

**Maryland Department of Human Resources  
Proposed 2015-2019 Title IV-E Training Matrix**

**Introduction:**

Below is a Matrix that identifies all courses that will be 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).

Quarterly updates on new courses being developed will be provided to the Children’s Bureau for inclusion in the annual CFSP updates.

**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/Venue	Audience	Cost Allocation
<b>Pre-Service Training<sup>1</sup></b>					
<b>Pre-Service Training for Child Welfare Workers</b>	<p><b>I: Foundations of Practice Classroom</b></p> <ol style="list-style-type: none"> <li>1) Introduce participants to child welfare and child welfare history with an Overview of Child Welfare <ul style="list-style-type: none"> <li>• What is a Child Welfare System?</li> <li>• Historical and Legal Context of Child Welfare</li> <li>• Values and Principles of Child Welfare</li> <li>• Overview of DHR-LDSS and the Federal Context for Maryland Practice</li> </ul> </li> <li>2) Introduction, understanding, and knowledge of Strengths based Approach to Practice</li> <li>3) Understand Culturally Competent Practice &amp; Application to Case Planning</li> <li>4) Introduction to COMAR</li> <li>5) MD CHESSIE application (Day 1)</li> </ol> <p><b>Title IV-E Activities:</b> 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  Venue always CWA	All New Child Welfare, Caseworkers, Supervisors <b>(Mandatory)</b>	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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

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

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

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>Working Through Resistance 9) MD CHESSIE application (Day 2)</p> <p><b>Title IV-E Activities:</b> Case management, supervision, social work practice, communication skills required to work with children and families</p>				
<p><b>Pre-Service Training for Child Welfare Workers</b></p>	<p><b>Module 4: Conducting Family Centered Assessments</b></p> <p><b>Online Assignments</b></p> <ol style="list-style-type: none"> <li>1) Understand how to Differentiate Safety Concerns from Risk</li> <li>2) Become familiar with the SAFE-C</li> <li>3) Become familiar with the MFRA</li> <li>4) Review and understand an overview of the Assessment Process</li> </ol> <p><b>Classroom</b></p> <ol style="list-style-type: none"> <li>1) Gain a knowledge and understanding of Assessment in Child Welfare</li> <li>2) Understand the elements of Safety and Risk</li> <li>3) Understand and practice Safety Planning with the application of SAFE-C, Group SAFE-C and MFRA</li> <li>4) Understand and be able to discuss Safety and Risk, Assessment and Reassessment Triggers</li> <li>5) Learn about Worker Safety</li> <li>6) MD CHESSIE application (Day 3)</li> </ol> <p><b>Title IV-E Activities:</b> Case management, supervision, social work</p>	<p>3 hours on-line + 12 hours classroom + 6 hours MD CHESSIE application</p>	<p>University of Maryland, Baltimore/Child Welfare Academy</p> <p>Venue always CWA</p>	<p>All New Child Welfare, Caseworkers, Supervisors <b>(Mandatory)</b></p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

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

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>Visits</p> <ul style="list-style-type: none"> <li>• Preventing Placement Disruptions</li> <li>• Making the Most of Worker-Family/Child Visits</li> </ul> <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><b>Title IV-E Activities:</b> 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>				
<b>In-Service – Introductory Courses<sup>2</sup></b>					
<b>In-Service – Introductory Courses</b>	<p><b>Assessing and Planning for Risk and Safety</b></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>	12 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue always CWA</p>	All New Child Welfare Caseworkers/ Supervisors <b>(Mandatory)</b>	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>Participants will continue to learn about and 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><b>Title IV-E Activities:</b> 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>				
<b>In-Service - Introductory Courses</b>	<p><b>Introduction to Child Protective Services -</b> 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><b>Title IV-E Activities:</b> Child abuse and neglect issues and general overview of the issues involved.</p>	18 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue always CWA</p>	<p>New Child Welfare caseworkers/ Supervisors <b>(Mandatory for CPS staff)</b></p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.</p>
<b>In-Service – Introductory Courses</b>	<p><b>Introduction to Out of Home Placement -</b> 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</p>	12 hours + 6 hours MD CHESSIE application	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue always CWA</p>	<p>New Child Welfare Caseworkers/ supervisors – <b>(Mandatory OHP staff)</b></p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.</p>



Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>of MD CHESSIE training.</p> <p><b>Title IV-E Activities:</b>            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>				
<b>Foundation Track Courses<sup>3</sup></b>					
<p><b>Foundation Track Courses</b></p> <p><b>NEW</b></p>	<p><b>Enhancing Your Credibility in Court-</b>            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><b>Title IV-E Activities</b>            Preparation for and participation in judicial determinations</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue always CWA</p>	<p>Child Welfare caseworkers and Supervisors  <b>(Mandatory for new staff)</b></p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.</p>
<p><b>Foundation Track Courses</b></p> <p><b>NEW</b></p>	<p><b>Family Centered Planning- Recipes for Success-</b>            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	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue always CWA</p>	<p>Child Welfare Caseworkers and Supervisors  <b>(Mandatory for new staff)</b></p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.</p>

<sup>3</sup> 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/Venue	Audience	Cost Allocation
	<p>practice strategies to apply information gleaned from various assessment tools.</p> <p><b>Title IV-E Activities</b> Family centered practice, permanency planning</p>				
<p><b>Foundation Track Course</b></p> <p><b>NEW</b></p>	<p><b>Impact of Child Maltreatment on Child Development-</b> 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 develop case plans goals for children and their families.</p> <p><b>Title IV-E Activities</b> General child abuse and neglect issues</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue always CWA</p>	<p>Child Welfare Caseworkers and Supervisors <b>(Mandatory for new staff)</b></p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.</p>
<p><b>Foundation Track Courses</b></p> <p><b>NEW</b></p>	<p><b>Intimate Partner Violence: Dynamics, Assessment and Intervention</b> 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) when it is appropriate to remove a child from a home due to the presence of domestic violence.</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue always CWA</p>	<p>All Child Welfare caseworkers/ supervisors <b>(Mandatory for new staff)</b></p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.</p>

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<b>Title IV-E Activities</b> Domestic violence, assessment and referrals to services				
<b>Foundation Track Courses</b>  <b>NEW</b>	<b>Secondary Traumatic Stress (STS)-</b> 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.  <b>Title IV-E Activities</b> Job performance and stress management	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue always CWA	All Child Welfare caseworkers/supervisors <b>(Mandatory for new staff)</b>	Title IV-E Training at 50 % FFP after applying Title IV-E penetration rate.
<b>Foundation Track Courses</b>	<b>Trauma Informed Casework –</b> 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 developing case plans for families and foster care providers.  <b>Title IV-E Activities:</b> Assessment and trauma and mental health issues	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue always CWA	Child Welfare Caseworkers and Supervisors (elective) <b>(Mandatory for new staff)</b>	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
<b>In-service Instruction Courses<sup>4</sup></b>					

<sup>4</sup> 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/Venue	Audience	Cost Allocation
In-Service Courses	<p><b>Addressing Families’ Trauma: What a Child Welfare Worker Needs to Know –</b> Family and trauma informed approaches to child welfare services strengthen workers' ability to identify to address the whole family's needs and support their recovery from trauma and impacts on the whole family. Participants will learn to assess trauma on the whole family and develop case plans to refer families with appropriate services.</p> <p><b>Title IV-E Activities:</b> Social work practice</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
In-Service Courses <b>NEW</b>	<p><b>Advanced FIM Facilitation: Strategies for Managing Challenging Behaviors</b> This training session will address a wide range of challenging behaviors that facilitators encounter during FIMS that compromise the process of engaging families in the child welfare decision making process. Attendees will be introduced to skills for assessing and communicating risk and safety concerns with youth and families while giving them an opportunity to be share their input in the case planning decisions</p> <p><b>Title IV-E Activities:</b> Communication skills required to work with children and families</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
In-Service Courses <b>NEW</b>	<p><b>Advanced FIM Facilitation: Techniques for Reframing Strengths and Concerns –</b> Drawing on core concepts from the Signs of Safety Model, attendees will explore</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.

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	<p>strategies for reframing concerns in a concise and meaningful way that directly relates to safety and welfare. Attendees will learn techniques to engage youth and families to inform case planning decisions to identify appropriate referrals to address the safety and risk concerns.</p> <p><b>Title IV-E Activities:</b> Communication skills required to work with children and families</p>		Welfare Academy		
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Advocating for Mental Health Services for Children and Youth in Care (Formerly Trauma &amp; Medication Management)</b></p> <p>Child Welfare workers need to understand the mental health issues experienced by children and youth in foster care and to how refer for appropriate service, 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 evidence based, non-medication treatments (e.g. psychotherapy. Additionally, the workshop will provide resource information for working with traumatized youth who have significant mental health concerns and require antipsychotic medication.</p> <p><b>Title IV-E Activities:</b> Assessment and mental health issues</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% IV-E penetration rate
<p><b>In-Service Courses</b></p>	<p><b>Alternative Response: Skills and Practice-</b> This one day session will</p>	6 hours	University of Maryland, School of	Child Welfare Caseworkers and	Title IV-E Training at 75% FFP after applying

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	<p>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.</p> <p><b>Title IV-E Activities:</b> Family-centered practice cultural competency, communication skills required to work with children and families</p>		<p>Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Supervisors (elective)</p>	<p>Title IV-E penetration rate</p>
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Beyond Mindfulness in the Workplace-</b> 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><b>Title IV-E Activities:</b> Job performance and stress management</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 50 % FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Bullying Awareness and Prevention</b> Review the specifics of bullying as it relates to children and older youth, the effects of</p>	<p>3 hours</p>	<p>University of Maryland, School of Social Work</p>	<p>Child Welfare Caseworkers and Supervisors</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration</p>

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	<p>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 and the case planning referrals for services to address the trauma experienced by the bullying victim.</p> <p><b>Title IV-E Activities:</b> Social work practice</p>		<p>(UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	(elective)	rate
<b>In-Service Courses</b>	<p><b>Coaching</b> 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 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><b>Title IV-E Activities:</b> General supervisory skills,</p>	12 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Supervisors (elective)	Title IV-E Training at 50 % FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Concurrent Planning: Promoting Permanency for Children –</b> This workshop will look at possible</p>	3 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

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	<p>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><b>Title IV-E Activities:</b> Permanency planning, assessment; development of the case plan</p>		<p>(UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	(elective)	rate
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Creating Delight Between Parent and Child -</b> 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>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	State General Funds
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Dental Abuse and Neglect Awareness and Education</b></p> <p><b>(Formerly Trauma &amp; Medication Management)</b></p> <p>This webinar discusses the basics of oral health, the impact of untreated decay and the reasons for action in dental neglect cases, and the role child welfare workers</p>	2 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>



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	<p>play assessing oral health as a potential factor in safety and risk issues of children.</p> <p><b>Title IV-E Activities:</b> Child abuse and neglect issues</p>				
<b>In-Service Courses</b>	<p><b>DSM-V: Use of the New Mental Health Diagnostic Criteria in Child Welfare –</b> 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><b>Title IV-E Activities:</b> General Mental health, social work practice</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Engaging Fathers and Paternal Kin –</b> 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>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p><b>Title IV-E Activities:</b> Social work practice, communication skills required to work with children and families, service referral</p>				
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Enhancing Your Credibility in Court-</b> (See description under Foundational Track)</p> <p><b>Title IV-E Activities</b> Preparation for and participation in judicial determinations,</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p><b>In-Service Courses</b></p>	<p><b>Ethics: Boundaries and Dual Relationship Issues</b> - 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><b>Title IV-E Activities:</b> Ethics</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Ethics: Competency of the Child Welfare Professional</b> - 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</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	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/Venue	Audience	Cost Allocation
	<p>obligations. In addition, participants will explore concrete tips to make the most out of learning opportunities that present themselves along the way.</p> <p><b>Title IV-E Activities:</b> Ethics, general supervision, job performance</p>				
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Ethics: Dignity and Worth of a Person-</b> 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 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><b>Title IV-E Activities:</b> Ethics , social work practice</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Supervisors (mandatory) and Caseworkers (elective)</p>	<p>Title IV-E Training at 50% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Finding Your “True North”: The Essence of Ethical, Authentic Leadership-</b> 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>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Supervisors (elective)</p>	<p>Title IV-E Training at 50% FFP after applying Title IV-E penetration rate</p>

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<b>Title IV-E</b> Ethics, general supervisory skills,				
<b>In-Service Courses</b> <i>NEW</i>	<b>Ethics- Maintaining Integrity in the Workplace</b> 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.  <b>Title IV-E Activities:</b> Ethics	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Supervisors (mandatory) and Caseworkers (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<b>Facilitating Family Involvement Meetings</b> Participants will gain an understanding of the MD Family Centered Practice model (FCP) principles, outcomes and goals and how a FIM reflects them. Attendees will be introduced to skills for assessing and communicating safety and risk issues at all FIMs so that decisions regarding whether or not a child requires removal or permanency planning are grounded in safety and protection for the child and that youth and families have an opportunity to share their input in the case planning decisions. . Special emphasis is placed on engaging youth participants and addressing youth preparedness for independence at the FIM table. Participants will also develop skills, to manage group dynamics and deal with participants who exhibit difficult group behaviors related to mental health illness, substance abuse or domestic violence.	18 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Supervisors (mandatory) and Caseworkers (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<b>Title IV-E Activities:</b> Family centered practice				
<b>In-Service Courses</b> <i>NEW</i>	<b>Family Centered Planning- Recipes for Success-</b> (See description under Foundational Track)  <b>Title IV-E Activities:</b> Family centered practice	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b> <i>NEW</i>	<b>Gangs Awareness II-</b> 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.  <b>Title IV-E Activities:</b> Social work practice,	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Supervisors (mandatory) and Caseworkers (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<b>Holding it Together When Your World is Falling Apart: Stress Management for CW Supervisors</b> 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.  <b>Title IV-E Activities:</b> Job performance and stress management	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<b>How Culture &amp; Spiritual Traditions</b>	6 hours	University of	Child Welfare	Title IV-E Training at

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>NEW</b>	<p><b>Impact Child Maltreatment-</b> This training focuses on how culture and spiritual traditions influence perceptions of 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><b>Title IV-E Activities:</b> Cultural competency</p>		<p>Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Supervisors (mandatory) and Caseworkers (elective)</p>	<p>50% FFP after applying Title IV-E penetration rate</p>
<b>In-Service Courses</b> <b>NEW</b>	<p><b>Impact of Child Maltreatment on Child Development-</b> (See description under Foundational Track)</p> <p><b>Title IV-E Activities</b> General child abuse and neglect issues</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<b>In-Service Courses</b> <b>NEW</b>	<p><b>Intimate Partner Violence: Dynamics, Assessment and Intervention</b> (See description under Foundational Track)</p> <p><b>Title IV-E Activities</b> Domestic violence, assessment and referrals to services</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>All Child Welfare caseworkers/supervisors</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<b>In-Service Course</b>	<p><b>Investigative Interviewing</b> This workshop is designed to help participants gather information from parties involved in CPS investigations. 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 information. Additionally, other options of</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Protective Service Child Welfare caseworkers and Supervisors (elective)</p>	<p>State General Funds</p>

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	gathering information and standard hurdles that present themselves in an investigative interview are explored.				
<b>In-Service Courses</b> <i>NEW</i>	<p><b>Medicaid: Understanding the Facts to Best Serve Your Children and Families (Webinar)</b> 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><b>Title IV-E Activities:</b> Referrals to services</p>	2 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Medical Aspects of Child Abuse and Neglect Series: Advanced I</b> 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 gain an understanding of how specific factors involving physical abuse, sexual abuse and other mental health issues may impact child abuse and 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>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p><b>Title IV-E Activities:</b> Assessment to determine whether or not a situation requires removal from the home</p>				
<b>In-Service Courses</b>	<p><b>Medical Aspects of Child Abuse and Neglect Series: Advanced Topics II –</b> 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 enhance their assessment skills to determine when concern regarding 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 referral to services to help prevent maltreatment.</p> <p><b>Title IV-E Activities:</b> Assessment to determine whether or not a situation requires removal from the home</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b> <i>NEW</i>	<p><b>Rethinking Injury Prevention and Sudden Infant Death-</b> 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>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	State General Funds



Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service Courses</b>	<p><b>Safety Awareness for Child Welfare Professionals –</b>            This safety awareness training for child welfare staff is designed to equip participants with the tools, discipline and self-confidence to handle themselves in 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><b>Title IV-E Activities:</b>            Worker safety and communication skills required to work with children and families</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b> <i>NEW</i>	<p><b>Secondary Traumatic Stress (STS)-</b>            (See description under Foundational Track)</p> <p><b>Title IV-E Activities</b>            Job performance, stress management</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Venue SSW/Regional	All Child Welfare caseworkers/ supervisors	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Signs of Safety: Assessing and Planning using the Signs of Safety Framework: Experienced Worker Training</b></p>	6 hours	University of Maryland, School of Social Work	All Child Welfare caseworkers/ supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<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 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><b>Title IV-E Activities:</b> Assessment to determine whether a situation requires a child's removal, social work practice, family centered practice, social work practice</p>		<p>(UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>		rate
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Signs of Safety: Booster Training</b> The expanded content includes a review of Harm &amp; 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><b>Title IV-E Activities:</b> Family centered practice, assessment</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p><b>In-Service Courses</b></p>	<p><b>Signs of Safety Workshop: Growing our</b></p>	3 hours	University of	Child Welfare	Title IV-E Training at

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>NEW</b>	<p><b>Practice</b> The expanded content in this workshop provides participants with an opportunity to share examples and get feedback and 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><b>Title IV-E Activities:</b> Assessment</p>		<p>Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Workers and Supervisors	75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Dynamics of Sexual Abuse Investigations</b> This workshop is designed to help participants assess risk and safety factors involved in child sexual abuse investigations. The training will focus on understanding the dynamics of child sexual abuse on children and the impact of the entire family system in the process of keeping children safe.</p> <p><b>Title IV-E Activities:</b> Social work practice, child abuse and neglect issues,</p>	12 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Workers and Supervisors (Priority given to CPS Sexual Abuse Units)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Services Courses</b> <b>NEW</b>	<p><b>Supporting LGBTQ Youth in Care-</b> 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, participants will separate myths from facts, examine specific challenges faced by LGBTQ youth in the system, practice</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>inclusive styles of communication, and identify other strategies for creating safe and affirming care environments for LGBTQ youth.</p> <p><b>Title IV-E Activities:</b> Cultural competency</p>				
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Stalking: Technology as a Tool of Abuse</b> 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>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>State General Funds</p>
	<p><b>Strategies for Social Workers to Communicate with Foster Youth about SEX</b> 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</p>				<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>as answering commonly-asked sexuality questions.</p> <p><b>Title IV-E Activities:</b> Communication skills required to work with children and families,</p>				
<b>In-Service Courses</b>	<p><b>Structural Analysis Family Evaluation (SAFE)</b> - 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><b>Title IV-E Activities:</b> Home Studies</p>	12 Hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Adoption and Out-of-Home Care caseworkers and Supervisors <b>(Mandatory)</b>	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b> <i>NEW</i>	<p><b>Structural Analysis Family Evaluation (SAFE) Refresher Training –</b> 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 and explore practical application of difficult home study issues.</p> <p><b>Title IV-E Activities:</b> Home Studies</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Adoption and Out-of-Home Care caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Structural Analysis Family Evaluation (SAFE) for Supervisors –</b> This training is designed to aid supervisors in proper supervision of SAFE. This course teaches supervisors how to introduce SAFE</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p>	Adoption and Out-of-Home Supervisors (mandatory)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>to new workers.</p> <p><b>Title IV-E Activities:</b> Supervisory skills</p>		Venue SSW/Regional		
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Substance Abuse: Addictions 101</b> 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><b>Title IV-E Activities</b> General Substance Abuse</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p><b>In-Service Courses</b> <i>NEW</i></p>	<p><b>Substance Abuse: Knowing What's on the Street- The New Designer Synthetic Drugs</b> This workshop gives an overview of some of the newer street and synthetic drugs on the market. Attendees will gain an 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><b>Title IV-E Activities:</b> General Substance Abuse</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service Courses</b> <i>NEW</i>	<b>Substance Abuse: Anxiety and Addiction – Guide for Child Welfare Workers</b> 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.  <b>Title IV-E Activities:</b> General Substance Abuse; referral for services	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b> <i>NEW</i>	<b>Substance Abuse: Family and Recovery</b> 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 acute withdrawal symptoms affecting the parent in recovery.  <b>Title IV-E Activities:</b> General Substance Abuse , child development	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b> <i>NEW</i>	<b>Supervision Matters</b> This certificate program is designed for child welfare supervisor (less than 5 years	60 hours	University of Maryland, School of Social Work	Child Welfare Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>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><b>Title IV-E Activities:</b> General supervisory skills</p>		<p>(UMB/SSW) Child Welfare Academy</p> <p>Venue always CWA</p>		rate
<b>In-Service Courses</b>	<p><b>Time Management and Organizational Skills for Child Welfare Staff</b></p> <p>This seminar is designed to help program 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><b>Title IV-E Activities:</b> Job Performance and time management</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate



Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service Courses</b> <i>NEW</i>	<b>Trauma and Early Childhood: Building Supportive Relationships in Foster Care (Part 1 of 3 Series)</b> This three-part training series will provide a clear explanation of early childhood development and explore how the traumatic experience of foster care 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.  <b>Title IV-E Activities:</b> Trauma and child social and emotional development and well-being,	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b> <i>NEW</i>	<b>Trauma and Early Childhood : Building Supportive Relationships in Foster Care (Part 2 of 3 Series)</b> This full day workshop will discuss the role of supportive positive relationships in a young child's life after trauma with special emphasis from the role of the resource parent and the mental health provider.  <b>Title IV-E Activities:</b> Trauma and child social and emotional development and well-being	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b> <i>NEW</i>	<b>Trauma and Early Childhood: Building Supportive Relationships in Foster Care (Part 3 of 3 Series) –</b> In this full day workshop participants will	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child	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/Venue	Audience	Cost Allocation
	<p>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><b>Title IV-E Activities:</b>  , trauma and child social and emotional development and well-being</p>		<p>Welfare Academy</p> <p>Venue SSW/Regional</p>		
<b>In-Service Courses</b>	<p><b>Trauma Informed Casework –</b>  (See description under Foundational Track)</p> <p><b>Title IV-E Activities:</b>  Assessment trauma and mental health issues,</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<b>In-Service Courses</b>	<p><b>Understanding the Association between Foster Care and Human Trafficking –</b>  This training is designed help child welfare workers assess emotional and physical trauma needs and service provisions, especially placement needs, for victims of human trafficking. The increase vulnerability of children and foster care will be addressed to explore the development of case plans and referrals for services for these children and their families.</p> <p><b>Title IV-E Activities:</b>  Placement of child, referrals to services</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<b>In-Service Courses</b> <i>NEW</i>	<p><b>When Families Fall Apart: Understanding the Impact of Adoption Disruption –</b>  The tools to preserve permanency for adoption children will be discussed. The workshop will provide assessment and</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>communication skills to maintain placements and link families with appropriate e community resources supports</p> <p><b>Title-IV-E Activities:</b> Activities to preserve, strengthen and reunify the family, referrals to services</p>		Venue SSW/Regional		
<b>In-Service Courses</b>	<p><b>Working with Sexually Diverse Youth: Creating Safe Spaces –</b> 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><b>Title IV-E Activities:</b> Cultural competence, communication skills, youth development, referral to services</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b> <i>NEW</i>	<p><b>Writing Skills for Exceptional Case Documentation</b> 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 on identifying pertinent data for inclusion in contact notes, differentiating between case fact and opinion and recording summarized case assessments, case plans and other</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>supporting data in case records. Training participants will gain an overall understanding on how to organize information in a clear, concise manner.</p> <p><b>Title IV-E Activities:</b> Job performance enhancement</p>				
<b>In-Service Courses</b>	<p><b>Youth Engagement</b> 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><b>Title IV-E Activities:</b> Social work practice</p>	6 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Venue SSW/Regional</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

**Courses Offered by the Office of Continuing Professional Education (CPE)<sup>5</sup>**

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>Chasing the Bug: The De-Stigmatization of HIV Among Sexual Minority Youth</b> 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.  <b>Title IV-E Activities:</b> Social work practice, referral services	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>Child Abuse: Its Collateral Consequences and Treatment Modalities</b> 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.  <b>Title IV-E Activities:</b> Child abuse & neglect, assessment	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>Dealing with Difficult People-</b> This workshop is about coexisting with 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.	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/Venue	Audience	Cost Allocation
	<p>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><b>Title IV-E Activities:</b> Communication skills</p>		Venue SSW/Regional		

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<b>Dialectic Behavior Therapy (DBT) for Adolescents</b> 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.	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	State General Funds
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>Effective Case Management-</b> 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.  <b>Title IV-E Activities:</b> Job performance, enhancement skills	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>Emotional Development: I Don't Understand Why They Act This Way! -</b> 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.  <b>Title IV-E Activities:</b> Social work practice, assessment, case	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

<b>Training Activity</b>	<b>Course</b>	<b>Duration</b>	<b>Provider/Venue</b>	<b>Audience</b>	<b>Cost Allocation</b>
	planning				



Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Ethical Consideration: Impairment and the Workplace-</b> 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.</p> <p><b>Title IV-E Activities:</b> Ethics, job performance, team building, stress management, worker retention</p>	6 hours	<p>University of Maryland, School of Social Work – Continuing Professional Education</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Ethical Considerations When Working with LGBTQI Clients- -</b> 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 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><b>Title IV-E Activities:</b> Ethics</p>	3 hours	<p>University of Maryland, School of Social Work – Continuing Professional Education</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Ethical Issues When Required Reports of Maltreatment or Harm-</b> 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</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/Venue	Audience	Cost Allocation
	explores how to meet these obligations while maintaining a therapeutic relationship with the clients.  <b>Title IV-E Activities:</b> Ethics		Venue SSW/Regional		

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Everyday Ethical Dilemmas in Social Work Practice –</b> 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><b>Title IV-E Activities:</b> Ethics</p>	6 hours	<p>University of Maryland, School of Social Work – Continuing Professional Education</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>General Supervision for New Supervisors</b> 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 human service workers with fewer than two years of supervisory experience or individuals wanting to enhance supervisory knowledge and skills.</p> <p><b>Title IV-E Activities:</b> General supervisory skills, job performance</p>	12 hours	<p>University of Maryland, School of Social Work – Continuing Professional Education</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Helping Victims in Our Community: Ethical Practice within a Coordinated Community Response</b> Participants will learn how to identify and apply various ethical principles and legal mandates to work most effectively with</p>	6 hours	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	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/Venue	Audience	Cost Allocation
	victims of crime in the community were enhancing their work with others.  <b>Title IV-E Activities:</b> Ethics		Venue SSW/Regional		

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
In-Service CPE Courses	<p><b>Human Trafficking and Social Work Practice: Ethical Considerations and Critical Skills for Effective Work with Sex and Labor Trafficking Victims</b> – 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><b>Title IV-E Activities:</b> Ethics</p>	3 hours	<p>University of Maryland, School of Social Work – Continuing Professional Education</p> <p>Venue SSW/Regional</p>	Child Welfare Supervisors and managers (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
In-Service CPE Courses  <i>NEW</i>	<p><b>Igniting Greatness in Youth through Empowerment not Pressure-Adolescence</b> 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 mistakes.</p> <p><b>Title IV-E Activities:</b> Social work practice, case planning</p>	6 hours	<p>University of Maryland, School of Social Work – Continuing Professional Education</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service CPE Courses	<p><b>Integrating CBT &amp; Play Therapy</b> 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</p>	6 hours	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	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/Venue	Audience	Cost Allocation
	<p>of play therapy and/or CBT is helpful as this workshop will focus on how to integrate the two approaches</p> <p><b>Title IV-E Activities:</b> Team building, job performance enhancement skills</p>		Venue SSW/Regional		

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>Issues &amp; Ethics for the Human Service Professional</b> 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.  <b>Title IV-E Activities:</b> Ethics, job performance enhancement skills	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<b>Kindling the Fire of Change: Use of Motivational Interviewing to Address Sexual Risk Behavior in Teens in Foster Care –</b> 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.	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	State General Funds

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service CPE Course</b>  <i>NEW</i>	<b>My Sister/Brother's Keeper: Ethics and the Workplace-</b> 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.  <b>Title IV-E Activities:</b> Ethics	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<b>Reaching the Disconnected Parent</b> 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.  <b>Title IV-E Activities:</b> Social work practice, communication skills	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<b>Reigniting the Flame: Self Care to Prevent Burnout-</b> 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/Venue	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><b>Title IV-E Activities:</b> Stress management, worker retention</p>		<p>Professional Education</p> <p>Venue SSW/Regional</p>		

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<b>Rethinking Attention Deficit Hyperactivity Disorder (ADHD): What Works, What Doesn't and Why</b> – 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  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	State General Funds
<b>In-Service CPE Courses</b>	<b>Shame, Attachment Disorder and Contemporary American Culture</b> 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  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	State General Funds
<b>In-Service CPE Courses</b>	<b>Social Work License Preparation Course</b> 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.	12 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	State General Funds
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>Speaking Truth to Power: Children in the Criminal Court</b> Participants will learn about the variety of criminal proceedings in which children are most likely to appear as victims and witnesses, and how children experience these	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/Venue	Audience	Cost Allocation
	<p>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><b>Title IV-E Activities:</b> Preparation for and participation in judicial determinations</p>		Venue SSW/Regional		

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Strengths-Based Practice and Ethical Considerations-Advanced</b>  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><b>Title IV-E Activities:</b>  Ethics</p>	6 hours	<p>University of Maryland, School of Social Work – Continuing Professional Education</p> <p>Venue SSW/Regional</p>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Supervisors as Leaders-</b>  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><b>Title IV-E Activities:</b>  Job performance enhancement skills, worker retention, general supervisory skills</p>	12 hours	<p>University of Maryland, School of Social Work – Continuing Professional Education</p> <p>Venue SSW/Regional</p>	Child Welfare Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Transition Strategies for New Supervisors</b>  This introductory workshop is designed to help new managers establish their foundation for success.</p>	12 hours	<p>University of Maryland, School of Social Work – Continuing Professional</p>	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/Venue	Audience	Cost Allocation
	<b>Title IV-E Activities:</b> Job performance enhancement skills, worker retention, general supervisory skills		Education Venue SSW/Regional		

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>The Trauma of Sexual Abuse: Exploring Ethical, Cultural, Policy and Treatment Modalities-</b> 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.  <b>Title IV-E Activities:</b> Ethics	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<b>Trauma Whisperers: What Works in Trauma Treatment:</b> This workshop will review issues of PTSD, DID and more. The latest strategies for working with those suffering from psychological wounds will be identified.	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	State General Funds
<b>In-Service CPE Courses</b>	<b>Understanding the Association Between Foster Care and Human Trafficking-</b> 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  Venue SSW/Regional	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/Venue	Audience	Cost Allocation
	<b>Title IV-E Activities:</b> Social work practice, assessment, child abuse & neglect				

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>Understanding Adolescent Sexuality and Addressing the Special Needs of LGBT Youth and LGBT Youth in Care</b> 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.  <b>Title IV-E Activities:</b> Cultural Competency	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>“We Need to Talk About Kevin”- Film &amp; Discussion-</b> “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  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	State General Funds
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>The Young and the Restless: Communicating and Motivating Across Generations</b> This workshop will explore the impact of generational differences as a culture and	6 hours	University of Maryland, School of Social Work – Continuing Professional	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/Venue	Audience	Cost Allocation
	cultivate ways to motivate and to encourage others both at work and in our practice.  <b>Title IV-E Activities:</b> Cultural competency		Education  Venue SSW/Regional		
<b>In-Service CPE Courses</b>  <i>NEW</i>	<b>Youth &amp; Addiction: Exploring Trends, Human Development, Co-Morbidity and Treatment Modalities</b> 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 in reference to assessment treatment needs, establishing case goals and coordinating refers for most appropriate treatment modality  <b>Title IV-E Activities:</b> General Substance abuse	6 hours	University of Maryland, School of Social Work – Continuing Professional Education  Venue SSW/Regional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Title IV-E Education for Public Child Welfare Degree Programs</b>					
<b>MSW/BSW Field Placement</b>					
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Foundation Field Education</b> – includes Social Work theories, systems, intervention strategies, social work relationships	2 semesters	University of Maryland, Baltimore  University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
			Salisbury University Morgan University		
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Advanced Field Instruction – Clinical</b> – 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
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Field Education for Management and Community Organization</b> – 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
<b>BSW Foundation Courses</b>					
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Information Technology in Social Work</b> - 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.
<b>Title IV-E Education for Public Child</b>	<b>Social Welfare, Social Policy &amp; Social Work I</b> – overview of the relationship of the social welfare system, social policies,	1 semester	University of Maryland, Baltimore County	BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>Welfare (MSW/ BSW) Degree Program</b>	prepares beginning practitioner with an awareness of the range and complexity of problems addressed by the social welfare system				rate.
<b>Title IV-E Education for Public Child Welfare (MSW/ BSW) Degree Program</b>	<b>Social Welfare, Social Policy and Social Work II</b> – 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.
<b>Title IV-E Education for Public Child Welfare (MSW/ BSW) Degree Program</b>	<b>Policy, Programs &amp; Services for Children &amp; Families in Child Welfare</b> - 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
<b>Title IV-E Education for Public Child Welfare (MSW/ BSW) Degree Program</b>	<b>Human Behavior in the Social Environment I</b> - 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
<b>Title IV-E Education for Public Child Welfare (MSW/ BSW) Degree Program</b>	<b>Human Behavior in the Social Environment II</b> - life span overview, issues and life events significant to social work practice, including teen pregnancy/ parenthood, suicide, crime & delinquency, serious mental illness, chemical/substance abuse, changing family constellations	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/Venue	Audience	Cost Allocation
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Social Work Methods I – Introduction to Generalist Social Work Practice</b> – 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
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Social Work Methods II – Generalist Social Work Practice with Individuals</b> – 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
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Social Work Methods III – Selected Intervention Strategies, Research, and Intervention</b> – 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
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Social Welfare and Social Policy</b> – 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**

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)</b>	<b>Social Work Practice I Social Work Practice II</b> - 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
<b>Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)</b>	<b>Human Behavior and Social Environment I &amp; II</b> – 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
<b>Advanced Curriculum Courses</b>					
<b>Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)</b>	<b>Children and Social Services Policy</b> – 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
<b>Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)</b>	<b>Research in Child Welfare</b> – focuses on the evaluation of interventions in child welfare with particular emphasis on adoption and foster care	1 semester	University of Maryland, Baltimore  Morgan University  Salisbury University		Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Title IV-E Education for Public Child Welfare Program</b>	<b>Clinical Practice with Families and Children in Child Welfare</b> – focuses on the characteristics, strengths and service needs of families and children in the child	1 semester	University of Maryland, Baltimore  Morgan University		Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
(MSW/BSW Degree Program)	welfare system; examines issues and builds practice skills related to family support services, child maltreatment and permanency planning		Salisbury University		
<b>Foster/Adoptive/Kinship Parent Training<sup>6</sup></b>					
<b>Foster/Adoptive/Kinship Parent In-Service Training</b>	<b>101 Ideas, Theories, Thoughts, Principles, and Strategies on Discipline</b> - 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	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/Kinship Parent In-Service Training</b>	<b>Tax Benefits for Resource Parents</b> - Learn about the federal tax benefits available for resource parents.	2 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/Kinship Parent In-service Training</b>	<b>Tax Season + Adoption Tax Credits</b> - Learn about the tax benefits & adoption tax credits for resource parents.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/Kinship Parent In-service Training</b>	<b>Attachment Disorder &amp; the Family</b> – 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

<sup>6</sup> Workshop offerings vary quarterly.

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
			Venue SSW/Regional		
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Behavior Support Management &amp; Techniques</b> - 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  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Building Great Brains from Birth - Age 5</b> –Learn the brain’s emotional, physical, nutritional, and intellectual needs during early childhood.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Caring for Drug Exposed Infants -</b> 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  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Change Your Language, Change Their Lives</b> - 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	2 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	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/Venue	Audience	Cost Allocation
	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 matters, more than you ever knew!				
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Child Abuse and the Brain</b> – Learn about the specific consequences of abuse on the growing brain.	2 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Complicated Children: Changing Their Behaviors While Helping Them Heal</b> – Learn why children with complicated histories behave the way they do, and how to handle these behaviors.	6 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Complicated Children: Changing Their Behaviors While Helping Them Heal</b> – Learn why children with complicated histories behave the way they do, and how to handle these behaviors.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Confronting Conflict: Learning to Navigate Difficult Conversations</b> - 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	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Creating Safe Spaces for Sexually Diverse Youth</b> - Are you unsure how to support gay and lesbian youth? In this training we will explore the broad range of	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/Venue	Audience	Cost Allocation
	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.		Venue SSW/Regional		
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Discipline: Bridging the Gap</b> – Learn about the art of discipline & how self-reflection helps the discipliner.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Discipline: Love &amp; Logic</b> – Learn and explore behavioral needs and begin developing a toolbox of strategies to assist caregivers with safe and appropriate disciplinary techniques.	2 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Early Childhood: Challenging Behaviors</b> – 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  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Early Childhood Development</b> – Learn parenting techniques around early childhood development.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	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/Venue	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Early Childhood: Social Emotional Teaching Strategies</b> - 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 Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Early Childhood: Social Skills</b> – 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  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Eating Disorders, Children &amp; Adolescents</b> – Learn about the warning signs of eating disorders, how and when to intervene, and the best ways to approach eating and weight.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Family Involvement Meeting (FIM)</b> – Learn about your role and how to have your voice heard in the FIM.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Foster Care Highlights</b> – Review resource parent rights and responsibilities and working with caseworkers.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/</b>	<b>Healthy Sexuality and Teen Pregnancy</b>	6 Hours	University of	Resource Parents,	Title IV-E Training at

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>Kinship Parent In-service Training</b>	<b>Prevention</b> - 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.		Maryland, School of Social Work  Venue SSW/Regional	Adoptive Parents, Kinship Parents In-Service	75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>How Electronics Affect Children's Thinking, Feeling and Behavior</b> – 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 University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Human Trafficking: Children and Teen Victims</b> - 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	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Infant, Youth &amp; Adult CPR</b> - provides training for use with adult, infant and child victims in a variety of emergency situations. Participants will learn skills to include performing rescue breathing, clearing an obstructed airway, and performing one-	3 Hours	Frederick Co. DSS University of Maryland, School of Social Work  Venue SSW/Regional	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/Venue	Audience	Cost Allocation
	rescuer CPR				
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Jack's Brain, Jill's Brain: Gender Differences and Why They Matter -</b> 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	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Laughter Yoga -</b> 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, everyone is welcome.	2 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent</b>	<b>Navigating the Challenges of the Educational System –</b> Learn about the role	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/Venue	Audience	Cost Allocation
<b>In-Service Training</b>	of the resource parent and the school in relations to enrollment, transfers, special education, and transition planning.		Social Work Venue SSW/Regional	Kinship Parents In-Service	Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Navigating the Challenges of the Educational System</b> – Learn about the role of the resource parent and the school in relations to enrollment, transfers, special education, and transition planning.	2 Hours	Webinar University of Maryland, School of Social Work Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Parenting Across Racial &amp; Cultural Lines</b> – Learn about the important issues involved in trans-racial and trans-cultural parenting.	3 Hours	Montgomery Co. DSS University of Maryland, School of Social Work Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Parenting Sexually Abused Children</b> – 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 Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Parenting the Sexualized Child</b> – 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 Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Personal Value Systems &amp; Self Care</b> – Explore personal value systems while understanding the importance of self-care.	5 Hours	University of Maryland, School of Social Work Venue SSW/Regional	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/Venue	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Pre-Natal Trauma: Future Relevance</b> - Learn about pre-natal trauma and the impacts it can have during childhood and later in life.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Prevention of Dental Abuse Through Awareness</b> - Oral hygiene is just as 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	2 Hours	Webinar	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Ready By 21: The Future of Our Teens</b> – Learn to build supports for transitioning youth via MD's RB:21 Programs.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Ready By 21: The Future of Our Teens</b> – Learn to build supports for transitioning youth via MD's RB:21 Programs.	2 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Ready By 21: Youth Matter</b> – 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  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/</b>	<b>Rethinking ADHD: What Works, What</b>	3 Hours	University of	Resource Parents,	Title IV-E Training at

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>Kinship Parent In-service Training</b>	<b>Doesn't &amp; Why</b> – Explore how the ADHD brain works differently from the non-ADHD brain.		Maryland, School of Social Work  Venue SSW/Regional	Adoptive Parents, Kinship Parents In-Service	75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Saying Goodbye: Managing Grief and Loss When Your Foster Child Leaves -</b> 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.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Saying Goodbye: Managing Grief and Loss When Your Foster Child Leaves -</b> 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	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Self-Care: Affirmation, Actualization, &amp; Appreciation</b> - 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	2 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	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/Venue	Audience	Cost Allocation
	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.				
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Serving the Needs of Children with Mental Health Issues</b> - This workshop will provide useful information and resources about mental health issues in children and youth, including: Basics about childhood disorders, Best practice interventions, Preparing for and preventing crises, Broadening the support network, Getting support and education for yourself	2 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Social Media Safety</b> – Discuss the benefits of using social media and opportunities to make these “safe” for youth.	2 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Social Media Safety &amp; Bullying</b> - Understand social media pros and cons to better protect youth from bullying.	5 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Social Media Safety &amp; Bullying</b> – Understand social media pros and cons to better protect youth from bullying.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service</b>	<b>Supporting Young Mothers &amp; Fathers in parenting Their Children (Parenting Interacting With Infants-PIWI)</b> - Being a	12 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents	Title IV-E Training at 75% FFP after applying Title IV-E penetration



Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
<b>Training</b>	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.		Venue SSW/Regional	In-Service	rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Surviving Adolescents: Caring for Teens &amp; Yourself</b> – 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 University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>The Importance of Sibling Connection</b> - Learn about the importance of keeping children connected to their siblings.	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
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Time Out: Self-Care for the Caregiver</b> – Learn ways to care for yourself, while also caring for your family.	3 Hours		Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Understanding the Long Term Effects of Pre-Natal Exposure</b> – 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	2 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	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/Venue	Audience	Cost Allocation
	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.				
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Unpacking the Invisible Suitcase or "Trashbag": How to Manage the Behavior of Children/Youth Who Have Experienced Complex Trauma</b> – Learn how to effectively respond to the behavioral challenges of children while supporting them as they work through trauma and grief.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Using Social Networking with Birth Parents</b> - Explore the complex issues of combining fostering and social media.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Working Towards Openness in the Birth Parent Relationship</b> – Explore the complex issues of combining fostering and social media.	3 Hours	University of Maryland, School of Social Work  Venue SSW/Regional	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate