the presence of domestic violence.</p> <p>Title IV-E Activities Domestic violence, assessment, communication skills required to work with children and families, referrals to services</p>				
<p>Foundation Track Courses</p> <p>NEW</p>	<p>Secondary Traumatic Stress (STS)- This training will help child welfare workers and supervisors to understand STS and its effects so that they can concentrate on building coping mechanisms and supports in order to be effective in all areas of their lives.</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	All Child Welfare caseworkers/ supervisors (Mandatory for new staff)	Title IV-E Training at 50 % FFP after applying Title IV-E penetration rate.
<p>Foundation Track Courses</p>	<p>Trauma Informed Casework – This workshop will explore the origins of trauma and the impact of trauma on the neurological system and the subsequent cognitive distortions and behavioral manifestations. Participants will also gain knowledge regarding appropriate trauma informed screening, assessment and intervention strategies for families and foster care providers.</p> <p>Title IV-E Activities: Assessment, social work practice, trauma and mental health issues, communication skills required to work with children and families</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective) (Mandatory for new staff)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-service Instruction Courses⁴					
In-Service Courses	<p>Addressing Families' Trauma: What a Child Welfare Worker Needs to Know – Family and trauma informed approaches to child welfare services strengthen workers' ability to identify and intervene to address the whole family's needs and support their recovery from trauma and impacts on the whole family. Participants will learn to identify trauma on the whole family as well as strategies to intervene effectively.</p> <p>Title IV-E Activities: Social work practice</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
In-Service Courses NEW	<p>Advanced FIM Facilitation: Strategies for Managing Challenging Behaviors This training session will address a wide range of challenging behaviors that facilitators encounter during FIMS including hostility, monopolizing, non-participation, ramblers, unpreparedness and mental health dynamics. Attendees will be introduced to skills and strategies for managing these behaviors and through practice, examine which strategies are most effective for addressing specific situations.</p> <p>Title IV-E Activities: Social work practice, cultural competence, assessment skills, permanency planning, communication skills required to work with</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.

⁴ 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.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service Courses <i>NEW</i>	children and families Advanced FIM Facilitation: Techniques for Reframing Strengths and Concerns – Drawing on core concepts from the Signs of Safety Model, attendees will explore strategies for reframing concerns in a concise and meaningful way that directly relates to safety and welfare. Attendees will also examine solution focused strategies that can be used to help FIM participants articulate strengths that are more focused on resources and supports. Title IV-E Activities: Social work practice, cultural competence, assessment skills, permanency planning, communication skills required to work with children and families	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
	In-Service Courses	Alternative Response: Skills and Practice- This one day session will reinforce the philosophy of Family Centered Practice with a focus on the skills needed and new procedures required for successful delivery of an Alternative Response with families. Knowledge and skill development areas will include: Engagement and Communication, Assessment, Cultural Competence, Partnering, Advocacy, Community Collaboration and Resource utilization. Participants will also receive instruction on new processes and procedures for MD CHESSIE and Alternative Response documentation.	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>Title IV-E Activities: Cultural competency, social work practice, communication skills required to work with children and families</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Beyond Mindfulness in the Workplace- Participants will understand how integrating mindfulness practices into the workplace can help them become more focused, productive, and calm under pressure. Through experiential activities, scenarios, discussion and group exercises, participants will leave with specific techniques for practicing mindfulness at work, and living a more mindful, stress-free life.</p> <p>Title IV-E Activities: Job performance and stress management</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50 % FFP after applying Title IV-E penetration rate
<p>In-Service Courses <i>NEW</i></p>	<p>Bullying Awareness and Prevention Review the specifics of bullying as it relates to children and older youth, the effects of bullying and the dynamics of cyber bullying. Develop assessment skills to determine if a child/youth is being bullied and the role social workers play in preventing a child/youth from being bullied or being the bully.</p> <p>Title IV-E Activities: Social work practice</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>In-Service Courses</p>	<p>Coaching This training is designed for administrators and experienced supervisors who will be coaching supervisors that have recently attended the Supervision Matters Supervisory Courses. The course will</p>	12 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50 % FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>reinforce practice expectations and skills related to effective and quality supervision. The coaching program will provide a model of peer support and constructive feedback exchange to enhance supervisory skills through a partnership for learning and change. Participants will learn about the coaching process and elements of the coaching relationship; gain an understanding of the structure and guidelines used in coaching and the coach/coachee roles and responsibilities.</p> <p>Title IV-E Activities: Job performance enhancement, general supervisory skills, team building, worker retention</p>				
In-Service Courses	<p>Concurrent Planning: Promoting Permanency for Children – This workshop will look at possible tendencies for child welfare workers to favor one permanency option over the other and how that impacts work with birth, kinship and resource families. Additionally, participants will practice creating effective prognostic assessments and case plans and learn how to use full disclosure as a foundation for concurrent planning.</p> <p>Title IV-E Activities: Communication Skills, cultural competency, social work practice</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service Courses <i>NEW</i>	<p>Creating Delight Between Parent and Child - The focus of the workshop is on providing techniques to help increase self-regulation for both parents and children, strengthen parent-child bonds, increase body awareness, and reduce overall stress. Participants will learn techniques for building and supporting healthy relationships both with the families they work with, and within families that are struggling to bond and connect.</p> <p>Title IV-E Activities Social work practice, communication skills required for to work with children and families</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses	<p>DSM-V: Use of the New Mental Health Diagnostic Criteria in Child Welfare – This training will present what DSS staff members need to know to ethically transition to the DSM-5 system, review how diagnoses are recorded and discuss changes in the organization and content of specific DSM-5 disorders. The training covers changes in the DSM-5; new criteria for the most used and most severe disorders; and the new approach to culture related to diagnosis.</p> <p>Title IV-E Activities: Mental health, social work practice</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses	Engaging Fathers and Paternal Kin –	6 hours	University of	Child Welfare	Title IV-E Training at

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	<p>This workshop explores ways to engage and involve fathers and paternal family members, to create greater opportunities for them to be connected in a number of important ways that benefit their children. Participants will explore the myths and barriers surrounding working with this special group, discuss strengths based approaches to working with fathers and develop practical strategies for working more effectively with fathers and paternal relatives.</p> <p>Title IV-E Activities: Social work practice, communication skills required to work with children and families, service referral</p>		Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	caseworkers and Supervisors (elective)	75% FFP after applying Title IV-E penetration rate
<p>In-Service Courses <i>NEW</i></p>	<p>Enhancing Your Credibility in Court- (See description under Foundational Track)</p> <p>Title IV-E Activities Preparation for and participation in judicial determinations, communications skills, and social work practice</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service Courses	<p>Ethics: Boundaries and Dual Relationship Issues - This workshop will provide participants with an awareness of boundary issues and dual relationship challenges in the human services. Participants will also develop an understanding of the difference between ethical and non-ethical relationships. Additionally, guidelines will be presented to help workers manage boundary issues and dual relationships that may occur when working with individuals and families.</p> <p>Title IV-E Activities: Ethics, social work practice</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses <i>NEW</i>	<p>Ethics: Competency of the Child Welfare Professional - Participants will learn how professional development ties into the NASW Code of Ethics' Value: Competency. Participants will discuss strategies to give and receive feedback in a way that supports our ethical obligations. In addition, participants will explore concrete tips to make the most out of learning opportunities that present themselves along the way.</p> <p>Title IV-E Activities: Ethics, general supervision, job performance</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors (mandatory) and Caseworkers (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service Courses <i>NEW</i>	<p>Ethics: Dignity and Worth of a Person- This course addresses the difficult task workers are faced when they are challenged to work with individuals or populations which may produce a negative internal</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors (mandatory) and Caseworkers (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>reaction. Participants will discuss way to evaluate their ability to treat all people with Dignity and Worth. Participants will also be provided with techniques to enhance their ability to demonstrate this value when working in the field or back in the office.</p> <p>Title IV-E Activities: Ethics , social work practice</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Finding Your “True North”: The Essence of Ethical, Authentic Leadership- Through self –reflection, experiential activities, discussion and case studies, participants will examine the principals of authentic leadership, and how an ethical, values-driven leader can inspire others and engender success at all levels. Participants will better understand how to develop leadership potential in themselves, colleagues and team.</p> <p>Title IV-E Ethics, general supervisory skills, job performance enhancement</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<p>In-Service Courses <i>NEW</i></p>	<p>Ethics- Maintaining Integrity in the Workplace Participants discuss what causes people make choices that are unethical even though logically they understand the “right” thing to do. Safeguards to implement on an individual and agency level will also be explored.</p> <p>Title IV-E Activities:</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors (mandatory) and Caseworkers (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	Ethics, general supervisory skills, job performance enhancement				
In-Service Courses	<p>Facilitating Family Involvement Meetings Participants are provided with the general values, principles and skills needed for introductory level facilitation of Family Involvement Meetings (FIMs). Participants will gain an understanding of the MD Family Centered Practice model (FCP) principles, outcomes and goals and how a FIM reflects them. They will learn about the procedural aspects of conducting FIMs. Content will cover ways to ensure effective and clear discussion related to safety and risk issues at all FIMs so that decisions are grounded in safety and protection for the child. Participants will also develop intervention strategies and skills to maintain comfort guidelines/ground rules, manage group dynamics and deal with participants who exhibit difficult group behaviors. Facilitator self-awareness is explored and participants will learn how their own personal biases and values may impact the facilitation of a FIM.</p> <p>Title IV-E Activities: Social work practice, cultural competence, development of case plan, referral to services, permanency planning, communication skills required to work with children and families</p>	18 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors (mandatory) and Caseworkers (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses <i>NEW</i>	Family Centered Planning- Recipes for Success-	6 hours	University of Maryland, School of	Child Welfare Caseworkers and	Title IV-E Training at 75% FFP after applying

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	(See description under Foundational Track) Title IV-E Activities: Social work practice, family centered practice, permanency planning		Social Work (UMB/SSW) Child Welfare Academy	Supervisors (elective)	Title IV-E penetration rate
In-Service Courses <i>NEW</i>	Gangs Awareness II- This workshop reviews current trends in the criminal subculture. This course explores how gangs exploit human needs for existence and explore how gangs affect the human rights concern of sex trafficking. Title IV-E Activities: Social work practice, cultural competency, independent living and issues confronting adolescents	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors (mandatory) and Caseworkers (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses	Holding it Together When Your World is Falling Apart: Stress Management for CW Supervisors This training explores the multiple facets of stress experienced from the demands of service delivery. Supervisors will learn how to maximize their leadership skills by effectively managing stress and explore additional strategies to deal with immediate and acute stress as well as long term chronic stress. Title IV-E Activities: Job performance and stress management	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service Courses <i>NEW</i>	How Culture & Spiritual Traditions Impact Child Maltreatment- This training focuses on how culture and spiritual traditions influence perceptions of	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child	Child Welfare Supervisors (mandatory) and Caseworkers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>child rearing among families. It also looks at how families respond to abuse and neglect based on their culture and offers strategies that child welfare workers can use to respond to child maltreatment with cultural sensitivity and competence.</p> <p>Title IV-E Activities: Communication skills necessary to work with children and families, cultural competency, social work practice, child abuse and neglect issues</p>		Welfare Academy	(elective)	
In-Service Courses <i>NEW</i>	<p>Impact of Child Maltreatment on Child Development- (See description under Foundational Track)</p> <p>Title IV-E Activities Child Abuse and neglect issues, social work practice, and referral services</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses <i>NEW</i>	<p>Intimate Partner Violence: Dynamics, Assessment and Intervention (See description under Foundational Track)</p> <p>Title IV-E Activities Domestic violence, assessment, communication skills required to work with children and families, referrals to services</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	All Child Welfare caseworkers/ supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Course	<p>Investigative Interviewing This workshop is designed to help participants gather information from parties involved in a CPS investigation in a forensically sound, client-sensitive manner. The training will focus on the following: the stages of the interview process and question selection to effectively gather pertinent</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Protective Service Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>information. Additionally, other options of gathering information and standard hurdles that present themselves in an investigative interview are explored.</p> <p>Title IV-E Activities: Social work practice, child abuse and neglect issues, communication skills required to work with children and families</p>				
In-Service Courses <i>NEW</i>	<p>Medicaid: Understanding the Facts to Best Serve Your Children and Families (Webinar) This webinar will discuss the legal rights of all Medicaid recipients with an emphasis on how to access Medicaid services for individuals with disabilities.</p> <p>Title IV-E Activities: Referrals to services</p>	2 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses	<p>Medical Aspects of Child Abuse and Neglect Series: Advanced I Expands the basic understanding to address more challenging topics in child abuse and neglect. Specific topics will include: Advanced Topics in Physical Abuse (burns, head trauma, and fractures), Failure to Thrive, Sexually Transmitted Infections, and Medical Child Abuse (Munchausen's Syndrome by Proxy, Factitious Disorder by Proxy). Participants will leave with a more in-depth understanding of how to distinguish abusive from accidental injury. They will become familiar with the various infections that can be transmitted sexually and the likelihood that each infection is the</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>result of sexual abuse. They will also learn warning signs that poor growth may be the result of maltreatment, and warning signs that the medical care sought by a parent for his/her child may be unnecessary or harmful.</p> <p>Title IV-E Activities: Child development, child abuse and neglect issues, assessment</p>				
In-Service Courses	<p>Medical Aspects of Child Abuse and Neglect Series: Advanced Topics II – This session will go beyond the basics to address more challenging topics in child abuse and neglect. Specific topics will include: Healthcare Needs of Foster Youth and the Medical Home, Drug Exposed Newborns and Children, Understanding Child Development and Behavior, and Prevention of Child Maltreatment. Participants will leave with an understanding of the special health care needs of foster youth. They will understand the short and long term effects of drugs of abuse on children, as well as the specific needs that these children may have. Participants will also leave with an understanding of normal and abnormal child development and behavior, and when to be concerned that a child’s behavior may reflect exposure to abuse or neglect. The session will end with a discussion of effective programs to prevent maltreatment, and what child welfare workers can do to help prevent maltreatment.</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>Title IV-E Activities: Child development, child abuse and neglect issues, assessment</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Prevention of Dental Abuse and Neglect through Awareness and Education Prevention of Dental Abuse and Neglect through Awareness and Education This webinar discusses the basics of oral health, the risks of untreated decay and reasons for action in dental neglect cases, and the role child welfare workers play in maintaining oral health for the children and families of Maryland.</p> <p>Title IV-E Activities: Child abuse and neglect issues</p>	2 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	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>Rethinking Injury Prevention and Sudden Infant Death- This training covers strategies to reduce Sudden Infant Death (SIDS) and current research findings. In addition to safe sleeping topics, general child safety issues will be covered as well as strategies for supporting parents in bereavement.</p> <p>Title IV-E Activities: Child abuse and neglect issues, grief and loss</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>In-Service Courses</p>	<p>Safety Awareness for Child Welfare Professionals – This safety awareness training for child welfare staff is designed to equip participants with the tools, discipline and self-confidence to handle themselves in</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>situations which may arise during the course of work. The training will cover several different areas including risk assessment, safety planning, pre-assault indicators, verbal escalation and report taking essentials. The workshop will enhance a participant's ability to determine a client's potential for violence, plan appropriately to ensure safe client care when transporting clients, recognize indicators that an assault may be imminent, learn techniques to diffuse a potentially explosive situation with clinical interventions and discuss items to keep in mind when reporting an assault to law enforcement personnel.</p> <p>Title IV-E Activities: Worker safety and communication skills required to work with children and families</p>				
In-Service Courses <i>NEW</i>	<p>Secondary Traumatic Stress (STS)- (See description under Foundational Track)</p> <p>Title IV-E Activities Job performance, stress management</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	All Child Welfare caseworkers/ supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses	<p>Signs of Safety: Assessing and Planning using the Signs of Safety Framework: Experienced Worker Training</p> <p>This training is designed for <i>experienced</i> case workers from all service areas. It provides an introduction to the Signs of Safety (SoS) framework, a strengths based, family centered approach to assessing and planning for risk and safety with children and families. SoS is a way of thinking about risk and safety which acknowledges that all</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	All Child Welfare caseworkers/ supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>families have at some point acted to protect their children and are capable of using these protective factors to keep their children safe in the future. Attendees will learn questioning techniques and practice assessment strategies to differentiate safety threats from complicating factors.</p> <p>Title IV-E Activities: Case management, supervision, social work practice, communication skills required to work with children and families, assessment to determine whether a situation requires a child's removal, social work practice, cultural competency</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Signs of Safety: Booster Training The expanded content includes a review of Harm & Danger Statements, Mapping, and Three Houses emphasizing sustainability and transfer of learning from the classroom to the field. Participants will have an opportunity to ask questions about using the practice and supporting the practice techniques beyond training.</p> <p>Title IV-E Activities: Assessment, social work practice and communication skills required to work with children and families</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>In-Service Courses <i>NEW</i></p>	<p>Signs of Safety Workshop: Growing our Practice The expanded content in this workshop provides participants with an opportunity to share examples and get feedback and</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>support on how they are putting the philosophy and tools of Signs of Safety (harm and danger statements, mapping, 3 houses) in to practice.</p> <p>Title IV-E Activities: Assessment, social work practice, communication skills required to work with children and families</p>				
In-Service Courses	<p>Sexual Abuse Investigations This workshop is designed to help participants understand how to successfully navigate the dynamics of child sexual abuse in investigations and safety interventions. The training focuses on specialized interviewing techniques for both the identified victim and offender as well as review of some of the common hurdles social workers encounter. Techniques are provided that workers can use to support the family system to achieve a safe and secure environment for the children.</p> <p>Title IV-E Activities: Social work practice, child abuse and neglect issues, communication skills required to work with children and families</p>	12 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Workers and Supervisors (Priority given to CPS Sexual Abuse Units)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Services Courses <i>NEW</i>	<p>Supporting LGBTQ Youth in Care- This workshop will provide factual information to help child welfare workers gain a deeper understanding of human diversity with respect to sexual orientation, gender identity, and gender expression. Through informal presentation, discussion, and experiential workshop activities,</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>participants will separate myths from facts, examine specific challenges faced by LGBTQ youth in the system, practice inclusive styles of communication, and identify other strategies for creating safe and affirming care environments for LGBTQ youth.</p> <p>Title IV-E Activities: Communication skills, cultural competency and social work practice, independent living and issues confronting adolescents</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Stalking: Technology as a Tool of Abuse This training provides an overview of intimate partner stalking dynamics and tactics with an emphasis on stalking using technology. The training will cover ways to help victims develop domestic violence safety plans that can help keep themselves and their children safe. Participants will increase their awareness of technologies that can be misused by abusers and they will build domestic violence safety planning skills to use with victims. Criminal and civil legal options are available to victims who are being stalked by a current or former partner. Participants will increase their knowledge of these legal remedies and build skills to help victims document stalking behaviors for possible future use in legal proceedings.</p> <p>Title IV-E Activities: Communication skills, domestic violence, referrals to services</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>Strategies for Social Workers to Communicate with Foster Youth about SEX Participants gain knowledge about adolescent sexuality; understand trends in adolescent sexual behavior; 3) increase their ability to be nonjudgmental and “askable;” and 4) practice communication skills such as answering commonly-asked sexuality questions.</p> <p>Title IV-E Activities: Communication skills required to work with children and families, cultural competency, social work practice, independent living and issues related to adolescents</p>				Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses	<p>Structural Analysis Family Evaluation (SAFE) - This training is mandatory for LDSS supervisors and their workers who conduct home studies. The curriculum is an in-depth, step-by-step training in the use of Structured Analysis Family Evaluation. Day One is devoted to explaining the instrument and how it works. Day Two is interactive - participants perform a SAFE Home Study</p> <p>Title IV-E Activities: Home Studies</p>	12 Hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Adoption and Out-of-Home Care caseworkers (Mandatory)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses <i>NEW</i>	<p>Structural Analysis Family Evaluation (SAFE) Refresher Training – The refresher training is designed to inform <i>experienced safe practitioners and supervisors</i> about SAFE updates, strengthen mitigation skills, and improve SAFE home study writing skills. Participates assesses</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Adoption and Out-of-Home Care caseworkers (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>and explore practical application of difficult home study issues.</p> <p>Title IV-E Activities: Home Studies</p>				
In-Service Courses	<p>Structural Analysis Family Evaluation (SAFE) for Supervisors – This training is designed to aid supervisors in proper supervision of SAFE. This course teaches supervisors how to introduce SAFE to new workers.</p> <p>Title IV-E Activities: Home Studies</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Adoption and Out-of-Home Supervisors (mandatory)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses <i>NEW</i>	<p>Substance Abuse: Addictions 101 This workshop addresses the fundamental concepts of and issues necessary to gain a basic understanding of addictions. Areas of focus will include models of addiction, definition of chemical dependency, the DSM-IV diagnostic criteria for Substance Use Disorders, modalities of treatment, and clinical issues related to treatment for the clients and their families. A drug identification guide will be reviewed.</p> <p>Title IV-E Activities Substance Abuse</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses <i>NEW</i>	<p>Substance Abuse: Knowing What's on the Street- The New Designer Synthetic Drugs This workshop gives an overview of some of the newer street and synthetic drugs on the market. Attendees will gain an</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>increased understanding of the history of these new products, what they look like, how they are used, what kinds of effects to look for and the dangers these drugs pose to children when caregivers are using in the home. Information about the abuse prescription drugs and the impact of social media.</p> <p>Title IV-E Activities: Substance Abuse</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Substance Abuse: Anxiety and Addiction – Guide for Child Welfare Workers This workshop will discuss the relationship between anxiety and substance abuse, observable symptoms, therapeutic interventions and treatment modalities. Participants will have an increased understanding of when and what types of referrals to make for individuals affected by the co-morbid disorders and strategies to support their recovery and reduce anxiety.</p> <p>Title IV-E Activities: Substance Abuse</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	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>Substance Abuse: Family and Recovery This workshop will discuss unstable family constellation surrounding the parent-child relationships and sibling relationships, the impact of addiction on child development, characteristic defenses of children of an addicted parent, and the timeframes and phases of the family system in recovery. Additionally participants will gain an increased understanding of the types of post</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>acute withdrawal symptoms affecting the parent in recovery.</p> <p>Title IV-E Activities: Substance Abuse</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Supervision Matters This certificate program is designed for child welfare supervisor (less than 5 years of experience) to promote their development of the essential knowledge and skills necessary to ensure that the agency mission and goals are accomplished and that the outcomes of safety, permanence; and are achieved for children and families through the delivery of competent, sensitive, and timely services. This training is designed enhance the personal and professional development of experienced supervisors and support the implementation and practice of supervisory skills and knowledge. Coaching and 12 days of training delivered over five months and will be offered once a month for 2 days per month. Additionally, the participant's immediate supervisor is required to participate attend the series orientation and attend monthly.</p> <p>Title IV-E Activities: Supervision, job performance, communication skills, cultural competency and ethics.</p>	60 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>In-Service Courses</p>	<p>Time Management and Organizational Skills for Child Welfare Staff This seminar is designed to help program</p>	6 hours	University of Maryland, School of Social Work	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 50% FFP after applying Title IV-E penetration

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>staff gain control of their time and manage their workload with greater ease and confidence. Through techniques that are easy to understand and implement, participants will learn how to get organized and stay that way, set manageable goals, prioritize tasks, and create more time in their day when there is no time to waste.</p> <p>Title IV-E Activities: Job Performance and time management</p>		(UMB/SSW) Child Welfare Academy	(elective)	rate
<p>In-Service Courses <i>NEW</i></p>	<p>Trauma and Early Childhood Intervention (Part 1 of 3 Series) This three-part training series will provide a clear explanation of early childhood development and explore how trauma may influence children's overall growth and well-being. In this workshop participants will discuss how trauma affects young children's development and attachment, the impact of culture on trauma, the influence of the developmental stage of the child on traumatic stress and how to help young children feel safe after trauma.</p> <p>Title IV-E Activities: Assessment, social work practice, trauma and mental health issues, communication skills required to work with children and families</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	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>Trauma and Early Childhood Intervention (Part 2 of 3 Series) This full day workshop will discuss the role of supportive positive relationships in a young child's life after trauma with special</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>emphasis from the role of the resource parent and the mental health provider.</p> <p>Title IV-E Activities: Social work practice, trauma and mental health issues, communication skills required to work with children and families</p>				
<p>In-Service Courses <i>NEW</i></p>	<p>Trauma and Early Childhood Intervention (Part 3 of 3 Series) – In this full day workshop participants will explore strategies to promote children’s positive social emotional skills, gain an increased understanding of problem behaviors and explore positive approaches to help children learn appropriate behaviors.</p> <p>Title IV-E Activities: Social work practice, trauma and mental health issues, communication skills required to work with children and families</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>In-Service Courses</p>	<p>Trauma Informed Casework – (See description under Foundational Track)</p> <p>Title IV-E Activities: Assessment, social work practice, trauma and mental health issues, communication skills required to work with children and families</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	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>Trauma Informed Medication Management This workshop will provide information to child welfare workers on screening for trauma related symptoms as a potential cause of behavior/mood problems, trauma informed service planning, including</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>evidence based, non-medication treatments (e.g. psychotherapy), and guidelines for safety monitoring if a child does require antipsychotic medication for serious mental illness. Additionally, the workshop will provide resource information for working with traumatized youth who have significant mental health concerns.</p> <p>Title IV-E Activities: Assessment, trauma and mental health issues, referral to services</p>				
In-Service Courses	<p>Understanding the Association between Foster Care and Human Trafficking – This training is designed to educate child welfare workers to ensure that high-risk and trafficked males and females placed in foster care are identified, assisted, and protected. Participants will gain a better understanding of what human trafficking is, the basics of domestic minor sex trafficking and forced labor trafficking, how to better identify potential trafficking victims, the laws and referral mechanisms, myths and misconceptions about sex trafficking, and much more. CWA trainers have been certified by the Maryland the Maryland Human Trafficking Task Force to conduct this training.</p> <p>Title IV-E Activities: Communication skills, social work practice, referrals to services</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses <i>NEW</i>	<p>When Families Fall Apart: Understanding the Impact of Adoption</p>	6 hours	University of Maryland, School of	Child Welfare Caseworkers and	Title IV-E Training at 75% FFP after applying

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>Disruption – The tools necessary to help avert threatened disruption and/or cope with disrupted placement are provided. The workshop offers strategies to help support the coping strategies and alternatives options for families.</p> <p>Title-IV-E Activities: Assessment, social work practice, activities to preserve, strengthen and reunify the family, referrals to services</p>		Social Work (UMB/SSW) Child Welfare Academy	Supervisors (elective)	Title IV-E penetration rate
In-Service Courses	<p>Working with Sexually Diverse Youth: Creating Safe Spaces – This training explores the broad range of sexual diversity including: homosexuality, bi-sexuality and gender identity. We will focus on strategies to enhance a participant's communication and messaging skills as they relate to sexuality issues. In addition to discussion, practice of skills and other interactive activities, local resources for youth and professionals will be identified.</p> <p>Title IV-E Activities: Cultural competence, communication skills, youth development, referral to services</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses <i>NEW</i>	<p>Writing Skills for Exceptional Case Documentation This workshop is designed to help child welfare works develop a clearer, more factual and pertinent writing style specifically for child welfare documentation. Through writing experiences, training participants will work</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>on identifying pertinent data for inclusion in contact notes, differentiating between case fact and opinion and recording summarized case assessments, case plans and other supporting data in case records. Training participants will gain an overall understanding on how to organize information in a clear, concise manner.</p> <p>Title IV-E Activities: Job performance enhancement</p>				
In-Service Courses	<p>Youth Engagement The Youth Matter model is and includes youth participation throughout the training day. Participants hear from the youth as panelists and then work collaboratively on real case examples highlighting successes in case planning. The groups are given an opportunity to assess and plan to solve specific challenges and barriers related to the core practices identified in the model.</p> <p>Title IV-E Activities: Social work practice, case management, communication skills, independent living and issues confronting adolescents preparing for independent living, permanency planning</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Courses Offered by the Office of Continuing Professional Education (CPE)⁵

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service CPE Courses <i>NEW</i>	Chasing the Bug: The De-Stigmatization of HIV Among Sexual Minority Youth This workshop will examine and define the practice of bug chasing, events where gay youth have unprotected sex with multiple partners who are HIV positive with the intention of contracting the virus. Contributing factors to this behavior as well as the way in which social workers can respond will also be discussed. Title IV-E Activities: Social work practice, case management, communication skills, cultural competency, referral services independent living and issues confronting adolescents preparing for independent living	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service CPE Courses <i>NEW</i>	Child Abuse: Its Collateral Consequences and Treatment Modalities This workshop will examine the collateral consequences of child abuse while exploring legal, social, psychological and developmental implications. Participants will discuss the various forms of child abuse, gender differences, propensity and risk factors. Participants will use current literature to explore the importance of understanding best treatment modalities, congruent with the type of abuse. Title IV-E Activities: Child abuse & neglect, assessment	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	Dealing with Difficult People- This workshop is about coexisting with	6 hours	University of Maryland, School of	Child Welfare Caseworkers and	Title IV-E Training at 75% FFP after applying

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<i>NEW</i>	<p>people who are not easy to deal with. Participants will understand the types of difficult people, and how to communicate with someone who is being difficult. Participants will leave this course prepared for the challenges of working, living and collaborating with difficult people, while realizing how to change self.</p> <p>Title IV-E Activities: Social work practice, communication skills</p>		Social Work – Continuing Professional Education	Supervisors (elective)	Title IV-E penetration rate
In-Service CPE Courses	<p>Dialectic Behavior Therapy (DBT) for Adolescents This training will provide participants with the understanding of DBT, including the way in which the treatment prioritizes symptoms for interventions, specific techniques and interventions used to address high-risk behaviors in adolescents.</p> <p>Title IV-E Activities: Social work practice, communication skills, independent living & issues confronting adolescents</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service CPE Courses <i>NEW</i>	<p>Effective Case Management- For many social workers, there are more cases than hours in a day thus making effectiveness and efficiency more important than ever. This workshop will entail a psycho-educational overview about case management and how to manage cases effectively.</p> <p>Title IV-E Activities: Job performance, enhancement skills</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service CPE Courses <i>NEW</i>	Emotional Development: I Don't Understand Why They Act This Way! - Supporting children's social-emotional development: I don't understand why they act this way! This workshop is targeted at audiences who have an interest in infants, toddlers, and preschooler's social-emotional development. You will gain a better understanding of the social-emotional-behavior of children under the age of five and how best to support teachers and parents. Title IV-E Activities: Social work practice, assessment, case planning	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	Ethical Consideration: Impairment and the Workplace- This workshop will discuss issues of colleague impairment and the skills needed to maintain an appropriate work/life balance. Identify issues related to worker impairment and its effects on a colleague's ability to provide services. Title IV-E Activities: Ethics, job performance, team building, stress management, worker retention	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	Ethical Considerations When Working with LGBTQI Clients- - Working with LGBTQI clients can often present social workers with ethical dilemmas; often even before a social worker ever sees or meets a client. LGBTQI clients frequently want to know the sexual orientation/identity of a social worker and/or	3 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>the social worker's feelings about a variety of sexual issues before they will make an appointment.. This workshop will identify and explore possible options for resolving some of these complex issues.</p> <p>Title IV-E Activities: Social work practice, communication skills, cultural competency, independent living & issues confronting adolescents</p>				

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service CPE Courses	<p>Ethical Issues When Required Reports of Maltreatment or Harm- This workshop will explore current legal and ethical considerations when applying the code of ethics into social work. Also, it discusses changes to the law and regulations regarding child abuse and neglect and explores how to meet these obligations while maintaining a therapeutic relationship with the clients.</p> <p>Title IV-E Activities: Ethics, child abuse & neglect, assessment</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	<p>Everyday Ethical Dilemmas in Social Work Practice – Social workers will be introduced to a decision making protocol and a decision chart to aid in their ethical reasoning when faced with a dilemma. This workshop will provide social workers with the opportunity to increase self-awareness. The NASW Code of Ethics will be reviewed.</p> <p>Title IV-E Activities: Ethics</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	<p>General Supervision for New Supervisors This workshop provides an overview of basic skills and resources necessary for effective general supervision. Participants will gain a better understanding of the role, function, and characteristics of an effective supervisor in addition to the basics of personnel management. This training is designed for</p>	12 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>human service workers with fewer than two years of supervisory experience or individuals wanting to enhance supervisory knowledge and skills.</p> <p>Title IV-E Activities: General supervisory skills, job performance</p>				

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service CPE Courses	<p>Helping Victims in Our Community: Ethical Practice within a Coordinated Community Response Participants will learn how to identify and apply various ethical principles and legal mandates to work most effectively with victims of crime in the community were enhancing their work with others.</p> <p>Title IV-E Activities: Ethics</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	<p>Human Trafficking and Social Work Practice: Ethical Considerations and Critical Skills for Effective Work with Sex and Labor Trafficking Victims – Participants will achieve a basic understanding of Federal and State laws against human trafficking, learn to identify and work effectively with victims of various cultures and develop coalition-building skills.</p> <p>Title IV-E Activities: Ethics, assessment, referral services</p>	3 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Supervisors and managers (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service CPE Courses <i>NEW</i>	<p>Igniting Greatness in Youth through Empowerment not Pressure-Adolescence This workshop will explore the importance of empowering youth to explore and form their identity. Adolescence is a developmental milestone marked with self-exploration and identity formation. In order for identity to be developed, youth must have the opportunity to try new things and make</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	mistakes. Title IV-E Activities: Social work practice, case planing				

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service CPE Courses	<p>Integrating CBT & Play Therapy This workshop will provide participants with background knowledge on the problem of anxiety in childhood and equip them to take a team-based approach with children, parents, caregivers, and teachers to address this important issue. Introductory knowledge of play therapy and/or CBT is helpful as this workshop will focus on how to integrate the two approaches</p> <p>Title IV-E Activities: Team building, job performance enhancement skills</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses <i>NEW</i>	<p>Issues & Ethics for the Human Service Professional Social workers are constantly being faced with ethical and professional issues that relate to their practice. These issues often require re-examination of personal life experiences and values that affect professional boundaries. This workshop will assist participants in developing the critical skills necessary for ethical decision making and to understand various levels of ethical practice.</p> <p>Title IV-E Activities: Ethics, job performance enhancement skills</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	<p>Kindling the Fire of Change: Use of Motivational Interviewing to Address Sexual Risk Behavior in Teens in Foster</p>	6 hours	University of Maryland, School of Social Work –	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>Care – In this experiential workshop, participants will learn how to use Motivational Interviewing to intervene with teens in foster care who exhibit sexual risk behaviors. Through didactic presentation, case example, and small and large group activities, participants will learn about the problem of sexual risk behavior and teen pregnancy for foster youth as well as how to use the transtheoretical model of change/stages of change model and motivational interviewing to address this critical social work issue.</p> <p>Title IV-E Activities: Social work practice, communication skills</p>		Continuing Professional Education	(elective)	rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service CPE Course <i>NEW</i>	My Sister/Brother's Keeper: Ethics and the Workplace- In the work environment, it's not uncommon that social workers may hear or see a colleague cross professional boundaries into unethical practice. The Code of Ethics is clear that we have an obligation to confront colleagues and report unethical behavior. Our relationship with our colleagues can sometimes make this a difficult task but confronting concerning behavior may sometimes be a difficult task. This workshop will explore opportunities to embrace these challenges. Title IV-E Activities: Ethics	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	Reaching the Disconnected Parent This workshop offers an opportunity to learn how to engage disconnected parents, who are often non-responsive and apathetic. There is an emphasis on nurturing positive relationships with children and support factors that make it difficult to achieve mutually beneficial relationships between parent and child. Title IV-E Activities: Social work practice, communication skills	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	Reigniting the Flame: Self Care to Prevent Burnout- Your relationship with your work is one that must be consistently nurtured and reignited.	6 hours	University of Maryland, School of Social Work – Continuing	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>Failing to do so could have an impact on a practitioner's ability and desire to provide effective services. This training will explore issues of impairment and identify self care strategies to reignite and maintain passion for the field.</p> <p>Title IV-E Activities: Stress management, worker retention</p>		Professional Education		

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service CPE Courses	Rethinking Attention Deficit Hyperactivity Disorder (ADHD): What Works, What Doesn't and Why – Children and youth with Attention-Deficit Hyperactivity Disorder (ADHD) have unique brains. Like all brains, ADHD minds have strengths and weaknesses. In this workshop, participants will learn twelve power tools for maximizing the strengths and minimizing the contextual weaknesses of the ADHD brain.	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	State General Funds
In-Service CPE Courses	Shame, Attachment Disorder and Contemporary American Culture Shame can influence cognition, emotional regulation, and identity in ways that are detrimental to the individual's capacity for attachment. This workshop will detail the nature of shame and its many effects, including the resulting, shame-based, attachment deficits.	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	State General Funds
In-Service CPE Courses	Social Work License Preparation Course This intensive, comprehensive review program that prepares MSW graduates to pass the LGSW, LCSW, and LCSW-C state licensing exams. The program incorporates a review of test-taking strategies using sample multiple-choice questions that are similar to those found on the licensing exam. Title IV-E Activities: Job performance enhancement skills, worker retention	12 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	Speaking Truth to Power: Children in the Criminal Court Participants will learn about the variety of	6 hours	University of Maryland, School of Social Work –	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<i>NEW</i>	<p>criminal proceedings in which children are most likely to appear as victims and witnesses, and how children experience these proceedings. Forensically, appropriate interviewing techniques and child friendly court preparation will also be discussed, as well as the task of preparing an attorney to question a child in court.</p> <p>Title IV-E Activities: Preparation for and participation in judicial determinations</p>		Continuing Professional Education	(elective)	rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service CPE Courses	<p>Strengths-Based Practice and Ethical Considerations-Advanced This workshop with help participants to better understand the principles and functions that define strengths-based practice, a person-centered approach that builds on existing capabilities, in order to maximize individual performance while promoting client resiliency.</p> <p>Title IV-E Activities: Ethics</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	<p>Supervisors as Leaders- This workshop exposes supervisors to critical knowledge and skills, situational scenarios, and strategies for effectively leading others. Participants will examine a variety of issues related to workplace culture, climate, and personal differences that institutionalize different types of behavior and interactions. Participants will explore how to maximize different types of training for results.</p> <p>Title IV-E Activities: Job performance enhancement skills, worker retention, general supervisory skills</p>	12 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	<p>Transition Strategies for New Supervisors This introductory workshop is designed to help new managers establish their foundation for success.</p>	12 hours	University of Maryland, School of Social Work – Continuing Professional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	Title IV-E Activities: Job performance enhancement skills, worker retention, general supervisory skills		Education		

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service CPE Courses <i>NEW</i>	The Trauma of Sexual Abuse: Exploring Ethical, Cultural, Policy and Treatment Modalities- This workshop will explore the trauma of sexual abuse from a systems and clinical perspective. Issues discussed will be the role of ethics, cultural competency, policy and direct treatment modalities. Current literature will be discussed and participants will be able to articulate the importance of exploring sexual trauma and the diverse components that are integral for program implementation. Title IV-E Activities: Ethics	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	Trauma Whisperers: What Works in Trauma Treatment: This workshop will review issues of PTSD, DID and more. The latest strategies for working with those suffering from psychological wounds will be identified. Title IV-E Activities: Social work practice, assessment	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	Understanding the Association Between Foster Care and Human Trafficking- Foster care puts children at a greater risk for trafficking for a number of reasons. In this workshop, participants will discuss key factors that may cause foster children to be involved in human trafficking and strategies to prevent victimization.	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	Title IV-E Activities: Social work practice, assessment, child abuse & neglect				

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service CPE Courses <i>NEW</i>	Understanding Adolescent Sexuality and Addressing the Special Needs of LGBT Youth and LGBT Youth in Care By exploring human sexuality, adolescent development and the unique experience of “growing up different,” this workshop will address the special needs of LGBT youth and help social workers become more comfortable with and skilled at working with sexual minority clients. While this workshop will have a focus on working with youth in child welfare settings, it will address LGBT youth issues broadly and will be appropriate for all social workers in all setting. Title IV-E Activities: Social work practice, assessment, independent living and issues confronting adolescents	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service CPE Courses <i>NEW</i>	“We Need to Talk About Kevin”- Film & Discussion- “We Need to Talk About Kevin” is a film that examines family dynamics, social responsibility and the importance of paying attention to behaviors and warning signs. Participants will view this emotionally gripping film and take part in an intense, yet educational discussion about personality disorders and children.	3 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	State General Funds
In-Service CPE Courses	The Young and the Restless: Communicating and Motivating Across Generations	6 hours	University of Maryland, School of Social Work –	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<i>NEW</i>	<p>This workshop will explore the impact of generational differences as a culture and cultivate ways to motivate and to encourage others both at work and in our practice.</p> <p>Title IV-E Activities: Social work practice, communication skills, cultural competency</p>		Continuing Professional Education	(elective)	rate
In-Service CPE Courses <i>NEW</i>	<p>Youth & Addiction: Exploring Trends, Human Development, Co-Morbidity and Treatment Modalities</p> <p>This workshop will explore the growing trends among youth and addiction. The focus will go beyond marijuana and focus on current drug trends and the overall implication of using drugs for the adolescents, the parents and the support system as a whole. Various issues will be discussed including, but not limited to gender and ethnicity trends, brain development, co-morbidity, advocacy, and treatment modalities.</p> <p>Title IV-E Activities: Substance abuse</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Title IV-E Education for Public Child Welfare Degree Programs					
MSW/BSW Field Placement					
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree	Foundation Field Education – includes Social Work theories, systems, intervention strategies, social work relationships	2 semesters	University of Maryland, Baltimore University of	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Program			Maryland, Baltimore County Salisbury University Morgan University		
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Advanced Field Instruction – Clinical – includes social policies, agency system, human behavior, dynamics of families, professional role, engaging clients, linking assessment to plan for intervention	2 semesters	University of Maryland, Baltimore University of Maryland, Baltimore County Salisbury University Morgan University	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Field Education for Management and Community Organization – includes social and power structures, knowledge of agency, management functions, establishing effective working relationships, constructive use of self awareness in practice and supervision	2 semesters	University of Maryland, Baltimore University of Maryland, Baltimore County Salisbury University Morgan University	MSW/BSW students	No Cost – Provided by existing agency staff
BSW Foundation Courses					
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Information Technology in Social Work - beginning preparation is use of technology for communication, data collection and research in the field of social work	1 semester	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Social Welfare, Social Policy & Social Work I – overview of the relationship of the social welfare system, social policies, prepares beginning practitioner with an awareness of the range and complexity of problems addressed by the social welfare system	1 semester	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Social Welfare, Social Policy and Social Work II – enables students to understand how social policy decisions impact on social work practice, prepares students to function as competent practitioners in the policy making and analysis process	1 semester	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Policy, Programs & Services for Children & Families in Child Welfare - explores problems and issues affecting children and families from a historical and practice perspective with specific focus on child maltreatment	1 semester	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Human Behavior in the Social Environment I - human development and social functioning, understanding how race, ethnicity, culture, gender and socioeconomic factors contribute to and influence personal development and social functioning and family systems	1 semester	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Human Behavior in the Social Environment II - life span overview, issues and life events significant to social work practice, including teen pregnancy/parenthood, suicide, crime & delinquency,	1 semester required	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Program	serious mental illness, chemical/substance abuse, changing family constellations				
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Social Work Methods I – Introduction to Generalist Social Work Practice – designed to help students develop practice skills particularly in the area of client intake and engagement, data collection, roles and responsibilities needed in the field practicum and in professional practice	1 semester	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Social Work Methods II – Generalist Social Work Practice with Individuals – focuses on the common knowledge, values and skills which underlie social work practice with diverse client systems	1 semester (Required must be taken concurrently with the first semester of field work)	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Social Work Methods III – Selected Intervention Strategies, Research, and Intervention – expands on I and II to increase student’s skills in using the common elements of social work practice with client systems of various sizes	1 semester (Required – must be taken concurrently with Field Instruction II)	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program	Social Welfare and Social Policy – introduces conceptual approaches to policy analysis and assesses selected social policies, programs and services	1 semester (required)	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
MSW Foundation Courses					
Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)	Social Work Practice I Social Work Practice II - these courses teach a generic model of social work practice; practice is taught with individuals, groups, families, communities and organizations	1 semester each (Required with Foundation Field Instruction)	University of Maryland, Baltimore Morgan University Salisbury University	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)	Human Behavior and Social Environment I & II – includes theories of human behavior, including pathological processes applicable to individuals, organizations; includes impact on individual’s lives	2 semesters	University of Maryland, Baltimore Morgan University Salisbury University	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Advanced Curriculum Courses					
Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)	Children and Social Services Policy – presents in-depth the current situation in social services for children; includes consideration of social services system for children and families of diverse identities	1 semester	University of Maryland, Baltimore Morgan University Salisbury University		Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Title IV-E Education for	Research in Child Welfare – focuses on the evaluation of interventions in child	1 semester	University of Maryland, Baltimore		Title IV-E Training at 75% FFP after applying

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Public Child Welfare Program (MSW/BSW Degree Program)	welfare with particular emphasis on adoption and foster care		Morgan University Salisbury University		Title IV-E penetration rate
Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)	Clinical Practice with Families and Children in Child Welfare – focuses on the characteristics, strengths and service needs of families and children in the child welfare system; examines issues and builds practice skills related to family support services, child maltreatment and permanency planning	1 semester	University of Maryland, Baltimore Morgan University Salisbury University		Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent Training⁶					
Foster/Adoptive/Kinship Parent In-Service Training	101 Ideas, Theories, Thoughts, Principles, and Strategies on Discipline - This training on discipline shares and reviews some tools for the proverbial resource parent tool belt in dealing with and helping to modify some of our children's behaviors.	2 Hours	Fall 2014 Resource Parent Conference, College of Southern Maryland, La Plata, MD Spring 2014 Resource Parent Conference, Chesapeake College, Wye Mills, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-Service Training	2013 Tax Benefits for Resource Parents - Learn about the federal tax benefits available for resource parents.	2 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-Service Training	2013 Tax Season + Adoption Tax Credits - Learn about the tax benefits & adoption	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

⁶ Workshop offerings vary quarterly.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-service Training	tax credits for resource parents.		Social Work	Kinship Parents In-Service	Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Attachment Disorder & the Family – Lean how to deal with attachment disorders in abused and neglected children.	5 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Behavior Support Management & Techniques - Learn and explore behavioral needs and begin developing a toolbox of strategies to assist caregivers with safe and appropriate disciplinary techniques.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Building Great Brains from Birth - Age 5 –Learn the brain’s emotional, physical, nutritional, and intellectual needs during early childhood.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Caring for Drug Exposed Infants - Resource parents will discuss how drug exposure impacts infants and toddler’s development & how to help them heal.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Change Your Language, Change Their Lives - Neuroscience discoveries have revolutionized our understanding of how the brains of our children learn and grow. In particular, brain research reveals how the specific language used by adults who teach, mentor, counsel and parent youth has a much more profound effect on their development than previously realized. Learn the four powerful “Languages of the Brain” that will transform the lives of the children you serve. Walk away with a new way of talking to youth that builds resilience, promotes intrinsic motivation, enhances cognitive stimulation and creates kaleidoscope thinkers. What you say	2 Hours	Spring 2014 Resource Parent Conference, Chesapeake College, Wye Mills, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	matters, more than you ever knew!				
Foster/Adoptive/ Kinship Parent In-service Training	Child Abuse and the Brain – Learn about the specific consequences of abuse on the growing brain.	2 Hours	Prince George’s Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Complicated Children: Changing Their Behaviors While Helping Them Heal – Learn why children with complicated histories behave the way they do, and how to handle these behaviors.	6 Hours	Prince George’s Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Complicated Children: Changing Their Behaviors While Helping Them Heal – Learn why children with complicated histories behave the way they do, and how to handle these behaviors.	3 Hours	Wicomico Co. DSS Anne Arundel Co. DSS Garrett Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Confronting Conflict: Learning to Navigate Difficult Conversations - We all experience conflict in our professional and personal lives. Participants will learn methods and tools to recognize and navigate through challenging conversations.	2 Hours	Spring 2014 Resource Parent Conference, Chesapeake College, Wye Mills, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Creating Safe Spaces for Sexually Diverse Youth - Are you unsure how to support gay and lesbian youth? In this training we will explore the broad range of sexual diversity including: homosexuality, bisexuality, and gender identity. Participants will learn to recognize the needs of GLBTQ youth and how to create a safe environment for them. In addition to discussion and other interactive activities, guidelines for serving diverse youth in foster care as well as local resources for youth and professionals will be identified.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Foster/Adoptive/ Kinship Parent In-Service Training	Discipline: Bridging the Gap – Learn about the art of discipline & how self-reflection helps the discipliner.	3 Hours	Harford Co. DSS University of Maryland, School of Social Work Baltimore Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-Service Training	Discipline: Love & Logic – Learn and explore behavioral needs and begin developing a toolbox of strategies to assist caregivers with safe and appropriate disciplinary techniques.	2 Hours	Carroll Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-Service Training	Early Childhood: Challenging Behaviors – Learn how to evaluate and address challenging behaviors of children have experienced trauma in early childhood.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-Service Training	Early Childhood Development – Learn parenting techniques around early childhood development.	3 Hours	Frederick Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-Service Training	Early Childhood: Social Emotional Teaching Strategies - learn how to use intentional social emotional teaching strategies to address the negative impact of trauma during early childhood.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-Service Training	Early Childhood: Social Skills – Learn how relationship building & creating supportive environments for children who have experienced trauma can teach pro-social skills.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-Service Training	Eating Disorders, Children & Adolescents – Learn about the warning signs of eating disorders, how and when to intervene, and the best ways to approach eating and weight.	3 Hours	Allegany Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent	Family Involvement Meeting (FIM) – Learn about your role and how to have your	3 Hours	University of Maryland, School of	Resource Parents, Adoptive Parents,	Title IV-E Training at 75% FFP after applying

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service Training	voice heard in the FIM.		Social Work	Kinship Parents In-Service	Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Foster Care Highlights – Review resource parent rights and responsibilities and working with caseworkers.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Healthy Sexuality and Teen Pregnancy Prevention - Explore values around sexuality, get resources for youth in unhealthy relationships, learn about birth control, STD's, sexual orientation and gender identity. Practice skills to answer youth questions about sexuality competently and comfortably.	6 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	How Electronics Affect Children's Thinking, Feeling and Behavior – Review the impact of television/video games on children and adolescents. Recommendations for limiting the negative effects will be included.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Human Trafficking: Children and Teen Victims - This workshop is designed to educate resource parents to ensure that high-risk and trafficked males and females placed in foster care are identified, assisted, and protected. Participants will gain a better understanding of what human trafficking is, the basics of domestic minor sex trafficking and forced labor trafficking, how to better identify potential trafficking victims, the laws and referral mechanisms, myths and misconceptions about sex trafficking, and much more.	2 Hours	Fall 2014 Resource Parent Conference, College of Southern Maryland, La Plata, MD Spring 2014 Resource Parent Conference, Chesapeake College, Wye Mills, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent	Infant, Youth & Adult CPR - provides training for use with adult, infant and child	3 Hours	Frederick Co. DSS Montgomery Co.	Resource Parents, Adoptive Parents,	Title IV-E Training at 75% FFP after applying

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-service Training	victims in a variety of emergency situations. Participants will learn skills to include performing rescue breathing, clearing an obstructed airway, and performing one-rescuer CPR		DSS	Kinship Parents In-Service	Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Jack's Brain, Jill's Brain: Gender Differences and Why They Matter - Participants will learn how the brains of females and males are developmentally, structurally and functionally different. In addition, this session will acquaint participants with the practical application of gender research to behavioral and emotional interventions with a focus on helping both sexes avoid high risk activities such as drug use, alcohol abuse and sexual activity.	3 Hours	Cecil Co. DSS University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Laughter Yoga - Laughter Yoga is a unique exercise routine, which combines unconditional laughter with yogic breathing. Anyone can laugh without relying on humor, jokes or comedy. Laughter is initially simulated as a physical exercise while maintaining eye contact with others in the group and promoting playfulness. In most cases this soon leads to real and contagious laughter. Science has proven the body cannot differentiate between simulated and real laughter. Laughter Yoga is the only technique that allows adults to achieve sustained hearty laughter without involving cognitive thought. It bypasses the intellectual system that normally acts as a brake on natural laughter. A PowerPoint on self-care and the benefits of laughter will be followed by Laughter Yoga session,	2 Hours	Spring 2014 Resource Parent Conference, Chesapeake College, Wye Mills, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	everyone is welcome.				
Foster/Adoptive/ Kinship Parent In-Service Training	Navigating the Challenges of the Educational System – Learn about the role of the resource parent and the school in relations to enrollment, transfers, special education, and transition planning.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-Service Training	Navigating the Challenges of the Educational System – Learn about the role of the resource parent and the school in relations to enrollment, transfers, special education, and transition planning.	2 Hours	Webinar Fall 2014 Resource Parent Conference, College of Southern Maryland, La Plata, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-Service Training	Parenting Across Racial & Cultural Lines – Learn about the important issues involved in trans-racial and trans-cultural parenting.	3 Hours	Montgomery Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-Service Training	Parenting Sexually Abused Children – Learn how to work with children to identify problem behaviors and work together to set goals and develop interventions.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-Service Training	Parenting the Sexualized Child – Learn how to work with children to identify problem behaviors and work together to set goals and develop interventions.	3 Hours	Baltimore City DSS, Montgomery Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Personal Value Systems & Self Care – Explore personal value systems while understanding the importance of self-care.	5 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Pre-Natal Trauma: Future Relevance - Learn about pre-natal trauma and the impacts it can have during childhood and later in life.	3 Hours	Allegany Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent	Prevention of Dental Abuse Through Awareness - Oral hygiene is just as	2 Hours	Webinar	Resource Parents, Adoptive Parents,	Title IV-E Training at 75% FFP after applying

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-service Training	important to a child's health & wellness as regular trips to the physician. Learn the basics of oral health, the risks for untreated decay & reasons for action in dental neglect cases, & the role child welfare workers play in maintaining oral health for the children & families of Maryland			Kinship Parents In-Service	Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Ready By 21: The Future of Our Teens – Learn to build supports for transitioning youth via MD's RB:21 Programs.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Ready By 21: The Future of Our Teens – Learn to build supports for transitioning youth via MD's RB:21 Programs.	2 Hours	Fall 2014 Resource Parent Conference, College of Southern Maryland, La Plata, MD Spring 2014 Resource Parent Conference, Chesapeake College, Wye Mills, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Ready By 21: Youth Matter – Learn ways to better engage youth in an effort to explore outcomes for youth exiting care.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Rethinking ADHD: What Works, What Doesn't & Why – Explore how the ADHD brain works differently from the non-ADHD brain.	3 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-Service Training	Saying Goodbye: Managing Grief and Loss When Your Foster Child Leaves - There is no grief greater than losing a child, even when that child is not your blood. Resource parents have the most difficult job of raising a child who belongs to someone	3 Hours	Baltimore Co. DSS Frederick Co. DSS University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	else and then having to say good-bye and explore ways to cope with the feelings associated with the loss.				
Foster/Adoptive/ Kinship Parent In-service Training	Saying Goodbye: Managing Grief and Loss When Your Foster Child Leaves - There is no grief greater than losing a child, even when that child is not your blood. Resource parents have the most difficult job of raising a child who belongs to someone else and then having to say good-bye and explore ways to cope with the feelings associated with the loss.	2 Hours	Washington Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Self-Care: Affirmation, Actualization, & Appreciation - During this workshop resource parents will be affirmed for their vital work with children and families, while also exploring immediate and long-term methods of actualizing self-care. Participants will learn why self-care is important, be given a broad array of self-care suggestions, and spend some time practicing stress relief. At the conclusion of the workshop, resource parents will feel rejuvenated, appreciated, and have a better understanding of the crucial role they play in the child welfare team. They will understand the importance of self-care in order to better care for the children they serve.	2 Hours	Fall 2014 Resource Parent Conference, College of Southern Maryland, La Plata, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Serving the Needs of Children with Mental Health Issues - This workshop will provide useful information and resources about mental health issues in children and youth, including: Basics about childhood disorders, Best practice interventions,	2 Hours	Spring 2014 Resource Parent Conference, Chesapeake College, Wye Mills, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	Preparing for and preventing crises, Broadening the support network, Getting support and education for yourself				
Foster/Adoptive/ Kinship Parent In-service Training	Social Media Safety – Discuss the benefits of using social media and opportunities to make these “safe” for youth.	2 Hours	Spring 2014 Resource Parent Conference, Chesapeake College, Wye Mills, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Social Media Safety & Bullying - Understand social media pros and cons to better protect youth from bullying.	5 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Social Media Safety & Bullying – Understand social media pros and cons to better protect youth from bullying.	3 Hours	Anne Arundel Co. DSS Howard Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Supporting Young Mothers & Fathers in parenting Their Children (Parenting Interacting With Infants-PIWI) - Being a resource parent is difficult, but trying to be a resource parent to a teen parent brings different issues. It can be a fine line between supporting the young parent to care for his or her child & disempowering them by taking care of the child yourself. This training will review strategies to encourage teen parents to interact with the child in a way that is empowering & supportive.	12 Hours	Baltimore City DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Surviving Adolescents: Caring for Teens & Yourself – Learn the importance of taking time to care for yourself so you are able to respond effectively and appropriately when teens “push your buttons”.	3 Hours	Prince George’s Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/	The Importance of Sibling Connection -	3 Hours	Howard Co. DSS	Resource Parents,	Title IV-E Training at

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Kinship Parent In-service Training	Learn about the importance of keeping children connected to their siblings.			Adoptive Parents, Kinship Parents In-Service	75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Time Out: Self-Care for the Caregiver – Learn ways to care for yourself, while also caring for your family.	3 Hours	Frederick Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Understanding the Long Term Effects of Pre-Natal Exposure – The workshop will address the effects of prenatal substance abuse. This will include long term physical, developmental, emotional and behavior effects. Focus will be on the effects that prenatal substance abuse has on the child’s behavior, including their ability to form attachments, increased risk of additional trauma and difficulty in managing feelings and behaviors. The workshop will provide parents with tools to increase attachment with children in their care and more effectively managing their behavior. Special consideration will be given in supporting the development of self-care strategies in the parenting of children who have experience prenatal exposure to substances and subsequent complex trauma.	2 Hours	Fall 2014 Resource Parent Conference, College of Southern Maryland, La Plata, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/Kinship Parent In-service Training	Unpacking the Invisible Suitcase or "Trashbag": How to Manage the Behavior of Children/Youth Who Have Experienced Complex Trauma – Learn how to effectively respond to the behavioral challenges of children while supporting them as they work through trauma and grief.	3 Hours	Baltimore Co. DSS Harford Co. DSS Cecil Co. DSS Spring 2014 Resource Parent Conference, Chesapeake College, Wye Mills, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/	Using Social Networking with Birth	3 Hours	Garrett Co. DSS	Resource Parents,	Title IV-E Training at

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Kinship Parent In-service Training	Parents - Explore the complex issues of combining fostering and social media.			Adoptive Parents, Kinship Parents In-Service	75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	Working Towards Openness in the Birth Parent Relationship – Explore the complex issues of combining fostering and social media.	3 Hours	University of Maryland, School of Social Work Frederick Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate